



Sustainability Report 2022



Message to our Stakeholders

2022, a year of new challenges and important changes.

We became a Group, to support the birth and the rise of an European competence hub on technologies and products in the #cyber market. This is our contribution to building the autonomy and technological sovereignty of the Country and of Europe, which is all the more urgent in light of the growing cyber attacks and their speed of evolution.

We keep on investing in the development of knowledge, skills and our People, but also of our Customers, Suppliers and Partners, because only by focusing on the human factor can we strengthen the capacity for prevention and protection and find ever more advanced cyber solutions.

Knowledge and Competences are both activated through awareness, which is essential to unleash their full potential: for this reason we invest in the empowerment of our employees and our supply chain.

We built partnerships with important players in the sector, universities and research centers and launched an internationalization process, to guarantee cutting-edge technologies capable of strengthening the cyber resilience of public institutions, companies and critical infrastructures; together we are working on the democratization of cyber protection, to make it accessible also to small and medium-sized enterprises, until now the weakest point in the protection chain.

We strive even more vigorously for the defense and respect of human rights: we increased our offer of cyber Intelligence and lawful interception to guarantee the safety of citizens and prevent or stop serious crimes, because we know well how powerful data can be, and how much can be dangerous if they get into the wrong hands.

And for this reason we joined the United Nations Global Compact: a membership that represents a further incentive to improve in the implementation practices of respect for human rights, equal opportunities and in the application of the principles of sustainability.

A membership that constitutes a commitment to report, making our actions transparent and verifiable. Reporting is for us an element of guaranteeing the correctness of our actions towards the stakeholders, an important tool of transparency and accountability that helps us to build and consolidate relationships of trust, as well as to improve our orientation towards social responsibility and sustainable development.

This is why in 2021 we voluntarily adopted the Sustainability Report tool; and in 2022 we chose to expand its scope to the entire CY4GATE Group. Sustainability and the promotion of ESG values are essential in our growth path and in our business model: our company was born socially responsible by vocation; and grows by developing leadership in cyber innovation, strong in its ability to generate public and social value, at the service of the well-being and safety of the community.

The CY4GATE Group 2022 Sustainability Report represents an opportunity to share what we believe in and to relaunch our commitment to building a sustainable cyber world!

Chairwoman
Ing. Domitilla BENIGNI



Chief Executive Officer
Dott. Emanuele GALTIERI

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1. CY4Gate Group *a fast-growing group*

1.1 About us

CY4GATE Group is composed of the parent company CY4GATE, a joint stock company operating under Italian law, born in 2014 with the task of answering an unconventional cyber security question, and Aurora Group ("RCS" going forward as key brand), founded in 1990 as a leading Italian player operating in the forensic intelligence & data analysis market.

In late 2022 CY4GATE group further enriched its competencies through first agreements for Diateam 55% capital acquisition, strengthening its Cyber Security business line.

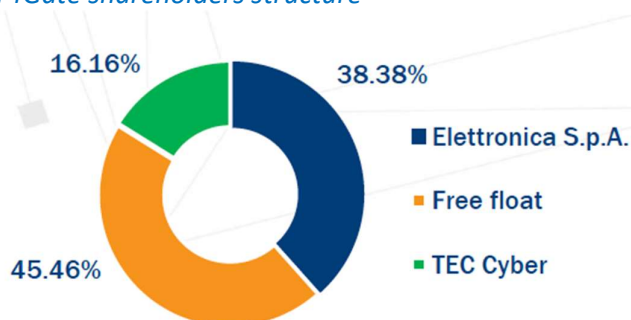
Group structure



CY4GATE is one of a kind Italian industrial project that operates in the cyber market at 360°, with proprietary products which satisfy both the needs of information collection and analysis, and security.

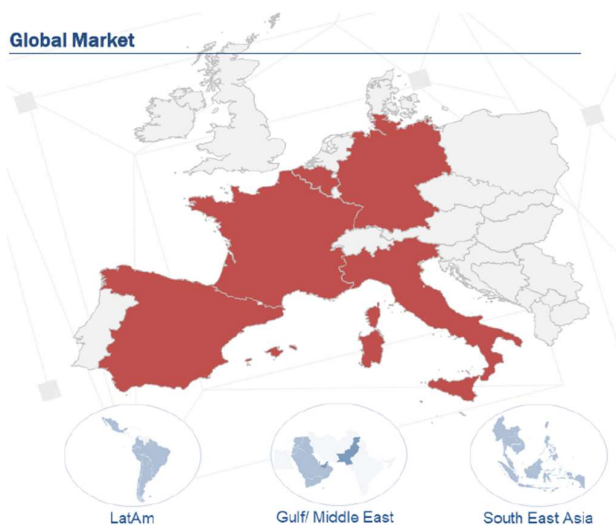
Listed on Euronext Growth Milan since June 2020, CY4GATE GROUP was conceived to design, develop and produce technologies and products, systems and services, which are able to satisfy the most stringent and modern "Cyber Intelligence & Cyber Security" requirements expressed by Law Enforcement Agencies, Armed Forces, Institutions and Companies, on the national territory and on the foreign market.

CY4Gate shareholders structure



1.2 Geographical presence and markets served

The company mainly operates in Italy and is also active in Spain and is increasing its presence in Germany and France. It has also a global presence with clients in Middle and South East, and Latin America



Revenues by geographic area and for products and services

		2020 CY4GATE S.p.A.		2021 CY4GATE S.p.A.		2022 CY4GATE Group	
		€M	%	€M	%	€M	%
Revenues by geographical area	<i>Italy</i>	11,2	86%	10,1	64%	34,09	63%
	<i>Export</i>	1,8	14%	5,7	36%	19,97	37%
	Total	13,0	100%	15,8	100%	54,06	100%
Revenues for products and services	<i>Products</i>	12,3	95%	11,3	72%	21,26	39%
	<i>Services</i>	0,7	5%	4,5	28%	32,80	61%
	Total	13,0	100%	15,8	100%	54,06	100%

1.3 Our mission, our vision, our values

Mission and Vision

CY4GATE was born with a clear vocation: as a product-centric company focused on cyber at 360° for the creation of platforms that can address cyber intelligence and cyber security needs.

The Company grows and evolves with a well-defined vision: to become a European technological competence hub in the cyber segment. With the idea of starting from Italy to extend its range of action throughout Europe, thus contributing to the achievement of a supranational technological sovereignty, with a European character.

To succeed in this intent, CY4GATE challenges industrial and technological dwarfism by launching a **campaign of acquisitions and partnerships in 2022**, which goes hand in hand with an organic, constant and positive growth of its product portfolio. The acquisition and partnership campaign worked on the two business souls of CY4GATE: **Cyber Intelligence** and **Cyber Security**.

With the acquisition of 100% of the capital of the **RCS-Aurora group**, CY4GATE group has increased its know-how on the cyber intelligence front, strengthening the quality of its offer in terms of data analysis and correlation, as well as the ability to use of data in the public and private sector.

The agreement for the acquisition of 55% of the capital of **Diateam** - a French company - instead strengthens the Cyber Security business line. Through this agreement, the CY4GATE group adds an exceptional product to its catalogue: the *hybrid digital twin*, a software platform capable of faithfully reproducing a company or institution network, for testing and fast-prototyping, risk-free and maintaining business continuity.

Values

Innovation

The experience acquired working with our clients makes us solid, hands-on innovators, capable of foreseeing the challenges of tomorrow through ongoing research and the development of technologically advanced solutions. Our constantly evolving business is characterised by the enthusiasm with which we explore reality and by our ability to integrate scientific and industrial collaboration, methods and processes.

Reliability

In our field, excellence is an absolute duty. Design, production and assistance are subject to stringent control procedures and continual improvements, all aimed at ensuring that each client's specific requirements are met correctly and at guaranteeing the maximum reliability of our products in every operational scenario.

Sense of Belonging

People are our most important asset. We believe in sharing and integration, in diversity, in ongoing professional development, in growth based on merit achieved by valuing commitment and talent. We act to ensure that everyone realises his or her full potential and actively achieves success in our company and in their own lives.

Integrity

We firmly believe that the best way of guaranteeing stable and lasting relations in the countries where we operate is by respecting the rules. Our approach is based on the core values of honesty, transparency and responsibility, both within the company and when engaging with business partners and clients, because for us mutual trust is a vital asset to be nurtured and protected.

Dynamism

We combine respect for the rules and procedures with a spirit of initiative, enterprise and flexibility, balancing rapid decision-making processes with effective control mechanisms. The fluidity of the framework in which we operate and our propensity for innovation keep our organisation lean and streamlined in its work practices and proactive in its relations with partners and clients. Ours is a dynamic equilibrium, made up of coordination and movement.

1.4 Products, technologies and solutions for a safer cyber world

CY4GATE is a unique, pioneering company that was founded in 2014 thanks to the idea of the mother company Elettronica SpA (which operates in the defence electronics sector, is controlled by the Benigni family and counts Leonardo Spa and Thales amongst its shareholders). It is a strong combination of entrepreneurial and financial resources and expertise in order to create an entity that specialises in two rapidly expanding cyber markets: Cyber Intelligence and Cyber Security.

Just eight years later, CY4GATE:

- boasts a complete and integrated portfolio of proprietary software solutions in both the Cyber Intelligence and Cyber Security (RTA) markets and provides cyber services;
- is a software house with expertise in various segments (e.g. Big Data/Artificial Intelligence) and has a highly motivated and entrepreneurial management;
- has a growing portfolio of high-standing clients, both in the government sector and corporate segment;
- is growing fast through a recent acquisition campaign that strengthen its know-how in both Cyber Intelligence and Cyber Security (RCS-Aurora group and Diateam);
- has actively worked on partnership to enlarge its capability to target different sizes of Customers (Almawave - Atlantica);
- has been identified as a Sample Vendor in the “Emerging Technologies and Trends Impact Radar: Artificial Intelligence, 2021” Gartner research for the Composite AI (or Hybrid AI) category, and as Representative Provider in the “Innovation Insight for Composite AI, 2022” Gartner research
- has more than tripled its workforce in a couple of years;
- generated sales of around € 54mn in 2022 with positive margins (30% EBITDA margin).

CYBER INTELLIGENCE MARKET

Intelligence conducted using digital tools consists in the collection, analysis and enhancement of information in order to make a decision. This is an activity that is specific to both Governments, in their relevant divisions (Law Enforcement Agencies and Armed Forces), and, to an increasingly significant extent, to companies, in particular as Corporate Intelligence activity.

This market is subdivided into two main categories: Augmented data analytics & Decision Intelligence that CY4GATE addresses with Quipo technology; and Forensic Intelligence and Data Analysis where the company can boast a range of three “Net-Int” products.

- **Augmented data analytics & Decision Intelligence**

The Decision Intelligence market revolves around Open Source Intelligence (OSINT), the collection and analysis of data from open sources about a topic or objective of interest. In order to collect, process, analyze, correlate, merge, enhance and process information, our product QUIPO uses a mix of Artificial Intelligence algorithms, such as those of Semantic Intelligence (for data in text format) and Data Mining (to analyze and correlating non-textual or alphanumeric and tabular data).

QUIPO is a technologically advanced software and offers:

- A high level of sophistication (using a number of AI algorithms) and allows for rapid and accurate object recognition (i.e. recognition without digital noise);
- Versatility given that it can be used by government agencies and private firms for various purposes (e.g. identifying criminals, analysing markets, travel management, pandemic crisis management);
- Varied customisation options (customising the product can take weeks/months) and modularity (QUIPO is a modular software solution with text/image/video/audio modules).

- **Forensic Intelligence and Data Analysis market**

This market concerns all the capabilities that allow an authorized operator to collect data and provide information with respect to a target, exclusively on behalf of law enforcement agencies and judicial authority. Forensic Intelligence is used to prevent or stop serious crimes such as terrorism, drug trafficking, mafia association, child pornography and corruption.

CYBER SECURITY

Products and services aimed at supporting Companies and Institutions at identifying patterns of events that could indicate cyber attacks, intrusions, misuse or failure of data in order to protect IT and OT nets from such attacks.

- **Cyber security market**

Cy4Gate proposes for the cyber security market its modern SIEM/SOAR named RTA, as well as the Diateam *hybrid digital twin*.

>>> RTA (Real Time Analytics) is a cyber security software solution used to protect/monitor IT and industrial infrastructure based on Big Data Analytics technology.

The system allows:

- collection and analysis of event flows (standard and non-standard data such as emails, telephone traffic, sensor traffic) from multiple sources (e.g. PCs, mobile phones, industrial sites);
- Real-time contextualisation of monitored activities;

- Indexing of all contextualised data in a "time-machine";
- Automatic identification of risky situations / anomalies and consequent classification (various levels of risk) and categorisation;
- Suggested solutions for each problem.

RTA is not an antivirus software in the sense that it stops the intrusion, but it tells the end user if they have a cyber problem or not and provides potential solutions.

>>>> **Diateam Hybrid digital twin** is a platform for testing, fast-prototyping, training and validation. In other words, the hybrid digital twin is a software platform capable of faithfully reproducing a corporate or public institution network: the result is a virtual environment that enables simulated cyber-attacks, systems development, testing and benchmarking. All trainings and trials can be done on the digital twin without compromising the real network.

The network resilience can be verified and proven, while maintaining business continuity, 100% risk-free.

