

Sustainability Report 2024

9 PedersoliGattai

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Letter to Stakeholders

We are pleased to present the first Sustainability Report of PedersoliGattai, established at the beginning of 2024 through the merger of two of the most prominent Italian law firms and a third group of highly esteemed professionals. We are excited to share with you the path we have undertaken and our plans for the future.

Who we are

Our firm is built on a long-standing tradition of commitment and professionalism and is distinguished by its dedication to core values of integrity, transparency, and responsibility. With a team of highly qualified experts, we work daily to provide innovative and tailored legal solutions to our clients, always placing ethics and compliance at the forefront.

20
24



Who we aspire to be

The growth and scale our Firm has achieved place us before new and significant responsibilities, especially with regard to sustainability and ESG (Environmental, Social, and Governance) matters.

Our goal is to be a leader not only in the legal field, but also in the area of sustainability, by integrating responsible practices into all our activities. We aim to be a point of reference for the entire legal community, promoting initiatives that seek to reduce environmental impact, support society, and ensure transparent and effective governance.

The Firm's next steps

To give concrete form to our vision, we have outlined a series of actions that will guide us on our path toward a sustainable future.

We have established an ESG Committee and, starting in 2025, we will publish an annual Sustainability Report, combining commitment and transparency in monitoring and communicating our progress.

We have launched our first Sustainability Plan, which focuses on various areas of impact, including the implementation of inclusive and equitable work practices, support for university education for young people, promotion of pro bono and philanthropic activities in support of local communities, and the further reduction of CO₂ emissions.

We firmly believe that, with the support of all of you, we can achieve our ambitious goals and contribute to a better future for current and future generations.

We thank you for your trust and continued collaboration and remain at your disposal for further information or clarification.

The ESG Committee

People engagement and the Firm's new materiality

Sustainability among the pillars of the Firm

Just a few days after its "birth", the PedersoliGattai Firm sought to send a clear and concrete message to its people and stakeholders regarding the centrality of its commitment to sustainability.

During the retreat held in mid-January 2024 in La Thuile—a key event that saw the active participation of all the Firm's partners, professionals, and staff—a plenary session was organized in which the main phases of a sustainability journey were outlined, with a major milestone set for 2025: the publication of the Firm's first Sustainability Report.

In this context of sharing and open dialogue, participants were invited to actively contribute to redefining a list of material topics, essential for understanding the expectations, critical issues, and strengths of PedersoliGattai in relation to the environmental and social aspects of the business and the organization.

One of the key issues addressed concerned the identification of the areas in which the Firm can have the most significant impact and where it is possible to generate tangible value and positive change.

PEOPLE

SERVICES

ENVIRONMENT

COMMUNITY

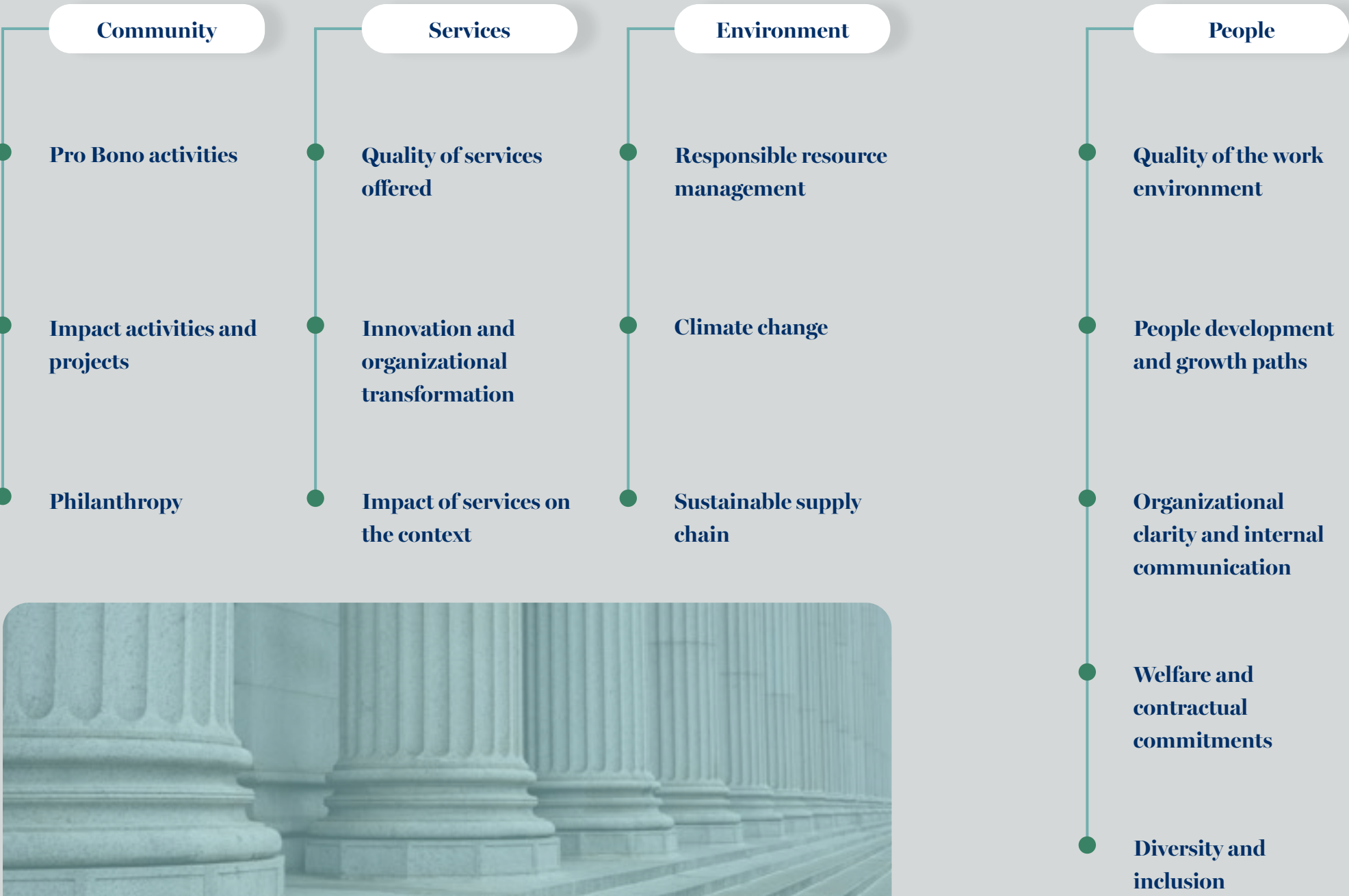
The 4 areas of impact for the PedersoliGattai Firm

