



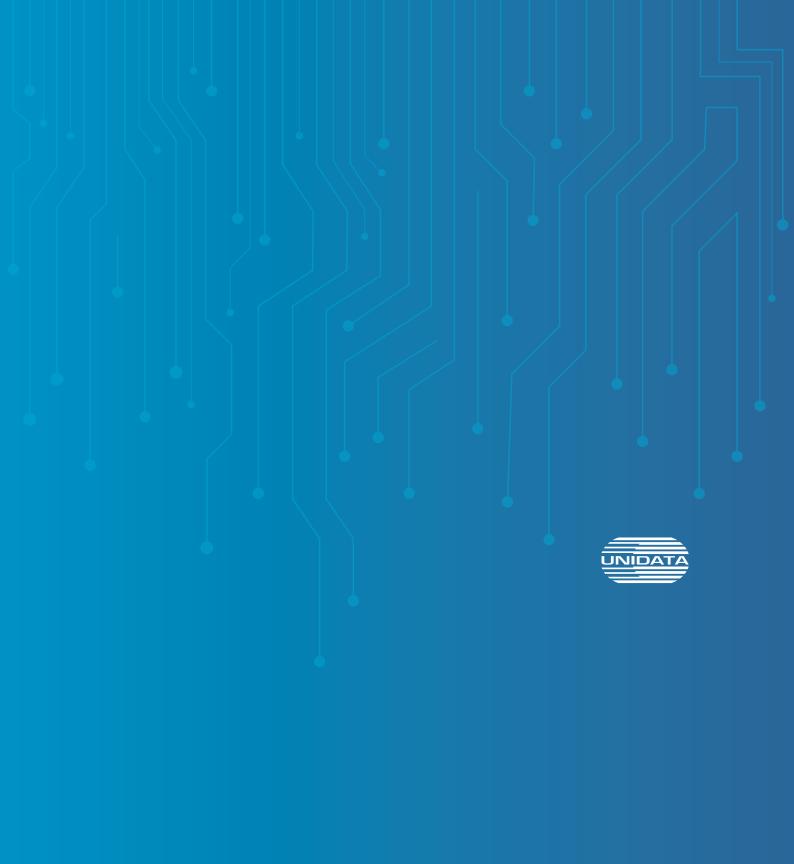
IMPACT REPORT

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SOMETIMES IT IS ENOUGH TO CHANGE ONE'S POINT OF VIEW TO SEE THREATS AS AN OPPORTUNITIES AND CONCERNS AS A PROMPT FOR SUCCESS.

PAOLO BIANCHI Unidata S.p.A. Impact Manager



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Dear internal and external stakeholders,

we are here to present the first Unidata Impact Report, Unidata was transformed into a Benefit Corporation by resolution of the shareholders' meeting held in spring 2022. Unidata was founded thirty-eight years ago following an intuition of three technicians. Since then, change, adaptation and a continuous self-rediscovery have been the keys to its success and growth.

Sometimes it is enough to change one's point of view to see threats as an opportunities and concerns as a prompt for success.

During its chameleonic, tiring, lucky path, Unidata has anticipated rather than followed fashions. Today the sensitivity of large and small companies towards sustainability as well as any issue referring to the ESG paradigm is, to put it plainly, also trendy: so much as to make the theme of the so-called greenwashing (already renamed ESGwashing by fussy experts) relevant.

Following ESG as you follow a fashion is certainly not the case of Unidata, which has always proved an absolute respect for people as well as the environment inside and outside the company in its strategy, choices and actions: both for ethical reasons and the pursuit of sustainability and reliability in the medium and long term.

The publication of a Non-Financial Declaration, in advance of any regulatory obligation, shows that sustainability is "embedded" in our way of working and strictly related to what Unidata has always been. This is why we have decided to become a Benefit Corporation and we are now publishing the first specific Impact Report on the purposes of common benefit included in the company bylaws.

We have never chosen to become ESG, instead what we like to tell you is how we have always been, are and will be ESG compliant. More and more.

Integrating our company bylaws with the transformation into a Benefit Corporation was an opportunity to reiterate the absolute centrality that connecting people does have for our history and for the community we belong to both as a company and as a group of individuals; The training of all employees, the corporate climate as well as the natural one, are a single and inseparable object we protect.