- ***Cyber security services***

Cy4Gate provides cyber security services for:

- Incident Response, Vulnerability assessment, Penetration Test, Cybersecurity consulting and training to improve customers' cyber security awareness and protection giving a next generation cyber security monitoring and incident response capability;
- Support in designing and development of Cyber Electromagnetic Attack systems and simulation models, enabled by the combination of CY4GATE capabilities in the cyber domain and ELETTRONICA's assets in Electronic Warfare (EW) on behalf of Defence & Aerospace customers;
- recruiting, educational and training programs to address today's needs in cyber intelligence, cyber security engineering, cybersecurity incident response and recovery, cybersecurity assessment through CY4GATE Academy;
- hands-on experience on cyber activities for platform and system analysis, vulnerability management, attack pattern engineering through Cy4Gate DIGILAB strategic asset

2. Sustainability

Our primary vocation

We were born to protect.

To protect people's lives and jobs: we work every day to secure their safety and their privacy.

To protect data, as they can be powerful, and dangerous, as well.

To protect business continuity: if a company or an institution is under attack, life must go on.

Our company is sustainable by definition: it is in our DNA

We are aware that we are part of a larger and supranational ecosystem. For this reason, in formulating visions for the future and in our daily activities, we take into account the economic, social and environmental impacts that we generate through our actions and decisions.

We firmly joined the UN Global Impact.

Because in human rights, we care:

we strongly take distance from those who would make an unfair use of data.

In human potential, we believe:

we invest in people's empowerment, and we aim for their well-being, as well their professional and personal development.

In human talent and know-how, we invest:

we develop proprietary products and innovate in the #cyber world.

We do believe in challenging the limits, and borders.

In 2022 we carried on an acquisition campaign, to grow bigger. Our goal? To create a centre of expertise in the cyber field at a European level.

Because we are stronger and more sustainable together.

We bring about positive changes by creating cutting-edge technologies paying attention to the environment, social and governance aspects.

This is how we became one of the finalists of the Real Deals ESG Awards 2022, an award for technology companies that promote ESG values

And this for us means being socially responsible.

2.1. Committed for a safer digital world: this is our idea of sustainability

For us, a successful business model means pursuing and combining excellent economic-financial, governance, social and environmental performance, for the satisfaction of our main stakeholders:

- the **community**, which we protect by investing in and developing technologies in the cyber security and cyber intelligence fields;
- the **shareholders and investors**, who support us in the development of our company; we guarantee their value by paying attention to the issues of transparency, correctness, integrity and adequacy of our governance, as well as the sustainability of our economic performance;
- the **employees**: our People who represent the value of our group; for them we build a work environment that is attentive to well-being, health and safety, to meet their need for work-life balance and equal opportunities; we protect and enhance this value by promoting the empowerment of people and the development of their skills;
- the **customers**, public and private, whose security and resilience we guarantee by making available and researching cutting-edge solutions, the best tools and technologies to contribute to the creation of a safer digital world;
- **partners and suppliers**: we build synergies together, and we share our know-how with them to increase their capabilities and generate a strong cyber innovation ecosystem capable of responding to present and future challenges, at national and European level.

Our sustainability is a necessary condition for contributing to sustainable development and pursuing the objectives of the 2030 Agenda.

This is why our business model is based on the principles of social responsibility and examines 6 areas of sustainability:

GOVERNANCE AND RESPONSIBLE MANAGEMENT, HUMAN RIGHTS, BUSINESS MANAGEMENT,
PEOPLE AND WORKING CONDITIONS, RESPONSIBILITY TOWARDS THE COMMUNITY,
ENVIRONMENT.

Each area underlines significant issues and themes for the creation of value, for CY4GATE Group and for our stakeholders: what positive and negative impacts do we generate with our choices and our actions? If and how are we managing them? And how can we improve and intervene to prevent damage and encourage the generation of sustainable value?

All these questions drive us to improve our ESG strategies and promote an inclusive, healthy and sustainable economy.

Governance and responsible management

Which are the sustainability issues where CY4GATE thinks and acts?

A **solid corporate governance**: it is essential to ensure informed, transparent decision-making, integrated with assessments of ESG factors in the creation of value and in the generation of impacts, compliant with the legislation; this to consolidate the trust of investors, customers, lenders, to seize strategic opportunities connected to ESG challenges, and finally to remain competitive in the market and leader in innovation.

Sustainability-oriented strategies and policies: they integrate and monitor sustainability issues and the point of view of stakeholders in the company objectives and vision, as well in the design, development and production of technologies, products, systems and services; this in order to ensure consistency between what declared and what played, and to support both credibility and internal and external legitimacy of our work.

A **responsible business management:** this means adopting a risk-assessment-based approach, in order to integrate ESG risks and opportunities into planning and control systems; it also means adopting shared rules of conduct and management systems aimed at guaranteeing compliance with regulations, the achievement of corporate objectives and the pursuit of ESG values, thus preventing compliance risks and untimely management of economic, social and environmental impacts.

Transparency of information to investors and customers through honest and non-deceptive financial and commercial communication: information on products and services is truthful and understandable to allow customers to make informed decisions; financial reporting meets disclosure obligations and guarantees the transparency of transactions on the financial market, in order to consolidate the relationship of trust and avoid impacts that can generate a loss of trust as well as economic loss for the Group.

Corruption prevention: this translates into the adoption of shared rules of conduct, control principles and specific organizational-procedural safeguards aimed at managing the risk of internal corruption as well as the definition of anti-corruption clauses in supply and commercial contracts.

The **prevention of anti-competitive behaviour** in CY4GATE is equally pursued through shared behavioural rules, control principles and organisational-procedural safeguards, as fair competition is considered an indispensable element to ensure equal opportunities for all organisations and to stimulate the development of increasingly innovative products and services.

Information security and privacy: they are guaranteed by systems and procedures in order to avoid damage and compromise the Group's business and image, assure IT security, the business continuity of its customers and suppliers as well as the safety of citizens and activities of public significance.

Human Rights

Which are the sustainability issues where CY4GATE thinks and acts?

With reference to **respect for human rights**, i.e. the principles expressed in the Universal Declaration of the United Nations, in the Conventions of the International Labor Organization, in the OECD Guidelines, in the Charter of Fundamental Rights of the European Union and in any other relevant legislation. We have internalized these principles in the fundamental values underlying the CY4GATE Code of Ethics and have translated them into rules and procedures that guide and manage our relationships with stakeholders and with the market.

Business Management

Which are the sustainability issues where CY4GATE thinks and acts?

Leadership in innovation: we make our contribution to ensuring quality technological advancement and to building a national technological sovereignty that cannot be separated from the creation of a European technological sovereignty; all this to meet the needs of governments and businesses in protecting key infrastructures, services and citizens. For this we are leading a process of creating a European competence hub on technologies and products in the cyber market, through acquisitions and alliances; for this reason we pay constant attention to the development of internal skills and to the promotion and production of innovation through a continuous research and development process, in partnership with universities and other strategic players in the cyber sector; at the same time, aware of the importance of protecting property rights, we have developed an approach based on the signing of confidentiality agreements with employees and collaborators and on the adoption

of sophisticated security systems to protect the know-how developed. It is key for CY4GATE to implement policies and practices that promote respect for property rights, in commercial relationships and in innovation, research and development processes.

The **relationship with customers** and attention to their needs: this represents a drive to innovate and research cutting-edge solutions, and at the same time to increase knowledge and skills, an essential aspect for making the best use of the potential of cyber intelligence and reducing risk of cyber attacks. Our goal goes further: we want to democratize cybersecurity, making it accessible even to small and medium-sized enterprises which, due to the level of economic resources and skills required, find it difficult to get adequate solutions and timely interventions; this vulnerability also increases the exposure to the risk of cyber attacks of large companies of which SMEs represent the supply chain. It prompted us to seek synergies and alliances with other companies to build together solutions that are also accessible for SMEs: this makes it possible to strengthen the cyber resilience of the entire supply chain, from small to large companies.

Responsible management of the supply chain: for CY4GATE it means selecting reliable companies and at the same time promoting their development of skills and competences, through training courses, in order to guarantee the quality of supplies in compliance with industry standards and strengthen trust throughout the supply chain by customers and investors, as well as guaranteeing a cyber ecosystem capable of meeting present and future challenges, also through the promotion of behaviour oriented towards sustainability.

People & Working Conditions

Which are the sustainability issues where CY4GATE thinks and acts?

The **management and care of People** represents a key point in the CY4GATE group. In particular, great importance is given to the **empowerment of people**, the promotion of **equal opportunities** and **gender equality**. For this reason, the processes and procedures from the moment of selection until leaving the company guarantee to find continuous stimuli for one's personal and professional growth, satisfaction of expectations in the workplace, and at the same time attention to work-life balance, personal and family life needs, as well as socialization and shared growth. In the company, the organizational and resource management methods guarantee principles of fairness, recognition of merit and promote equal opportunities for all, making diversity an element of value and distinctiveness.

Occupational health and safety, in the corporate context of CY4GATE, does not represent only an organizational method for complying with the rules, but an approach that aims to create a safe and familiar workplace, in which the well-being of employees is a determining factor in the corporate success, also through the growth of awareness among workers and the provision of tools and services for prevention and assistance in addition to what is provided for in the National Collective Labor Agreement.

The Community

Which are the sustainability issues where CY4GATE thinks and acts?

The idea, design and production of CY4GATE products and services is developed to respond to the needs of protection, security, and access to essential services of citizens, companies and governments.

The Cyber Forensic Intelligence solutions developed and produced by CY4GATE represent a significant support to the activities of law enforcement and security agencies in the fight against criminal and terrorist activities. This means contributing to the **protection and safety of the community**.

The Community Safety passes also from **cybersecurity and protection of critical infrastructures**, our core mission and vocation, through Cyber Resilience and Corporate Intelligence solutions which stand for CY4GATE contribution to public and private companies and institutions in the prevention and protection of hacker attacks, guaranteeing data protection and privacy and business continuity, with particular attention to public utilities; but also to small and medium-sized enterprises which today represent the vulnerable point of cybersecurity.

The Environment

Which are the sustainability issues where CY4GATE thinks and acts?

Energy efficiency and the reduction of emissions in the CY4GATE group means efficiency of its premises and conscious behaviour of its employees in the use of energy resources, to place products and services on the market while reducing CO2 emissions to a minimum.

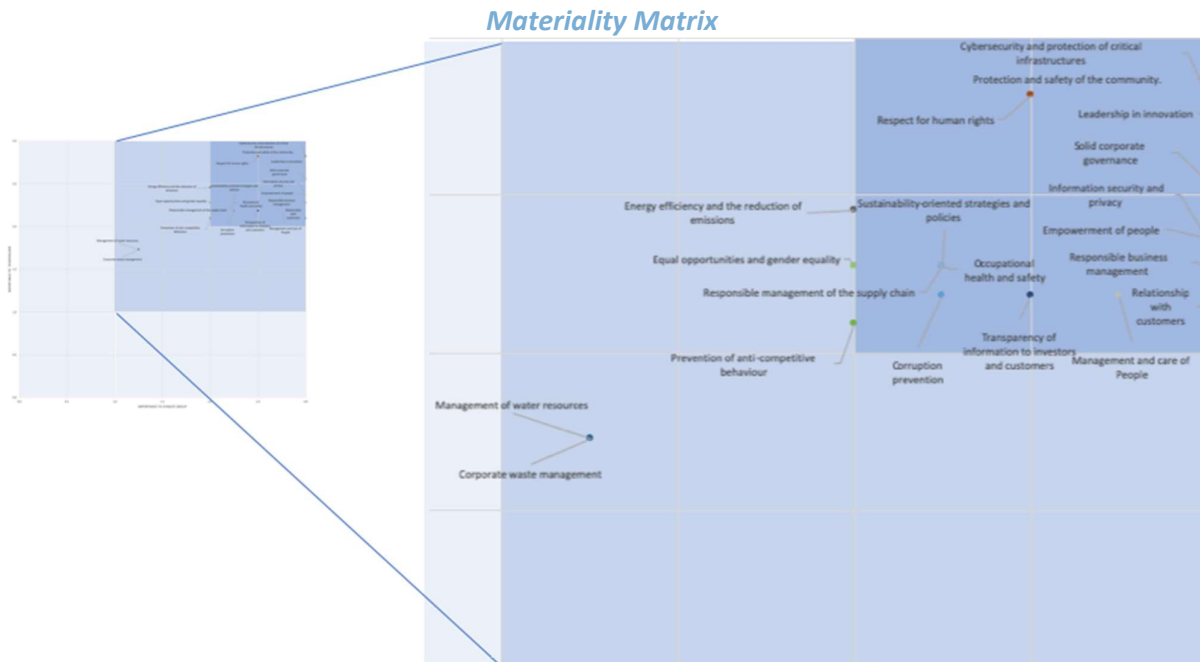
The **management of water resources** in CY4GATE industrial process has no significant relevance, being limited to civil consumption only; despite this, through the certified management systems of Elettronica Group, of which CY4GATE is a part and with which it shares the premises, and of the subsidiary RCS, we also keep this aspect under control.

Corporate waste management in CY4GATE is mainly represented by technological infrastructures that are disposed of in compliance with regulatory provisions and with an approach aimed at recovery and reuse.

The CY4GATE main issues to be managed and addressed have been identified through a double perspective:

- the significance and consistency with respect to the group business and development strategy, on the one hand;
- the needs, expectations and interests of its stakeholders, on the other hand.

Through a materiality matrix, CY4GATE identified its **material themes**: those priority topics in relation to which the group carries out a process of assessing impacts, planning objectives and reporting on results.



