

The background of the entire image is a complex, abstract pattern of thick, curved lines in various colors: orange, yellow, green, blue, and red. These lines swirl and curve in a way that resembles a stylized fingerprint or a series of concentric, overlapping paths. Interspersed among these lines are several small, solid red dots. The overall effect is one of dynamic movement and intricate detail.

.People

aton

.People

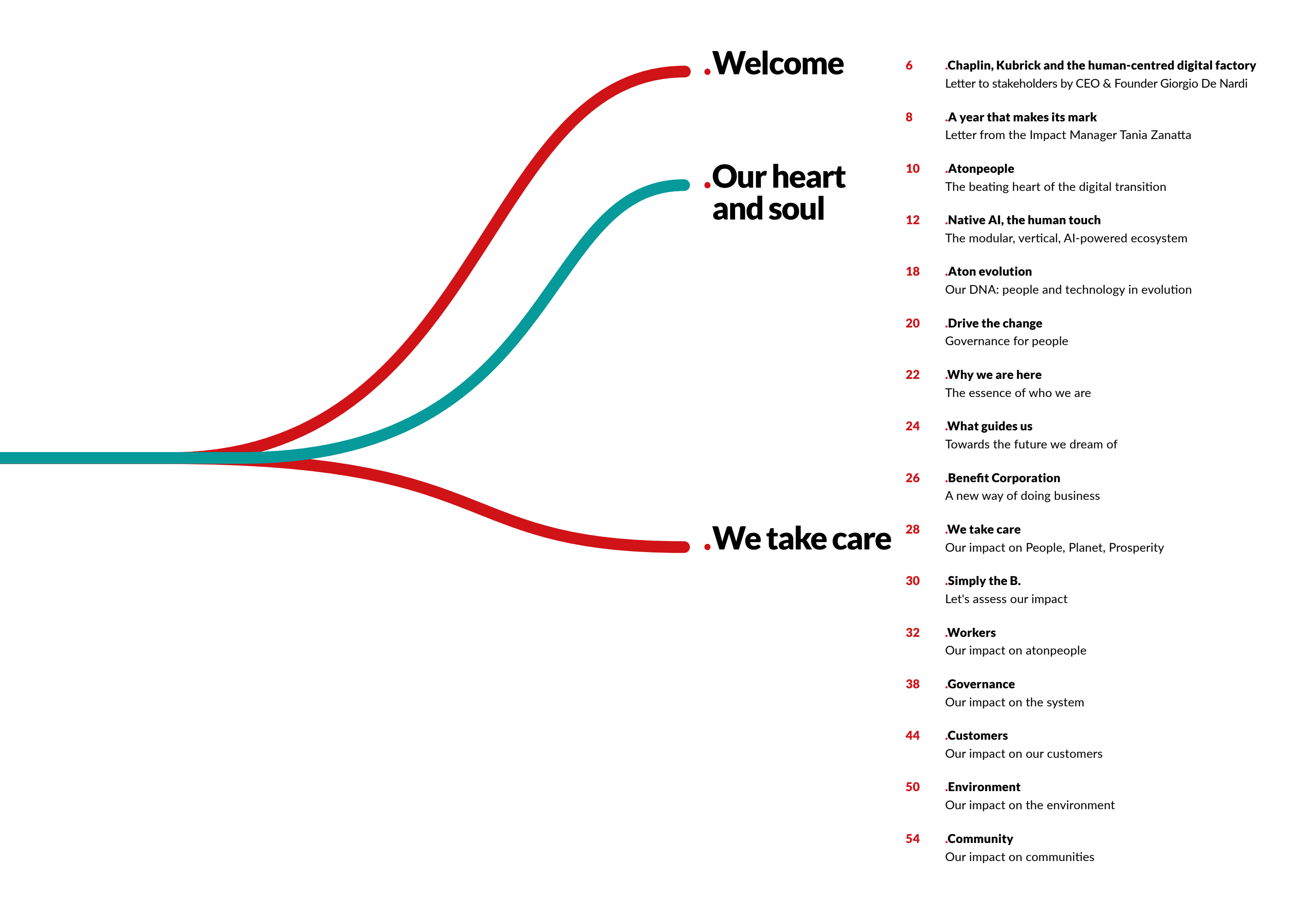
Impact Assessment Report
2025



year 38

Digital neo-humanism is our way of doing business, a company culture that combines innovation and responsibility, valuing people by promoting positive relationships between co-workers, customers and communities, while respecting the planet.

We want to contribute to sustainable digital development, guided by strategic and ethical choices, in which technology and AI improve work quality and business competitiveness.



.Welcome

.Our heart and soul

.We take care

6	.Chaplin, Kubrick and the human-centred digital factory Letter to stakeholders by CEO & Founder Giorgio De Nardi
8	.A year that makes its mark Letter from the Impact Manager Tania Zanatta
10	.Atonpeople The beating heart of the digital transition
12	.Native AI, the human touch The modular, vertical, AI-powered ecosystem
18	.Aton evolution Our DNA: people and technology in evolution
20	.Drive the change Governance for people
22	.Why we are here The essence of who we are
24	.What guides us Towards the future we dream of
26	.Benefit Corporation A new way of doing business
28	.We take care Our impact on People, Planet, Prosperity
30	.Simply the B. Let's assess our impact
32	.Workers Our impact on atonpeople
38	.Governance Our impact on the system
44	.Customers Our impact on our customers
50	.Environment Our impact on the environment
54	.Community Our impact on communities

Giorgio De Nardi
CEO & Founder

Chaplin, Kubrick and the human-centred digital factory

Do you remember the film *Modern Times* by Charlie Chaplin? It was 1936 when the great film-maker gave his cry of alarm, warning how workers were metamorphosing into cogs in a machine. Since then, we have continued to construct business models in our companies based on pressure, efficiency, control and repetition.

In many companies, intellectual work has also become an assembly line of data, reports, procedures, emails and meetings: activities that add little value yet take up all our working days, until often we feel all sense has drained away.

The possibility of replacing this model is now emerging. AI isn't the enemy come to steal our work: it could be a superhero that will free us from work's most alienating aspects, giving us back the chance to think, to choose and to concentrate on generating value and on continuous improvement. Technology and innovation alone aren't enough. Sustainable growth is measured on a deeper level, where questions are asked about why we innovate, how to transform the present, what direction we give to our achievements.

We need a quantum leap forward to envision the future we aspire to and the kind of company we want to build.

It's not just a question of efficiency, productivity or cost cutting, with which AI is often associated.

The decisive question is a different one: how can we leverage AI to become more human?

This Renaissance of work could free us or exclude us, it's up to us to decide how to steer it.

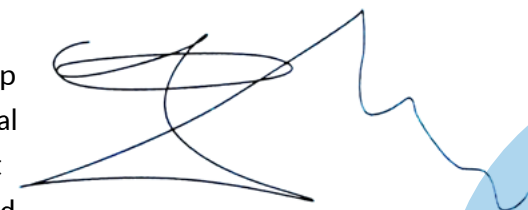
Innovation can improve the lives of people or enslave them in the search for mere financial gain. The economy can create widespread wellbeing, but without rules it tends to polarise into manifest inequality. Progress from here on will take a narrow path: artificial intelligence, if managed responsibly, could become the most powerful economic, social and environmental driver that humanity has ever had access to. But it will be sustainable if, and only if, we put it at the service of the common good.

This is where our dream of a human-centred digital factory begins: a place where information becomes knowledge, productivity goes hand in hand with responsibility, technology amplifies creativity, emotional intelligence, relationship quality. This vision, based on digital neo-humanism, is a daily reality at Aton. As a B Corp™, we introduced AI into our company processes and we're investing in R&D to integrate it into the solutions and services we offer our customers. Our objective

is to improve the quality of work of people and businesses, helping them to cut waste and inefficiencies.

In the age of prompts and agents, we can't ignore the risks: bias, privacy, energy consumption, psychological dependence, loss of jobs and of critical abilities. We must understand them and manage them expertly through ethical choices.

Stanley Kubrick's ape in *2001: A Space Odyssey* hurled a bone into the sky which, as it spun, turned into a spacecraft. That image, so simple yet so powerful, encapsulates humanity's progress in a few seconds: the flash of insight that, through sheer ingenuity, carries us further than the tool itself — for the good of the species. As Chaplin and Kubrick so masterfully described, each great technological leap forward carries with it tremendous responsibility: to reject enslavement to the machines and use them with the aim of elevating the quality of our lives. Now it's up to us, pioneers between cyberspace and reality, to make artificial intelligence a pathway towards a better world — for all, not just the chosen few.



Tania Zanatta
CFO

• A year that makes its mark



2025 was the year of making choices. Against the backdrop of a cautious market, we didn't wait around. We invested in all those areas that make a real difference over time: people, spaces, technology and governance.

One of the projects that best characterises this journey was the transformation of our historic headquarters into a space to foster relations, collaboration and growth, with a clear focus on the environment in all our everyday choices and our style of working. In 2025, we opened the first refurbished areas: they have been designed to help people better express themselves, with all the benefits of meeting face-to-face while, at the same time, retaining the flexibility of working from home.

Furthermore, we also continued to invest decisively in research and development, advancing the evolution of our .one platform and the integration of AI into solutions for customers and into company processes. AI for us is a driver of growth and an opportunity to improve the quality of our work, boost efficiency and empower people.