I thank you in advance for your attention and ask you to keep being on our side in this new role. The small company we used to be thirty-eight years ago, consisting in three friends with a single great professional passion, has grown and changed a lot while growing, but has also managed to keep its original spirit unbroken.



LATEST GENERATION SERVICES, SYSTEMS AND SOLUTIONS FOR ACCESSING THE INTERNET

UNIDAT



Who we are

Unidata S.p.A. Telecommunications, Cloud and IoT operator.

Unidata was founded in 1985 by three partners who still are in the company. With an over 5,450 km optic fiber network in continuous expansion, a wireless network and a proprietary data center Unidata provides over 16,000 business, wholesale and residential customers with ultra-broadband connectivity services with FTTH (Fiber to the Home) network architectures, wireless connectivity, VoIP services, cloud services and other dedicated solutions, with a high level of reliability and safety. Other activities in the operational start-up phase include the Internet of Things (IoT), such as the development and provision of solutions for the home automation market and Smart City.

Unidata offers latest generation services, systems and solutions for accessing the Internet with today's fastest and most secure connections, based on the most advanced technological infrastructures which ensure reliability, speed, security, greater signal penetration and vast coverage to our customers, to navigate at the speed of light and manage large quantities of digital information in absolute safety.





What is a benefit corporation

Unidata turned into a Benefit Corporation in May 2022, deciding to add ESG (Environment, Social and Governance) objectives to its social purposes related to profit which were already in the company bylaws. Benefit corporations appeared in Italy along with the Financial Report Law of 2016. They were to be a new type of for-profit company pursuing, according to company bylaws, one or more purposes of common benefit for the various categories of stakeholders, using therefore business as a tool for the creation of social value.

As a matter of fact paragraph 376 of Law 208/2015 states: benefit corporations doing business, pursue one or more purposes of common benefit in addition to the aim of achieving profit. They operate in a responsible, sustainable and transparent way towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations as well as other stakeholders.

Benefit Corporations have three key features:

A) Protecting the mission: a Benefit Corporation protects Its mission in case of new investors admission, leadership turnovers and generational transitions.

B) Increasing the responsibilities of management with a view to sustainability, transparency and responsibility towards all potential stakeholders.

C) Measuring what matters: Benefit Corporations measure their results in terms of positive impact on society and the environment as comprehensively and rigorously as in terms of economic and financial results.

Any company choosing to turn into a Benefit Corporation becomes part of a community boasting 3,000 companies in Italy and over 5,000 worldwide.

Italy was the first country in Europe to introduce this legal form and has been taken as a model by other countries such as France and Spain.

Why we became a benefit corporation

We have chosen to become a Benefit Corporation because according to medium and longterm vision we should insist on an integrated strategic approach to the business that is already typical of our company: focus on the community, closeness to all employees, mitigation of polluting factors, careful choice of suppliers and inclusion policies dictated by a sense of responsibility continuously demonstrated by Unidata's management in almost forty years of activity. Sustainability is not only to be understood in environmental terms, on the contrary, social and governance factors are also critical for service companies. Moreover, as far as Unidata is concerned, the fiber optic infrastructure activity, which contributes to warding off the spectre of the digital divide for many of our fellow citizens, is a stand-alone very significant benefit for local communities

Common benefit purposes

As a Benefit Corporation, Unidata has included three purposes in its bylaws specifications of common benefit. The company intends to pursue these goals while doing its business activity, generating on the one hand a measurable positive impact on society and the environment and, on the other, satisfactory economic results.

Common benefit means pursuing one or more positive effects (which can also be achieved by reducing negative effects) on people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders. Benefit Corporations are committed to achieving these common benefit goals in a responsible, sustainable and transparent manner.

Unidata has formalized in its statute **three new pillars** Included In the corporate purposes. These goals are intended to guide the daily activities of Unidata.

Every year Unidata will also plan its impact objectives, the actions meant to allow their progressive implementation and the principles for the assessment of the generated impact:



Guarantee for all people the right to connection as a incentive for social inclusion by widely spreading access to connectivity and digital services throughout the territory. Research, develop and promote increasingly high-performance solutions as a tool to improve people's lives and business productivity.