2.2. The United Nations 2030 Agenda: our contribution to sustainable development

CY4GATE Group, through its commitment in the areas and topics of sustainability, actively contributes to 6 of the 17 Goals of the 2030 Agenda for Sustainable Development of the United Nations.



Sustainability areas, relevant topics and contribution to the SDGs

<p>GOVERNANCE AND RESPONSIBLE MANAGEMENT</p> <ul style="list-style-type: none"> ▪ Solid corporate governance ▪ Sustainability-oriented strategies and policies ▪ Responsible business management ▪ Information security and privacy ▪ Transparency of information to investors and customers ▪ Corruption prevention ▪ Prevention of anti-competitive behaviour 	<p>HUMAN RIGHTS</p> <ul style="list-style-type: none"> ▪ Respect for human rights: <ul style="list-style-type: none"> ▪ in the production and sale of products ▪ in people management ▪ in the management of equal opportunities ▪ in supply chain management 	<p>BUSINESS MANAGEMENT</p> <ul style="list-style-type: none"> ▪ Leadership in innovation ▪ Relationship with customers ▪ Responsible management of the supply chain 
<p>PEOPLE & AND WORKING CONDITIONS</p> <ul style="list-style-type: none"> ▪ People care and management ▪ People Empowerment ▪ Occupational health and safety ▪ Equal opportunities and gender equality 	<p>THE COMMUNITY</p> <ul style="list-style-type: none"> ▪ Protection and safety of the community ▪ Cybersecurity and critical infrastructure protection 	<p>THE ENVIRONMENT</p> <ul style="list-style-type: none"> ▪ Energy efficiency and the reduction of emissions ▪ The management of water resources ▪ Corporate waste management 

>> The reporting of CY4GATE's contribution to the management of sustainability issues in relation to the objectives of the SDGs is detailed in the dedicated sections of the Sustainability Report.

2.3. Respect for human rights: a real commitment

Recognizing and respecting human rights is a founding element of the principles of legality, justice and social equity: we at CY4GATE Group assume the responsibility to respect, protect and apply human rights.

Every day, our IT solutions for the protection and security of companies, institutions and citizens make it possible to collect and manage huge amounts of data. For this reason, our primary responsibility in respecting human rights means guaranteeing **the correct use of data and avoiding improper use that could generate violations of human rights.**

Our commitment extends further, towards the protection of **labour rights**, the exercise of **trade union and political rights** in the workplace and respect for **equal opportunities**, the **elimination of all forms of discrimination against women and towards all forms of diversity**. A commitment that we also carry in relations with our suppliers and our customers.

A commitment we strengthened in 2022 by **joining the principles of the United Nations Global Compact.**

How do we turn our commitment into real life?

PRODUCTS

CY4GATE implements policies and procedures aimed at guaranteeing:

- development of technological solutions for the safety and protection of citizens and national institutions;
- no export to countries where there are significant risks of human rights violations;
- commitment by partners, customers and suppliers, to respect human rights, principles and rules defined in the Ethic Code, in the organization, management and control model according to the Legislative Decree 231/2001, in the anti-corruption code and in the policy for combating phenomena of Companies' money laundering and terrorist financing, with termination of the contract in case of violation.

PEOPLE

CY4GATE takes care of its personnel, through the Company's ethic code, and through management methods designed to ensure compliance.

Specifically, the protected human rights concern:

- prohibition of discrimination on grounds of race, color, sex, language, religion, political opinions, sexual orientation, nationality, background and social status, trade union membership, age or disability and anything else that may constitute a form of discrimination or intolerance for diversity;
- prohibition of any form of exploitation of child, forced or irregular labour;
- guarantee of being able to exercise political and trade union rights;
- guarantee of equal opportunities for all workers and collaborators;
- protection of sensitive data of individuals, whether they are employees, collaborators, visitors, customers, suppliers;
- protection of the health and safety of workers, in compliance with the provisions in force and the highest standards of safety and hygiene.

SUPPLY CHAIN

Policies and procedures aimed at guaranteeing:

- prohibition of all forms of forced labor and human trafficking and implementation of measures to prevent the risk of modern slavery;
- verification of the possession by suppliers of requirements related to the safeguard of people's health and safety;
- verification of reliability and legality, as well as the commitment for respecting human rights through the sign in of the documentation specially prepared by CY4GATE

2.4. Our stakeholders: our lighthouse

In an industrial, technological and social context characterised by high levels of dynamism, CY4GATE's ability to deal with change and provide innovative solutions derives from the attention it places on the needs and expectations of its stakeholders.

CY4GATE establishes relationships based on transparency and dialogue aimed at achieving its business objectives and generating positive impacts on stakeholders, as well.

CY4GATE has mapped the most significant stakeholder categories, starting from its development strategy, from the analysis of the related operational processes and thanks to the involvement of Top Management.



The group companies maintain a constant dialogue with them through structured but also informal channels

STAKEHOLDER CATEGORIES	WHO ARE THEY?	ENGAGEMENT & COMMUNICATION TOOLS
People	Those who interact with CY4GATE in various capacities and on which the company can generate impacts	Website, Social network
Financial Community	They have interest in the CY4GATE strategic vision, and its managerial and relational skills	Events, Communications with current and potential analysts and investors
Significant Shareholders	They invest in CY4GATE, and are interested in the company's ability to create economic and social value	Shareholders' meeting, consolidated financial statements and management report, specific meetings
Employees	They offer CY4GATE essential skills for the achievement of business objectives and who expect stimulating career prospects	Intranet, Survey, Meetings, training.
Public & Private Customers	CY4GATE priority is to fulfil their needs, with care and fairness	Dedicated meetings, Complaints management, Feedback collection system
Partners and companies in the #cyber field	Those who share visions and skills with the CY4GATE group, to build together solutions to offer to the market. Subjects with whom to build the ecosystem of cyber innovation at national and European level	Dedicated meeting; one-to-one contacts, training;
Universities and research centres	Those who make research know-how and human resources available to CY4GATE Group; and search for opportunities to exploit their own baggage of knowledge.	Research projects, dedicated meetings
Suppliers	They make tangible and intangible assets available to CY4GATE with a view to common growth	Survey, dedicated meetings
Public Institutions	They regulate the market and stimulate development opportunities for a healthy and competitive industrial sector	Events, dedicated meetings
Media	They can disseminate information on CY4GATE activities, and they make available useful information for the pursuit of the Company objectives, as well.	Press releases, Social Networks
Representative bodies	Ideal partners to share projects and system actions to strengthen the production sector	Participation in working groups, dedicated meetings

3. Governance

our way to manage innovation and complexity

LIABILITY

TRUSTABILITY

ACCOUNTABILITY

And above all

VISION and ABILITY TO MANAGE COMPLEXITY.

These are the cornerstones through which we create value for our stakeholders and contribute to fair and sustainable economic growth.

This is why we adopt a governance capable of regulating and directing the decision-making process of top management towards sustainability issues.

And we opt for decision-making and management tools capable of fueling informed choices, as well as preventing or governing the impacts of our actions.

We carry on our personal path towards Sustainability.

A path of attention and continuous improvement that has inspired our choices in terms of governance structure and tension towards the constant improvement of management and control tools.

We joined the United Nations Global Compact as a further step.

It is the formalization of a commitment to respect the principles we share and which inspire our actions. It is an inner pressure to constantly verify, evaluate and direct our choices and actions towards respect for human rights and the integration of the SDGs for sustainable development.

On these assumptions, CY4Gate Group builds its own system of rules, procedures and processes, in which transparency, ethics, compliance with the law and national and international standards, respect for the interests of stakeholders and human rights, are essential elements to guarantee a sound and balanced economic, financial and organizational management, in support of sustainable development over time of the company and of the value for its stakeholders.

2022 - a crucial year for CY4GATE:

In July 2022

CY4GATE joined the GLOBAL COMPACT



PREMIO INDUSTRIA FELIX INDUSTRIA FELIX AWARD

CY4GATE is among Cerved's top companies with a registered office in Italy for management performance and financial reliability in the innovation sector.

CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

In 2021 we committed to overseeing sustainability issues in a more structured way for what concerns governance bodies.

In this direction in 2022 we have:

- strengthened the bodies and procedures to address and verify conflicts of interest, corruption prevention, transparency and compliance with the rules;
- joined the United Nations Global Compact;
- strengthened the ESG team, also including RCS contacts: team based in the Finance and Compliance function, with responsibility for the CFO and reporting to the CEO; team in charge of overseeing the integration, management, monitoring and reporting of ESG issues;
- guaranteed the high commitment of top management, informing and involving them in the materiality's definition, in the commitments and in the non-financial reporting process;
- worked towards making management and risk management systems increasingly integrated.

For the three-year period 2023-2025 we are committed to:

- defining a group ethics code and a sustainability policy, also through the involvement of staff, to ensure greater awareness and alignment with values, principles and rules of conduct;
- Set up a control, risk and sustainability internal board committee;
- introducing incentive mechanisms linked to ESG results.

CY4GATE TOWARDS THE 2030 SDG OBJECTIVES



CY4GATE Group contributes to sustainable economic growth, capable of generating benefits in terms of employment and value for investors, customers and the community through the creation of a *European competence center in the cyber domain*. This is made possible through acquisitions and alliances at national and European level, the consolidation of its activities and thanks to the combination of skills, strategies and solutions of distinctive and reliable players in the European cyber landscape.



CY4GATE Group helps to prevent corruption and to promote a context of fair competition and cooperation for the benefit of community development. Organisational and managerial tools and choices contribute to the development of the Company and its relations, so that it is effective, responsible, transparent at all levels and attentive to the respect and promotion of Human Rights.

3.1. At work to strengthen our corporate governance day by day

A strong governance is the platform for building trust with our stakeholders, especially investors, customers and sponsors.

In compliance with the law and the Euronext Growth Milano Issuers' Regulation, CY4GATE Group has a formalized and structured governance system in order to guarantee the balance of powers and the separation between functions; the Board of Directors is entrusted with strategic supervision, the Chief Executive Officer with management duties, while the control duties are carried out by the Board of Statutory Auditors.

The Company is managed by a Board of Directors made up of 9 members.

100%

of council members possess relevant skills for the sustainable governance of the company

100%

of CY4GATE governing bodies' member trained on principles, standards, rules of conduct (including MOG 231/2001 training)

How many and who are the members of the CY4GATE Board of Directors?

	2020	2021	2022
No. board members	5	7	9*
No. independent board members	1	2	2
No. board members between 30 and 50 years	1	2	3
No. board members over 50 years	4	5	6
No. of women board members	1	2	2

* The increase in the number of directors in office from 7 to 9 took place following the acquisition of 100% of the share capital of Aurora S.p.a, and the approval of the Extraordinary Shareholders' Meeting of 07/02/2022.

Name	Role	First appointment
Domitilla Benigni	Presidente del CdA	15/05/2020
Emanuele Galtieri	Amministratore Delegato	31/03/2021
Enrico Peruzzi	Amministratore	15/05/2020
Alberto Sangiovanni Vincentelli	Amministratore	31/03/2021
Vincenzo Pompa	Amministratore Indipendente	31/03/2021
Cinzia Parolini	Amministratore Indipendente	04/08/2021
Roberto Ferraresi	Amministratore	15/03/2022
Sandro Etalle	Amministratore	15/03/2022
Paolo Izzo	Amministratore	04/11/2022

CY4Gate has an internal Board Strategic Committee, chaired by Prof. Alberto Luigi Sangiovanni Vincentelli, as President and composed of Domitilla Benigni, Emanuele Galtieri and Roberto Ferraresi.

The Board of Statutory Auditors, which supervises observance of the law and the Articles of Association, observance of the principles of correct administration and, in particular, the adequacy of the organisational, administrative and accounting structure adopted by the Company and its concrete functioning, is composed of a minimum of 3 and a maximum of 5 statutory and 2 substitute auditors, elected by the Assembly.

Name	Role	First Appointment
Stefano Fiorini	Presidente del Collegio Sindacale	15/05/2020
Paolo Grecco	Sindaco Effettivo	15/05/2020
Daniela Del Frate	Sindaco Effettivo	04/08/2021
Sebastiano Bonanno	Sindaco Supplente	15/05/2020
Gregorio Antonio Greco	Sindaco Supplente	15/05/2020

The Chief Executive Officer informs the Board of Directors on the general management trend, including the choices and impacts regarding sustainability.

For this reason, the Chief Executive Officer first examines the corporate risks deriving from the corporate risk management system, approving the mitigation actions and defining the tools and methods for implementing internal control.

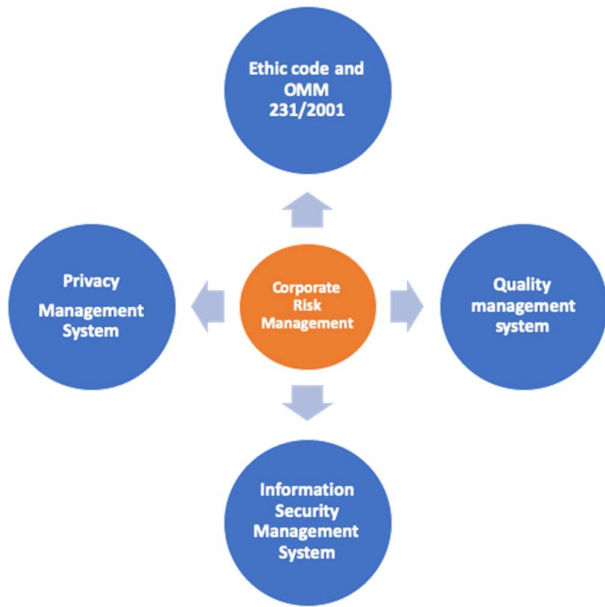
With respect to sustainability issues, the Chief Executive Officer is involved in the process of defining priorities and commitments, as well as in their reporting. Process guided by the company CFO who, with the support of a team set up within the Finance and Compliance function, directs, coordinates and monitors the planning and implementation of ESG commitments and non-financial reporting activities.

