



9 PedersoliGattai

**Sustainability
Report 2025**



Sustainability Report 2025

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We are pleased to present the second Sustainability Report of PedersoliGattai. After the Firm's establishment in 2024, following the merger of two of Italy's most prominent law firms together with a third group of highly esteemed professionals, we are proud to share the progress made and the results achieved on our journey towards sustainability.

Letter
to Stakeholders

WHO WE ARE

Our Firm is built on a long standing tradition of commitment and professionalism and is distinguished by its dedication to the core values of integrity, transparency and responsibility. With a team of highly qualified experts, we work to deliver innovative and tailored legal solutions to our clients each and every day, consistently placing ethics and compliance at the forefront of our professional activity.

WHO WE WANT TO BE

The growth and scale we have achieved place our Firm before new and significant responsibilities, particularly in relation 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 sustainability, integrating responsible practices into all of our activities. We aim to serve as a point of reference for the entire legal community, promoting initiatives that reduce environmental impact, support society and ensure transparent and effective governance.

THE FIRM'S STEPS TO SUSTAINABILITY

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.

Since its inception, the Firm has established an ESG Committee and launched the annual publication of the Sustainability Report, combining commitment and transparency in monitoring and communicating our progress.

Our Sustainability Plan, launched in 2024, 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, as well as the further reduction of CO₂ emissions.

The results achieved in 2025 confirm the Firm's commitment and the strength of the path undertaken. 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 ongoing collaboration and remain available for any additional information or clarification.

The ESG Committee

The sustainability of PedersoliGattai Firm

SUSTAINABILITY INTEGRATED INTO THE FIRM'S DECISION MAKING

For PedersoliGattai, sustainability represents a structural element of its long term growth path and positioning.

From the early stages of the Firm's development, the desire among all professionals and collaborators to integrate environmental and social considerations into organisational and professional dynamics clearly emerged, recognising their role in strengthening the quality of work, client relationships, and the Firm's contribution to the wider economic and social context.

The engagement of our people played a central role in this process. Through moments of discussion and shared reflection, it was possible to build an initial common vision of the sustainability topics relevant to the Firm, laying the foundations for a structured and coherent approach.



THE FOUR IMPACT AREAS FOR PEDERSOLIGATTAI

The analysis carried out led to the identification of four main areas of impact, which now serve as a reference point for guiding the Firm's choices and initiatives:

People

Services

Environment

Community

Within these areas, the most relevant topics have been identified based on their importance to the Firm and their capacity to generate concrete impacts over time.

PEOPLE

- Quality of the work environment
- People development and growth paths
- Organisational clarity and internal communication
- Welfare and contractual commitments
- Diversity and inclusion

ENVIRONMENT

- Responsible resource management
- Climate change
- Sustainable supply chain

SERVICES

- Quality of the services offered
- Innovation and organisational transformation
- Impact of services on the context

COMMUNITY

- Pro Bono activities
- Impact activities and projects
- Philanthropy

During 2025, the Firm chose not to proceed with a formal review of the materiality analysis, considering that the topics identified in 2024 remained consistent with its priorities and reference context. The focus, therefore, was on consolidating the coverage of these topics, through a progressive

approach that builds upon what has already been achieved while also opening new development opportunities.

In particular, PedersoliGattai has worked along three strategic directions:

.01

Strengthen

existing initiatives, improving their structure, continuity and ability to generate results.

.02

Develop

new fronts of ESG action, in line with the Firm's evolution and its context.

.03

Progressively build

a more robust data collection and monitoring system to support increasingly effective reporting.



Among the core themes, the central role of people remains a key element for a growing Firm seeking to build its own distinctive identity over time. Alongside this, topics relating to services and the Firm's contribution to environmental and social

challenges are becoming increasingly important. This approach enables the Firm to evolve continuously and coherently, strengthening over time its capacity to integrate sustainability into daily activities.



Our Sustainability Plan

The identified impact areas represent the framework through which PedersoliGattai guides its ESG development path, continuing what has already been initiated whilst strengthening the quality and effectiveness of its initiatives over time.

The approach adopted is based on consolidating existing activities and opening new areas of intervention, following a logic of progressive and coherent growth.