Based on the perceptions gathered, various specific topics were then analyzed for each of the designated areas.

These topics were assessed using a relevance scale ranging from "marginal" to "essential," thus allowing the identification of the most important issues within each domain.

The sustainability profiles of PedersoliGattai

Thanks to the collective contribution of the Firm’s people, it was possible to create an overview of material topics that will serve as the foundation for defining our strategic path on sustainability.



The topics related to the People area are certainly among the most important for a newly established organization that must define a strong identity and build its future starting precisely with its people.

At the same time, there are topics related to services and, consequently, to environmental and social challenges.

With this awareness, the Firm oversees all these areas by formulating concrete improvement goals and implementing targeted actions to achieve them.

It was also possible to develop an effective model for collecting information and data, which will ensure transparent and detailed reporting of the Firm’s ESG commitment, offering a clear and meaningful view of its dedication to sustainability in PedersoliGattai’s first true Sustainability Report in 2025.

Our plan for the coming years

The four areas of impact identified in our materiality analysis translate into a concrete, proactive commitment in which the Firm acts as a promoter of initiatives both within and outside the organization, aiming to create a positive impact on its people and on society at large.

People

The proposal highlights the importance of *organizational clarity and professional development pathways*, suggesting the creation of an internal committee to oversee organizational actions, the development of a performance evaluation system that considers qualitative aspects in addition to economic ones, and the implementation of internal communication processes and tools.

At the same time, emphasis is placed on the *wellbeing of professionals* and on an inclusive work environment, through internal surveys to assess current performance in terms of diversity and inclusion, and the implementation of training and awareness programs.



Services – ESG Leadership

The *ESG Leadership* area aims to *contribute to the development and dissemination of an ESG culture* from a legal perspective, by defining work priorities and fostering meetings and discussions involving clients and other stakeholders.

In this regard, the Firm is taking concrete steps, such as the event organized for September 2024 on the topic “Arbitration and Sustainability,” focused on the growing importance of sustainability standards for businesses, examining national and international regulations, best practices, as well as related uncertainties.

Environment

The *Environment* area focuses on *reducing environmental impacts*, proposing the continuous improvement of the Firm’s performance in terms of consumption and emissions.

Community

To *create opportunities for vulnerable individuals*, actions are planned such as the implementation of the “Right to Study” project, the structuring of a *community investment* program and the management of *pro bono* services, as well as the definition of policies for managing philanthropic activities.

The SDGs guiding our activities

4

QUALITY
EDUCATION

The Firm’s commitment to the “Right to Study” project promotes access to education, supporting SDG 4 and improving educational opportunities for underprivileged youth.

8

DECENT WORK AND
ECONOMIC GROWTH

Through legal services, including pro bono work, and sustainable development projects, the Firm promotes inclusive and productive economic growth.

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

The Firm collaborates with businesses to promote innovation, infrastructure development, and economic and industrial stability.

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS

The Firm, through its legal services that promote justice and institutional transparency, directly supports SDG 16.



The Firm’s organization and our services

459
People

16
Service areas

12
Business sectors

In 2024, the merger that gave rise to PedersoliGattai created an organization with over 450 people, including professionals and staff, which immediately positioned itself at the top of the industry rankings.