This organisational centre, together with the Related Parties Committee and the Anti-Corruption Committee, and the implementation of the Ethic Code and the Organisational, Management and Control Model (OMM), guarantees the information flows necessary for the Chief Executive Officer and the Board of Directors, to address, decide and monitor the risks and impacts in the field of environmental, social and economic sustainability, with reference to the material issues of the Company, including aspects relating to conflicts of interest, corruption and the violation of human rights.

3.2.A risk-based thinking management system

Adopting management and control systems in which ESG issues are drivers in risk analysis and assessment, makes it possible to act in compliance with the rules and human rights, to guarantee the correctness and quality of operations, to identify and manage in a preventive manner positive and negative impacts.

Responsible business management is guaranteed in the CY4GATE Group by the adoption of a risk-based thinking approach at the basis of the development of integrated management system (IMS).



The **Risk Management system** of the CY4GATE Group companies covers the risks associated with product quality, process compliance, information security and personal data processing, as well as the crimes envisaged by Legislative Decree 231/2001, including environmental issues, offenses relating to health and safety in the workplace, corruption offenses and corporate and tax offences

A structured system, with scheduled review and reporting methods, which allow risks to be monitored in a timely manner, activating the prevention and protection measures defined in the context of the related management systems adopted in an integrated manner - SGI:

- The adoption of the **Ethic code** and the Organisation, Management and Control Model according to Legislative Decree 231/2001, guide CY4GATE's actions, the governance and control bodies, employees and collaborators and all those who have relationships with the Company. They represent a means of direction and control, thanks to the definition of rules of conduct and the related identification of tools to facilitate their implementation. The Company requires customers, suppliers and partners to make a formal commitment to knowledge and compliance with the principles and rules contained therein, with immediate termination of the contract in case of violation of the same.

Zero

reports or complaints received concerning some kind of negative impacts, in the past 3 years

Zero

significant cases of non-compliance with laws and regulations, in the past 3 years

- The **ISO 9001: 2015** quality management system, to guarantee quality products and services, ensure customer satisfaction throughout the life cycle of the product/service contract, ensure an adequate level of innovation and technological content of the product/service.

RCS s.p.a: IMS Certification of IP products and services and operational headquarters in Milan and Naples

100% CY4GATE s.p.a IMS certified processes

- The **ISO 27001: 2018** Information Security Management System, to protect information resources from all threats, organisational and technological, internal and external, accidental or intentional.

Zero *n° of anomalies related to identified infections in the past three years*

- **Privacy** management, to guarantee the correct management of personal data through security measures suitable for ensuring compliance with the requirements and principles of the GDPR, the reference legislation.

Zero *n° of proven complaints regarding violations of customer privacy and loss of customer data*

No *leaks, thefts or loss of client data have been detected in the past 3 years*

3.3. Our motto: rules rule!

Integrity and compliance with the rules are the key principles that guide the CY4GATE Group's actions and its relations with all stakeholders.

Ensuring respect for human rights, preventing corruption, promoting a context of fair competition, guaranteeing the transparency of operations on the financial market, ensuring compliance with lawful rules and conduct at all levels, are principles that are matched by CY4GATE Group in the choices of governance and in the adoption of control and management tools.

Joining the **United Nations Global Compact** in 2022 further underlines the Company's commitment to respect human rights and to implement the ten principles relating to human rights, labour, the environment and the fight against corruption.

The **Ethics Code**, the **OMM 231/2001**, the **Anti-corruption Code**, the regulation of transactions with related parties, the **Code of Conduct on Internal Dealing**, represent the structured system of principles, rules and procedures to ensure compliance with the rules, promote behaviours of integrity throughout the value chain and ensure transparency.

The establishment of the **Anti-Corruption Committee**, the **Related Parties Committee** and the **Supervisory Body** integrate and strengthen the implementation and reliability of the system.

As part of the corruption prevention, the **adoption of a register of related parties** and the tracking of all transactions strengthens compliance in terms of transparency towards the market and oversees the management of conflicts of interest.

Zero reports or fines received by CY4GATE Group over the past three years, sign of the full transparency of its information towards investors.

Through the adoption of the OMM 231, the group oversees a whole series of crimes, including the issue of anti-competitive behaviour and the issue of corruption.

Zero anti-competitive behaviour lawsuits and antitrust and monopolistic law violations in which the organisation has been identified as a participant, ongoing, or concluded during the reporting period

There are **9 sensitive areas of activity subjected to an assessment of the risk of corruption**, with the **identification of 108 significant risks-crimes** related to corruption.

100% of Board of Directors and Board of Statutory Auditors is aware of internal anti-corruption policies and procedures

All employees of CY4GATE Group were informed with the organisation's anti-corruption policies and procedures, in 2022

35 employees, including managerial staff and with representation functions, trained on anti-corruption and OMM 231, in 2022

113 employees trained on anti-corruption and OMM 231, in 2022

All partners and suppliers receive and sign the general conditions with the purchase orders, which contain references to the OMM 231 and the Anti-Corruption Code

Zero confirmed corruption episodes

NO public corruption-related lawsuits

filed against the organization or its employees during the reporting period and the outcomes of such incidents

4. Innovation

the bigger we grow, the more we innovate

In a context of growing attacks in the cyber field, both in quantity and quality, CY4GATE Group now more than ever wants to be alongside companies and institutions to help them strengthen their cyber perimeter.

How can we make it possible?

We must consolidate our technologies and products.

We keep on designing, developing, and producing every day technologies and products, systems and services for greater cyber resilience of public and private companies.

And above all, we must keep innovating.

We have a vision: to become a European center of expertise in the #cyber field.

A hub that starts from Italy to extend its range of action to all of Europe.

An important step to contribute to a supranational sovereignty:

European sovereignty.

To make it happen, the limit of technological dwarfism must be challenged.

We need to grow in skills, but also in size.

This is why 2022 was the year of important acquisitions and partnerships for CY4GATE Group.

And that's just the beginning.

CY4GATE Group is building one of the first European technological competence hub in the cyber segment

6 companies

to grow bigger through acquisitions and strategic alliances

7 universities and research institutes

to support the innovation process

7.643.473 €

the total value of **investments in R&D activities in 2022**

CY4GATE Group cares for people and human rights:

it always operates in compliance with regulations and licenses to guarantee security and respect for human rights

CY4GATE Group has the **NCAGE code** (NATO Commercial and Governmental Entity Code).

The company is the holder of the **TULPS license ex. Art. 28** for the design, manufacture, possession and sale of electronic equipment specifically designed for military use, intended for the Armed Forces and national and foreign police forces.

Since 2020, CY4GATE Group has had the **NOSI** (acronym which stands for industrial safety clearance) which in Italian legislation represents an authorization to process information, documents or materials classified from the degree of confidentiality to that of top secret.

CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

We are committed to the production of proprietary cyber products and technologies, to guarantee the strategic autonomy and economic sustainability of Italy and the European system, as well as the safety of the community, and the protection of companies and relevant infrastructures.

At the same time, we work to avoid any misuse, to ensure that our solutions are always used with respect for human rights.

For this in 2022:

- we have been working to build one of the first hub of cyber technological skills at a European level, through acquisitions, alliances and partnerships, which strengthen both the ability to carry out R&D policies and to expand our customer value proposition;
- we have strengthened our procedures to avoid the duplication of our technological solutions in an improper and illegal way, and we ask our suppliers and customers to commit for the respecting of human rights: for this reason we have joined the Global Compact;
- we have ensured and monitored compliance with export requirements: CY4GATE Group undertakes not to export products to countries where there are significant risks of detecting human rights, and complies with regulations that include the use of IT solutions to intercept and process sensitive information for use exclusive to law enforcement agencies, solely for public safety purposes.

For the three-year period 2023-2025 we are committed to:

- carry on with our internationalization strategy and build a European competence hub on technologies and products in the cyber field, in order to make them available to companies and institutions and thus contribute to the creation of a safer digital world, through the prevention and repression of cyber attacks, of heinous crimes, as well as crimes of greater social alarm, in the exclusive interest of the community;
- promote innovation and the development of national entrepreneurship in the Cyber sector;
- ensure compliance with the Global Compact Principles, to promote the creation of a sustainable digital world attentive to respect for human rights.

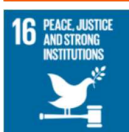
CY4GATE TOWARDS THE 2030 SDG OBJECTIVES



CY4GATE Group promotes the development of specialized skills in the cyber field. It contributes to creating value through collaboration and sharing of its know-how and talents with Universities and other public institutions.



CY4GATE Group is an innovation engine in the cyber field. Every day it protects access to essential public services, and the operations of public and private companies, through the development of resilient infrastructures, and the IT protection of Italy and Europe.



CY4GATE Group ensures the use of technological solutions in compliance with human rights and contributes to the protection and security of the community, supporting the actions of governments in the fight against serious crimes such as terrorism, child pornography, drug trafficking, arms trafficking and corruption.

4.1. Innovation must be managed

The development and mastering of cutting-edge expertise and technologies in the Cyber field are becoming increasingly crucial to guaranteeing, at national and European level, the safety of citizens and the regular performance of activities by companies, institutions and the community.

For this reason, the CY4Gate Group is willing to build a hub of technological skills, thus pursuing the dual objective of guaranteeing technological sovereignty and enriching its customer value proposition. To this end, it is pursuing a growth and strengthening strategy on several levels:

- Acquisitions of specialized companies in the cyber sector
- Strategic and operational partnerships
- International research and development partnerships and tenders
- Membership in networks and initiatives at national and international level
- Adoption of an innovation-oriented organization

Companies' acquisitions contribute to the creation of a leading group in the cyber intelligence and cyber security sector at European level, through the combination of skills, experience and products that allow the entire Group to meet the needs of a fast-paced evolving market, as well as to have greater power internationally.

In 2022, the acquisition of 100% of Aurora S.p.A was finalized. Aurora S.p.A. was at the top of a group of 8 companies active, in Italy and in Europe, in the development, production and marketing of software and devices intended for Forensic Intelligence & Data Analysis, which allow advanced analysis of information for investigative and decision support purposes (Decision Intelligence) for institutional clients.

Within the group, RCS ETM Sicurezza S.p.A., 100% controlled and operational since 1993, holds the market leadership in Italy and has a strong international vocation. In November 2022, Aurora S.p.A. and RCS ETM Sicurezza S.p.A. signed the merger deed for the incorporation of Aurora into RCS, in order to rationalize and simplify the structure of the group headed by Cy4Gate.

At the end of 2022, CY4GATE started the procedure for the acquisition of approximately 55% of DIATEAM, a French company specialized in the design, development and implementation of advanced systems for testing, validation and training in the cyber security domain for government and corporate customers.

CY4GATE pursues the creation of a leading group in the cyber intelligence and cyber security sector also through strategic alliances with companies that offer complementary services and products.

PARTNERSHIPS

ALFA GROUP > The partnership with Alfa Group leads to an integrated approach to the prevention, management and fight against cyber fraud in the banking and insurance sector.

KEYTECH > Similarly, the partnership with Keytech makes it possible to offer specialized solutions in the analysis and management of the risk of cyber attacks in real time - *Real Time Analytics* - also in the SAP environment, the management software most used by companies and public bodies all over the world.

ALMAWAVE > The agreement with Almwave, a company of the Almviva Group, leader in Artificial Intelligence, natural language analysis and Big Data services, will make it possible to integrate technologies related to the ability of recognition and interpretation of natural language into the decision intelligence platforms of CY4GATE. It will thus be possible to process enormous quantities of structured (and unstructured) data and to carry out even complex operations in complete autonomy.

ATLANTICA > The collaboration agreement with ATLANTICA Cyber Security, a company controlled by Atlantica Digital and specialized in defending the business from cyber attacks, will allow the provision of advanced cybersecurity services, to protect the data and applications of Italian companies and institutions. Furthermore, the cybersecurity teams of CY4GATE and Atlantica will create an *Incident Response task force* to provide timely solutions and responses to cyber attacks on Atlantica's customers with CY4GATE technology.

CY4GATE Group is working in two directions to become a Cyber point of reference at national and international level: first, integrating technological solutions and expertise to expand and strengthen the cyber offer at 360°; second: continuing to invest in Research and development.

It's been a while since CY4GATE has been carrying out important Research and Innovation initiatives, also in international contexts and in synergy with other partners in a cross-fertilization ecosystem.

CY4GATE is part of the consortium that gained the funding of the international research call in the context of the European Defense Fund (EDF), for the international research project, "AI Framework for Improving Cyber Defense Operations" (AIception).

The goal is to develop techniques and tools that - through the use of advanced artificial intelligence algorithms - are able to promptly identify possible malicious intrusions on systems and devices, generating alerts that prevent the cyber attack from having its effects on activities vital to defense and security.

The project has companies and research institutions from eight countries, and has a total value of approximately €8.2 million (of which €450 thousand for CY4GATE) over 3 years.

1,3 ML funds from European projects in 2022

The mention as "Representative Provider" for Composite Artificial Intelligence solutions for the year 2022, in the Gartner report "Innovation Insight for Composite AI" is a clear confirmation of the multi-year Research and Innovation path undertaken and supported by CY4GATE.