Promote the satisfaction of employees and collaborators through training opportunities for both personal and professional development and favorable conditions for work flexibility.



Implement a progressive evolution of the business and operational model towards an economy with zero greenhouse gas emissions, in accordance with the European objectives of climate neutrality and the national objectives of ecological transition. Targets to be also achieved by adopting policies of responsible use of natural resources through the reduction of pollution and consumption.

The SDGs linked to our common benefit purposes

The 17 Sustainable Development Goals (SDGs), developed by the United Nations in 2015 in collaboration with various global stakeholders, represent a major challenge for all countries and organizations of the world.

For this reason, we thought it was important to identify the SDGs to which we can contribute more directly throughout our common benefit activity.



The first common benefit purpose

Specifically, the first common benefit pur**pose** related to the right of connection as a lever of social inclusion that we have chosen to pursue contributes to the achievement of:

3 GOLD HEA 4∕•



Ensuring health and well-being for all at all ages

Resilient infrastructure, sustainable industrialization and Innovation



Reduced inequalities

Make cities and human settlements inclusive, safe, resilient and sustainable



The second common benefit purpose

The second purpose of common benefit we have chosen to pursue is related to the satisfaction of employees and collaborators and contributes to the achievement of:



3 GOOD HEALTH

Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



The third common benefit purpose

The third purpose of common benefit that we have chosen to pursue refers to the carbon neutrality target and aims at the achievement of:



Ensure availability and sustainable management of water and sanitation for all

Ensure access to affordable, reliable, sustainable and moder energy for all



13 action

Take urgent actions to combat climate change and Its Impacts

Ensure sustainable consumption

and production patterns



Protect restore and promote sustainable use of terrestrial ecosystems

Specific purposes

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The first purpose

Guarantee all people the **right to connection** as a incentive for social inclusion by widely spreading access to connectivity and digital services throughout the territory. Research, develop and promote

increasingly high-performance solutions as a tool for improving people's lives and business productivity.





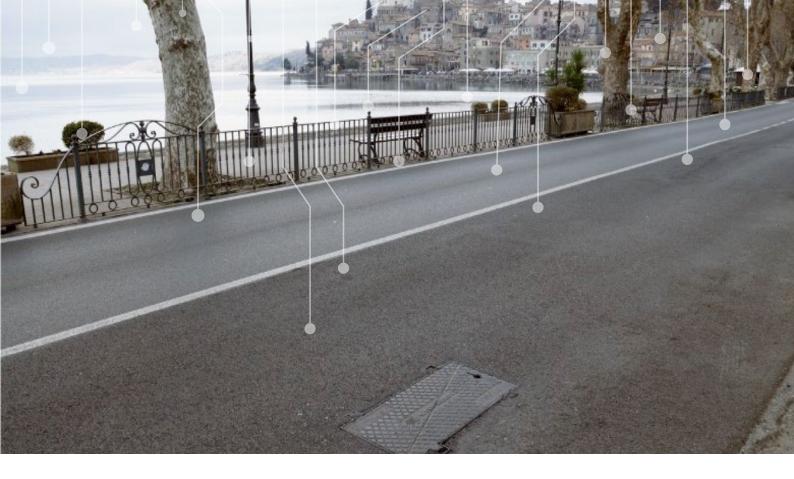
The first purpose

Since 1985, Unidata has witnessed the launch and development of the connection between people and objects through the Internet in terms of capillarity, capacity and speed.

During the last years it has understood and first-hand experienced the enormous benefits that its customers and itself have been able to take advantage of thanks to the continuous technological progress linked to networking. By now, as a confirmation of the above statements, even in the EU environment the issues about rights and the digital world have largely overcome, still including them, the protection of privacy or anything of the sort. They are now pushing towards the recognition of rights to access the Internet as an incentive of inclusion in the social, political (active and passive) and economic life of each country and of the whole world.