We integrate it into our operations to strengthen already existing skills. It doesn't replace the human factor, which is unique like a fingerprint and remains in the driving seat, choosing our direction with care and forming the narrative thread of this report.

Another important aspect on which we focused was consolidating our governance model, by putting the commitments contained in our Benefit Corporation Statute into practice, to make our growth structured, transparent and consistent with our values. We obtained gender equality certification, maintained our ISO27001 certification and adopted the Organisational Model 231 and Code of Ethics.

On the industrial side, we continued to evolve over the year, with Teksmar Srl (Perugia) joining the Aton Group and new partnerships with, for example, GTN Spa (Udine), broadening our skill set and market positioning. This approach has also translated into numbers: growth led by well-informed choices that favoured robust value creation over the medium to long term, balancing it with short-term results.

In 2026, we are seeing signs that the investments made are beginning to be reflected in our income statement and in our overall operating efficiency improvements. It is proof of a conviction that, in my dual role as CFO and Impact Manager, I believe is increasingly central: economic robustness and impact aren't separate dimensions but part of the same journey.

Growing sustainably means making choices that are consistent over time, investing even when the market says to wait and building conditions for lasting results.

2025 was exactly that: a year of hard work to lay the foundations for our future, avoiding shortcuts while having the courage to seek new ways forward when needed.

A handwritten signature in black ink, likely belonging to Tania Zanatta, positioned below the text on the right page.

The beating heart of the digital transition

Atonpeople

We are a global tech company and B Corp™ certified Benefit Corporation, specialised in improving business processes through digital and AI.

For 38 years, we have supported businesses operating in Food & Consumer Goods, Retail, Fashion, Energy and Industrials in the sustainable digital transformation of omnichannel sales and of traceability and supply chain processes. We do all this thanks to the energy and expertise of over 230 professionals who drive our innovation.

We believe in digital neo-humanism: a vision in which technology doesn't replace people but enhances their potential, creating a value ecosystem for personnel, customers, partners and communities.

Our professional growth goes hand in hand with personal growth, powering an enterprise culture founded on shared values, for an increasingly sustainable business.

That is why, in 2021, we decided to become a Benefit Corporation, integrating social (People) and environmental (Planet) targets into our articles of association, alongside economic (Prosperity) targets.



As a B Corp™ we are part of a global movement using collective action to work towards a more inclusive, equitable and fair economy



For our concrete commitment to creating a fair, inclusive and multicultural environment, free from gender bias, we obtained gender equality certification



Since 2022, we have been ISO27001-certified in order to ensure that the data we process each day in the delivery of our services to customers is secure and protected



For our devotion to quality and excellence in the work environment, we have since 2018 been certified Great Place To Work® and are among the Best Workplaces™ 2026



We achieved a legality rating from the Italian Competition Authority for high standards of legality, ethics and transparency

239
atonpeople

120
Women
(50.2%)

119
Men
(49.8%)

15
Resignations

36
Hires

119
Millennials
(50%)

64
Generation Z
(27%)

50
Generation X
(21%)

6
Boomers
(2%)

19
Nationalities

Albania, Argentina, Australia, Brazil, Colombia, Ecuador, Guatemala, India, Iran, Italy, Kosovo, Lithuania, Macedonia, Morocco, Portugal, Romania, Russia, Spain, Switzerland

€21.4m
Aton SpA
turnover

€26.3m
Group
turnover

€3.1m
Group
EBITDA

79%
Turnover from
Aton-produced
software and
services

60%
Recurring
turnover

8.4%
Turnover
invested
in R&D

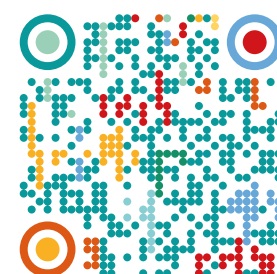
750
Group
customers

.Native AI, the human touch

.one

.one is an omnichannel software platform to boost sales processes, raise productivity and enhance quality of work. A unique modular digital hub to manage sales, supply chains and product traceability, throughout the entire business cycle and across all channels: mobile, on-site, online and offline, B2B and B2C, direct and indirect.

AI is native to each module: simplifying complex processes, easing repetitive operations and ensuring faster and more precise decision-making. More accurate data and more efficient processes save time, paper and energy, reduce unsold goods along the supply chain and enhance the quality of people's work.

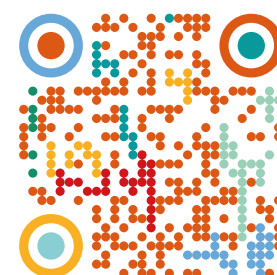


Find out more

.business continuity

Alongside .one, business continuity services provide support at each stage of the project, from needs analysis to delivery and from training to support, to ensure operational continuity in the most strategic areas.

Here too, AI accelerates data sharing and frees people to work on higher value tasks, those that require expertise, focus and personal interaction.



Find out more

.a vertical suite

The .one modules are configurable using a composable approach and ensure vertical sector specialisation. Each module originated from the direct experience of the processes, languages, business dynamics and regulatory constraints of the markets in which we operate:

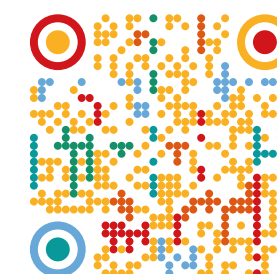
Food & Consumer Goods, Retail, Fashion, Energy, Industrials which we look at more closely in later sections.

.Food & Consumer Goods

Companies that produce and sell mass consumer goods – from dairy to coffee, from food distribution to personal care and care for the home, from pharmaceuticals to pet food and pet care – operate in a market with high volumes and reduced margins, in which sales, promotions and data change rapidly.

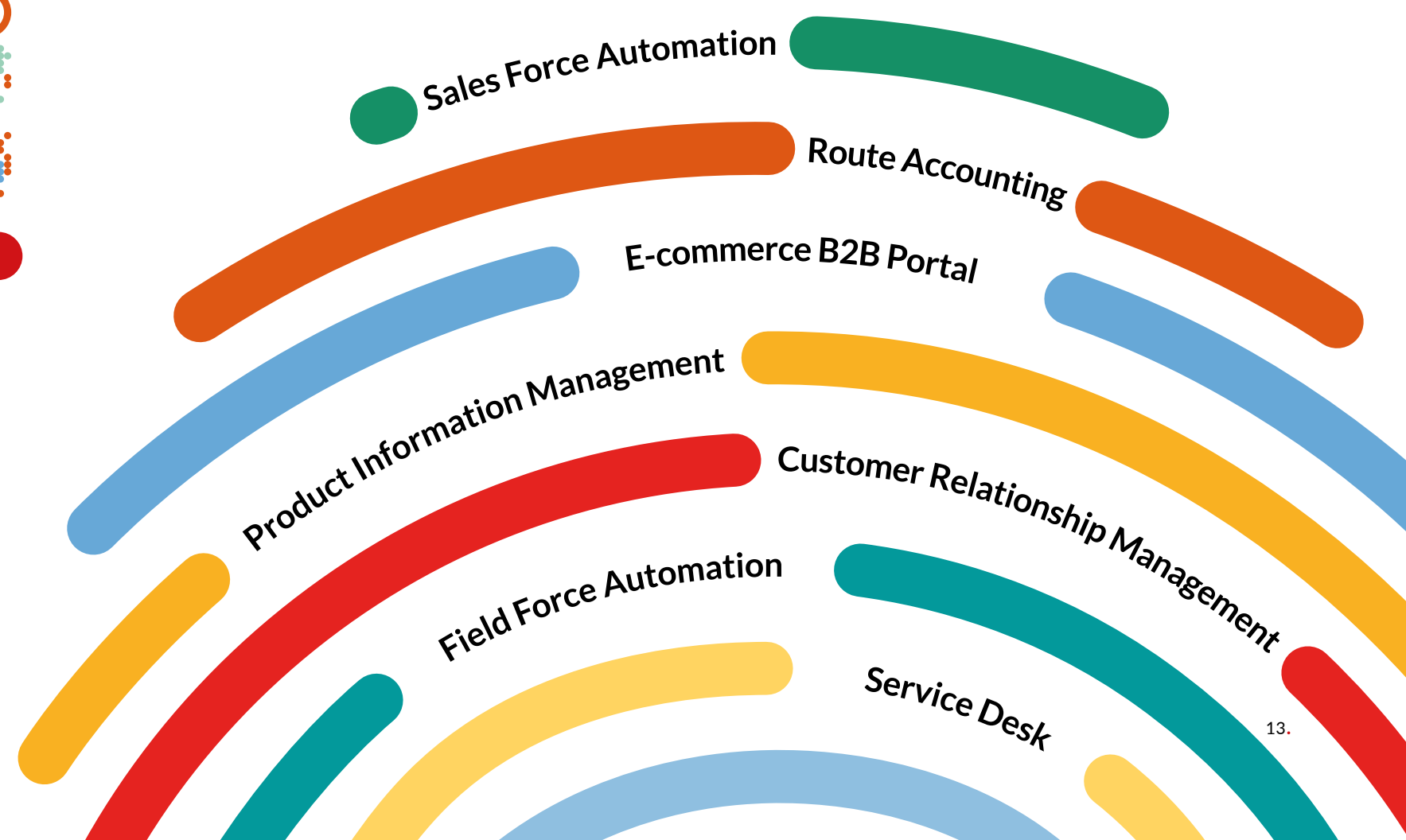
Key sector challenges:

- Integrated management of fragmented sales networks and digital B2B channels, without losing the direct relationship with the customer.
- Oversight of assortments of thousands of low-margin SKUs.
- Control across the supply chain for short-shelf-life products, ensuring their quality, origin and traceability.