The company strengthens its know-how and feeds the research and development process also through **partnerships with universities and other public institutions**.

In particular, internal internships and the participation of CY4GATE professionals in university activities represent a good practice of cross-fertilization between research, implementation and

training. Furthermore, the Company also collaborates with university start-ups, to continue to cultivate research and development activities.

The collaborations launched in 2019 with the LUISS Cyber Academy, with the CNR for the CECASP research project, as well as the collaboration in 2020 with the University of La Sapienza - Rome for the SAFE research project, are in this direction.

The collaboration with the Roma Tre University and the RCS agreement with the Turin Polytechnic for the three-year period 2020-2022.

Same direction for the collaboration, since June 2022, with the University of Padua and the contract for three researchers with the Universities of Padua and Turin

Participation in national and international networks and initiatives allows the CY4GATE Group to increase its visibility and pursue synergies for the joint development of technologies and projects with a wider panel of companies in the sector, institutions and research bodies that share the same inspiring principles.



CY4GATE joined the "Cyber Security Made in Europe" and obtained the "Cyber Security Made in Europe Label" from the National Research Council - CNR - Institute of Informatics and Telematics - IIT- Pisa.

Developed from a project of the European Cyber Security Organization (ECSO), the certification aims to promote cyber security in the European Union; it certifies as well the expertise of qualified European companies: their reliability, and their ability to create solutions and services compliant with European policies on the GDPR, and the standard introduced by ENISA (European Union Agency for Information Security) for the security of IT products.

GAIA-X is an association born from the collaboration between the French and German governments, promoted by the Italian executive, with the aim of creating a federated infrastructure of cloud services at European level. The association's aim is to build an open, transparent and secure digital ecosystem, where data and services can be made available, collected and shared in an environment of trust. As a partner, CY4GATE will guarantee its know-how and IT solutions in the Decision Intelligence field to all members and will offer its Cybersecurity services, to help counter the IT threats of the cloud.



Participation as a partner in the Cybersecurity Competence Center 4.0 is also fundamental: this is a competence center resulting from a composite, interdisciplinary and multi-actor public-private partnership, which covers a wide range of skills and

promotes the development of a network of qualified collaborations; it also supports for the provision of guidance and training services, and the development of research and innovation projects.

Equally important, CY4GATE collaborates with ECYSAP - European Cyber Situational Awareness Platform: the largest European cyber defense project, carried out by a consortium formed by organizations from Spain, France, Italy and Estonia, financed by the Defense Industry Development Funds (EDIDP). This project was started with the aim of creating a European platform that makes it easier for military personnel to carry out their work in cybernetic missions. Thanks to its active role, CY4GATE continues to add initiatives with which it contributes to strengthening cyber security and, in this case, the response capacity of member countries in the face of any cyber threat.

In 2022 CY4GATE Group joined the ABI Lab Consortium, obtaining the concession to use the "Partner ABI Lab" brand, and was included among the cyber security advisors of CERTFin - Computer Emergency Response Team of the Italian financial sector.

Last but not least, CY4GATE's Chairman of the Board of Directors, Ing. D. Benigni, as a founding member, adheres to the Women4Cyber Foundation and she's President of Women4Cyber Italy initiative. Launched in 2018 under the patronage of the European Commission, the Women4Cyber project was formally included in January 2019 within the European Cyber Security Organization (ECSO).

Technological leadership is also pursued through the adoption of an **organizational model that fosters a constant approach to innovation**. For this some elements are crucial: the presence of highly qualified personnel, working methods and innovation design thinking processes that promote internal contamination between the various specializations, continuous updating and benchmark in highly challenging contexts.

In this direction, the setting up in 2022 of the "Data & Artificial intelligence Center of Competence", a highly specialized structure within the Engineering department, dedicated to the research, creation and implementation of Composite AI models for the benefit of all Business Units of product.

112 group employees employed in Research and Development activities

4.1. Infrastructures plus the community: how can we protect them?

For CY4GATE Group, generating technological innovation in the cyber domain and transforming R&D insights into usable products is a matter of responsibility towards the community even before business.

The fight against attacks on critical public and private infrastructures is a strongly felt need at national and European level. The fight against criminal and terrorist activities and the management of "big data" for public utility is a constant need that requires ever more advanced tools and solutions.

This is why an important part of our mission is to turn the advantages of innovation to the benefit of the community.

In CY4GATE Group

81% are customers of Cyber Intelligence solutions

19% are customers of Cyber Security solutions

Information security and critical infrastructures' protection

Digitization has great potential: as one of the main developments of the global economy drivers, as well as one of the pillars of the national PNRR and of European development policies.

At the same time, the massive diffusion of digital tools for living and working goes hand in hand with the increased risk of exposure of companies and individuals to cyber attacks. These attacks can compromise the know-how and operations of companies and public institutions, access and availability of essential public services, and can lead to an improper use of sensitive data and information.

	2020 CY4GATE S.p.A.	2021 CY4GATE S.p.A.	2022 CY4GATE Group
% of public customers of Cybersecurity solutions by type	Law Enforcement Agencies 12,5% Armed Forces 75% National/EU Research Programme 12,5%	Security Agencies 70% Armed Forces 10% National/EU Research Programme 10%	Security Agencies 14,2% Government entities 28,5% Armed Forces 28,57% National/EU Research Programme 28,57%
% of private customers of Cybersecurity solutions by type (public utilities; other)	Public Utilities 33% Other 67%	Public Utilities 32% Other 68%	Public Utilities 9,1% Other 90,1%
No. countries where the products are sold	4	4	4
% customers of Cybersecurity solutions by geographic area	Europe 6% Italy 76% Extra Europe 18%	Italy 88% Europe 4% Extra Europe 8%	Italy 84,6% Europe 7,7% Extra Europe 7,7

The cybersecurity solutions and services developed, also thanks to synergies with partners and group companies, make it possible to strengthen the protection of organisations' information,

minimize the impact in the event of a data breach, and establish the conditions for reacting promptly.

CY4Gate supports companies in all aspects related to IT Security, evaluating and designing complex ICT systems and solutions. The company supports organizations in identifying, managing and resolving cyber attacks, before they can impact their core business, through the Security Operation Center which operates with an integrated SOC/CERT model. CY4GATE also guarantees rapid and effective support in the management of cyber incidents through a digital emergency service and by providing a team of cyber security experts.

Furthermore, CY4GATE is aware that the first form of defense passes from the knowledge and skills present in the organizations. For this reason the company has developed a recruitment, training and specialization program in the cyber domain, aimed at the personnel of client organizations: in fact, CY4GATE Academy and DigiLab represent a training and tutoring proposal built on the specific needs of client organizations and capable of simulating real scenarios of cyber challenges.

8 training and tutoring courses carried out in 2022
244 hours of training provided to client organizations to increase their resilience

Community protection and safety

The cyberintelligence solutions developed by CY4GATEGroup represent an important contribution to the activities of governments, public institutions and law enforcement agencies to protect their citizens and save lives.

The ability to collect and analyze online information conveyed through the Internet and generated by the use of digital and electronic devices, is the basis of modern law enforcement intelligence activities. And this is crucial for countering criminal and terrorist actions, for carrying out investigations, for making decisions in situations of uncertainty.

81% of CY4GATE Group customers are Public Prosecution Office, Security Agencies, Armed Forces, who purchase Cyber intelligence solutions.

	2020 CY4GATE S.p.A.	2021 CY4GATE S.p.A.	2022 CY4GATE Group
% of public customers of Cyber intelligence solutions by type	Security Agencies 23% Armed Forces 46% Law Enforcement 31%	Security Agencies 37% Armed Forces 63%	Public Prosecution Office 94% Security Agencies 3% Armed Forces 6%

CY4GATE's forensic intelligence software platforms for the collection and analysis of passive and active data, developed in compliance with Italian and European legislation, provide an important aid in investigative activities, on behalf of the public prosecutor.

Through artificial intelligence, the Gens.AI software creates virtual avatars that interact with physical subjects on the web. The goal is to perform an activity, also known as Virtual Humint, which

is particularly effective in the fight against drug trafficking, child pornography, subversion and association.

The use is reserved to the Italian and foreign Police Forces. In particular, in Italy their use is permitted exclusively for fighting specific serious crimes available to the Judicial Authority, in compliance with the provisions of the Privacy Guarantor.

	2020 CY4GATE S.p.A.	2021 CY4GATE S.p.A.	2022 CY4GATE Group*
% customers by geographic area of Cyber Intelligence products	Europe 17% Italy 66% Extra Europe 17%	Italy 67% Extra Europe 33%	Italy 90% Europe 4% Extra Europe 6%

Cyber Intelligence solutions help to make more informed decisions, having full awareness of the scenarios and the impact of each choice. For example, QUIPO - Decision Intelligence Platform- and C4I support intelligence analysts by extracting "informative output" on a specific topic, objective or target starting from the enormous amount of data coming from heterogeneous sources.

5. People

our magic human power

Our Innovation passes through our People: valuing them and offering them growth opportunities, guaranteeing well-being and quality of life, a comfortable and inclusive workplace is a must for the CY4GATE Group.

We believe in teamwork.

At the same time we know that each Person has his or her uniqueness to be valued: understanding their abilities, developing their skills and enriching their professional and human capital through continuous and frontier training is our task and responsibility.

We are working to become a European center of expertise in the #cyber field.

The sense of corporate community and relationships between colleagues are essential to carry out this project. This is why we work to ensure that everyone feels part of a CY4GATE group and of a growth project with added value for everyone.

Who works at CY4GATE Group?

366 CY4GATE Group employees

→ 99,7 % of employees are permanent

→ 19% are women, of which 9% are responsible for organizational units

CY4GATE is fast-growing

93 new hires in 2022

of which

23% women

34% are under 30

27 contracts are for apprentices

3.965 hours of training in the 2022

CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

In 2021 we committed to caring for and enhancing our employees, while attracting new talent.

In this direction, in 2022 we have:

- integrated our welfare plan and regulated smart working;
- strengthened and improved our processes for defining ad hoc training plans and career paths.

2022 saw us engaged in building the CY4GATE Group, not only at a corporate level but also at a People level. In this direction and to encourage the integration and inclusion of all, we have set up an integrated management office, to be close and guarantee all our employees the same attention and response to their needs.

For the three-year period 2023-2025 we are committed to:

- finalize integrated personnel management policies;
- promote and foster the intercultural exchange of employees among group companies at an international level
- adopt equal opportunities management systems and gender certification.

CY4GATE TOWARDS THE 2030 SDG OBJECTIVES



CY4GATE offers its employees the opportunity to acquire and strengthen specific and innovation-oriented technical and professional skills..



CY4GATE creates job opportunities and professional growth in a rapidly expanding and highly specialized sector, giving those with distinctive skills the opportunity to enhance them.



CY4GATE defines human resource management procedures based on the principles of equal opportunities and the reduction of the gender gap, in all phases of working life, from recruitment, to skills and career development, but also to work-life balance and parenting management.



CY4GATE guarantees compliance with occupational health and safety regulations and promotes a working environment in which the dignity of people and the fight against discrimination are a founding element of personnel management policies

5.1. In our people we care

Our employee management policies are inspired by an impact assessment approach: for the company, for the people who work for us and for the development vision we have.

For CY4GATE Group, people management does not simply mean hiring and employing people in the company, according to their profiles; it means taking care of them at 360 degrees. To this end it is fundamental to guarantee a workplace that meets their professional growth expectations, but also a place that is able to balance their personal and family life needs, and a place for socialization and shared growth, as well.

In this direction, we adopt internal fair selection policies and procedures, in which the recruitment and management of human resources is based on the recognition of merit and on the principle of respect for equal opportunities.

We recognize the value of parenthood and for this reason we encourage the use of parental leave

100% of employees who were entitled to parental leave took it in 2022, of which 25% were male employees.

The rate of return to work in the company of employees who have taken parental leave is 100% of employees on leave

We believe in an agile way of working that allows everyone to define and organize their workloads with a view to work-life balance.

This is why we recognize the value of home working as a tool capable of strengthening a hybrid work model in order to feed a physical community by promoting authentic contacts among colleagues; directing work to maximum efficiency by promoting independence, accountability and result orientation on the part of employees; protect concentration, work-life balance and quality of life from home.

CY4GATE adopted an *ad hoc* regulation, which provides, for the activation of home working, the request by the employee and the signing of an individual agreement, as well as compatibility with some elements such as, for example, the type work or levels of autonomy.

The accepted home working days can vary from 8 to 12 days a month, used for whole days or for a minimum of 4 hours, based on the type of work, and according to technical-organizational needs.

To ensure a fair approach and encourage integration, especially thinking in terms of the group and not of the individual companies that make it up, CY4GATE is acting both in terms of unification of processes and procedures, and in relation to the organizational structure. For this reason, CY4GATE has set up an Integrated Management Office (IMO), centralized in the Rome office, and has set up an HR Team for the group companies, whose managers report to the Group's Human Resources Director.