ESG LEADERSHIP – SERVICES

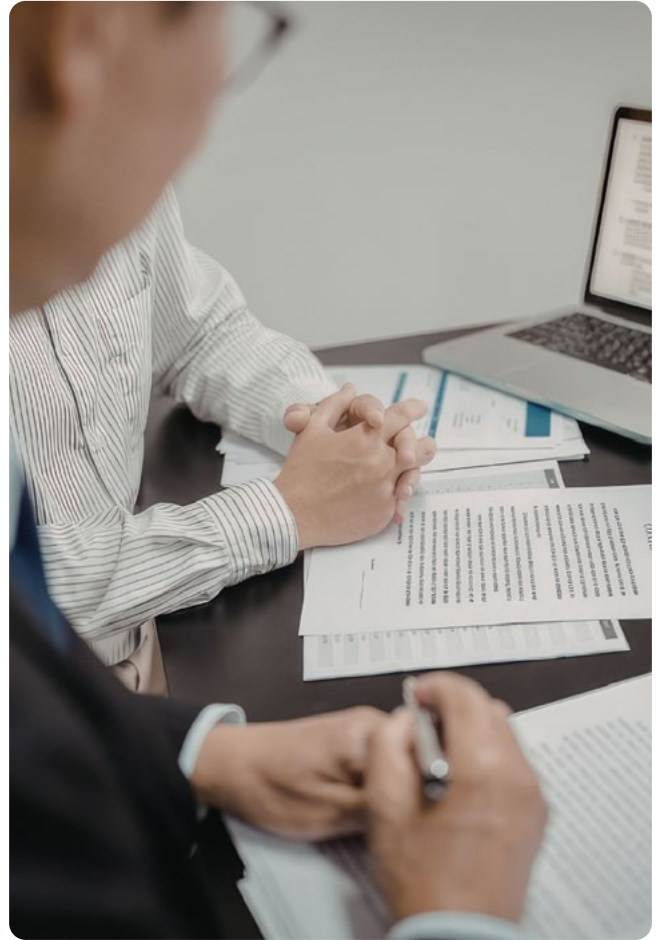
Through its professional work and in depth research, the Firm aims to contribute increasingly actively to the dissemination of a solid and informed ESG culture.

In this context, PedersoliGattai promotes the production and sharing of content and publications on key sustainability topics, with particular attention to environmental (“green”) matters as well as inclusion topics.

These activities represent a fundamental lever for strengthening the Firm’s positioning whilst

contributing to the development of an informed and high quality debate on issues that are becoming increasingly central for businesses and institutions.

The Firm integrates ESG expertise into its consulting services, supporting clients in assessing sustainability related risks and opportunities.



PEOPLE

People development continues to be a key priority for the Firm.

In this context, training has become increasingly important, understood not only as professional development but as a broader pathway for skill enhancement. Alongside the technical content specific to the legal profession, the Firm promotes the development of transversal skills, such as those relating to innovation and the use of artificial intelligence, with the aim of strengthening its

people's ability to operate in ever evolving contexts.

The active involvement of individuals within social initiatives is also encouraged, with a dual purpose: on one hand, strengthening a sense of belonging and internal collaboration; on the other, consolidating the bond between the Firm and the local community in which it operates.

COMMUNITY

Community contribution represents one of the Firm's areas of the most significant evolution.

In 2025, a reflection process was launched to define a structured community investment project, which will be one of the Firm's main development areas in 2026.

The aim is to review and strengthen the Firm's approach to supporting the local area, integrating in an organic process the various initiatives already present, including:

- *pro bono* activities
- social projects
- philanthropic initiatives
- corporate volunteering activities.

This process aims to build a structured model, shared by all of the Firm's people and geared towards maximising the effectiveness of interventions.

In particular, the Firm intends to focus its efforts on certain priority social areas, where it believes it can generate a significant and lasting impact, including:

- young people
- access to education
- health
- culture.

ENVIRONMENT

The Firm has long maintained a structured presence on environmental topics, which represents a solid foundation on which to build.

Our commitment for the coming years will therefore focus on maintaining and strengthening this presence, through:

- confirmation of existing certifications;
- progressive improvement of environmental performance;
- dissemination of greater internal awareness of environmental topics.

In this sense, attention is paid not only to technical aspects but also to the development of a shared environmental culture within the Firm.

REFERENCE SDGs FOR OUR ACTIVITIES

The Firm's activities contribute to the pursuit of several United Nations Sustainable Development Goals:



SDG 4 - QUALITY EDUCATION

Through the “Right to Education” project, the Firm promotes access to higher education for deserving young people from economically disadvantaged backgrounds.



SDG 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.



SDG 9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE

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



SDG 16 - PEACE, JUSTICE AND STRONG INSTITUTIONS

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



The Firm's organisation and our services

PedersoliGattai has established itself as a leading firm, within the Italian and international legal landscape, with over 475 professionals and associates (as at 31 December 2025), organised into 16 service areas and 12 business sectors.