Find out more

Our mark on the industry

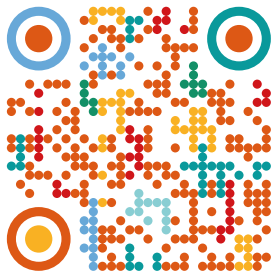


.Retail

Large-scale specialised retail companies, whether chains, affiliates or franchises, operate in a low-margin market, highly competitive on price and undergoing rapid digital transformation, in which the integration between physical stores, e-commerce and local services is by now expected by the consumer.

Key sector challenges:

- Operations management at stores and warehouses to reduce stockouts, errors and waste.
- Effectiveness of promotions and loyalty programmes to protect profitability.
- Coordination of direct stores and affiliates on integrated platforms, to overcome the fragmentation of the current legacy systems.



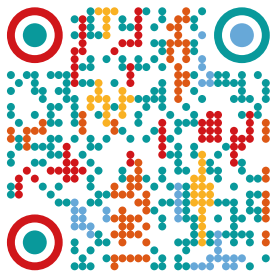
[Find out more](#)

.Fashion

Fashion brands and retailers, from clothing to footwear, from eyewear to jewellery and perfumes, operate in a global, multichannel market, in which direct and wholesale retail outlets, e-commerce and agent networks must speak the same language seven days a week and across all timezones, along increasingly complex and regulated international supply chains.

Key sector challenges:

- Operational continuity in stores worldwide, with mixed systems and multilingual staff.
- Visibility and control of the in-store product, with reliable inventories and real data for new ranges and visual merchandising.
- Traceability of items of clothing across the supply chain, in line with the Digital Product Passport (DPP).

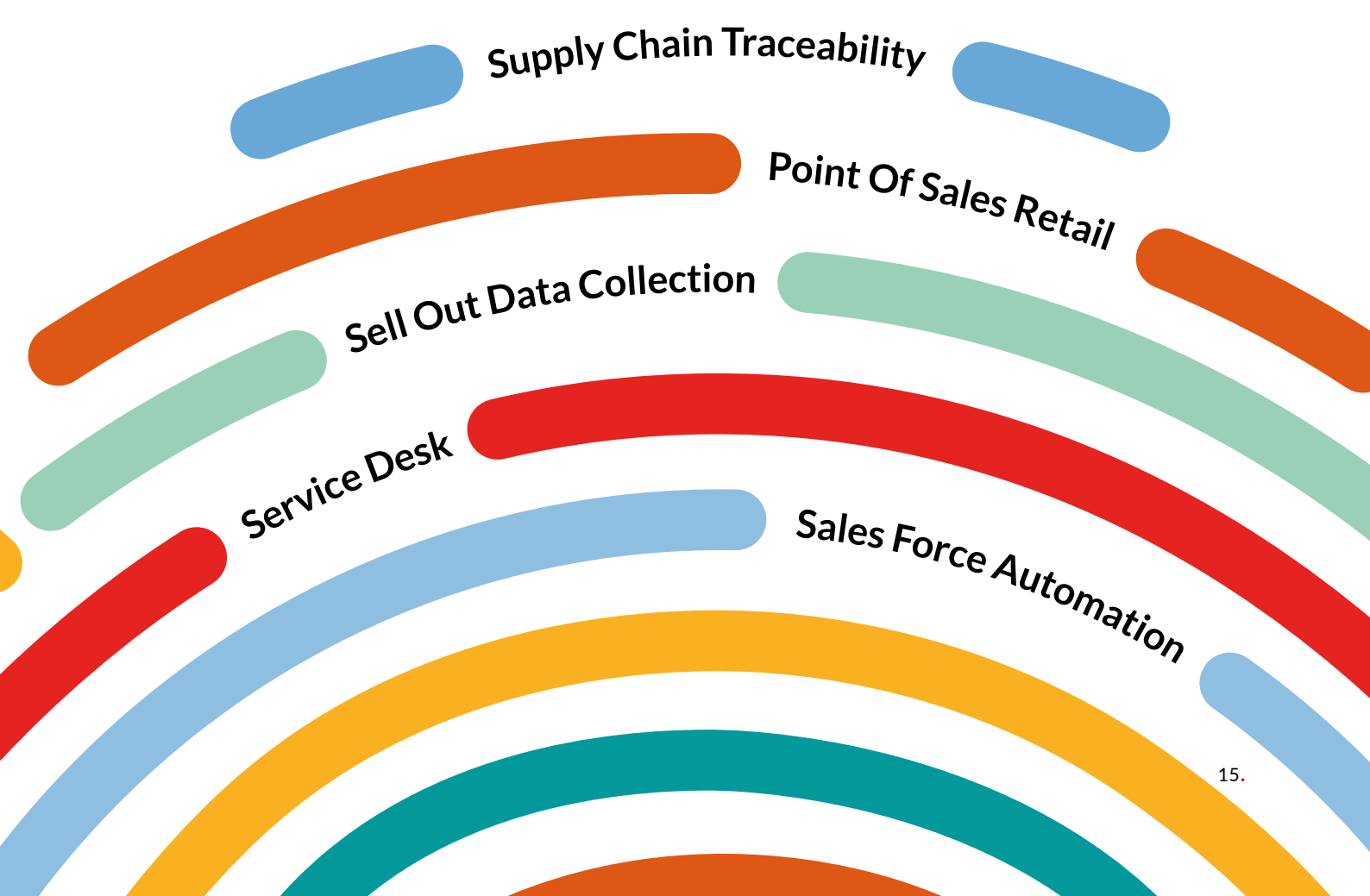


[Find out more](#)

Our mark on the industry



Our mark on the industry

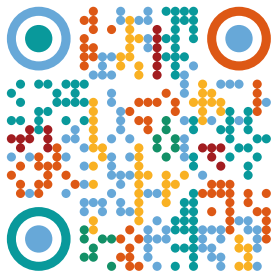


Energy

The companies that distribute LPG, industrial and medical gas operate in an increasingly connected, volatile and complex market, characterised by widely distributed assets, stringent safety requirements and growing pressure for logistical efficiency and environmental sustainability. In this industry, the ability to read and manage data across the entire supply chain is a determining competitive factor.

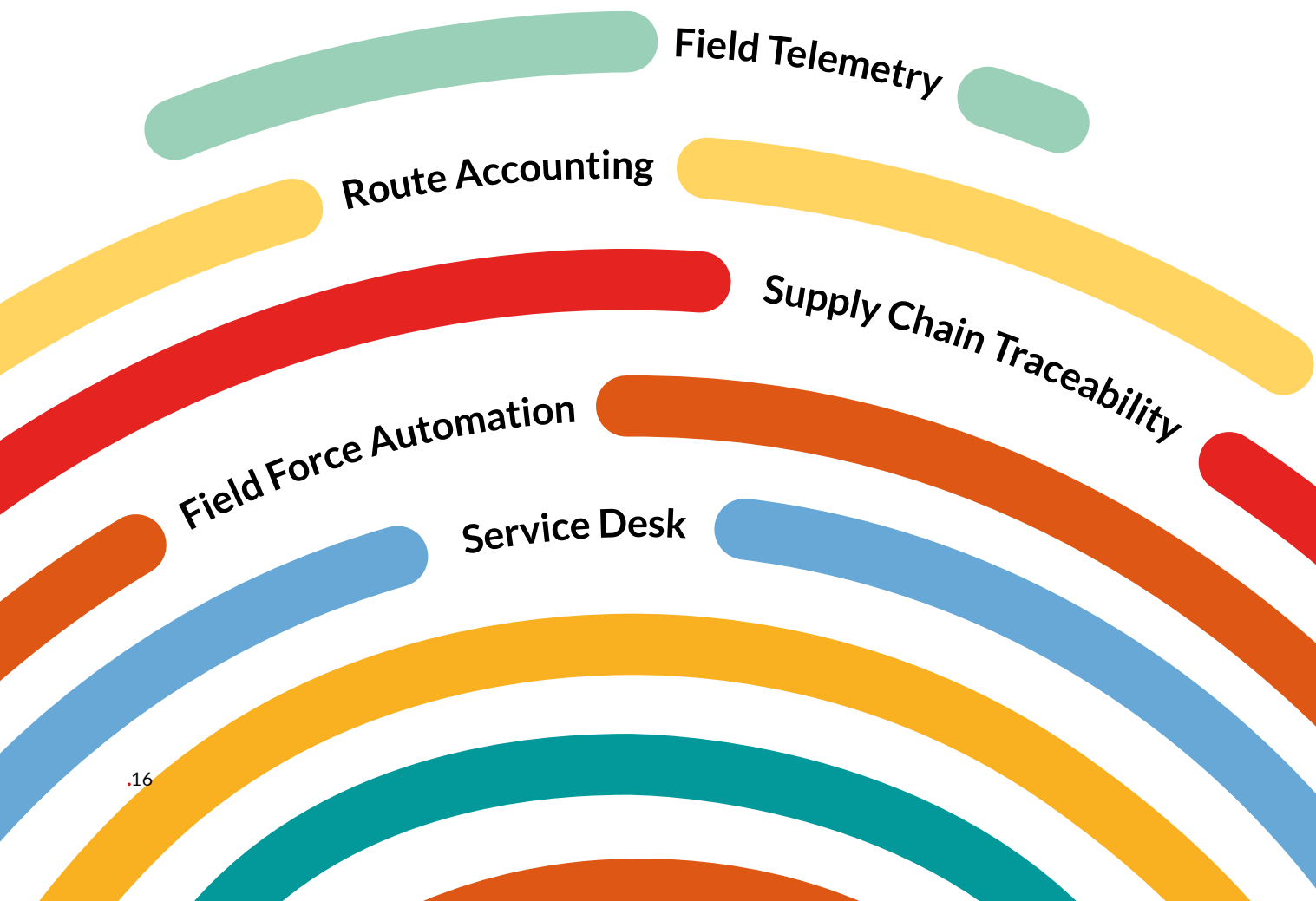
Key sector challenges:

- Models of consumption and maintenance based on tank telemetry data, to improve profitability and operational efficiency.
- Data-driven deliveries: route optimisation and elimination of unproductive journeys to reduce km travelled and CO₂ emissions.
- Monitoring of distributed assets and scheduled maintenance of systems and tanks for cost control.