Structure, Governance and procedures

The Firm’s organizational and governance structure represents a fundamental pillar in building an efficient, ethical, and sustainability-oriented work environment.

The Firm adopts advanced management practices that ensure high standards of efficiency and proactively respond to the needs of the legal sector, while also strengthening transparency and accountability toward clients, stakeholders, and collaborators.

A key element of this approach is the *PedersoliGattai Code of Ethics*, which sets out the principles of integrity, fairness, confidentiality, and conflict-of-interest prevention, serving as a reference for the conduct of all members of the Firm. The Code applies to partners, employees, consultants, and collaborators, integrating the provisions of the Code of Conduct for Lawyers and promoting an organizational culture based on legality, inclusiveness, and respect for individuals.



The Firm has adopted a structured governance system that includes specific thematic committees and dedicated procedures, including:

Code of Ethics and Training

The Code is widely disseminated throughout the organization and supported by mandatory training programs on ethics, compliance, health and safety, data protection, and sustainability, fostering full awareness of individual responsibilities.

Whistleblowing Procedure

Secure and confidential channels are in place for reporting—also anonymously—violations of the Code of Ethics or other unlawful conduct. The management of reports is entrusted to an external information system and overseen by the Whistleblowing Committee, in compliance with current regulations.

AML (Anti-Money Laundering) Procedure

The Firm's anti-money laundering system is based on updated internal policies, a dedicated AML Committee, and a coordinator responsible for the application of regulations, ongoing training, and operational support. A procedure is also in place for reporting suspicious transactions, ensuring the highest level of oversight and transparency.

Cybersecurity

To protect confidential information and sensitive data, PedersoliGattai has obtained ISO 27001 certification for all its offices. This achievement confirms the adoption of international best practices in cybersecurity and risk management.

Through this structured governance and a shared regulatory framework, the Firm strengthens its commitment to a responsible organizational model, oriented toward professional excellence, legality, and long-term sustainability.

Our commitment to ESG challenges

We have established a Sustainability Committee with the aim of promoting concrete initiatives by the Firm that can benefit our stakeholders.

Our Firm's commitment in the ESG (Environmental, Social, and Governance) field is also expressed through our *interdisciplinary legal team*, dedicated to providing innovative legal solutions to businesses engaged in this area.

Composed, among others, of experts in corporate, environmental, labor, tax, intellectual property law, and consumer rights protection, this working group is at the forefront of supporting companies in achieving their ESG goals.

Acting as an ESG Hub, we collaborate with top-tier global law firms and other players specialized in sustainability issues to offer a wide range of services related to regulatory compliance, corporate governance, and environmental sustainability.

Thanks to a global network and in-depth industry knowledge, we support clients in integrating ESG principles into their business strategies, enhancing their long-term value and competitive advantage.



Service areas

Financial Institutions

Legal advice in both litigation and non-litigation matters, relating to public contracts, financing, urban planning, environment, and regulated sectors such as energy and transport.

Litigation, Arbitration and ADR

More than 50 professionals handle civil and commercial litigation, national and international arbitrations, offering both pre-litigation and litigation solutions.

Private Equity

Assistance in private equity transactions, managing the entire cycle from investment to exit, including due diligence and financing aspects.

Corporate, Mergers and Acquisitions

Guidance in extraordinary merger and acquisition transactions, with strong interdisciplinary coordination.

Banking & Finance

Assistance to financial institutions and investors in financing transactions, with integration between private equity and structured finance areas.

Data Protection & Data Governance

Provides advice on data processing and compliance, playing an active role in managing privacy and data security.

Insolvency Proceedings and Restructuring

Management of corporate crisis, offering tailored strategies for restructuring or liquidation.

Succession Law

Management of inheritance matters and protection of family assets, with advice on trusts and estate planning.

Capital Markets

Expertise in capital markets transactions, assisting companies and banks in IPOs, equity financing, and market compliance.

Structured Finance

Structured finance transactions with a focus on credit disposal, securitizations, and covered bonds.

Intellectual Property and Technology Law

Protection of intangible assets and legal advice on advanced technologies such as AI and blockchain.

Tax

Tax advisory on corporate transactions and asset management, with expertise in tax litigation.

Competition and Consumer Protection

The team handles antitrust and consumer law matters, interacting with national and European regulatory authorities.

Labour and Industrial Relations

Advisory on corporate organization, HR management, and union relations, especially in M&A and restructuring contexts.

Financial Regulation

Support to supervised entities in the banking, insurance, and fintech sectors, with a focus on compliance and regulation.

Venture Capital

Assistance to venture capital funds and startups in investment transactions, with in-depth focus on regulation and compliance.

