

Press Release

## 24 ORE Group: First ESG Plan approved

### Gionata Tedeschi General Manager Innovation and Sustainability

#### *ESG strategy hinged on people engagement and digital transformation*

Milan, 31 January 2023 - Il Sole 24 ORE S.p.A. approves **the first ESG Plan** in the history of the multimedia group and appoints **Gionata Tedeschi** as *General Manager Innovation and Sustainability* of the 24 ORE Group.

**Digital Transformation** and **People Focus** are the **two strategic backbones** on which the 24 ORE Group's Sustainability Plan rests, aligned with the 2022/2025 Business Plan. **Tedeschi** is tasked with heading the development and promotion of the 24 ORE Group's innovation process and with contributing to the achievement of strategic sustainability goals.

*"The promotion of environmental, social and governance goals is a priority I embraced as soon as I took the helm of Il Sole 24 Ore last April, a priority to achieve also through the adoption of the first ESG Plan in the Group's history and a specifically-appointed General Manager. Coupled with a **path of change hinged on digitization and social sustainability**, the ESG Plan acts as a watchdog to gauge our improvements on this path. To this end, the Sole 24 Ore Sustainability Plan effectively strengthens the existing bond linking information, education, innovation and sustainable development, and represents a strong commitment not only towards our shareholders, but also towards all stakeholders",* said **24 ORE Group CEO Mirja Cartia d'Asero**.

*"This plan will help us strengthen the sustainability path already taken and constantly adapt it to the future strategy of Il Sole 24 Ore, which is marked by a much stronger push on digital innovation both in infrastructure and in our proposition to the public",* said **ESG and Technological Innovation Committee Chair and 24 ORE Group Vice Chair Claudia Parzani**.

#### **24 ORE GROUP ESG PLAN**

The Sustainability Plan develops on the **two distinctive strategic backbones of the 24 ORE Group, "Digital First" and "People Engagement"**: the first focuses on **innovation - digital transformation** in particular - to contribute to the digitization of the Country, facilitate the 24 ORE Group's **partnership with institutions, the world of education and universities**, strengthen customer relations, and **develop publishing and educational activities** while continuing to guarantee transparency, quality, and reliability for the cultural growth of the Country; the second, intrinsically linked to the

first, focuses on actions to **promote diversity and inclusion**, and intends to support, through specific content, **education and professional training for the growth of the Country**, as well as to promote the **wellbeing and development of the People of the 24 ORE Group**, as already seen with the actions taken in 2022, including the **Gender Certification** obtained in December 2022 (the first Italian media company to do so) and the contributions recognized to employees for nurseries, soaring energy bills and training.

**Cross-cutting targets** underpinning the ESG Plan, implemented with the collaboration of Bdo Advisory Services, are to **improve the environmental impact**, which can already rely on certified HQ with high levels of sustainability and the adoption of low-impact policies on the environment, and to **develop and maintain a governance system** aligned with sustainability best practices.

*"In order to achieve these strategic goals, added 24 ORE Group CEO Cartia d'Asero, "we have chosen to count on the skills and professional qualities of Gionata Tedeschi, developed over **years of international experience** as a consultant, manager and entrepreneur in areas of high innovation in companies, business models and ESG initiatives".*

**Gionata Tedeschi**, a Bocconi alumnus, started his career in strategy consulting at McKinsey, then, with a focus on transformative market issues and new technologies, launched - in the digital, marketing and data science field - successful start-ups leading them to their following exit (such as Buongiorno.it and Born4shop-Saldiprivati.com). From 2012 to 2018 at Accenture as Managing Director, he led the Digital Strategy practice in Europe, with advisor roles to leading companies in Automotive, Retail and Financial Services. He oversaw strategic consulting projects related to ESG principles and served as a delegate on the "Board for Diversity," Accenture Italy's committee to support inclusion activities. From 2018 to 2022, he was Chief M&A and Strategy Officer at Octo Telematics, a leading global IOT and mobility company, where he dealt with strategic initiatives and M&A, and where he was the strategic contact person for sustainability issues in the Business Plan. He is a lecturer in Management for Digital Enterprise at the "Data Science for Management" International Master's Program at the Sacro Cuore Catholic University. Thanks to a career spent in Italy, the UK, France and Israel, he has developed an international strategic vision.