Overview on employees of CY4GATE Group

	CY4GATE S.p.A.		CY4GATE Group
	2020	2021	2022
Manager	6	8	15
<i>women</i>	0	0	1
<i>technicians</i>	2	3	6
<i>administrative employees</i>	4	5	8
<i>under 30 years</i>	0	0	0
<i>between 30 and 50 years</i>	4	5	10
<i>over 50 years</i>	2	3	5
Middle-manager	9	14	47
<i>women</i>	0	1	5
<i>technicians</i>	6	10	28
<i>administrative employees</i>	3	4	19
<i>under 30 years</i>	0	0	0
<i>between 30 and 50 years</i>	5	10	34
<i>over 50 years</i>	4	4	13
Office worker	53	67	277
<i>women</i>	9	15	58
<i>technicians</i>	45	58	239
<i>administrative employees</i>	8	9	38
<i>under 30 years</i>	16	13	28
<i>between 30 and 50 years</i>	37	52	211
<i>over 50 years</i>	0	2	38
Apprentice	0	4	27
<i>women</i>	-	0	7
<i>technicians</i>	-	4	25
<i>administrative employees</i>	-	0	2
<i>under 30 years</i>	-	4	27
Full-time contracts	68	93	360
<i>women</i>	9	16	65
<i>men</i>	59	77	295
Part-time contracts	0	0	6
<i>women</i>	-	-	6
<i>men</i>	-	-	0
Temporary contracts	0	1	1
<i>women</i>	0	1	0
<i>men</i>	0	0	1
Permanent contracts	68	88	365
<i>women</i>	9	15	71
<i>men</i>	59	73	293

% of total employees covered by collective bargaining agreements.	-	-	100%
total number of workers who are not employees and whose work is controlled by the organization (consultants)	-	-	36

5.2. Talents and skills: how to value and develop such an important heritage

Our goal is to select the best talents and give them the opportunity to grow within the company. For our personnel policies, it is therefore crucial to attract talent and key skills, to guarantee their long and profitable stay in the company, to focus on employee motivation and well-being.

To do this, CY4GATE Group adopts certified recruitment and selection procedures within the integrated quality and safety systems, to guarantee impartiality and correctness of the procedures, as well as equal opportunities in the selection. Similarly, the development and consolidation of skills are points of attention and investment for the group, which oversees the skills assessment and training processes in a structured and standardized manner, in order to guarantee and protect its distinctive know-how.

Recruitment & Selection

RECRUITMENT	To reach and capture the target audience while maintaining the effectiveness and efficiency of the process in terms of time and output quality
SELECTION	To evaluate the candidate's profile with objective tools and methodologies for defining the process of skills, attitudes and motivations in relation to the requirements for effective coverage of the job description
PLACEMENT	To promote awareness of one's role, with respect to the organisational system as a whole

CY4GATE Group pushes young talents and promotes equal opportunities

In 2022, the percentage of hirings of young **people under 30 and women are growing**

	CY4GATE S.p.A.		CY4GATE Group
	2020	2021	2022
Total n° of hires	30	34	93
% men	83%	79%	77%
% women	17%	21%	23%
% < 30 years	7%	29%	35%
% between 30-50 years	80%	65%	56%
% > 50 years	13%	6%	9%

CY4GATE creates transparent career paths to engage and retain the best talents. Career planning takes place through the identification of both a vertical and horizontal growth path that uses training and internal mobility as drivers.

Career paths: step by step

MAPPING

Collect and map roles, skills, knowledge, experience and requirements of each organizational position, accompanied by an assessment of the individual collaborator with respect to expectations

MODEL DESIGN

Create a model of technical and soft skills consistent with corporate values and culture to enhance the behavior and contributions of individuals, involving all people in the pursuit of corporate objectives.

IMPLEMENTATION

One-to-one analysis with the employee to understand where to grow and where to go, jointly establishing career path and direction, and all the responsibilities, objectives and incentives that correspond to career upgrades, and the training path to develop the necessary skills.

The growth of skills and professional updating are opportunities for development both at an individual level and for the whole organization. For this reason, training in the CY4GATE group is a fundamental tool for transmitting to employees the knowledge and skills necessary to become aware of their role and act according to the values of the corporate organizational culture.

The personnel training process is regulated within the quality management systems of the group companies; it is designed to ensure constant alignment between the necessary skills and those possessed, as well as constant professional updating in line with business development opportunities.

Personnel training process and ongoing monitoring

1. SKILLS AND QUALIFICATIONS ASSESSMENT

Analysis of the worker's knowledge, skills and competences starting from CV and interview

2. IDENTIFYING GAP

Matching between the necessary role's skills and qualifications on one side, and the skills and qualifications possessed by the worker, on the other side

3. TRAINING ACTIONS

Design and implementation of training actions to fill any gaps.

4. ONGOING MONITORING

Periodic updating of the training plan

In addition to corporate training courses, CY4GATE welcomes and enhances the individual updating self-initiative expressed by its employees. This is why it provides opportunities for comparison and exchange with the outside world by promoting the participation of personnel in international conferences and events and recognizing the in-depth study and updating of the individual as a crucial part of their work duties.

	CY4Gate Group 2022
Average hours of training provided to employees	3.965
<i>of which training hours provided to women employees</i>	439,5
<i>of which training hours provided to men employees</i>	3.525,5
<i>of which training hours provided to manager</i>	76,5
<i>of which training hours provided to middle - manager</i>	565
<i>of which training hours provided to office worker</i>	3.323,5

**excluding training on OMM 231/2001 and on the subject of Health and Safety identified in the respective activities*

CY4GATE Academy

In a context of digitalization and growing demand for highly specialised figures, in 2022 CY4GATE launches its Academy for talented young people who do not find in the usual school courses those skills that are really necessary and valuable at work.

The CY4GATE Academy is the heart of the company's new development vision. Here people become above all active subjects in the development and sharing of skills and abilities. While participating in training interventions, people carry on the dissemination of corporate culture and ceaseless innovation processes pursued by the corporate mission.

The CY4GATE Academy provides targeted training to strengthen the specific skills required by the company. The goal is to grow highly professional "home-trained" figures. For each technology, a specialist tutor transmits specialist and transversal skills to the students through experiential activities in laboratory classrooms and on-the-job training.

The Academy was born for

- creating highly trained and competitive teams, always in step with the times and new technologies;
- bonding workers to corporate values;
- hiring young talents, carefully trained and with specific skills to add value to business development.

5.1. Employees: their well-being comes from health and safety

The well-being of employees, inside and outside the company, depends on health and safety. For this reason, in CY4GATE Group we pay attention not only to compliance with the obligations prescribed by Legislative Decree 81/2008, but we focus on their well-being needs by proposing a supplementary assistance offer and creating a comfortable work environment.

With regard to occupational health and safety, we promote the dissemination of a culture of awareness of the risks associated with the work activities carried out, at every company level, and

we guarantee constant monitoring of the organizational and procedural system for compliance with the rules of behavior.

To this end, the CY4GATE’s internal organization is equipped with the technical skills and resources - both instrumental and economics - as well as the correct power so that the testing, assessment evaluation and risk management activities are carried out in compliance with the highest standards.

ORGANISATIONAL AND MANAGEMENT MEASURES FOR HEALTH AND SAFETY AT WORK
<ul style="list-style-type: none"> ● Monitoring of the organisational / procedural system regarding safety at work. ● Staff training and awareness raising activities on workplace health and safety issues. ● Traceability of individual activities aimed at identifying the resources necessary to ensure the application of the provisions of the law in force. ● Constant assessment of the risks that may have an impact on the safety and health of workers, formalised in the Risk Assessment Report. ● Updating of protection measures in relation to organisational and production changes, with particular reference to health surveillance aspects

The detection of dangers and risk situations is carried out with reference to two general cases:

- risks generated by structural and environmental factors: linked to work spaces or environmental characteristics, therefore linked to general conditions, independent of the activity of workers;
- risks related to the specific task and equipment: linked to "homogeneous groups of workers" who perform the same activities and tasks and who are therefore exposed to the same occupational risks.

For each identified risk, the corresponding prevention and protection measures are identified: work procedures, behaviour of individual workers, organisation of work, collective protection devices, individual protection devices, other mandatory measures of law and good practice.

The Managers of the individual activities supervise their people compliance with the prevention and protection measures and acknowledge the reports of the collaborators for the improvement of safety and the protection of health.

For the purpose of raising awareness of risks and promoting behaviours that protect the health and safety of workers, CY4GATE ensures adequate training, information and coaching on health and safety in the workplace.

	CY4Gate Group 2022
Workers training on occupational health and safety	78
hours of training per year on the topic of prevention and protection	624

Occupational Health and Safety are essential elements for creating a person-friendly workplace.

100% of employees and non-employee workers who work on site are covered by the occupational health and safety management system.

In 2022 there was only 1 episode of zero-severity work accident

Working conditions influence the quality of life of employees and their families.

Here's why CY4GATE Group puts in place initiatives to create a peaceful working environment and to promote a sense of community, such as:

- great flexibility for what concerns daily in-and-out working schedules, and big choice autonomy on how to manage the job to be done;
- a bar inside the company, refreshment points and rooms used for breaks;
- the provision of a company butler service and a fitness center and agreements with health and sports centres;
- an Amazon voucher worth 200 euros, as requested by employees, and discounts agreements with sports centres;
- creativity room and pet-friendly policy are part of the agenda to get the best people in the industry and create a better workplace.

In compliance with the provisions of the Metalworking National Collective Labor Agreement, CY4GATE employees can take advantage of supplementary / complementary pension tools and supplementary assistance.

In 2022, the Health Plan Regulation was adopted, with entry into force from 2023: this introduces a form of health care superior to the basic plan provided for by the regulation of the Metasalute contractual fund in favor of all employees hired on permanent contracts. The monthly membership fee to the fund is paid by the Company. Each employee has the option of adding his or her family members to the coverage, taking on the coverage of the contribution.

6. Customer

Our Customers are special

Not all our Customers are made alike.

But all of them express an urge for Cyber-security, or Cyber Intelligence, as well.

We exist to satisfy their needs, both for Companies and Government Bodies.

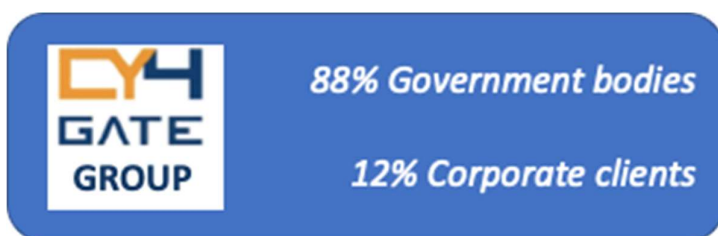
We have a Customer-Centric organizational structure. We aim to build solid and lasting relationships based on transparency, and capable of providing prompt and qualified responses.

For this, we start from understanding our customers, then we guide them to find technological solutions capable of responding to specific requirements; and eventually we train their people for a conscious use of the products & services offered.

But not everybody can be our Customer.

In human rights we care, and we firmly close the door to those who would make an improper or antidemocratic use of our technologies. Because Data is powerful, but can also be dangerous

CY4GATE Group for private companies and institutions:



		2020 CY4GATE S.p.A.	2021 CY4GATE S.p.A.	2022 CY4GATE Group
Revenues by Customer		€ 13.023.827	€ 15.730.580	€ 54.062.437
Customers>500k		39%	24%	45%
% of customers by location	Italy	68%	76%	90%
	Europe	3%	2%	5%
	Out of Europe	29%	20%	5%

CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

We have always been committed to developing technological solutions capable of responding to a double need:

- facing and managing the growing complexity in the field of cyber intelligence and cyber security;
- providing institutions and companies with tailor-made solutions, while training people for their effective use.

In this direction in 2022 we have:

- gained new contracts from important government bodies and companies, which allows us to evolve our technological solutions through a research and innovation approach, and to respond to specific clients needs, generating value for all our customers;
- developed ad hoc partnerships, to meet customers needs in an increasingly diversified and integrated way;
- strengthened the organizational model to be ever-closer to our customers and end users.

For the three-year period 2023-2025 we are committed to:

- ensure a quality technological progress in the context of the European Union, while keeping on adopting a continuous research and innovation approach, in collaboration with our customers and with our partners;
- strengthen the resilience of our customers, while increasing their knowledge and awareness in the management of cyber protection;
- promote accessibility to protection services from cyber attacks, developing solutions within the reach of small and medium-sized enterprises, both in terms of economic investment and human resources and skills to be made available.

CY4GATE TOWARDS THE 2030 SDG OBJECTIVES



CY4GATE Group supports the development of specific skills in the cyber and intelligence field through professional training interventions with a high technological content.



CY4GATE Group promotes and facilitates access to digital technologies, also for small and medium-sized enterprises, essential for the development of reliable and resilient infrastructures in organizations.

6.1 A Customer-centric attitude

We are a technological tailor-boutique, willing to ensure proximity support to end-users. Indeed, CY4GATE Group pursues a policy that places the customer at the center of its activities. It is their needs and expectations that guide the process of customer management and satisfaction, and are above all the drive to design and implement increasingly customized technological solutions capable of responding to the challenges, opportunities, as well as the pitfalls and threats of the cyber sector.

CY4GATE Group's customers are composed of all sizes national and foreign companies: from small to medium and large ones. No matter the size, they often operate in sectors of public relevance, and their need is common: to protect themselves from cyber attacks or to improve and speed up their decision-making process thanks to decision intelligence tools.

CY4GATE's customers are also Governments, or its divisions, which make use of cyber intelligence and cyber security solutions to safeguard citizens and critical infrastructures with increasing effectiveness and efficiency.

Customers represent for CY4GATE the opportunity to challenge technological frontier issues in the cyber field, to refine and make increasingly versatile products, while at the same time strengthening cyber skills at national and European level.