Thanks to consolidated relationships with leading international law firms, the Firm can effectively support cross border transactions, assisting both Italian and international clients. The Firm seeks to distinguish itself through an excellence oriented approach, grounded in solid professional, ethical and human values, and through an ongoing commitment to attracting and developing talent within the legal sector.

STRUCTURE, GOVERNANCE AND PROCEDURES

The Firm's organisational and governance structure represents a fundamental pillar for PedersoliGattai, helping to build an efficient, ethical and sustainability oriented working environment.

The Firm adopts advanced management practices that ensure high operational standards whilst proactively addressing the needs of the legal sector, strengthening transparency and accountability towards clients, stakeholders, professionals and collaborators.

A central element of this system is the Code of Ethics, which defines the principles of integrity, fairness, confidentiality and the prevention of conflicts of interest. The Code applies to all members of the Firm and complements the provisions of the Forensic Code of Ethics, fostering an organisational culture grounded in legality, inclusion and respect.

The Firm has developed a structured governance system, organised into thematic committees and supported by dedicated procedures, including:

CODE OF ETHICS AND TRAINING

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

WHISTLEBLOWING PROCEDURE

Secure and confidential channels are available for reporting violations or non compliant behaviour, including anonymously. Reports are managed through an external system and overseen by a dedicated committee, in compliance with applicable regulations.

AML (ANTI MONEY LAUNDERING) PROCEDURE

The system is based on updated policies, a dedicated committee and coordinated internal processes that ensure compliance with applicable legislation, continuous training and the effective management of suspicious transaction reports.

CYBERSECURITY

In order to protect data and information, the Firm has obtained ISO 27001 certification for all offices, adopting international standards for IT security and risk management.

SUSTAINABILITY COMMITTEE

The Firm has established a dedicated ESG committee, composed of partners and associates, with the aim of ensuring structured and ongoing oversight of sustainability initiatives. The Committee meets monthly, sharing progress, planning activities and coordinating ongoing actions. Within this framework, it evaluates new projects and proposes initiatives to the Firm's decision making bodies (the management team and the Executive Committee) for implementation, while also ensuring the monitoring and consolidation of existing ESG activities.

Through this governance system and a shared framework of rules, the Firm strengthens its commitment to a responsible organisational model, oriented toward professional excellence, legality, and long-term sustainability.

SERVICE AREAS

.01

ADMINISTRATIVE AND PUBLIC

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.

.02

CAPITAL MARKETS

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

.03

LITIGATION, ARBITRATION AND ADR

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

.04

INTELLECTUAL PROPERTY AND TECHNOLOGY LAW

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

.05

BANKING & FINANCE

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

.06

COMPETITION AND CONSUMER PROTECTION

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

.07

INSOLVENCY PROCEEDINGS AND RESTRUCTURING

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

.08

FINANCIAL REGULATION

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

.09**PRIVATE EQUITY**

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

.10**STRUCTURED FINANCE**

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

.11**CORPORATE, MERGERS
AND ACQUISITIONS**

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

.12**TAX**

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

.13**DATA PROTECTION & DATA
GOVERNANCE**

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

.14**LABOUR AND INDUSTRIAL
RELATIONS**

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

.15**SUCCESSION LAW**

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

.16**VENTURE CAPITAL**

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

OUR BUSINESS SECTORS



**AUTOMOTIVE
& TRANSPORTATION**



**HEALTHCARE
AND LIFE SCIENCE**



**LUXURY
& FASHION**



**ENERGY & ECOLOGICAL
TRANSITION**



INFRASTRUCTURE



**MEDIA
& ENTERTAINMENT**



ESG



**ARTIFICIAL
INTELLIGENCE**



REAL ESTATE



**FOOD
& BEVERAGE**



**FINANCIAL
INSTITUTIONS**



**SPORT
& E-SPORTS**

PEDERSOLIGATTAI IN SPACE



PedersoliGattai has established the Space Law Focus Team helping to support companies, institutions and investors operating in the space economy, a strategic and rapidly evolving sector that is attracting increasing private equity and venture capital investment.

The team brings together multidisciplinary expertise (M&A, corporate law, IP, cybersecurity and international law) to address the legal and regulatory challenges facing the sector.

This initiative also forms part of the Firm's broader ESG commitment, contributing to the development of a regulatory framework that promotes safety, sustainability and innovation, in light of European developments such as the EU Space Act and Space Law 89/2025.