Find out more

Our mark on the industry

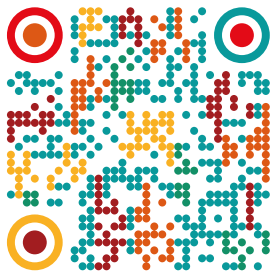


Industrials

Manufacturing companies, from metallurgy to plastics, automotive to aerospace, operate in complex production scenarios, where supply chain efficiency and the quality of factory data are determining competitive factors and the continuity of production, from the raw materials to the end customer, does not permit downtime.

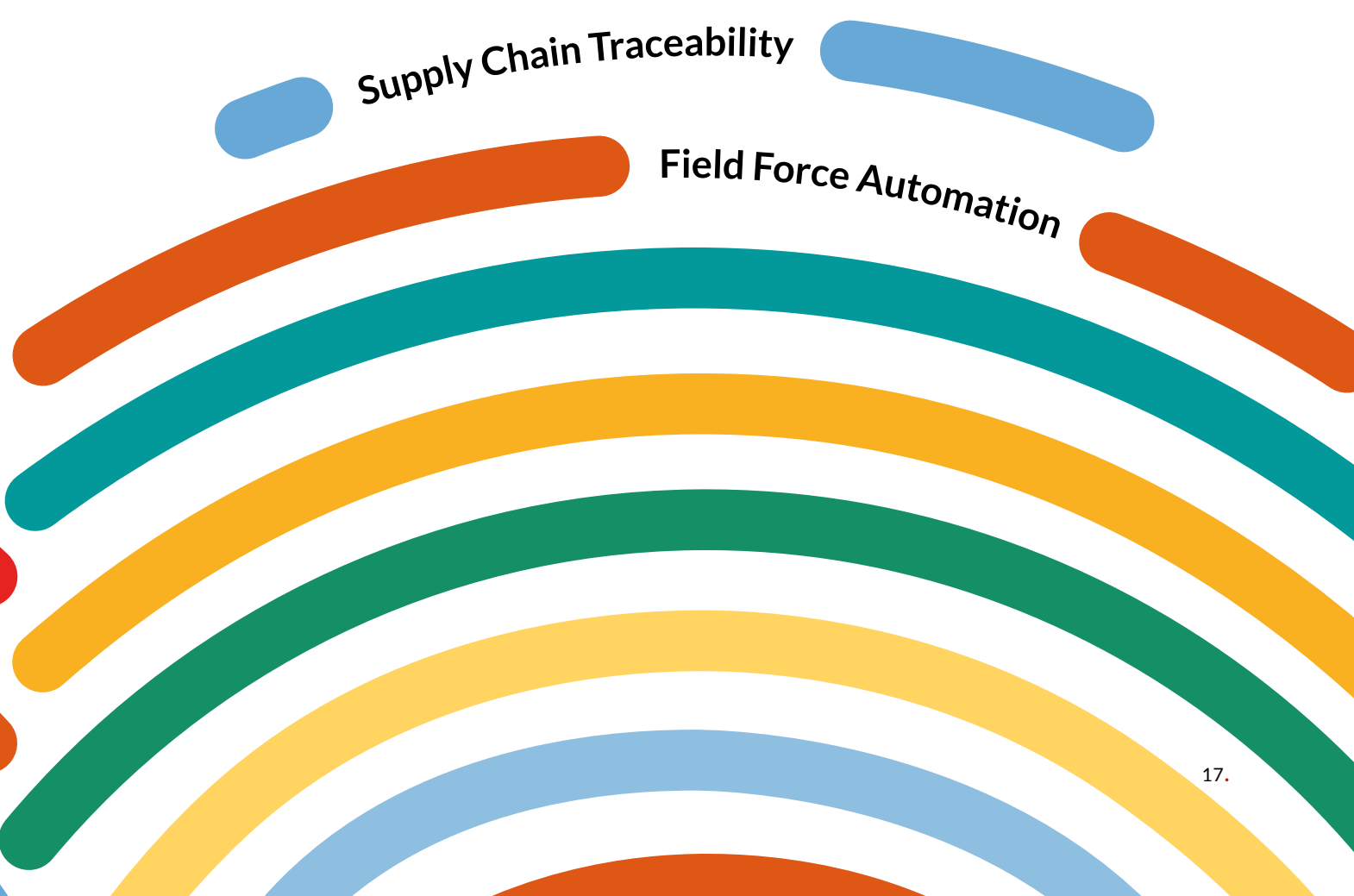
Key sector challenges:

- Supply chain traceability, from raw materials and semi-finished goods to the end product, including challenging environments where standard technologies are ineffective.
- Certified maintenance throughout the entire asset life cycle.
- Integration of factory data with legacy management systems without stopping production.



Find out more

Our mark on the industry



Aton evolution

1997
M&A: Infoway in Rome

1980s-'90s Our first steps

Aton was founded in **1988** with sales applications for mobile and Wi-Fi for logistics.

From there, the two essential components of our journey began to emerge: people, the beating heart of the company, and technology, the driver of innovation.

In the early '90s, we pioneered pen computing, handwriting recognition and the first Wi-Fi retail devices.

Our acquisition of ADS Milano and Infoway Roma strengthened our skill set, creating new connections.

1996
M&A: ADS in Milan

1993
Villorba reaches a workforce of 10 atonpeople.
Pen computing in sales

2007
Windows CE for retail management.
RFID in fashion

2000-2010 An ever stronger structure

In **2005**, our atonpeople workforce reached over 100 and, with the acquisition of Infos Torino – leader in Europe in mobile systems production – and with the opening of our affiliated companies in Madrid and Porto, we embarked on a new growth path.

In **2007**, our first RFID project for the fashion industry went global and we developed our first software projects for retail management.

In **2009**, our affiliate Blue Mobility was founded.

2009
Blue Mobility at Villorba

2010
Apps for Android and iOS

2010-2020 Evolution and resilience

Our apps were rewritten for Android and iOS, marking an important technological development. With teamwork, we overcame the Lehman Brothers crisis and relaunched stronger than ever.

In **2015**, we launched our B2B omnichannel e-commerce solution. The acquisition of Nexus Informatica in **2020** expanded our offering, preparing us for ever more complex challenges.

2015
e-commerce
B2B omnichannel

2021-2025 Our code took on new forms

Our sales and retail apps became cloud-based and Aton Allspark Ibérica was founded in Barcelona.

In **2023**, our atonpeople workforce surpassed 200 and we launched **.one**, a new formula of innovation. In **2024**, AI became fully part of our solutions and services.

In **2025**, Aton continued to grow and to strengthen its digital innovation ecosystem for retail thanks to the acquisition of 30% of Teksmar and to the Aton GTN Joint Venture.

2020
M&A: Nexus Informatica Novara

2021
Aton Allspark Ibérica founded in Barcelona.
Apps for sales in the cloud

2023
Atonpeople workforce reaches 200.
.one launched

2024
AI in apps and services

2025
Teksmar joins Aton Group
Aton GTN Joint Venture

Drive the change

Growth means steering development and managing complexity following a clear path. That's why in 2025 we consolidated our governance model: a system based on people and on how they organise themselves, take decisions and grow together.

The company is led by a robust Board, with responsibilities that represent the main functions so that each area plays a role in strategic decision-making. On this basis we continue to evolve towards ever more structured models, consistent with a public company's forward-looking approach: more rigorous decision-making processes, a greater capacity for risk analysis and a balance between speed and execution.

This resilience allows us to continue to be courageous and to invest in a better future, always remaining mindful and prudent: risks are assessed, monitored and managed to ensure decisions are sustainable and stakeholders are protected, starting with those who work at Aton every day.

Structure and responsibility

In 2025, we consolidated our pathway through practical measures:

- adoption of Organisational Model 231 (Italian Legislative Decree 231/2001) and appointment of the independent, single-member Supervisory Board
- introduction and circulation of the Code of Ethics
- gender equality certification
- ISO27001 re-certification
- maximum Legality Rating from the Italian Competition Authority (AGCM) (★★★)

These operational measures are designed to make the organisation more robust and processes clearer. Aton had already implemented many underlying principles of Model 231 into its operating practices, in part thanks to the ISO27001 management system. In 2025, we strengthened coordination and implementation, maintaining distinct scopes and purposes. This growth is reflected in the company's structure. The addition of Teksmar to the Aton Group expands our skills and perspectives, enhances the company with new personnel and experience and strengthens our responsibility in managing an increasingly complex business.