Growing together with our customers: our main contracts in 2022:

- a contract with a leading government body, worth approximately € 600,000, for the supply of a cyber intelligence system, supported by selected cyber-security modules, and implemented on a proprietary software platform; this assignment is the evolution of a pre-existing project, based on the use of the most recent technologies and algorithms, as a result of many years of internal investments in Research and Innovation;
- a one-year contract for a Research and Innovation project, worth approximately €1,900,000 with an important Italian hi-tech corporate player: the assignment's goal is to enhance the offering of the partner company's product with new features able to significantly improve the customer value proposition and competitiveness in the homeland security sector for the benefit of both corporate and institutional customers.
- contracts for the supply and maintenance of CY4GATE's cyber intelligence systems for leading Italian and foreign customers: 36 months duration with a total value of approximately €6 million. The supplied systems relate to the sale, maintenance and upgrade of the proprietary platforms for forensic intelligence & data analysis activities developed by the CY4GATE Group, for which the company has a consolidated leadership in the national and international arena.

To this end, the group companies adopt organizational solutions and procedures capable of guaranteeing transparency, reliability and quality in the process of acquiring and managing customers and orders.

The management of the order acquisition process is an integral part of the integrated management systems of the group companies.

Last but not least, to strengthen the customer value proposition and product customization, the CY4GATE Academy has developed training programs that differ from traditional training propositions. In fact, they are characterized by a strong verticalization on each Customer and by a great emphasis on exercises and laboratory activities in order to develop key skills in the cyber and intelligence field.

6.2 Customers: their satisfaction is our biggest satisfaction

For CY4GATE, customer satisfaction passes through the design and implementation of increasingly customized technological solutions, accompanied by the guarantee of compliance with contractual requirements.

The customer experience path finds its own application in each company of the group, according to the type of products and services offered.

In CY4GATE, the customer can rely on a dedicated Account Manager who acts as a unique point of reference for all projects and programs with the Company.

There are two particularly important moments to monitor: first, the correct contractual execution phase to guarantee compliance with the commitments in terms of times, costs and expected quality of the supply; second, the after-sales phase, where CY4GATE supports its customers in the use of technological solutions through after-sales consultancy activities.

Customer satisfaction measurement provides useful information to improve business performance. Reporting methods are envisaged in both companies, which allow the customer to open tickets, which activate processes of identification and resolution of problems

CY4GATE prepares and periodically sends its customers questionnaires to detect information on the level of satisfaction and relevance that the customer attributes to a specific service/product.

In addition to surveys, the Company monitors other information sources, which make it possible to indirectly evaluate customer satisfaction, such as:

- complaints, on the basis of which corrective measures are taken to eliminate the cause;
- how many renewal contracts for each customer;
- two-way communication with the customer;
- customers reports.

100% CY4GATE* customers declared themselves
Satisfied or Very Satisfied

** Customer Satisfaction Survey carried out by CY4GATE S.p.A. in 2022.
24% of CY4GATE S.p.A. customers filled in the form.*

7. Supply chain *our most important ally*

*We are getting bigger,
and together with us is getting bigger our supply chain.
It is growing in quantity,
but above all
It is growing in quality.*

Because high quality and reliability are the real must when shaping and developing innovative products and services.

For this we carefully select each single individual or company we choose to collaborate with.

Our lighthouse? The Company Ethic Code, together with correctness, integrity and know-how. But also other fundamental criteria such as appropriate means, structures availability, and compliance with applicable regulations.

*Our goal is to design a safer world to work and live in.
And this is the challenge we face together with our supply chain.*

The supply chain of CY4GATE Group:

896 suppliers

of which

628 national suppliers

159 UE suppliers

109 extra UE suppliers

2018 orders issued to suppliers

17.845.634,05 € value of orders issued to suppliers

CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

In 2021 we committed to strengthening the sustainability profile of the CY4GATE supply chain.

In this direction in 2022:

- we have Integrated supplier selection and qualification procedures, as well as procurement with ethical, environmental, regulatory and human rights criteria and requirements
- we have made it compulsory for qualified suppliers to formally subscribe to the commitment to social responsibility and ethical and sustainable development

For the three-year period 2023-2025 we are committed:

- to activate channels of dialogue with suppliers to improve the methods of identifying and managing impacts and share orientation paths towards social responsibility in the supply chain
- increase the capability of suppliers, through training and empowerment actions.

CY4GATE TOWARD THE SDG 2030 GOALS



CY4GATE Group fosters the creation of skilled jobs and stimulating career opportunities for people employed in companies operating along the supply chain.



CY4GATE Group feeds the growth, and economic sustainability of small businesses operating in highly specialized sectors by promoting their integration into related industries and markets.



CY4GATE Group asks its supply chain to act responsible, by introducing compliance with specific rules in the qualification and procurement requirements, such as procedures for the prevention of corruption, health and safety in the workplace, as well as ethical and environmental requirements.

7.1 Our supply chain, our big family

CY4GATE Group pays the utmost attention to the selection of its suppliers, considering them an essential part in creating value for its stakeholders.

To guarantee maximum reliability, it requires its suppliers to comply, with a view to continuous improvement of their activities and services, with the principles and rules expressed in its governance documents, as well as in the development of innovative digital technologies and in a perspective of environmental protection and sustainability.

The CY4GATE Group supply chain is mainly made up of companies that supply hardware, software and know-how for the creation of its products and services.

The IT material suppliers are authorized producers and distributors, not subject to embargo procedures, capable of guaranteeing the origin of the supplies and high standards of confidentiality and security. All these features are essential requirements for CY4GATE products and services.

As regards the offer of know-how, CY4GATE makes use of a pool of outsourcing companies that select and make highly qualified personnel available with specialized skills, even for long periods. CY4GATE enters into agreements with these companies - all Italian, small and mainly made up of young professionals - to integrate those professionals with whom there is a mutual interest in establishing a stable working relationship.

All companies that supply IT material and know-how to CY4GATE are fully registered in the Company's register of suppliers.

All suppliers of products and/or services that affect the quality of the service provided to the customer and the security of information are subjected to an evaluation procedure and registration in the supplier register.

Overview on companies registered in the CY4GATE supplier register

		2022 CY4Gate Group
No. of suppliers by product category	hardware	124
	software	46
	professional services	82
	other	644
% value of orders issued to suppliers by location	based on national territory	84%
	based out of Italy	16%
% value of orders issued to suppliers by product category	hardware	33%
	software	15%
	professional services	30%
	other	22%

7.2 An eye on the accreditation, qualification and evaluation of our suppliers

CY4GATE group adopts supplier accreditation and qualification processes to guarantee the reliability of suppliers of goods, services and know-how directly connected to the creation and supply of the products of the group companies.

The group companies follow similar criteria and approaches, while adopting independent sourcing management procedures within their integrated quality and safety management systems.

The supplier accreditation and qualification process is carried out by collecting detailed information on the supplier's reliability. The assessment concerns their conformity and compliance with quality requirements, competitiveness, compliance with the standards, principles and rules defined in the governance and management documents adopted by the companies of the group, as well as any adherence to environmental programs or related certifications. The information is collected in the supplier's Evaluation Forms.

70 of accredited suppliers

Suppliers and, where appropriate, sub-suppliers, are required to sign the commitment to social responsibility and ethical and sustainable development which includes, among other things, compliance with the following points:

- comply with all ethical and environmental requirements and demand the same from its subcontractors;
- participate in monitoring activities as required by the company;
- identify the causes and promptly implement actions to resolve any identified non-compliance according to ethical, environmental and quality requirements;
- use of eco-compatible and recyclable raw materials and packaging.

Depending on the outcome of the assessment, the candidate company may have direct access to the register, or be subjected to further checks and investigations, or even be judged inadequate to access the register.

Once the Supplier has been qualified (and therefore present in the Register), requests for offers and orders can be sent.

31 suppliers in possession of Quality Certification in the 2022

All qualified suppliers are assessed on an periodic basis

48 suppliers subject to periodic assessment

The violation by Suppliers of goods and services of the rules established by Decree 231 and/or by the Code of Ethics, by the anti-corruption and anti-money laundering legislation may be cause for termination of the contract

None suppliers reached by sanctions by the supervisory bodies for violation of the rules on health and safety at work

No established episodes

in which contracts with suppliers were terminated or not renewed due to corruption-related violations

After the first supply, companies in the Register are periodically subjected to a reliability assessment.

Periodic monitoring of registered companies guarantees the quality and reliability of supplies for CY4GATE Group; and acts as a stimulus for the continuous improvement of the supplier companies, as it pushes the companies of the group to ask the suppliers for some improvement actions necessary for their permanence in the Registered Suppliers.

7.3 What about our procurement process

The purchasing procedures in the group companies are structured in order to guarantee the reliability of the products or services purchased, the satisfaction of the needs of the functions, in relation to the correct performance of their work activities, and at the same time the respect of sustainability and respect for human rights.

Purchase management process in CY4GATE

1. Purchase request

For justified needs, anyone in CY4GATE can start a request for products which are necessary for the proper performance of their work activities. The RDA must be validated by the Head of the Engineering Department who expresses the need for the specific purchase.

2. Request for quotation

The Purchasing area in collaboration with the applicant determines the specifications of the product / service to be purchased. The Request for quotation is approved by the Head of the Supply Chain Department.

3. Order issue

Following the evaluation of both the offers received from suppliers and those in the catalogue, Company proceeds with the issuance of an order.

4. Product/service check

Supplies that affect the quality of the product / service are not used before being inspected or otherwise verified as conforming to the requirements.

5. Non compliance management

If materials / services result to be non-compliant, the procedure for the treatment of the non-compliant product is activated, with subsequent return to the supplier.

6. Accounting management

The Administration Area plans the payment, not before having verified the consistency between the Purchase Request / Order and the invoice received from the supplier.

The group's IT Purchasing Committee has the main purpose of centralizing decisions on the purchase of IT Hardware, Software and applications products, which require an expenditure of more than 20,000 euros. This Committee is made up of the managers or members of the functions: IT, Engineering, Purchasing, Finance & Controlling of both Cy4gate and RCS. It aims to enhance group synergies, ensure more coordinated and faster decisions for IT purchases and support full alignment of IT development plans between group companies.

8. The planet

Offer plan B, rather than Planet B

*Digital technologies look cleaner,
but it is not a secret that they do generate environmental impacts.*

This is why

*we strive to optimize the use of natural resources,
we are committed to market products with low environmental impact,
we are sensitive to the efficiency of industrial processes.*

*That is how CY4GATE can balance its urge for individual cyber safety
with taking care of the environment.*

Because our efforts for the common interest are at 360 degrees.

What's CY4GATE Group's energy consumption?

77.990.100,00 Wh annual energy consumed in company offices

47.951.280,38 estimated Wh of total energy consumed per year outside the organisation
for employees commuting from home to work,
with an estimated saving of 40% thanks to Home Working

214.258,52 Wh of energy consumed per year per full-time employee

1,37 Wh of energy consumed for each euro of revenue



CY4GATE COMMITMENT TOWARD A GREATER SUSTAINABILITY

In 2021 we committed to promoting sustainable behaviour within the organisation and monitoring our consumption to be as efficient as possible and reduce waste. We also continued in 2022, during which we worked on building a CY4GATE Group, with shared values in terms of sustainability.

For the three-year period 2023-2025 we are committed to:

- continue integrating company policies and procedures, also from an environmental point of view
- increase employee awareness of sustainable behaviour

CY4GATE TOWARD THE SDG 2030 GOALS



CY4GATE Group pursues energy efficiency together with an ecological and low environmental impact use of the company's premises and technological infrastructures, and promotes responsible behavior in the use of natural resources.

8.1 Natural resources required a sustainable management

At a global level we are called to face some major challenges: the ecological transition, the fight against climate change and the waste reduction.

CY4GATE Group plays in a sector with a limited environmental impact, both for the type of services provided and for the lack of production plants. Nonetheless, the Group undertakes to reduce the environmental impact associated with energy consumption and monitors the management and consumption of water and waste.

Within the CY4GATE group, environmental management is diversified according to the single group companies and their locations:

⇒ For CY4GATE s.p.a, energy represents the main resource used for the management of premises and laboratories, especially in relation to Cyber solutions, with reference to data traffic and related energy consumption.

CY4GATE benefits from the environmental policies and the ISO 14001 certification process adopted by the parent company Elettronica S.p.a..

Commitment to reducing energy consumption also affects the choice of IT equipment used, such as servers and PCs with low environmental impact, and addresses corporate behaviour in the use of devices. Smart working is also encouraged as a lever for reducing the impacts deriving from home-work journeys.

CY4GATE also adopts the necessary measures for the disposal of technological devices, which represent the majority of special waste treated by the Company, and reusing them where possible.

For those waste similar to civil waste, the Company has introduced a separate collection, in line with the policy of the parent company ELT. They are taken every day to the parent company's waste disposal area for the collection of intermediate waste, and then collected by the municipal garbage collector.

For CY4GATE, water is not a critical resource as it is not used for industrial purposes. The management of the water supply and disposal is entrusted to the parent company which adopts specific environmental management policies.

⇒ RCS ETM Sicurezza S.p.A. is ISO 14001 certified and adopts an integrated Quality, Environment and Information Security System for the design, integration, assistance and maintenance of systems for the computerized management of telephone, telematic, environmental and geolocation interceptions, for the Milan and Naples offices.

RCS strives to provide services that meet the needs expressed by the market and customer expectations; but that's not all: these services must respect the environment by reducing as much as possible the impacts and the risk of environmental accidents that can have repercussions on collaborators and on the territory in which the company operates.

RCS satisfies its compliance obligations by respecting the applicable environmental standards and the other provisions subscribed with reference to its environmental aspects.

The company pursues the continuous improvement of environmental performance with particular reference to waste management, energy saving and pollution prevention.