Sectors



Automotive & Transportation



Energy and Ecological Transition



Environmental, Social and Governance (ESG)



Food & Beverage



Healthcare & Life Sciences



Infrastructure



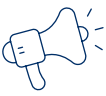
Artificial Intelligence



Financial Institutions



Luxury & Fashion



Media & Entertainment



Real Estate



Sports & E-Sports

Our people

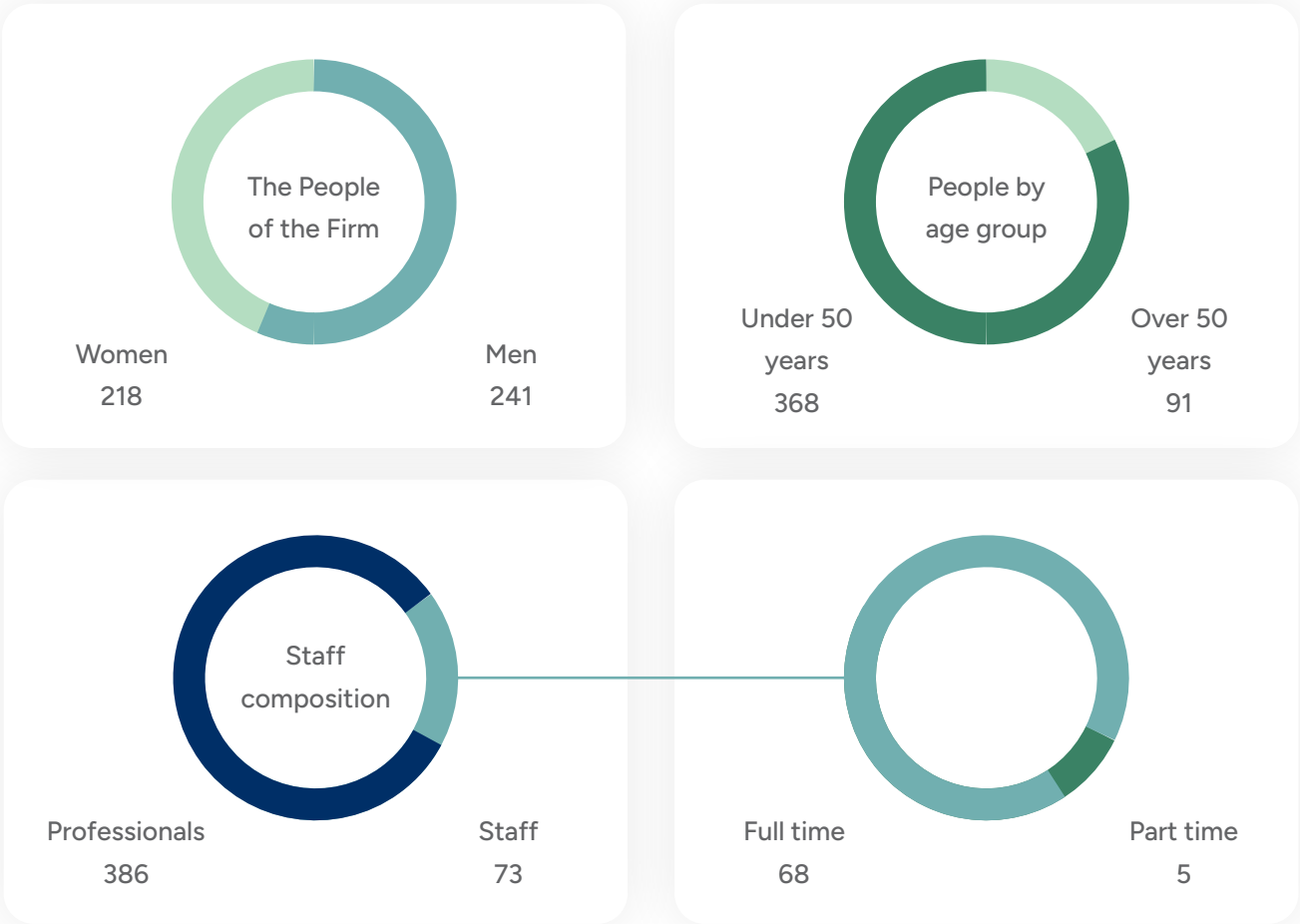
Our work is primarily built on people and the relationships between them.

For this reason, the care and development of our partners, professionals, and employees is not only a matter of responsibility, but becomes a fundamental factor for the Firm’s growth and the quality of our work.

We are aware of how important the professional and personal development of our professionals is, as well as the promotion of a stimulating and inclusive work environment that, in line with the specific characteristics of our sector, can ensure a good work-life balance.