In the wake of this collective path, for example, the International Charter of Digital Rights was drafted and then presented in Rome by scholars Alessandro Rossi and Fabrizio Melchiori, as part of the Social Innovation Around initiative (SIA 2014), on November the 4th 2014: a document concerning the issue of citizens' rights in the digital environment. This document does not focus just on a technical perspective and on the nonetheless important digital divide, but opens up to the formulation of rights, studying the "theme of access to digital space", focusing on "participation", understood as a value, right, and also, as an inalienable duty of every citizen, to exercise their political and social prerogatives.

In the wake, therefore, of this new perspective and this new conception of the use of the Internet and, above all, of participation "in



and to" the Internet, Unidata has decided to recognize, together with its transformation into a Benefit Corporation, the social value and common benefit resulting from the availability of fiber optic infrastructure in new areas.

This allows the use of the internet where it was not allowed so far, in other cases it allows the use of a faster and more performing technology achieving solutions and activities that couldn't be pursued with obsolete technologies, or - third and last case - provides benefit to the collective system through an increase and differentiation of access offer.

Especially important, in this context, is the initiative implemented together with the international investment fund CEBF (participated, in turn, by several very important financial institution, including the Italian, French and German **deposits and loan funds**), which led to the foundation of Unifiber: a company established with the mission of infrastructuring the so-called gray areas of the Lazio region, or those areas not with total market failure (so-called white areas), which could be infrastructured with public intervention alone, nor those in which there is a plurality of offers, by various operators, and therefore different technological access solutions (the so-called black areas).

Anguillara Sabazia: a case study

In the important activity of wiring the gray areas, a successful case is by all means represented by the achievements of the municipality of Anguillara Sabazia. In december 2019 this municipality was included by Unidata and the CEBF fund among the gray areas of Lazio to be part of the great Unifiber project. The Anguillara case was thus the "first stone" of the official launch of an impressive cabling and modernization project.

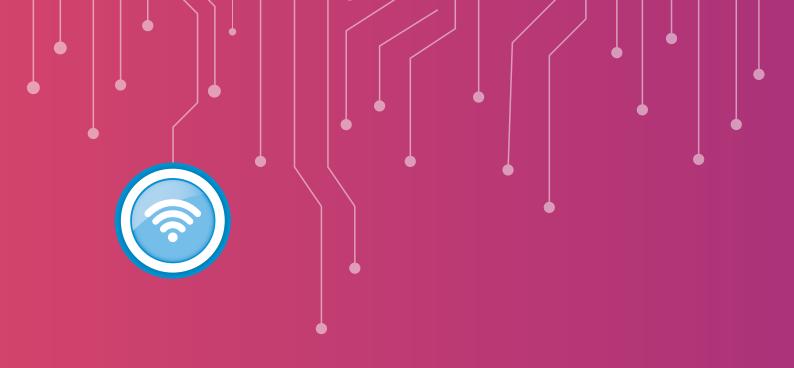
Fiber to the home technology (FTTH) immediately allowed achieving a 1000 Megabits per second speed. The one in Anguillara, among other things, was the first connection in Italy resulting from the BUL tenders of the Ministry of Economic Development - Infratel S.p.A., with European Community investments, awarded by Open Fiber, a wholesale-only company, which then delivered the first areas to operators, such as Unidata, that will be able to provide the service to end-users. On that occasion, Renato Brunetti, Chairman of Unidata, had the opportunity to declare: "I am very proud Unidata is the first operator in Italy to provide 1 Gigabit fiber optic connections in these areas, where a very serious infrastructure gap has existed until now. Today, thanks to the European community and national investments, it is possible to have the best connections available, that is the most technologically advanced. This is an area where we already have many customers wirelessly connected, but now, with FTTH fiber optics, they finally have 100 times the speed they used to have: a fantastic result".

The infrastructure activity, the main feature of the first purpose of the Unidata Benefit Corporation, joins the original core business of the company since it became Internet Service Provider, that is the provision of access and internet services. Nevertheless it has represented in recent years one of the flagships of the entire Unidata activity, both in terms of ever-increasing related turnover and in terms of other metrics: such as the number of stretched Km and that of real estate units reached for a total of 5450 installed km and 230,000 real estate units wired.

The first purpose of benefit includes the commitment to guarantee offers at market prices both on the consumer and business segment, in addition to the coverage providing the "right to access".