This approach confirms the firm's commitment to supporting clients in the most innovative sectors, contributing to the construction of sustainable and forward-looking economic chains.

Our People

Our work is built on people and the relationships that they build every day. Therefore, their growth and well being are essential to the Firm's development and to the quality of the services we offer.

With this in mind, we invest in both professional and personal training and in creating a stimulating and inclusive working environment, attentive, wherever possible, to work life balance. These elements represent the main guidelines of our commitment to people.

HIGHLIGHTS

STAFF COMPOSITION

75

STAFF

400

PROFESSIONALS

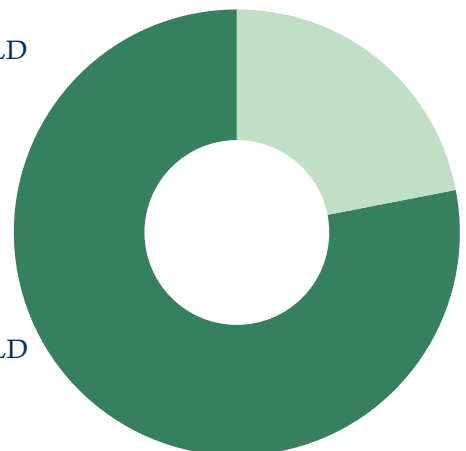
PEOPLE BY AGE GROUP

>50 YEARS OLD

106

<50 YEARS OLD

369





PROFESSIONAL MOBILITY 2025*

HIRED



66

DEPARTED



65

29%

PROFESSIONAL MOBILITY

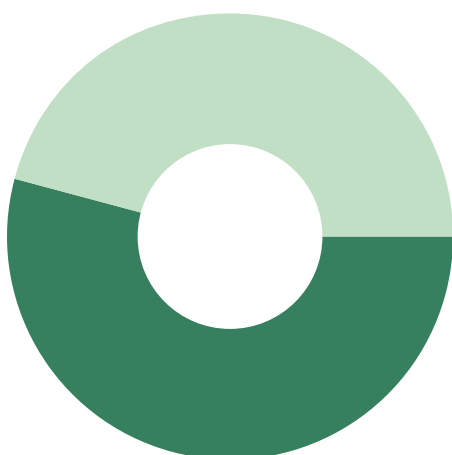
LEVELS AND GENDER OF OUR PEOPLE

WOMEN

220

MEN

255



	MEN	WOMEN
Partner Equity	52	9
Salary Partner	7	8
Junior Partner	5	2
Senior Counsel e Senior Lawyer	25	15
Of Counsel	6	2
Counsel	11	3
Associate A10	14	6
Associate A9	11	3
Associate A8	8	13
Associate A7	17	10
Associate A6	22	14
Associate A5	9	18
Associate A4	14	16
Associate A3	11	9
Associate A2	11	17
Associate A1	15	17
Staff	17	58

* Calculation formula: (new hires + departures in the period / average headcount for the period) 100. Calculated average headcount: 450. In 2024, turnover was approximately 28% (68 new hires, 61 departures out of an average headcount of 459).

CareU PROGRAMME

The Care U wellbeing programme, an initiative launched in 2024 and dedicated to all of the Firm's professionals, will continue in 2025. The project stems from the need to ensure the highest quality working environment and to support a balanced work life dynamic.

“CareU” IS STRUCTURED AROUND FOUR FUNDAMENTAL PILLARS:

**.01 SIMPLIFICATION
OF DAILY LIFE**

**.03 CONTINUOUS PROFESSIONAL
GROWTH**

**.02 SUPPORT FOR PHYSICAL
AND MENTAL WELL-BEING**

**.04 ENGAGEMENT AND SENSE
OF BELONGING**

CareU

SIMPLIFYING DAILY LIFE

Through a concierge and runner service, provided in collaboration with Friends of Edoardo ETS, a Milan based association active in promoting educational, cultural and social inclusion projects for young people, and with TopLife for the Turin and Rome offices, professionals can delegate organisational activities and daily errands, easing the management of personal tasks whilst supporting a better balance between professional and private life.

PSYCHOLOGICAL WELL-BEING AND HEALTH

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

TRAINING AND DEVELOPMENT

A central element of the programme is the **Legal Academy**, which offers courses on soft skills and cross functional competencies such as public speaking, effective presentations and legal English. In addition, starting in 2025, **international secondment** programmes were 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** was established as an internal consultative body that encourages active participation through bimonthly meetings with the Management Team, contributing to the Firm's evolution and to 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 element for nurturing talent and fostering continuous professional growth.