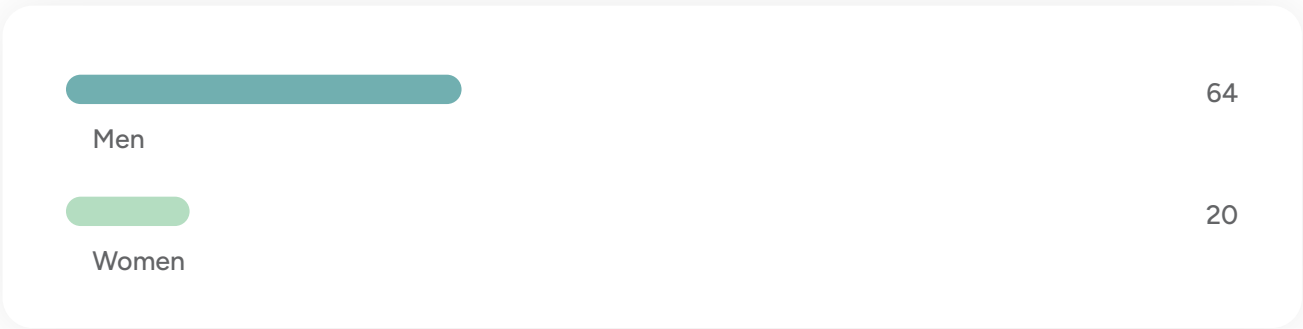
These are the main challenges we actively address in relation to our people.

The Firm’s Key Figures

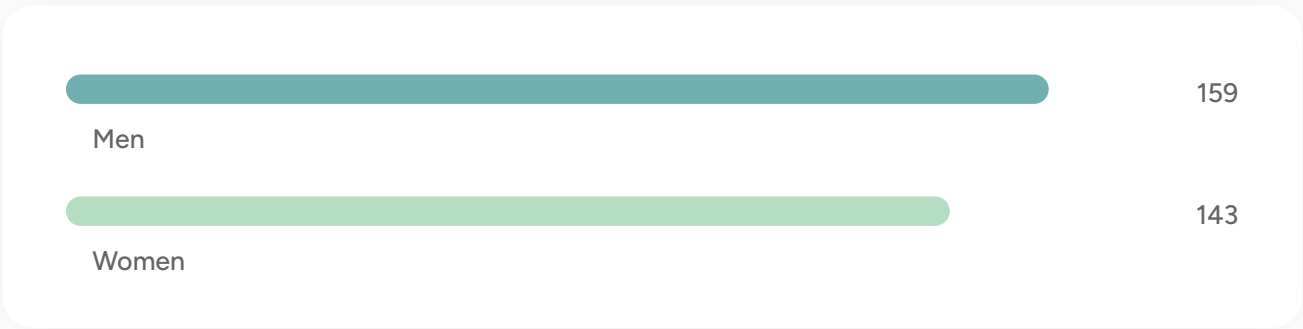


Partners

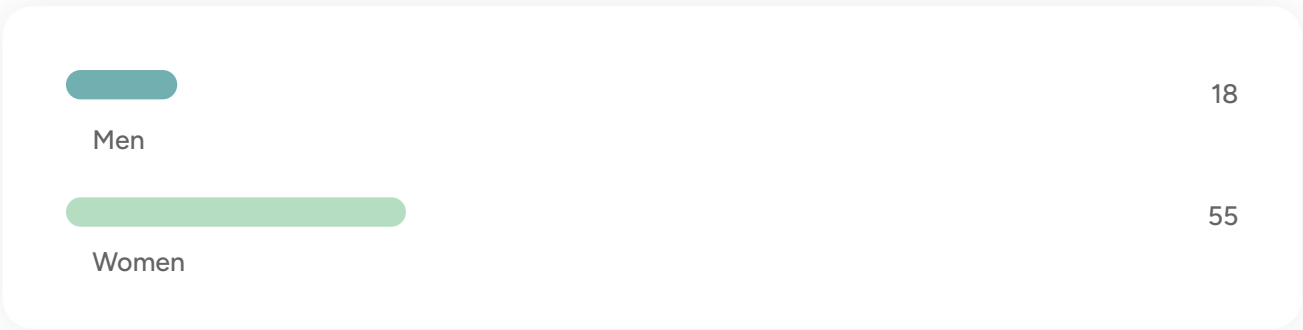
Levels and Gender of Our People



Associates



Staff



New hires	Mobility
68	61

Caring for our people

PedersoliGattai recognizes the importance of family and work well-being for its professionals and is committed to actively supporting them during the most significant moments of family life.

Our family support policy reflects our commitment to creating an inclusive and supportive work environment, acknowledging the diverse needs of our professionals.