Referring to consumer market, the commercial offers launched at 2.5 Gbps and 10 Gbps are competitive and with a delta discount if compared to the average street price market. The commercial strategy requires a selling proposition based on the best technological availability at the best market price.

Concerning the Business market, commercial strategy leverages the best capacity and bandwidth speed owed to a proprietary network at the same market economic conditions. By pursuing this strategy, our company achieves the goal of digital transformation of our customers' technological availability.





Wire gray and black fiber areas



New real estate unit gray area 2022 (UF): 43 092 New real estate unit black area 2022 (OF): 71 334

2023 GOALs

New real estate unit gray area 2022 (UF): **75075** New real estate unit black area 2022 (OF): **58630**

Guarantee offers at market prices (at competitive prices)

2022 RESULTS

Launch of the 2.5 Giga offer at a price to be comparable to main players in the Telco market

2023 GOALs



Launch a new offer that includes 10 Giga for consumer and 25 Giga for business

The second purpose

Promote the satisfaction of employees and collaborators,

through training opportunities for personal and professional development and favorable conditions for work flexibility.





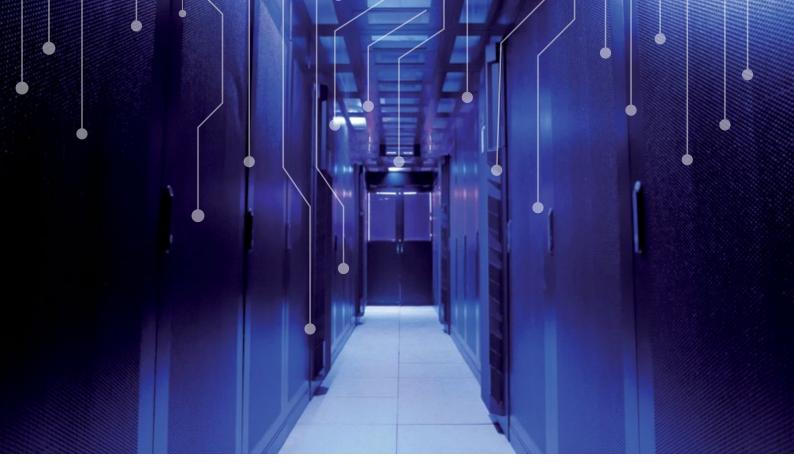
The second purpose

Unidata has been a small to medium-sized company for a long time. Not only according to the most common standards and metrics of classifications (often set on large overseas companies), but initially also in the context of the Italian entrepreneurial fabric. However, this has allowed people who constituted (and in most cases still constitute) the Company's staff, to collaborate in a nearly familiar atmosphere, made up of deep knowledge, confidence in the each other's skills and wellknown inclinations.

Furthermore, Unidata has been characterized by a quick and important growth which, together with obvious advantages, still almost called into question the above mentioned internal climate.

To avoid such a loss, which would be beyond the very high human value - also a corporate damage, but in fact considering the collaborative and positive environment as a real intangible asset, Unidata has begun a process of structuring its function reserved to the Human Resources management and, at the same time, has launched some initiatives aimed at detecting the internal corporate climate, also in order to meet the needs and wishes of all collaborators.

Specifically, as early as 2022, Unidata launched an assessment process addressing all company personnel, with the aid of professional tests, in order to detect strengths and areas for improvement and therefore plan general and targeted training for each one, dedicating support in terms of coaching and training, both of a technical nature and aimed at the development of soft



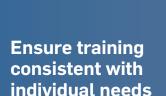
skills, according to the needs that would emerge on a case-by-case basis.

The training plan envisages maintaining existing skills within the organizational context, developing new skills, retraining existing skills in order to:

- enhance human resources by promoting their personal development and increasing organizational well-being;
- increase, in human resources, awareness of their contribution to the achievement of the organization's objectives and strategies;
- support the overall growth of the organization, the efficiency of the processes and the quality of the services provided;
- support skills functional to the pursuit of new business opportunities.