Through the Legal Academy programme, the Firm plans quarterly training schedules, led by external instructors and internal professionals, with the aim of strengthening soft skills and combining professional expertise with transversal competencies.

In addition, 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 initiatives raises the standard of the services offered and reflects the true spirit of a cutting edge law firm.

With a strong training oriented approach, we promote constant interaction between senior and junior professionals, creating a working environment where the exchange of knowledge and experience enriches the entire Firm.

In this regard, a secondment programme 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

In 2025, PedersoliGattai provided a total of 3,790 hours of professional training (compared to 3,852 hours in 2024), involving over 140 professionals in each core module. The program included six thematic sessions dedicated to “Corporate Acquisitions, M&A, and Private Equity,” alongside additional training courses on cross-cutting and mandatory topics, including professional ethics, legal aid, and the responsible use of artificial intelligence within the legal profession.

3,790

HOURS OF PROFESSIONAL
TRAINING IN 2025

The training was delivered in collaboration with Euroconference, which also oversaw the delivery of courses for other law firms, while the Firm contributed both content and teaching. This model enabled us to offer a high quality training programme that is digitally accessible and easily integrated into daily professional activities.

The Firm’s training offer is a central element in skill development, ensuring continuous professional updating and compliance with the obligations set by the National Forensic Council, while also contributing to the strengthening of technical and transversal competencies within the Firm.

“HARVEY”, AI AND THE FUTURE OF THE LEGAL PROFESSION

The growing complexity of operations, the increase in data to be analysed and rapid technological evolution are profoundly transforming the organisation of work in law firms. In this context, artificial intelligence has become a key tool for strengthening analytical capacity whilst improving operational efficiency.

In 2025, PedersoliGattai launched a structured programme centred around these themes, coordinated by the internal committee dedicated to AI, with the aim of testing technological solutions and defining guidelines for their responsible use within the Firm. This process led to the adoption of Harvey AI.

The use of these technologies enables us to:

- accelerate the analysis of large volumes of documents
- make specific phases of work more efficient

The value of the legal profession also continues to rest upon the ability to interpret complex problems, develop legal solutions and support clients in strategic decision making.

Technological innovation therefore ushers in a new era for the legal sector, in which legal expertise, technology and work organisation become increasingly integrated.



STUDY LEAVE PERIODS

For the written bar exam, the Firm offers a paid leave period. In preparation for the oral exam, this support is extended for 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 the duration of 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.

THE PROFESSIONAL EVALUATION/ SELF-EVALUATION PROCESS

The Firm has introduced an appraisal process for its professionals. This appraisal is a structured system that goes beyond simply measuring billable hours, integrating both qualitative and quantitative indicators. It is based on the assessment of technical skills, teamwork effectiveness and alignment with the Firm's values.



SUPPORT FOR FAMILY LIFE

PedersoliGattai recognises the importance of family and the well being of 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 extendable marriage leave, facilitated access to preparatory courses for birth or adoption, financial contributions for family events and a financial integration of maternity leave.



“A winner is a dreamer who
never gives up”

(Nelson Mandela)

RUNNING TOGETHER FOR A CONCRETE IMPACT

On 6 April 2025, PedersoliGattai took part in the Wizz Air Milano Marathon 2025, supporting Make A Wish Italia, an organisation that since 2004 has been committed to granting the wishes of children and young people living with serious illnesses.

The initiative was a moment of participation and shared purpose, combining sport and solidarity and contributing to a cause of significant social value.

Our contribution to the community

“RIGHT TO EDUCATION” PROJECT

In response to the growing social and educational challenges within the area in which 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 Education” 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.



34THRANKS IN EUROPE
FOR SOCIAL
MOBILITY**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 within 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 *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:

- .01 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.
- .02 An intensive tutoring program to support students not only financially but also morally and technically.
- .03 Merit- and income-based selection by a qualified committee to ensure fairness and transparency in the process.
- .04 Post-graduate employment guaranteed for at least two years, with compensation and training paths equivalent to those of collaborators with the same seniority.



THE EVOLUTION OF THE PROJECT

The project officially began in the 2023/2024 academic year with the enrolment of the first 4 students, continuing in 2024/2025 with a second group of beneficiaries.

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 in order to support their application.

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.

Once fully operational, the project is expected to support four students per year, with a total annual investment exceeding €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: All the institutions and partner organisations involved in “Right to Education” have renewed their commitment to promoting the Study Award, confirming their collaboration also for the third cycle (academic year 2025/2026).