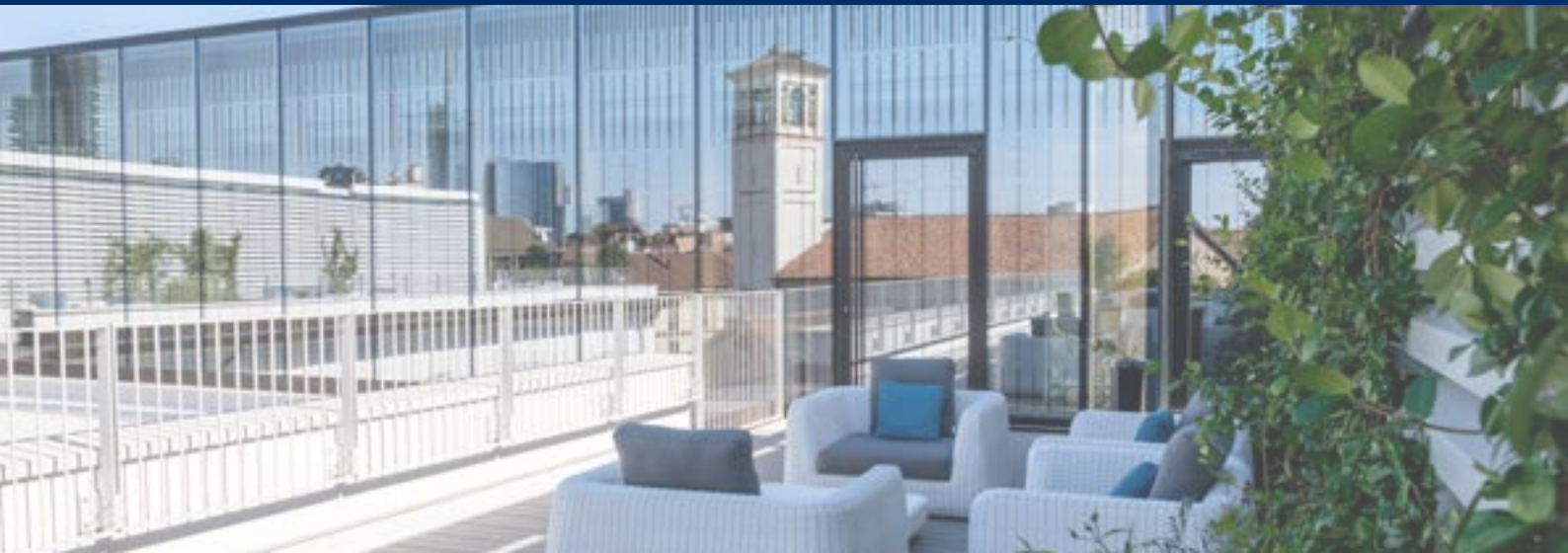
This support is expressed through extended marriage leave, facilitation of participation in preparatory courses for childbirth or adoption, financial contributions for family events, and additional economic support during maternity leave.

CareU program

In 2024, PedersoliGattai launched the “Care U” wellbeing program, a structured and cross-cutting initiative dedicated to all the Firm’s professionals. The project stems from the awareness that the quality of the work environment and the balance between professional and personal life are key factors for the sustainable growth of the organization and the well-being of its people.

“Care U” is structured around four fundamental pillars:

- Simplification of daily life
- Support for physical and mental well-being
- Continuous professional growth
- Engagement and sense of belonging



Simplifying daily life

Through a *concierge and runner service*, provided in collaboration with TopLife, professionals can delegate organizational tasks and city errands, easing the burden of daily responsibilities.

Psychological well-being and health

The Firm has entered into an agreement with *UnoBravo*, a digital psychological support platform, to offer confidential individual sessions and thematic meetings on stress, emotional management, and parenting. Complementing this, a *supplementary health insurance policy*, fully covered by the Firm, covers medical expenses with the option to extend coverage to family members.

Training and development

A central element of the program is the *Legal Academy*, which offers courses on soft skills and cross-functional competencies such as public speaking, effective presentations, and legal English. Additionally, starting in 2025, *international secondment programs* will be launched with leading law firms in cities such as London and New York, providing young professionals with high-value training experiences



Engagement and dialogue

To promote ongoing dialogue between professionals and leadership, the *Associate Committee* has been established—an internal advisory body that fosters active participation through bimonthly meetings with the Management Team, contributing to the Firm’s evolution and the sharing of strategic decisions.

Flexibility and inclusion

“Care U” also includes advanced policies on *smart working, parental leave*, and support for parenting, demonstrating PedersoliGattai’s commitment to ensuring an inclusive environment that respects people’s needs.

Talent development

In the legal field, training is an essential aspect for nurturing talent and fostering continuous professional growth. Through the Legal Academy program, the Firm plans quarterly training schedules, led by external instructors and internal professionals, with the goal of improving soft skills and “cross-pollinating” professional expertise with transversal or “borderline” competencies. Additionally, an agreement has been signed with TopLegal Academy to conduct ongoing assessments of English language proficiency, with the opportunity to attend reinforcement courses. The centrality of these elements raises the standard of the services offered and embodies the true spirit of a cutting-edge law firm.

With a strong training-oriented approach, we promote constant interaction between senior and junior figures, creating a work environment where the exchange of knowledge and experience enriches all professionals. In this regard, a secondment program has also been launched with leading international firms, involving the first group of professionals starting in summer 2025.

Equally important is the support provided to young professionals preparing for the bar exam, ensuring peace of mind and confidence through the Firm’s backing.

This training synergy not only accelerates the development of individual skills but also strengthens the collective, creating professionals who are competent and ready to manage the most complex challenges.

