

## **Environmental sustainability and social responsibility policy** **(“ESG Policy”)**

### **Introduction**

Archiva recognizes the importance of promoting responsible business models for achieving goals that benefit the community, in the belief that the long-term success of companies also depends on their ability to operate in a sustainable and responsible manner.

Archiva's research and innovation are dedicated to promoting products, services, tools, processes and behaviors that are increasingly conducive to energy efficiency, impact reduction and sustainability in business activities.

As part of the services offered to its customers, Archiva leads digital transition projects, accompanying individuals and organizations in changing their mindset and, therefore, in technological and process evolution, in the knowledge that innovation is a key factor in stimulating sustainable economic, social and environmental development. By way of example, Archiva assiduously encourages the increasing digitization of documents, processes and communications, with the effect, among others, of reducing paper use.

Business growth is a commitment and a goal and must be ensured in a healthy context that promotes not only economic indicators but also social and environmental ones: the aim is to ensure sustainable and responsible business development, within a framework of ethics and attention to the changing regulatory environment.

Archiva has adopted an integrated management system and obtained numerous certifications (detailed at the following link: <https://www.archivagroup.com/en/about/security-and-privacy>) to protect information and data security, the environment and the prevention of corruption.

### **Environmental commitments**

#### **Energy efficiency and use of renewable sources**

Archiva supports the use of solutions to improve the energy efficiency of its headquarters and makes investments with a view to reducing the environmental impact of its economic activity.

It is also committed to considering electricity supplies that come, at least partially, from renewable sources and to evaluating solutions for self-production of electricity.

At its headquarters in Villafranca di Verona, the company has installed photovoltaic panels and equipped itself with software for monitoring consumption; this device allows it to verify, at different

times of the year, the amount of electricity sourced from third parties and the amount self-produced and consequently carry out assessments to reduce environmental impact.

### Waste management

Archiva adopts waste management practices that minimize environmental impact.

As part of the activities carried out within the company headquarters, Archiva is committed to waste management through separate collection.

## Social commitments

### Inclusion and diversity

Archiva promotes an inclusive and diverse work environment where every individual is valued and respected regardless of gender, ethnicity, sexual orientation or cultural background.

It is committed to maintaining a workplace free from all forms of discrimination and to applying the values of transparency, inclusion and equal opportunity at every stage of the selection, hiring, promotion and compensation process.

### Training and professional development

Archiva continuously invests in the training and professional development of its employees, offering refresher courses and opportunities for continuous learning to improve skills and knowledge.

### Employee well-being

Archiva cares about the well-being of its employees and offers programs to support their mental and physical health.

To this end, it has adopted a specific “Well-being policy” that details all the initiatives implemented for the well-being of its employees.

Archiva also promotes a healthy work-life balance by offering the possibility of working remotely, where compatible with the work performed.

### Pay equity

To safeguard fairness in the remuneration of its employees, Archiva undertakes to analyze the various remuneration situations, comparing them with the average market values applicable from time to time.

## Governance Commitments

### Transparency, accountability and anti-corruption

Archiva maintains high standards of transparency and accountability in its operations and ensures that all decisions are made in accordance with ethical principles and applicable laws.

The company condemns all forms of corruption and therefore prohibits any behavior aimed at offering, accepting, or requesting an undue advantage of any value (economic or non-economic), directly or indirectly, in violation of applicable law.

Archiva has implemented, in accordance with Legislative Decree 24/2023, an anonymous reporting system (known as “Whistleblowing”) and has obtained ISO 37001:2016 certification (“Anti-Corruption Management Systems”).

#### Business partners

Archiva recognizes the importance of promoting sustainable behavior throughout the entire supply chain and, in this regard, requires all its suppliers and customers to adopt measures to encourage sustainability and, therefore, ESG principles, including in the choice of their business partners.

#### Corporate Ethics

All activities and interactions with customers, suppliers, and other stakeholders, including employees, are conducted with integrity and in accordance with the Company's Code of Ethics and Conduct (available on the company's website).

Archiva promotes an ethical corporate culture in which every employee is encouraged to maintain high standards of professional behavior.