OKR: our approach to shared leadership

The Objectives and Key Results (OKR) method has for over three years supported our evolution towards an organisational model that promotes widespread responsibility and independence. In 2025, its use became more multidisciplinary: from the Board to the functions, from teams to atonpeople, all gradually involved in the journey.

To ensure targets are always aligned with company strategy, we introduced an internal platform for a simpler and more effective sharing and monitoring of their progress. This approach strengthens the company's self-governance and recognises its people's contribution as the real enabler of good governance.



The essence of who we are

.Why we are here

Vision

We are leaders in a world where people and technology are advancing towards a new competitive scenario without limits.

We work with the most respected international operators to deliver efficiency and control to companies through specific innovative services and standardised global solutions.

Mission

To strategically leverage our people's talent and experience in digital technologies to contribute to business success.

We achieve success by increasing profits sustainably and by prioritising people, culture, the community and the quality of life and work.

.What guides us

Values

Passion for innovation

We have always believed in research and we achieve success by promptly transforming new technological advances into added value for our customers. For each of us, strong skills and enthusiasm for improvement are essential.

Reliability over time

Long-term stability is ensured through our accountability to our stakeholders. By investing in appropriate and achievable innovation, we ensure results and business continuity.

Relationships of trust

Shared success is ensured by good teamwork for ourselves, our customers and our partners. Our focus on people and on our commitments consolidates our entrepreneurial spirit.

Common benefits

Personal growth

Help to improve people's quality of life, including through opportunities for counselling, training, coaching and developing professional and life skills, both individually and as a team.

A culture of transparency and sustainability

Promote a common sustainability culture by seeking both personnel and partners that share our commitment to sustainability.

Digital innovation for sustainability

Develop a business with solutions and services that help to reduce the environmental impact of customer companies by eliminating waste and inefficiencies.

Promote digital innovation solutions, leveraging their return on investment (ROI) to increase social and environmental benefits and begin a virtuous circle that drives technological advances.

The responsible use of resources

Promote a culture focused on the responsible use of resources to give back to the planet more than we take from it.

Quality work in the community

Create new opportunities for quality work in the community in terms of inclusivity, openness, trust and collective sustainable economic growth.

Benefit Corporation

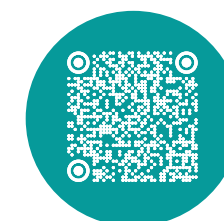
A Benefit Corporation integrates the creation of value for all stakeholders into its corporate purpose, with common benefit aims associated with the social, environmental and economic dimensions (People, Planet, Prosperity).

Common benefit

The pursuit of one or more positive impacts or the reduction in negative impacts on one or more stakeholder categories: people, local communities, the environment, cultural and social heritage and activities, institutions, associations and other stakeholders.

On the tenth anniversary of the Benefit Corporation statute in Italy, the 2026 National Research on Benefit Corporations highlighted the positive and consolidated development of a business model focused on generating shared value and on the company's creation of a positive impact on society and on the environment, alongside profit.

Benefit corporations' economic resilience, supported by investments in innovation and internationalisation, translates into concrete results for people: employment growth and support for decent pay even in a difficult macroeconomic situation.



Highlights of the National Research on Italian Benefit Corporations

5,540

Active Benefit Corporations
+21% on 2024

241k

people employed

€69b

value of production
2.5% of the national total

Benefit
+15%
accumulated
turnover

Turnover growth +15% vs +5%

Accumulated increase 2022-2024:
Benefit Corporations grow three times faster.

Non-Benefit
+5%
accumulated
turnover

Benefit
+21.6%
Labour
costs

Value redistribution

~€3,000/year more per worker

BCs favour supporting their workforce financially, paying
higher than average salaries.

Non-Benefit
+11.2%
Labour
costs

Employment

63% vs 48%

+15 points for BCs
compared to traditional companies

Benefit
63%
+ contract staff

Non-Benefit
48%
+ contract staff

Gender equality on the Board

47% vs 36% - 63% on large boards

Higher female representation
on BC boards

Benefit
47%
women on the board

Non-Benefit
36%
women on the board

Young people & leadership

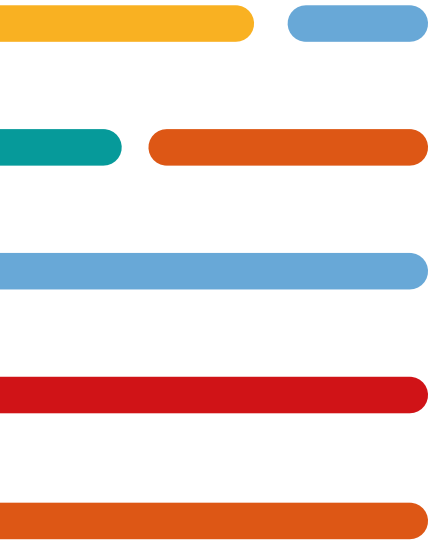
29.3%
vs 21.8% non-benefit
Benefit board
with at least one under 40

+17.4%
vs +6.2% board over 65
BC turnover growth
led by under 40s

+15.5%
vs +10.1% board over 65
BCs tend to appoint young
people to board

Source: National Research on Benefit Corporations 2026

.We take care



Each day we choose to work together, engaging with our stakeholders and being accountable for our positive impact on the surrounding ecosystem:

our people, our customers, the community and the planet.

.By 'we take care', we mean all this – it is the common thread that guides us in reporting our added social, environmental and economic value.



Simply the B.

How we measure our impact: the B Impact Assessment

To assess our impact we have adopted the B Impact Assessment (BIA). It is an international standard developed by the global non-profit B Lab to measure and improve the environmental, economic and social performance of organisations in five key areas.



Impact areas

Workers

initiatives for the financial, physical, professional and social wellbeing of workers

Governance

policies and practices regarding the company's mission, ethics, accountability and transparency

Customers

value that the company creates for customers through the quality of its products and services

Environment

the company's environmental management practices and impact on the community

Community

engagement and the company's impact on the community in which it operates

An integrated approach: BIA, common benefits and the 2030 Agenda

We measure our economic, social and environmental impact starting with our stakeholders, with the respective areas where they operate and with the common benefits we have linked to the six goals of the UN's 2030 Agenda for Sustainable Development – which, as a Benefit Corporation, we have committed to.

Common benefit

Personal growth

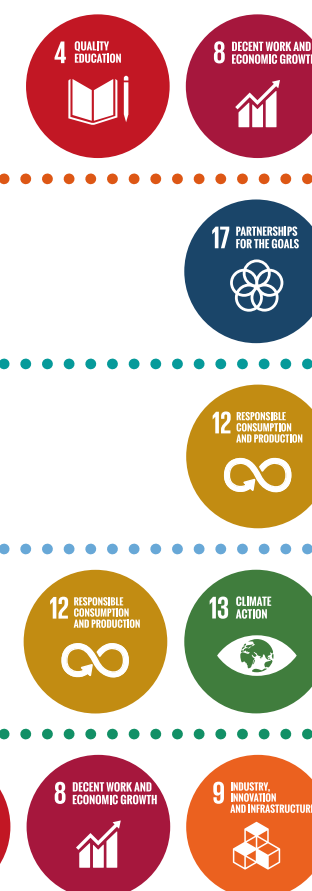
A culture of transparency and sustainability