The Group's green soul is also underlined by its membership of Treedom, the first website that allows you to plant trees remotely and follow the history of the project you contribute to realizing online.

CY4GATE took part in the Orientation and Tutoring days for future students of the University of Salerno: with a game-based approach, the company involved the participants in a learning-driven challenge, raffling off a tree planted in the Treedom forest of CY4GATE.

Methodological framework

The CY4GATE Group Sustainability Report represents the first SR Group but inherits the reporting work started in 2021 for the first Cy4GATE SR.

CY4GATE Group presented a report in compliance with the GRI Standards for the period 01/01/2022 - 31/12/2022.

The document contains data and information deemed relevant for understanding CY4GATE's business activity, its performance, results and its impact through the coverage of environmental and social issues, relating to personnel, respect for human rights and the prevention against corruption (Legislative Decree 254/2016).

This document reports on the Group's activities for the year ended December 31 2022. Where available and significant, data for the previous two years (2020, 2021) have also been reported, which however refers only to CY4GATE S.p.A, as the Group was established in 2022, while the 2022' data are the consolidated of CY4Gate S.p.A and RCS ETM Sicurezza S.p.A, then they cannot be compared to each other.

The scope of the Sustainability Report coincides with the consolidated statutory financial statements of CY4GATE Group at 31st December 2022.

Reporting Process Report

CY4GATE Group has started the reporting process and defined the contents of the 2022 report in compliance with GRI 1 Foundation: 2021 Reporting Principles. More specifically, the Group acted consistently with the principle of:

- **Stakeholder inclusiveness:** CY4GATE analyzed its stakeholders through the involvement of the representatives of the corporate functions. This allowed the construction of the Stakeholder Map, the description of the relationships' natures and the expectations with respect to the Company, as well; and eventually the recognition of the channels & tools used by the Company to interact with each of them.
- **Sustainability context:** in presenting the economic, social and environmental performance of the Company in the broader context of sustainability, CY4GATE has examined the macro-topics relevant to the sector in which the Company operates; this has been pursued taking into account the actions and goals of the 2030 Agenda for Sustainable Development to which CY4GATE can make its contribution in terms of economic, social and environmental impacts generated.
- **Materiality:** this report reflects the principle of materiality. In accordance with GRI 3 Material Topics 2021 and starting from the main values, policies and strategies of the company, taking into account the indications provided by the ISO 26000: 2010 Guidance on Social Responsibility, the provisions of the 2030 Agenda on Sustainable Development, the issues subject to disclosure pursuant to Legislative Decree 254/2016 and the results of a benchmarking activity, together with the contribution of the representatives of the corporate functions, CY4GATE has defined its own material topics. These are the topics considered priorities, among all the relevant reportable issues, as they are capable of reflecting the Company's economic, environmental and social impacts and influencing the decisions of stakeholders. From an operational point of view, the material issues emerged through the construction of a matrix that related the perspective of the stakeholders and that of the Company. The topics that, in the materiality matrix, are positioned in the quadrant delimited by assigned values greater than or equal to 2 are considered material (see par. 2.1 of the report). The table below shows the list of material topics and their perimeter.

MATERIAL TOPIC	TOPIC BOUNDARY			
	Internal	External	Direct	Indirect
Protection and security of community		People; Public Institutions; Partners and companies in the #cyber field; Universities and research centres		X
Cybersecurity and protection of the critical infrastructure		People; Public Institutions; Public & Private Customers; Partners and companies in the #cyber field; Universities and research centres		X
Respect for Human Rights	X	People; Suppliers; Public & Private Customers	X	
Leadership in Innovation	X	People; Public Institutions; Partners and companies in the #cyber field; Universities and research centres; Representative bodies	X	
Solid Corporate Governance	X	Significant Shareholders; People; Financial Community; Public & Private Customers	X	
Energy efficiency and emissions	X	People; Financial Community; Public Institutions;	X	
Sustainability-oriented strategies and policies	X	All Stakeholders	X	
Responsible business conduct	X	All Stakeholders	X	
People Empowerment	X		X	
Equal opportunities and gender equality	X	People	X	x
Occupational Health and Safety	X		X	
Prevention of corruption	X	Public Institutions; Public & Private Customers; Suppliers	X	X

Information security and privacy	X	Public & Private Customers; Suppliers	X	X
People Management & Care	X		X	
Transparency of information toward investors and customers		Significant Shareholders; Financial Community	X	
Relationship with customers	X	Public & Private Customers	X	
Responsible management of the supply chain	X	Suppliers	X	

For each issue, the current and potential positive and negative impacts were defined using the risk management methodology: identification of risky events, the types of risk and associated impact and their assessment using a rating scale; the identification of the risks was based on prompt lists, derived from similar companies and on the risks mapped within the corporate risk management system, but also on the analysis of the activities falling within the perimeter of the material topics. In view of the defined risks and impacts, the existing control measures were verified in order to arrive at an assessment of the residual risk. Priorities and intervention policies were defined through risk assessment.

- **Thoroughness:** in the 2022 Sustainability Report, CY4GATE Group, provides all useful information to allow stakeholders to evaluate the Company's performance. For each material topic, the vision of CY4GATE together with the topic nuances in the Company are disclosed; the risks and negative impacts as well as opportunities and positive impacts connected to the topic are explained; the management methods adopted and, where available, the specific actions and initiatives implemented, the subjects involved, the outputs produced and the results achieved are presented. When the material topic is processed by an existing GRI Standard and the data are available, CY4GATE reports the related specific disclosures; where the material topic is not included in an existing GRI Standard, additional disclosures have been identified.

For any further information on the report and its content, write to: <https://www.cy4gate.com/it/contattaci/>.

The headquarters of the organization is in Via Morolo 92 - 00131 Rome - Italy

GRI Content Index and correlation with Legislative Decree 254/2016 - Non Financial Disclosure

Reporting material Topics		
GRI Standard	Disclosures	Location
GRI 3 - Material Topics - 2021	3-1 Process to determine material topics	pp. 16, 59, 61
	3-2 List of material topics	pp. 60,61

D.Lgs 254/2016 Topics	GRI material Topics	GRI Standard	GRI Standard Disclosure	Location	Omission
Environmental	Energy efficiency and emissions	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 16,17, 55-58	
		GRI 302: Energy - 2016	GRI 302-1 Energy consumption within the organization	p.55	
			GRI 302-2 Energy consumption outside of the organization	p.55	
			GRI 302-3 Energy intensity	p.55	
			GRI 302-4 Reduction of energy consumption	p.55	Incomplete information: it was possible to collect the data only for the external energy consumption connected to the home-work commute
			GRI 302-5 Reductions in energy requirements of products and services	p.57	Information not available: the data was not collected for the reporting period as the data traffic energy consumption measurement cannot be separated from the

					total energy consumption measurement.
Social	Protection and security of community	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15-17, 35-36	
	Cybersecurity and protection of the critical infrastructure	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15-17, 34-35	
Relating to employee	People Empowerment	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15,17, 41-43	
		GRI 404: Training and Education - 2016	GRI 404-1 Average hours of training per year per employee	p. 43	
			GRI 404-2 Programs for upgrading employee skills and transition assistance programs	pp. 42,43	
			GRI 404-3 Percentage of employees receiving regular performance and career development reviews	non presente	Information not available: the data was not collected for the reporting period. The survey was started from 2023
	Occupational Health and Safety	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15,17, 43,44;	
		GRI 403: Occupational Health and Safety - 2018	GRI 403.1 - Occupational health and safety management system	p. 43,44	
GRI 403.2 - Hazard identification, risk assessment, and incident investigation	p. 44				

			GRI 403-3 Occupational health services	pp. 44,45	
			GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	p.44	
			GRI 403.5 - Worker training on occupational health and safety	p.44	
			GRI 403.6 - Promotion of worker health	pp.44,45	
			GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.44	
			GRI 403.8 -Workers covered by an occupational health and safety management system	p.44	
			GRI 403.9 - Work-related injuries	p.44	Information not available: the data was not collected for the reporting period. The survey was started from 2023
			GRI 403.10 - Work-related ill health	p.44	Information not available: the data was not collected for the reporting period. The survey was started from 2023
	People Management &Care	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15,17, 39,45	

		GRI 401 - Employment - 2016	GRI 401.1 - New employee hires and employee turnover	p. 41	Incomplete information: the turnover figure was not recorded for the reporting period. The survey was started starting from 2023
			GRI 401.2 - Benefits provided to full-time employees that are not provided to temporary or part time employees	p. 45	
			GRI 401.3 - Parental leave	p.39	
Relating to Human Rights	Respect for Human Rights	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 14,17-19	
	Equal opportunities and gender equality	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15;	
		GRI 405: Diversity and Equal Opportunity - 2016	405-1 Diversity of governance bodies and employees	pp. 23,24,40	
			405-2 Ratio of basic salary and remuneration of women to men	non presente	Information not available: the data was not collected for the reporting period. The survey was started from 2023
Relating to Anti corruption	Prevention of corruption	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p. 14,24,26,27	
		GRI 205: Anti-corruption - 2016	GRI 205-1 Operations assessed for risks related to corruption	p.26	

			GRI 205.2 - Communication and training about anti-corruption policies and procedures	p.27	
			GRI 205.3 - Communication and training about anti-corruption policies and procedures	p.27	
Other Topics	Leadership in Innovation	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 14, 28-33	
	Solid Corporate Governance	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 13, 21-24	
	Sustainability-oriented strategies and policies	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p. 13,14	
	Responsible business conduct	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p. 14,24-26	
	Information security and privacy	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p. 14,25-26	
		GRI 418: Customer Privacy - 2016	GRI 418.1 - Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.26	
	Transparency of information toward investors and customers	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p.14	
	Relationship with customers	GRI 3 - Material Topics - 2021	3-3 Management of material topics	pp. 15, 46-49	
	Responsible management of the supply chain	GRI 3 - Material Topics - 2021	3-3 Management of material topics	p. 15, 50-54	
GRI 414: Supplier Social Assessment - 2016		GRI 414.1 New suppliers that were screened using social criteria	p. 53,54		

			GRI 414-2 Negative social impacts in the supply chain and actions taken	p. 53,54	
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Reporting General disclosures			
GRI Standard	Disclosures	Location	Omission
GRI 2: General Disclosures - 2021	2-1 Organizational details	pp.6,7; p. 61	
	2-2 Entities included in the organization's sustainability reporting	p.6	
	2-3 Reporting period, frequency and contact point	p. 59, 61	
	2-4 Restatements of information	no revisions were made in the reporting period	

	2-5 External assurance	<p>The report is not subject to external assurance: the assurance activity will be performed starting from the next reporting cycle.</p> <p>The organization made use of the report by a consultancy firm specialized in the drafting of Sustainability Reports in compliance with the GRI, which verified compliance with the standard and the source of the data.</p> <p>Many of the economic-financial and managerial data and information are subject to external audit, falling within the scope of ISO standards for which the group companies have obtained certification or falling within the scope of economic-financial information subject to external audit..</p>	
	2-6 Activities, value chain and other business relationships	pp. 9-11; 31-33, 50-52	
	2-7 Employees	p. 37, 40,41	
	2-8 Workers who are not employees	p.41	
	2-9 Governance structure and composition	pp 23,24	
	2-10 Nomination and selection of the highest governance body	p 23	

	2-11 Chair of the highest governance body	pp.23	
	2-12 Role of the highest governance body in overseeing the management of impacts	pp.23,24	
	2-13 Delegation of responsibility for managing impacts	p 24	
	2-14 Role of the highest governance body in sustainability reporting	p. 24	
	2-15 Conflicts of interest	pp. 24, 26, 27	
	2-16 Communication of critical concerns	p. 25	
	2-17 Collective knowledge of the highest governance body	p. 23	
	2-18 Evaluation of the performance of the highest governance body	p. 22	Information not available/incomplete: a rating system is under development;
	2-19 Remuneration policies	Regulation: https://www.cy4gate.com/assets/Uploads/200526-Pj-Quantico-REGOLAMENTO-DEL-PIANO-DI-PHANTOM-STOCK-OPTION-agg..pdf Appointment meeting minutes published	

	2-20 Process to determine remuneration	Regulation: https://www.cy4gate.com/assets/Uploads/200526-Pj-Quantico-REGOLAMENTO-DEL-PIANO-DI-PHANTOM-STOCK-OPTION-agg..pdf Appointment meeting minutes published	
	2-21 Annual total compensation ratio		information not available: for the reporting period it was not possible to collect the data due to lack of a suitable measurement system. It is being defined and therefore will be available in the following years
	2-22 Statement on sustainable development strategy	pp. 13-19; p.22; p. 29; p.38; p. 47; p. 51; p. 56	
	2-23 Policy commitments	pp. 13-19; p.22; p. 29; p.38; p. 47; p. 51; p. 56	
	2-24 Embedding policy commitments	pp. 23,24	
	2-25 Processes to remediate negative impacts	pp 24,25	
	2-26 Mechanisms for seeking advice and raising concerns	p 25,26	
	2-27 Compliance with laws and regulations	pp. 24-27	
	2-28 Membership associations	pp 32, 33; + associations to Federazione Aziende Italiane per l'Aerospazio, la Difesa e la Sicurezza	
	2-29 Approach to stakeholder engagement	pp. 19-20	

	2-30 Collective bargaining agreements		
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Internal coordination

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Thanks to all the managers, employees and collaborators of CY4GATE Group for their contribution and collaboration to the realization of the Sustainability Report



Approved by resolution of the Board of Directors of March 23, 2023

