ALMAWAVE PRESENTS THE FIRST SUSTAINABILITY REPORT

The document, drafted in accordance with the Global Reporting Initiatives (GRI) guidelines, was approved today by the BoD. It will be presented every year as an reporting instrument on non-financial performance

Rome, 25 November 2021 – The BoD of Almawave, an Italian company listed on the Euronext Growth Milan market (Ticker: AIW), leader in Artificial Intelligence (AI), natural language analysis and Big Data services, approved the company's first Sustainability Report today.

It is an instrument intended for the company stakeholders which, on one hand, illustrates Almawave's approach to sustainability in all of its aspects, touching on issues connected to *Governance* and *environmental impact,* as well as *social* issues and topics connected to *ethical digital transformation.* On the other hand, it reports on the operations conducted in recent years in these areas, with specific reference to 2019 and 2020, at the same time setting goals for the near future.

"2020 was an extraordinary operating year for the country and for our company. The impact of Covid-19 and the necessary measures to combat it confirmed the centrality of the digital world as a tool to support humans in making decisions that are more precise and have a higher social, environmental and economic impact", explains Almawave CEO Valeria Sandei. "*The pandemic has led Almawave to an even more in-depth reflection on how the company can contribute to facing the social needs of customers and the general public with digital solutions conducive to inclusion, greater transparency and accessibility, in complete harmony with our development path."*

"Being part of a big group like Almaviva", Sandei continues, *"has allowed us to put concrete and cutting-edge measures into practice for some time now, represented by both the multiple certifications we have and by the reduction of energy consumption and environmental impact, as well as our attention to female leadership and inclusion. Almawave also intends to share its vision of the future through the Sustainability Report, confirming our position as an ally in the sustainable digital transition process for private organizations and local government."*

The Report will be an annual event to sum up **non-financial performance**, with the goal of increasing the amount and quality of the information on the company year after year. The document is drafted in accordance with the most accredited international standards, the **GRI (Global Reporting Initiatives)**, to allow for the easiest reading based on a metric that has been adopted by most companies to ensure comparability with other operators in the Information Technology sector.

The document allows both the company and its major stakeholders to **identify, measure and monitor the most relevant impact in terms of sustainability**. The content in the Sustainability Report was developed **over four areas**, taking into consideration the impact generated by Almawave in the chain of value on the environment, people, and the economy. Specifically, the four areas are *Governance, Environmental impact, Social impact, and Ethical digital transformation*. These are arranged in specific topics and consequent actions, which are:

- *Governance* area > compliance, ethics, integrity, and anti-corruption; continuity of business and data security; protection of intellectual property
- *Environmental impact* area > energy consumption and combating climate change

- *Social impact* area > valuing human capital, attracting talent and building loyalty; well-being, health, and safety in the workplace; diversity and female leadership; social aspects along the supply chain
- *Ethical digital transformation* area > impact of the business on sustainability; contribution to innovation and the country's digital transition; customer data privacy; digitalization of corporate processes and streamlining of work; humanization of technology.

Through the development of our business, Almawave is able to cooperate in pursuing the Sustainable Development Goals (SDGs) defined in the United Nations 2030 Agenda. The company contributes specifically to 8 out of the 17 total Sustainable Development goals: Good health and well-being (3), Quality Education (4), Affordable and clean energy (7), Decent work and economic growth (8), Industry, innovation, and infrastructure (9), Reduced inequalities (10), Peace, justice, and strong institutions (16), Partnerships for the goals (17).

Furthermore, with this document, Almawave aims to provide evidence of how our operations and business projects contribute to making technology **democratic and inclusive**, exploiting it and placing it at the **service of clients and the general public**. These are innovative solutions that benefit the group's research and development operations and which give Almawave a leadership role in the **artificial intelligence (AI)** and digital services market**.**

The Digital Transformation is a commitment that materializes through the company's significant and constant investments which are also aimed at including the 7 principles for sustainable Artificial Intelligence defined on a European level in our market approach.

For more detailed information on Almawave Group's results and operations, the entire **2020 Sustainability Report** document (currently available in Italian only) can be downloaded at the link: [AIW-Report-sostenibilità-WEB.pdf (almawave.it)](AIW-Report-sostenibilità-WEB.pdf)

Almawave profile

Almawave S.p.A., an AlmavivA Group company, is a leading Italian Artificial Intelligence and written and spoken natural language processing leader. Almawave leverages cuttingedge proprietary technologies and applied services to deliver upon the potential of AI as enterprises and the public sector evolve digitally. An international focus is provided by Almawave do Brasil, Almawave USA and PerVoice. The Group has dedicated technology laboratories and over 220 professionals with significant expertise of enabling technologies and the main frameworks - Big Data, Data Science, Machine Learning, AI Architecture and Integration - in addition to broad business process knowledge.

Almawave's technological asset base, conceived and built as a model of natural experience in the interaction between man and machine, can interpret text and voice in over 30 languages, interacting in multi-channel mode, analysing data and information with a view to knowledge development and automation. The company has a customer base of over 100, with more than 30 thousand users of its platform.

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