Ongoing Professional Training

Over the course of the year, PedersoliGattai delivered a total of 3,852 hours of professional training, involving over 140 professionals in each training module. The program included six thematic sessions on “Corporate Acquisitions, M&A, and Private Equity” and a mandatory course on legal ethics, in accordance with the requirements of the National Bar Council, which mandates 15 annual training credits per lawyer, at least three of which must be in mandatory subjects.

The training was carried out in collaboration with Euroconference, which managed the delivery of courses also to other law firms, while PedersoliGattai contributed with content and instructors.

This synergy made it possible to offer the Firm’s professionals a high-quality training program free of charge, accessible online, significantly reducing costs and optimizing time through the digital format.

The training offer represents a tangible benefit for collaborators, as it allows them to maintain professional development and meet training requirements in a convenient, accessible way that can be integrated with daily work activities, while also strengthening specialist expertise within the Firm.



Study leave periods

For the written bar exam, we offer a paid leave period. In preparation for the oral exam, this support is extended up to eight weeks. Additionally, it is possible to combine regular vacation time with the study leave for the oral exam, or to reorganize the work schedule to maximize preparation time, all while maintaining full pay.

Contribution to professional qualification

PedersoliGattai also provides financial support to its young associates by covering, on a one-time basis, the cost of a bar exam preparation course up to a predefined maximum amount. This reflects our commitment to investing in the skills and professional success of our young talents, ensuring they have access to the best resources available for their training.

Career conditions and progression

Passing the qualification exam does not automatically result in advancement to the next level; likewise, failure to pass the exam does not constitute an obstacle or any form of block in career progression.

Our Contribution to the Community

“Right to Study”

In response to the growing social and educational challenges in the area where we operate, PedersoliGattai has strengthened its commitment to supporting the community, particularly in Milan, where the practice of our profession closely ties us to the local reality.

Our “Right to Study” project was born out of the desire to address issues related to access to higher education, which are crucial for the future of many young talents.



Project context and objectives

Recent data highlight a concerning percentage of NEET (Not in Education, Employment, or Training) youth in Italy, reaching 26% in the 18–24 age group.

In Lombardy, this issue affects nearly 230,000 young people. Italy ranks 34th in Europe for social mobility, with 67% of children of non-graduates not exceeding their parents’ level of education, and only 6% obtaining a university degree.

This situation is particularly critical in our sector, where the costs of becoming a lawyer often represent an insurmountable barrier for many bright but economically disadvantaged students.

Aware of this, the Firm has launched a multi-year initiative for the right to education and for social and professional inclusion, aimed at supporting four deserving young individuals each year.

In collaboration with the Fondazione di Comunità Milano, the Territorial School Office, the University of Milan, and various schools in the Milan area, the project offers concrete support that includes:

- Increasing financial support throughout the course of study, starting with a €10,000 contribution for the first academic year and rising to €14,000 for the final year.
- An intensive tutoring program to support students not only financially but also morally and technically.
- Merit- and income-based selection by a qualified committee to ensure fairness and transparency in the process.
- Post-graduate employment guaranteed for at least two years, with compensation and training paths equivalent to those of collaborators with the same seniority.

The Project’s first year

The project officially began in the 2023/2024 academic year with the enrollment of the first 4 students.



Students supported	Total investment by the Firm for the first year
4	40.000€

The candidates submitted their report cards from the 4th and 5th years of high school and, where possible, a letter of recommendation from a teacher to support their application.

Following the selection process, based on criteria aimed at addressing concrete needs, 4 students were selected from: 1 Classical High School, 1 Scientific High School, and 2 Technical-Vocational Institutes.

In collaboration with Fondazione Comunità Milano, a kick-off meeting was organized for the students, during which they were introduced to the purpose of the initiative and provided with the necessary operational and administrative information.

Starting from the 2024/2025 academic year and in the following years, up to 4 students per year are expected to be included, with a

total annual investment — once fully operational—of over €500,000.

At present, the effectiveness of the program is primarily assessed through direct contact with the beneficiaries and monitoring of their academic progress in collaboration with the University of Milan.

Although no formal evaluation system has been established, the initial feedback and the renewed commitment from the institutions involved confirm the importance and positive impact of the initiative.

As further evidence of the relevance of this type of project for the local area, all partner institutions and organizations of the “Right to Study” initiative have renewed their commitment to promoting the Scholarship Award for the second cycle (academic year 2024/2025).

Pro bono and philanthropic activities

In 2024, our Firm dedicated over *850 hours* to *pro bono* assistance, equivalent to a value of more than *€285,000*.

This commitment represents much more than a free service: it is the tangible expression of our desire to generate *social impact* through the contribution of our legal expertise. For PedersoliGattai, *pro bono* work is not limited to the waiver of financial compensation, but is configured as a strategic and intellectual investment in designing particularly complex legal solutions for operations with strong social value.