Digital innovation for sustainability

The responsible use of resources

Quality work in the community

2030 Agenda goals



B CORP™ CERTIFICATION

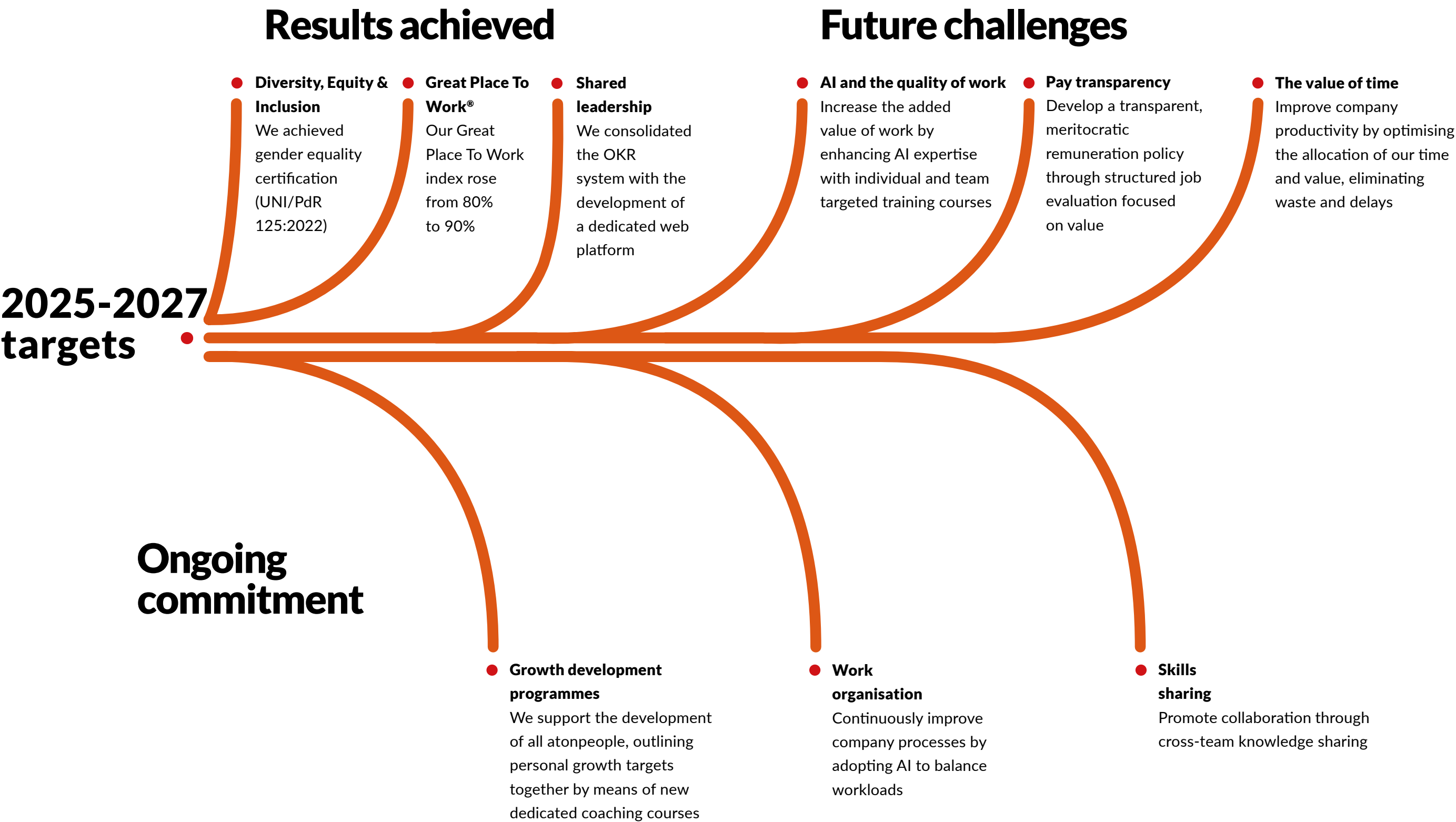
We completed the B Impact Assessment via an online platform that contains hundreds of questions, giving an overall score between 0 and 200: by scoring over 80, we obtained, in 2023, B Corp™ certification.

In 2026, we will launch the recertification process in line with the new B Lab standards, which set minimum requirements in seven key areas relating to social, environmental and governance issues, introduce an independent verification system and adopt a five-year certification cycle with a view to continuous improvement, aligning B Corp™ certification with the increasing EU regulatory expectations.

Our continuous development journey

For each impact area, we began with the targets set for the 2025-2027 three year period, in line with the Objectives and Key Results (OKR) methodology. We organised our reporting into three levels: the results achieved; our ongoing commitment to the objectives that define our identity and are integral to our corporate culture; and future challenges, as areas for improvement on which we are working and goals that we are aiming for.

.Workers



.Workers

Gender equality: from vision to certification

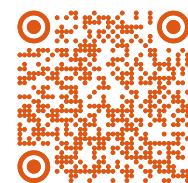
Gender equality certification (UNI/PdR 125:2022), achieved in 2025, is proof of our commitment to creating an inclusive, multicultural environment, free from gender bias, every day, one that recognises diversity as a value factor for people, for the team and for the entire company.

The assessment process covered key areas such as culture and strategy, governance, HR processes, pay equity, inclusion, parental support and work-life balance. All aspects where we have formalised practices and experiences already present in our corporate culture.

During the assessment, the following were especially appreciated:

- the inclusive selection processes centred on merit, such as .atonAcademy
- the rewards model based on team self-assessment
- the work-life balance measures: from flexible working hours to trade union agreements tailored to the Service Desk, with provisions to benefit new parents
- the flexible working-from-home policies and time management autonomy

The training was an integral part of this process, designed to reinforce awareness of topics such as diversity, respect and inclusive language.



Aton obtains gender equality certification

KPIs

+150 hours of training on diversity, equity & inclusion topics

50% women, far higher than the ICT sector average

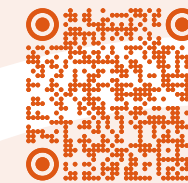
<5% average gender pay gap

RESULTS

GENDER EQUALITY CERTIFICATION
UNI/PdR 125:2022

We are a Great Place To Work®!

Our company culture is built on trust and leaves space for autonomy, growth within a team and shared responsibility.



Aton certified Great Place To Work® for the sixth year

KPIs

95% of atonpeople took part

RESULTS

86% (+5% compared to 2023)

TRUST INDEX® average atonpeople satisfaction index

90% (+10% compared to 2023)

atonpeople who consider Aton "a great place to work"



Workers

OKRise: targets always visible to all

A new web platform for monitoring team Objectives and Key Results (OKR): developed using vibe coding on the initiative of one of our atonpeople.



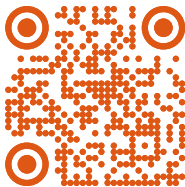
KPIs
100% of atonpeople took part

RESULTS

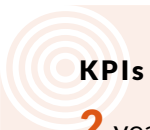
- + transparency: targets always visible to all atonpeople
- + target sharing among teams
- + simplicity in consulting and updating targets

A culture of continuous growth: learning, coaching, training

Over 200 personalised growth plans: courses developed together with team leaders and coach, beginning with listening in order to map tailored pathways.



Atonpeople:
a team in
continuous growth



KPIs
2 yearly satisfaction surveys
12 new certified trainers
+16% in hours of teacher-led training compared to 2024
+18% investment in internal training compared to 2024

€79,000 of investments in teacher-led training
€326,958 investment in internal training (3% of personnel costs)

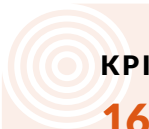
RESULTS
4.1 out of 5 in-house questionnaire satisfaction level

AI to improve the quality of the atonpeople's work

In 2025, AI became an ally to all our teams, from business continuity to the software factory and delivery: it broadens and develops people's work, reducing repetitive tasks and helping them to become more autonomous and less dependent on more expert individuals.



AI SuperAgent:
the ally we'd all
like to have



KPIs
16 AI agents (**+33%** compared to 2024) strengthening the work of
90 atonpeople (**+23%** compared to 2024) in the Business Continuity Team

RESULTS
50% reduction in onboarding time for new projects

+ operational autonomy of people
Better distribution of workloads

Innovation and sustainability are built together

How can we make Aton more innovative and sustainable, cutting waste and inefficiencies and improving our ESG impact? This is the challenge launched at the start of 2025 to all atonpeople to promote a culture of shared innovation.

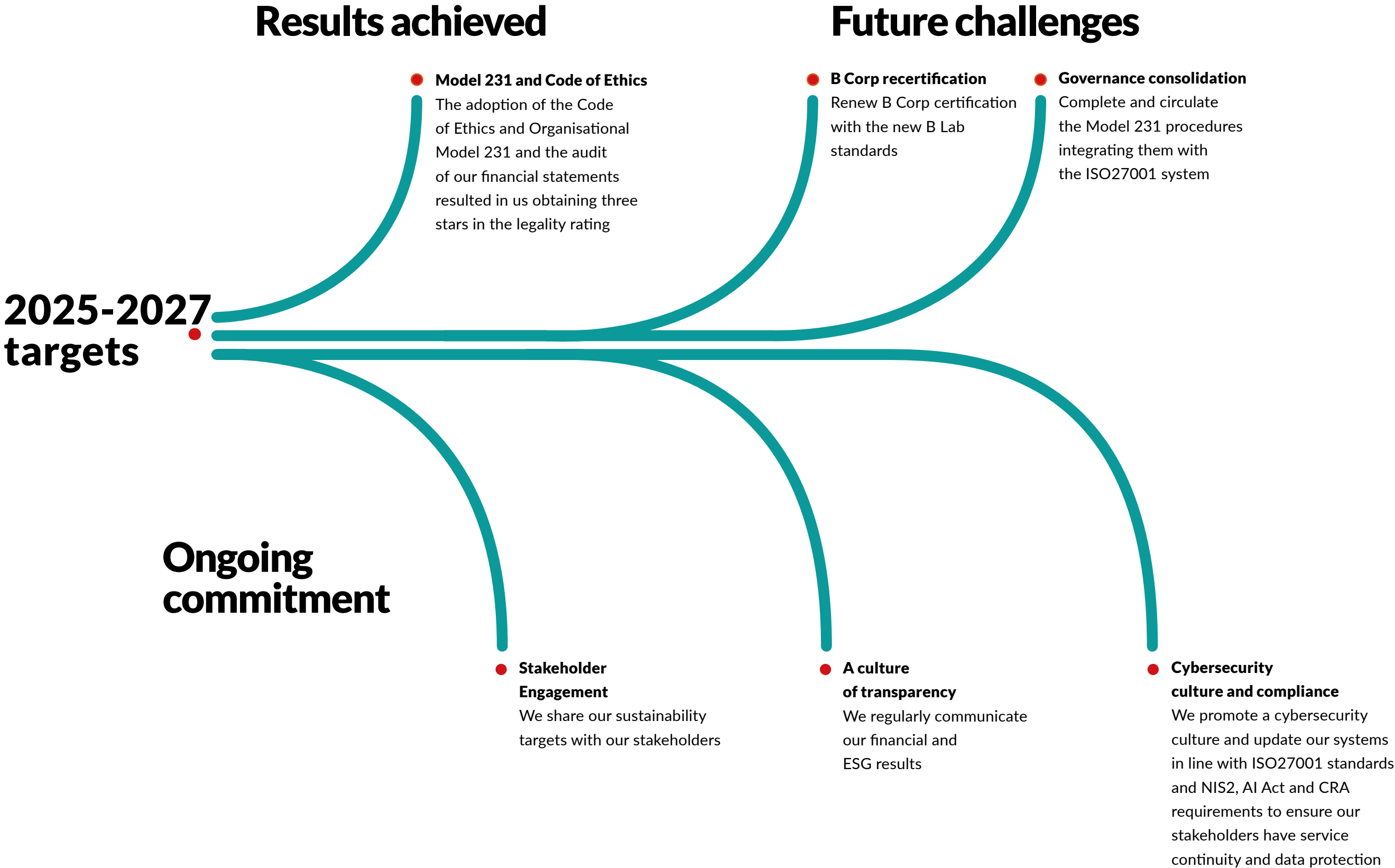
One of the project winners is already operational: a tool that makes workload planning more transparent and collaborative and ensures customers more accurate estimated deliveries.