By 2023, that is before Unidata organization will definitively be integrated with that of the acquired TWT, a survey of corporate sentiment will also be organized through an anonymous questionnaire, which will allow each collaborator to express, demonstrate and suggest elements to support human resources management activities.

Furthermore, for 2023, the concession given to employees - in terms of greater hours flexibility and openness to teleworking solutions - to be able to carry out their professional activity in smart working mode has been confirmed.



2022 RESULTS

Avvio assessment su tutta la popolazione aziendale

2023 GOALs

Training for executives and managers focused on soft skills



company population

Completion of assessment and start of **courses on at least 80%** of the

2023 GOALs

Training for at least 80% of management

Part time, work flexibility, smart working



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2022 RESULTS

Keep 1 day a week smartworking for all employees

2023 GOALs

Guarantee the keeping of **inbound and outbound flexibility**

Measurement of corporate climate through surveys

2023 GOALs



Carrying out initial analysis of the company climate and spreading results

The third purpose

Implement a progressive evolution of our business and operating model **towards an economy with zero climate-altering gas emissions**,

along with the European objectives of climate neutrality and the national objectives of ecological transition, also by adopting policies for the responsible use of natural resources through reduction of pollution and consumption.





The third purpose

On the occasion of the transformation into a Benefit Corporation, Unidata, a company providing services and not involved in the production of goods, has however chosen to adopt and give equal importance, referring to social and governance issues, also to those objectives and commitments relating to the E of Environment, to refer to the ESG acronym. Objectives and commitments which are, by their very nature, pre-eminently relevant to industrial production companies. This choice, prompted by the high consideration that Unidata's management has always had and demonstrated in relation to environmental protection, is also confirmed by initiatives attributable to Corporate Social Responsibility, and therefore parallel to the performance of the company's core business.

Unidata's responsibility in environmental protection is reflected in all phases of the optical fiber construction, which is carried out in compliance with the numerous regulations in force relating to the protection of the territory. Optical fiber is a sustainable data transmission medium, unlike networks built from copper cables; the latter contribute significantly to emissions from fossil sources. The copper network has electromagnetic dispersions and, due to its sensitivity to climatic events, requires continuous maintenance interventions, with the consequent need for excavations and waste production.

The "full fiber" infrastructures, unlike those in copper, do not require energy when they are engaged in transmissions. Moreover they require less maintenance and, therefore, less environmental impact. Fiber optic cable, with its flexible filaments and high conductive capacities, does not produce losses and rarely fails. The progressive replacement of copper with fiber and its penetration together with the development of 5G networks over ever larger areas, will lead to the achievement of considerable energy savings for the benefit of the whole region and the country.

Unidata will contribute to the achievement of the national objectives aimed at increasing energy efficiency, as well as to an important infrastructural technological progress for the telecommunications sector.

We started monitoring both energy and CO2 consumption as early as 2021, when drafting the first Non-Financial Statement.

The first internal initiatives concerned the decision to be a plastic-free company and subsequently influenced the choice and selection of suppliers: both in terms of waste management and for the supply of electricity that feeds the data center in the Unidata headquarters and which, together with the proprietary fiber optic network, represents one of the two fundamental infrastructures of the Company. First of all, Unidata has chosen to adopt an internal "Plastic Free" policy substituting plastic bottles with glass bottles, choosing glass or aluminum packaging and a preferring biodegradable products.

An issue of absolute importance, comparing its size to that of the company, concerns the management of the car fleet: in fact, the process of progressive replacement of vehicles provided both for business and private use has begun and is already very significant, increasingly addressing the choices towards electric or hybrid cars, in order to reduce CO2 emissions deriving from the important use of motor vehicles, specifically by the colleagues in the commercial area. In 2022 we replaced 60% of company cars with hybrid or electric cars. Overall emissions in 2022 increased compared to 2021 due to the increase of cars used and consequently an increase in travelled kilometers.

Finally, the monitoring of emissions and the kilometers travelled will allow Unidata to direct its choices towards a reduction in climate-changing emissions, as required by the commitments made and included in the Company's bylaws on the occasion of its transformation into a Benefit Corporation.