This is the case with social impact investment operations, which require experience and *technical skills* that go beyond usual legal expertise, as these operations call for the development of original solutions that strike a delicate balance between the need to ensure a minimum return on invested capital and the goal of financing initiatives with a strong social impact on people and communities. A good example of this particular type of contribution is the assistance provided to the Fondazione Social Venture Giordano dell’Amore in structuring a financial support mechanism for a temporary consortium of companies awarded a contract with a local public entity for the implementation of a socially useful project aimed at connecting the needs of two segments of the population: unemployed or job-seeking youth and elderly people with limited access to services.



The environmental dimension

The Firm’s commitment and governance on environmental challenges

Certification: ISO 14064

The new PedersoliGattai entity was founded with a strong awareness of environmental issues. The Firm’s commitment is therefore immediately reflected in the consolidation of concrete initiatives to clearly demonstrate its respect for and attention to these challenges.

As part of its ongoing efforts to promote environmental sustainability and minimize negative impacts, PedersoliGattai has adopted the ISO 14064-1:2018 standard as a framework for managing its carbon footprint.

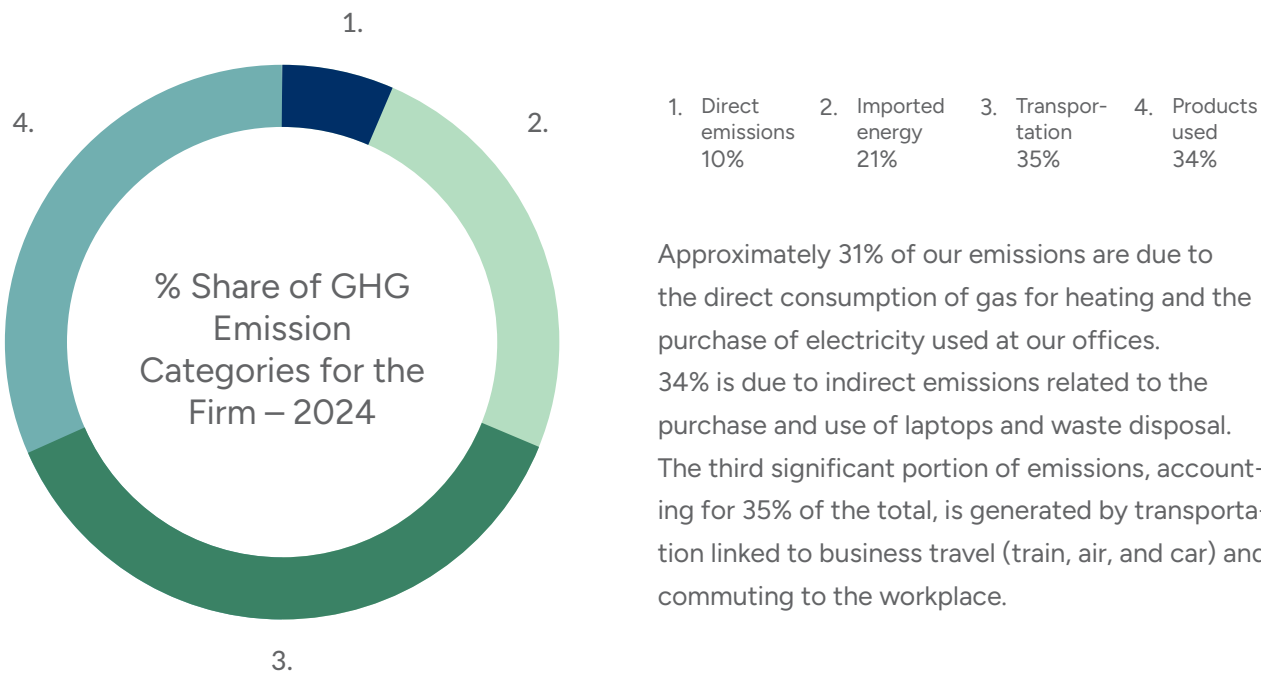
This international standard provides guidelines for the accurate and transparent quantification and reporting of greenhouse gas (GHG) emissions.

2024 Carbon Footprint

For the year 2024, the Firm quantified the total GHG emissions generated both directly and indirectly by its activities, resulting in a total of 1,141.67 tonnes of CO₂ equivalent.

1.141,67*
tons CO₂eq.

**Emissions analyzed and verified by an external certification body to ensure compliance with international standards and transparency in the reporting process.*



Mitigation and offset actions

To mitigate environmental impact, PedersoliGattai has undertaken various actions, including:

- Promotion of low-impact transportation, such as trains, especially for domestic business trips.
- Provision of a fleet of Firm-owned bicycles to encourage all professionals to contribute to sustainable mobility.
- Promotion of electric cars for rental services.
- Installation of water dispensers to reduce plastic bottle usage and adoption of environmentally friendly policies in plastic-free, paperless, and waste separation practices.
- Energy efficiency policies implemented across all Firm offices.
- Discouragement of printing and systematic use of low-impact resources (e.g., recycled paper).
- Offset of emissions generated from business travel through the purchase of 250 Sustainability Credits via the project promoted by the Appennino Tosco-Emiliano National Park.

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MILAN

ROME

TURIN

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