KPIs
23 projects presented
3 project winners

RESULTS
1st software project developed using AI
40% estimated reduction in development times
Pilot launch in 1st half of 2026

.Governance



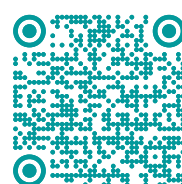
.Governance

Model 231 and Code of Ethics: integrity as a competitive advantage

In 2025, we took a significant step in strengthening our corporate governance, voluntarily choosing to adopt Model 231 and the Code of Ethics. This choice reflects our wish to make our values of responsibility, integrity and transparency real and verifiable.

The process actively involved the main company functions through interviews, process analysis and mapping of sensitive activities, with the aim of defining safeguards consistent with actual operations. We also worked to integrate the Model with already existing systems, particularly ISO27001, building a unique framework that avoids overlaps and makes the procedures simpler to apply on a daily basis.

To ensure the efficacy of the system, we established the Supervisory Board, an independent body tasked with monitoring the implementation and updating of the Model. It was partly thanks to this commitment that we obtained three stars in the legality rating awarded by the Italian Competition Authority, proof of the high standards of integrity in our business management.



[Aton adopts Model 231 and the Code of Ethics: a tangible commitment towards a culture of responsibility and transparency](#)

KPIs

7 functional areas analysed
9 risk areas identified
237 hours of in-house training provided

RESULTS

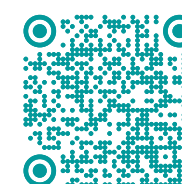
Legality Rating ★★★ — maximum score from the Italian Competition Authority (AGCM)

Stakeholder Engagement: innovation for shared sustainability

In January 2025, the .onWinter event brought together atonpeople, customers and partners to share in the culture of sustainable innovation.

The round table meeting "Drive the Change" with technological partners and universities explored digital transformation and continuous learning: in a world redesigned by AI, the real value lies in people's capacity to improve themselves and to innovate corporate processes, with intuitive, accessible and truly useful solutions. Learning remains the key means of fully leveraging new technologies and building a sustainable and innovative future.

Innovation is not just business: it's an accelerator of sustainability and social inclusivity. EMERGENCY's contribution showed how digitalisation can generate a positive impact on society, connecting companies, associations, institutions and volunteers, all looking to a fairer and more inclusive future.



[.onWinter 2025: Drive the change](#)

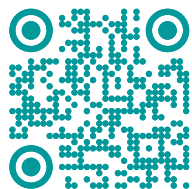
KPIS & RESULTS

+300 participants
5 stakeholders engaged
Convention and round table with universities, atonpeople, opinion leaders, NGOs and big tech

Governance

A culture of transparency and sustainability

We promote transparency, resilience and sustainability through open and continuous communication with our stakeholders: we keep atonpeople continually updated with our monthly video message from the CEO and weekly board meeting reports, and we share our financial results and our social and environmental impact initiatives.



Take a look
at our
finance area

KPIs & RESULTS

- 10 monthly video messages from the CEO & Founder
- 20 board meetings and reports sent
- 12 press releases and 1 press conference
- 250 press reports
- 267,824 impressions of social media posts about transparency and sustainability

Cybersecurity: a culture of digital security

In 2025, the second cybersecurity training course highlighted a significant increase in awareness and expertise on digital security, a key topic in our working lives, among other things.

KPIs

- 303 participants
- 26 teams
- 12 training modules/year

RESULTS

- 96.3% expert users compared to 90.5% in 2024
- +49% awareness compared to 2024
- 44% click rate on phishing emails compared to 2024

Cybersecurity compliance

In 2025, we renewed our ISO27001 certification as per the 2022 version, which introduced more stringent requirements on risk management and corporate control. We are working to consolidate our cybersecurity governance framework, updating our policies and processes, in line with the main industry regulations, such as the NIS2 Directive, AI Act and Cyber Resilience Act (CRA).

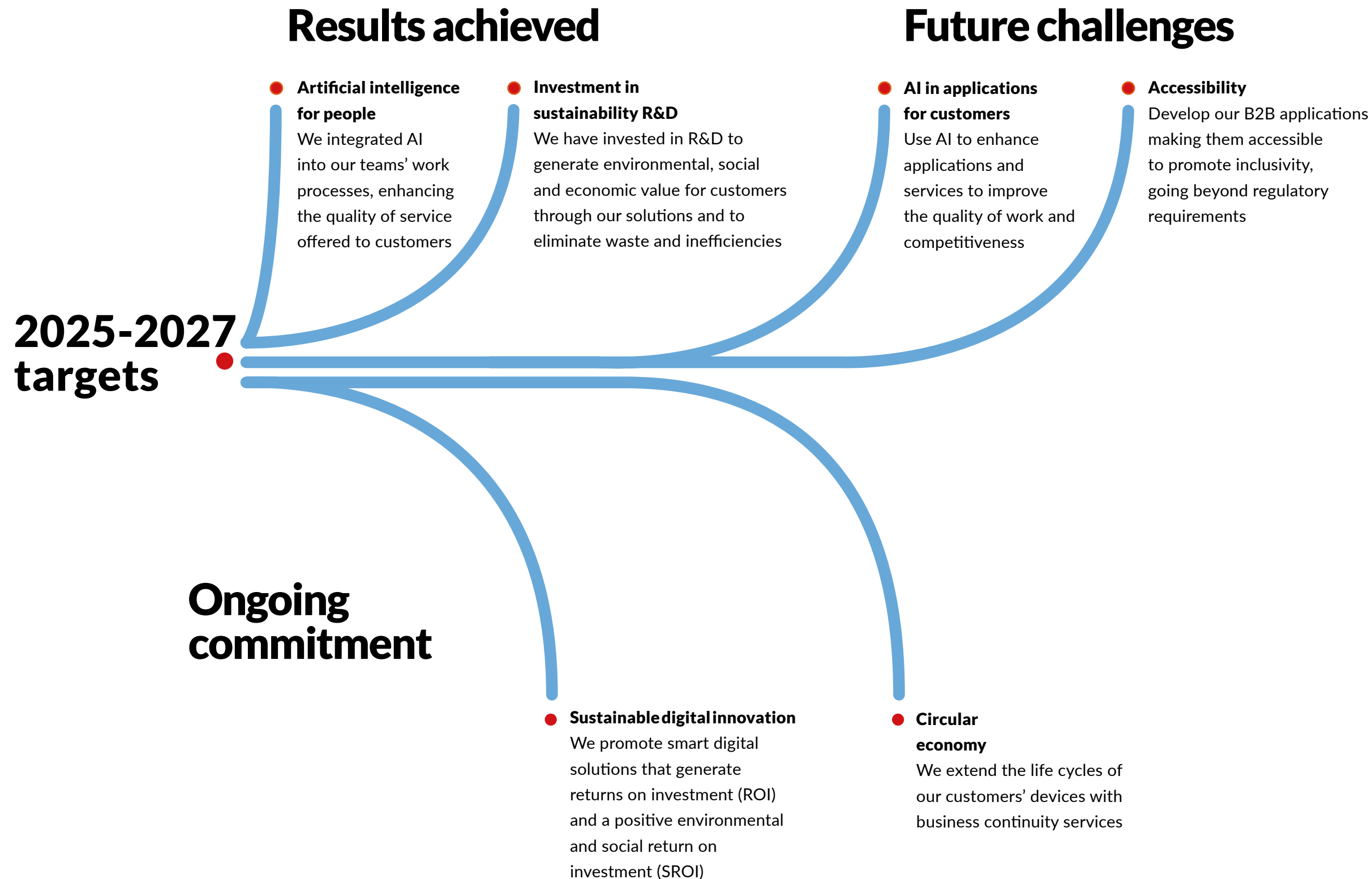
KPIs

- Six-monthly internal audits

RESULTS

- absence of non-conformities in the certification audit

.Customers



.Customers

AI and the quality of work: the impact on customers

At Aton, artificial intelligence is thought of as a tool that serves people, adopted to reduce operational complexity and improve work quality, enabling atonpeople to concentrate on higher value tasks and to accelerate economic growth.

Introducing AI tools into Aton's daily operations, solutions and services has, in turn, delivered benefits for our customers in improvements in productivity, quality and business continuity.