As far as energy is concerned, we use 94% renewable energy, 3% of which comes from photovoltaics. Energy consumption was 29% higher than in 2021 due to the full use of the implemented Data Center station. However, we are committed to reducing energy consumption by at least 10% through, first of all, the use of thermal insulating material for the cold corridors of the data center on site (viale A. G. Eiffel) and of the one located in San Martino della Battaglia, drastically limiting the mix of cold air (coming from air conditioners placed in data centers) and hot air (coming from the servers themselves).

The reasons that prompted us to also include this third purpose in the company bylaws are the result, by our precise will, of the inseparability of the aspects of sustainability and of a holistic vision that cannot fail to contemplate the protection of the environment and the planet. Annual monitoring of per capita consumption and per capita emissions

2022 RESULTS

Replacement of 60% of the fleet from diesel/petrol to hybrid and/or electric

- Total emissions: 171 908.80 kg/Co2
- Per capita emissions: 3,069.80 kg/Co2
- Emissions per travelled km: 120.54 g/Co2

Total energy consumption 2,525,216 kWh

94% of renewable energy out of the total, 3% of which comes from photovoltaics

non-renewable sources: 135,348 kWh

2023 GOALs



100% replacement of the hybrid/electric fleet Reduction of emissions per km and per capita of at least 10%

2022 RESULTS

Objectives to reduce

energy consumption

2023 GOALs

Reduction of data center energy consumption by **10% for the same** space used

Consumption of energy from

Renewable: 2,389,868 kWh

Maintaining **at least 94% renewable energy** out of total consumption

Improvement of the current photovoltaic system with replacement of amorphous panels with monocrystalline panels with consequent **efficiency gain of 20%** (increased production)

The impact assessment

As a Benefit Corporation, we are required to periodically measure the impact of our company on people and the planet, using an international reference standard. The 208/2015 law, which established the benefit companies does not indicate the external evaluation standard to be used but determines that it be as follows:

- exhaustive and articulated in evaluating the impact and actions of a company in pursuing the common benefit for people, communities, territories and the environment as well as other stakeholders;
- developed by an authority that is not controlled by or affiliated with the Benefit Corporation;
- credible, because it was developed by a competent body with a scientific approach;
- transparent, through using public criteria, weightings, governance, compliance with the standard and sources of financial support.

We have chosen to use the B Impact Assessment (BIA), a tool used by B Corporations to measure their sustainability profile.

What is the BIA?

The Benefit Impact Assessment is a solid measurement standard adopted by 150,000 companies all over the world. It was created in 2007 by B Lab, an international non-profit body that promotes the B Corporation certification and provides a judgment and a measure through an assessment of the social and environmental as well as economic impact of a company.

The standard also makes it possible to evaluate the ability of a company to create (or destroy) value through the analysis of its business model, the quality of the relationship with employees and in general with stakeholders for the creation of shared value, as well as the responsibility for its environmental impacts.

The measure of impact is calculated with a number on a rating scale from 0-200 points that distinguishes 'standard' companies from excellent ones, that is the one having a rating >=80 that can also become certified B Corps[®] and start the B corp certification process through the non-profit company B Lab.