PRO BONO AND PHILANTHROPIC ACTIVITIES

PedersoliGattai's pro bono commitment is far more than a free service: it is a concrete contribution to generating social impact through highly specialised legal expertise.

OVER

870

HOURS OF *PRO BONO*
ASSISTANCE

In 2025, the Firm continued to provide a solid contribution of over **870 hours** of pro bono assistance, equivalent to a value of approximately **€290,000**, up from more than **850 hours** (around **€285,000**) in 2024.

In this context, the Firm is also involved in transactions with a strong social value, such as impact investments, which require complex and innovative legal solutions capable of balancing economic sustainability with social benefits.

COMMUNITY INVESTMENT PROJECT

In 2025, the Sustainability Committee initiated a process to more organically structure pro bono activities within a broader community investment project. The aim is to strengthen their management, foster greater integration with the Firm's professional activities and to broaden the involvement of professionals, directing interventions towards social areas consistent with the Firm's values.

The project will enter an initial phase of consolidation and operational implementation in 2026.

The environmental dimension

Attention to environmental matters has long been a distinctive element of PedersoliGattai's commitment to sustainability.

Over time, the Firm has developed a structured and continuous approach within this area, oriented not only towards regulatory compliance but also towards progressively improving its environmental performance whilst fostering a shared culture within the organisation.

This commitment translates into consolidating the initiatives already underway and adopting tools that ensure timely and transparent monitoring of environmental impacts.

CERTIFICATION: ISO 14064

As part of its activities, the Firm has adopted the international standard ISO 14064 1:2018 as a reference framework for managing its carbon footprint, obtaining certification again for 2025.

This standard enables the accurate and transparent quantification and reporting of greenhouse gas (GHG) emissions, representing a fundamental tool for monitoring environmental performance over time and guiding improvement actions.



2025 CARBON FOOTPRINT

For the year 2025, the Firm quantified the total GHG emissions generated both directly and indirectly by its activities, resulting in a total of 1,053.25 tonnes of CO₂ equivalent, down from 1,141.67 tonnes recorded in 2024, representing a reduction of around 7%.

1,053.25*

ton CO₂eq

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

% INCIDENCE OF GHG EMISSION CATEGORIES - 2025

IMPORTED ENERGY

21%

TRANSPORTATION

37%

DIRECT EMISSIONS

8%

PRODUCT USED

34%



Around a third of our emissions derive from the direct consumption of gas for heating and from the electricity used in our offices. Another third relates to indirect emissions associated with the purchase and use of laptops and with waste disposal.

The remaining third is generated by transport linked to business travel (train, plane and car) and commuting to and from the workplace.

THE CO₂ OF AN EMAIL

Emails are an essential tool in daily work, yet their environmental impact is often underestimated.

Each message requires energy to be written, sent, transmitted and stored in data centres, generating CO₂ emissions. While the impact of a single email is limited, the sheer volume of messages exchanged makes this issue significant.

At PedersoliGattai, more than **seven million emails** were sent and received in the last six months. On an annual basis, this volume corresponds to approximately **49 tonnes of CO₂ equivalent**, a figure consistent with international estimates indicating average emissions of a few grams per message, depending on size and attachments.

This data shows how even digital tools, though immaterial, have a tangible environmental impact and reinforces the importance of a conscious use of technology in daily professional life.

MITIGATION AND OFFSET ACTIONS

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

- .01** Promotion of **low impact transport**, with a preference for train travel, particularly for domestic business trips.
- .02** Provision of **Firm-owned bicycles** to encourage all professionals to contribute to sustainable mobility.
- .03** Promotion of **electric vehicles** for rental services.
- .04** Installation of **water dispensers** to drastically reduce the use of plastic bottles and adoption of environmentally friendly policies such as plastic free practices, paperless workflows and structured waste separation systems.
- .05** Implementation of **energy efficiency measures** across all Firm offices.
- .06** **Discouragement of printing** along with systematic use of low-impact resources.

306

SUSTAINABILITY
CREDITS
GENERATED

Finally, this year the Firm also decided to offset a portion of its greenhouse gas emissions by purchasing 306 Sustainability Credits generated by the Tuscan Emilian Apennine National Park.

This initiative fully neutralises the emissions arising from the daily operations of all of our offices, namely those related to lighting, heating, cooling and the use of IT equipment.

With this action, the Firm supports sustainable forest management projects and concretely strengthens its commitment to climate change mitigation, in line with its ESG objectives.





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