In software development and delivery, AI has allowed us to significantly reduce the time required for software verification, while also ensuring greater test precision, and allowed us to optimise the preparation of project requirements and customer benefits.

Adopting AI agents in our Business Continuity teams to provide customer support services, launched in 2024, has helped to generate value by allowing more personnel to more rapidly provide effective and consistent responses and by improving the quality of customer service.

KPIs & RESULTS

- 40% software verification time
- 70% document preparation time
- + autonomy for support team personnel
- + rapid and reliable responses to customers

Research and development: our value today and tomorrow

In 2025, we concentrated on strengthening the technological infrastructure of .one as a platform to enable human-centred AI solutions. Research and development projects, and the corresponding feasibility studies and proofs of concept, focused on three application areas with high potential impact on customers' operational sustainability:

Predictive models and data analysis in the energy sector:

to support customers with sales forecasts, helping them to optimise LPG and natural gas distribution, with a direct impact on reducing waste and emissions from non-essential transport.

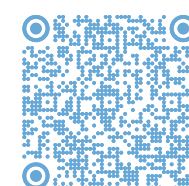
AI in solutions for sales in the mass consumer goods sector:

automatic order capture, summary of customer data sheets, proactive suggestions for the next measures to improve sales force productivity and work quality, reducing repetitive and lower value tasks.

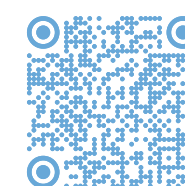
AI in three-way match processes in the retail sector:

automatic verification among orders, transport documents and invoices to help large-scale retail companies simplify their processes and make them more efficient, reducing repetitive tasks, time requirements and management costs.

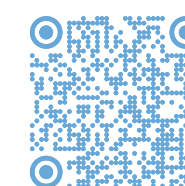
FIND OUT MORE



[AI in Energy](#)



[AI in Food & Consumer Goods](#)



[AI in Retail](#)

KPIs & RESULTS

- 6,480 person-days invested in innovation
- 3 ongoing projects
- 8.4% of turnover invested in R&D
- +30% in investment in R&D compared to 2024

.Customers

Circular economy: extend value over time

We extend the life cycles of our customers' hardware devices with reconditioning maintenance services. We repair these devices in our in-house workshops, recover working components from equipment intended for disposal and reduce non-essential shipments and transport.

KPIs

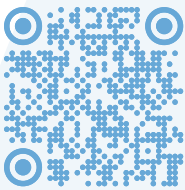
1,006 devices reconditioned
+107% vs 2024

RESULTS

- 40%** returns within 90 days
- CO₂ emissions in the repair chain
- WEEE and hardware waste
- + service quality and reliability

Beyond technology: global positioning and vision

In 2025, we consolidated our positioning as a company that combines innovation and sustainability by participating in the programme "Imprese Vincenti – Italian Excellence in Silicon Valley".



Aton in Silicon Valley:
Italian excellence and AI serving businesses

In September 2025, we presented our technological offering in San Francisco, the cradle of global innovation. We took with us on our journey the excellence of Italian digital technology, proving it can be both sustainable and human-centred.

To be one of the 12 Italian companies chosen was recognition of Aton's vision: AI focused on value generation for people, companies and the entire ecosystem.



Environment

Results achieved

Future challenges

2025-2027
targets

Ongoing commitment

- Paperless admin**
We completed the digital archiving of financial records
- Sustainable solar energy**
Achieve energy independence: zero internal energy consumption
- Transition to electric mobility**
Equip the new premises with charging points to facilitate the adoption of electric cars
- Climate action plan**
Define a public plan to reduce environmental impact
- New innovative and sustainable company premises**
We want to offer atonpeople the ideal workplace: comfortable, stimulating and innovative to make every day spent on-site worthwhile
- Circular economy**
We support a culture of reuse and recycling
- Partnerships with green suppliers**
We strive to integrate ESG criteria into our purchasing choices, favouring eco-sustainable consumer goods

Environment

.Aton Home: new premises to experience and enjoy

A more comfortable, stimulating and innovative working environment, which invites atonpeople to fully experience and enjoy our corporate spaces in the name of collaboration and sharing: this is the aim of our office refurbishment, begun in February 2025. The new area was opened in July 2025 to coincide with .onSummer, our company summer event.

Improvements made

The space where we work every day is another way in which we care for both people and the planet. That's why we upgraded the electrical system and introduced low energy LED lighting, along with a management system that enables us to monitor and optimise energy consumption. We also improved the efficiency of the air conditioning, which can now regulate temperatures independently in different zones, and installed acoustic panels to reduce noise pollution, creating a quieter and more comfortable environment.

Investments already planned

Our journey continues: further improvements to the energy efficiency of our premises are planned for 2026. As well as completing work on the building's systems, we plan to install photovoltaic panels and electric vehicle charging points. We will also refurbish the roof covering (about 7,000 m²) with a new insulated layer to reduce heat loss and improve internal comfort, while also ensuring higher safety standards and enhanced protection from the elements.

KPIs & RESULTS

- Improved energy class post-2025 refurbishment: from class E to class C
- Expected result after completion: class B or above
- Reduced noise pollution

Paperless admin

In 2025, the digitalisation process focused on the archiving of financial records and on registered emails (PEC), helping to reduce the use of paper and simplify admin.

KPIs & RESULTS

- 24,455 total printouts/year
- 31% in printouts compared to 2024
- 35% in average printouts per atonpeople compared to 2024
- 9,000 fewer printouts following digital archiving of accounting records

Sustainable consumption

Environmental sustainability is for us a guiding principle in the supplier selection process and steers company procurement choices.

KPIs & RESULTS

- 55% eco-sustainable goods purchased

A culture of mindful reuse and recycling

We support a culture of reuse through our partnership with a local farm: locally sourced fruit and vegetables are delivered to us in single portion trays, which are then collected and recycled into new food containers. In this way, we aim to help reduce waste, support local resources and, at the same time, encourage a healthier diet among atonpeople.

KPIs & RESULTS

- 3,000 single portion trays reused

.Community

Results achieved

Future challenges

2025-2027
targets

Ongoing
commitment

.atonAcademy
Third edition of the
online learning initiative
open to all, aimed at
developing digital skills

**Social impact on the
community**
Launch a real
collaboration project
in our community

Innovation Centre
Promote a culture of
sustainable innovation
with events and
communications

**Collaboration with schools
and universities**
Create true work-training
synergies with the
engagement of young people

Aton EMERGENCY Friend
Promote the partnership
with EMERGENCY

.Community

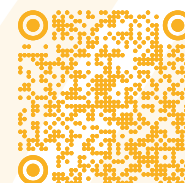
.atonAcademy: how to build the future in business tech

.atonAcademy, a completely free online training programme, is always evolving and is open to everyone to develop the key skills needed in the job market.

The third edition, .atonAcademy Tech Sales & Business Development, launched in 2025, was designed for young people looking to build a future in business tech and for professionals wishing to broaden their expertise, accelerating their development.

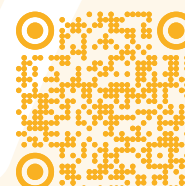
Inspired by the workshops of the Renaissance, where learning was through hands-on experience, daily discussions and the guidance of the Masters, this year it involved not only Aton experts but also guests and coach Moira Casonatto. Together they assisted the 'digital artists', divided into five teams, throughout the programme, up until the grand finale: the presentation at the Teatro del Pane (Treviso) of the complete Sales & Business Development plan.

Follow our digital artists' journey



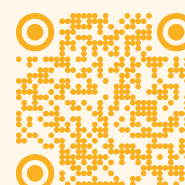
Online training: courses with recognised certificates to add to a CV

[.atonAcademy 2025: Masterclass Tech Sales & Business Development](#)



Experience the workshop: 6 weeks of training led by our Masters

[.atonAcademy 2025: the Workshop has begun](#)



Hiring opportunities:

joining our teams

[Grand finale .atonAcademy: 15 digital artists, 5 challenges, 1 stage](#)

KPIs

650 enrolled

RESULTS

6 hires

15 digital artists trained for 6 weeks

2,380 certifications in 3 weeks



.Community



A partnership that begins with shared values

In 2025, we again chose gifts to support EMERGENCY, reaffirming our collaboration with those who provide genuine assistance, pursuing the values of peace and solidarity that we share: a rucksack to accompany atonpeople, customers and partners on their journeys, and a book *“Diario di un sogno possibile”* (Diary of a Possible Dream), which speaks of hope, commitment and faith in change. Also **Cioccolato di Modica del Laboratorio Don Puglisi** (Modica chocolate from the Don Puglisi workshop), to support a project promoting the social reintegration of mothers and children.

KPIs & RESULTS

710 sustainable gifts for atonpeople, customers and partners

We’re building a culture of sustainable innovation

We express our values at events, workshops and tech conferences, sharing a vision of sustainable, people-centred digital innovation. Our commitment continues where the future is shaped: in the schools and universities, together with young people, through immersive digital experiences such as hackathons, challenges and gamification, designed to stimulate curiosity and create connections between business and learning.

KPIs & RESULTS

25 events
720 participants
10 internships started
3,000 CVs received thanks to employer branding

Notes

.Credits

Content and editorial coordination

Aton S.p.A. Società Benefit

Creative direction

Paolo Prossen

Graphic design

Alice Zanatta

Photos

Krea Independent

Printing

Ingrel

Sources cited

National Research on Benefit Corporations 2025 and 2026

Thanks to

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**Impact Assessment Report
2025**

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