DNV

STATEMENT

Site statement No.:
C656587-CC1

Valid:
12 April 2024 – 11 April 2025

Belongs to main statement number:
C656587

This is to confirm that

ALMAWAVE S.p.A.

Via di Casal Boccone, 188/190 - 00137 Roma (RM) - Italy

and the sites as mentioned in the appendix accompanying this statement

has been found to meet the applicable requirements related to the:

ISO 30415:2021 (Diversity & Inclusion) Evaluation – Ed. May 2022

The final rating obtained is: 88/100

The Evaluation is applied to the following processes:

Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

Assessment methodology:
To assess how Organizations manage Diversity & Inclusion, DNV applies an ISO 30415 methodology framework utilizing a score model based on the ISO 30415 principles. Further details on specific scores awarded are provided within the related Evaluation Report.

Place and date:
Vimercate, 12 April 2024

For the issuing office:
DNV - Business Assurance
Via Energy Park, 14, - 20871 Vimercate (MB) - Italy

Claudia Baroncini
Management Representative

Appendix to Statement

ALMAWAVE S.p.A.

Locations included in the certification are as follows:

Site Name	Site Address	Site Scope
ALMAWAVE S.p.A.	Via di Casal Boccone, 188/190 - 00137 Roma (RM) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

CERTIFYING UNIT: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy
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Site Name	Site Address	Site Scope
ALMAWAVE S.p.A.	Via Pola, 11 - 20124 Milano (MI) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar
ALMAWAVE S.p.A.	Via Germania, 8 - 35127 Padova (PD) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

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Site Name	Site Address	Site Scope
ALMAWAVE S.p.A.	Corso Svizzera, 185 - 10149 Torino (TO) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar
ALMAWAVE S.p.A.	Via alla Cascata, 56/c - 38123 Trento (TN) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

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Site Name	Site Address	Site Scope
ALMAWAVE S.p.A.	Via XX Settembre, 8/9 - 16121 Genova (GE) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar
ALMAWAVE S.p.A.	Viale A. Gramsci, 42 - 50132 Firenze (FI) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

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Site Name	Site Address	Site Scope
ALMAWAVE S.p.A.	Via F. Lauria, Centro Direzionale Isola F8 - 80143 Napoli (NA) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar
ALMAWAVE S.p.A.	Str. P.le per Casamassima, Km. 3 - 70010 Valenzano (BA) - Italy	Design and provision of management, organizational and thematic consultancy services on primary and support activities. Training and user assistance services. Analysis, design, development, installation, Cloud Enabling services (virtualization of physical infrastructures within data centers); testing and maintenance of SW platforms and products and localized information systems according to customer needs. Design, development, provision and maintenance of Cloud services and applications, with particular reference to PaaS and SaaS services. Analysis, design, development, installation, testing, training and maintenance services of software products and platforms and artificial intelligence algorithms, of automatic speech interpretation and translation systems with biometric identification of speakers and related technical assistance services localized according to needs of the customer. Design, development, supply, delivery and maintenance of automatic speech transcription and translation and subtitling services with or without text revision localized according to customer needs. Research and Innovation of technological solutions and artificial intelligence algorithms for data analysis and in the field of speech interpretation and similar

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