Environment

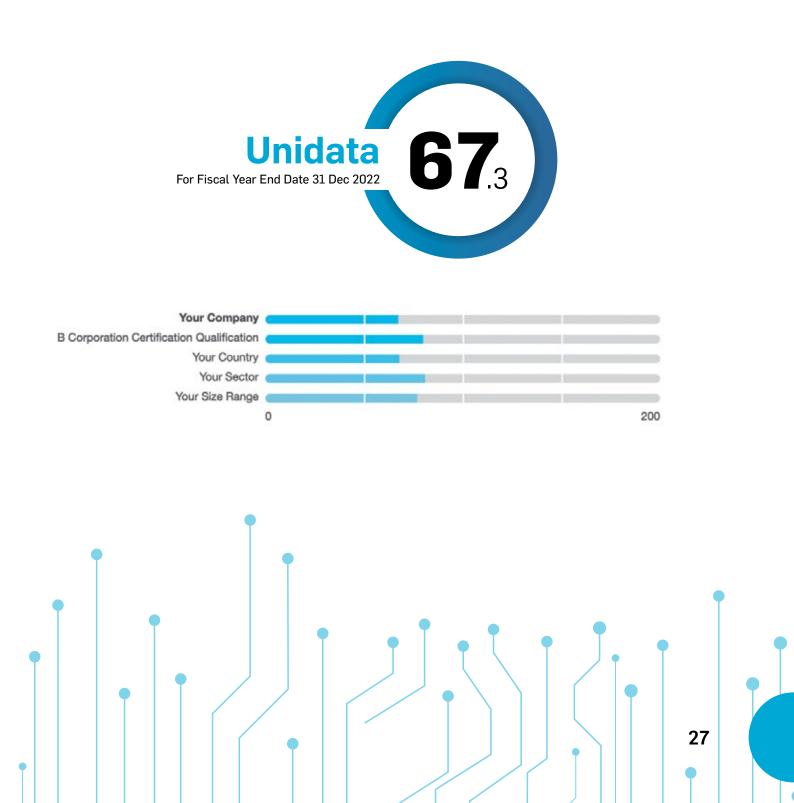
Customers



Unidata's performance in the impact areas

In detail, in the self-assessment, around 195 requests for data and qualitative information were submitted to Unidata, which led to the achievement of 67.3 points, an improvement if compared to a similar assessment in 2021 (59.3 points). This was above all due to the transformation into a benefit company.

This score is still lower than the minimum score to become B Corp, (80 points), but it is in line with the Italian average including B Corp, it is certainly higher than the average of companies excluding B Corp and slightly lower than the sector average.





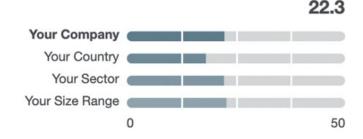
The "Governance" area, which evaluates the general mission of the company, ethics, responsibility and transparency, was awarded 19.8 points partly obtained for the may 2022 transformation into a Benefit Corporation. The involvement of managers and the Board of Directors in the development and active discussion of sustainability issues, the transparency adopted by the company towards employees and stakeholders as well as the drafting of an extensive and analytical code of ethics and the Non Financial Statement were all factors affirmatively considered.



The "Workers" impact area evaluates the contribution of the company to the financial, physical, professional and social well-being of its employees, tracing aspects such as company benefits, workers' health and safety or professional development opportunities. In this area Unidata obtained 22.3 points as a result of the attention the company pays to the well-being of its collaborators through good working flexibility and good professional and managerial training opportunities.



Workers



OVERALL SCORE



The "Community" impact area evaluates the commitment to the community and the impact generated by the company on it. This scope includes topics related to diversity, job creation, relationships with community service providers and local situation involvement. Thanks to the company's efforts to generate a positive social and economic impact by adopting community service practices and policies, to the Increasing of jobs by 12 units (13%) and to the administration of the company's code of ethics to 100% of outsourcing suppliers, Unidata reached 14.7 points in this area.





The "Environment" impact area evaluates the overall environmental management of a company, including its facilities, use of resources, emissions, the type of means used in the distribution channels and in its supply chain. In this area our company has obtained 4 points. Among the elements rewarded in this section there is the implementation of programs and policies aimed at reducing the corporate ecological footprint (that is encouraging the use of virtual meeting technologies), the waste reduction program, the implementation of measures efficiency and energy savings (e.g. lighting) and a high percentage (94%) of the use of energy from renewable sources.





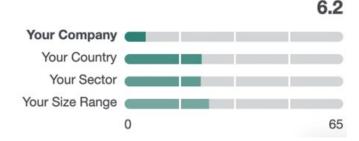
OVERALL SCORE

OVERALL SCORE



The "Customers" impact area evaluates companies whose products or services are designed to address a particular social problem for their customers, such as healthcare or educational products. This section focuses on the impact of the product or service and the benefits to the communities served. Unidata got a score of 6.2 in this area, a result owed to the adoption of value generation policies for its customers and consumers, to all the services covered by the guarantee and to the quality certifications in place.





The results obtained by Unidata's first assessment come from its core business which implies a clear **commitment** towards **citizens** and **businesses** thanks to the provision of the most innovative connectivity services (FTTH), a tool for social inclusion (fibre km, real estate unit).

