



ZUCCHETTI

Infrastructure and Application
Management, SaaS/PaaS HR Services

ISAE3402 Type II Report for the period of January 1,
2024 to December 31, 2024

Zucchetti Non-Disclosure Statement

By reading this report, the reader acknowledges the following non-disclosure agreement, it is agreed that, in consideration for Zucchetti's disclosure of this Report (hereinafter referred to as the Proprietary Material), the Client agrees that the Proprietary Material is, and shall at all times remain, the property of Zucchetti and shall be used solely by the Client and the independent auditors of the Client in connection with the services performed or proposed to be performed by Zucchetti for the Client. The Client will not copy, reproduce, sell, assign, license, market, transfer, or otherwise dispose of or give the Proprietary Material to any person, firm or corporation. The Client shall keep the Proprietary Material confidential and shall not disclose the Proprietary Material to another party without first obtaining written permission from a duly authorized officer of Zucchetti. The Client shall restrict use of the Proprietary Material to its employees and independent auditors who are involved in the evaluation of the Proprietary Material.

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Section I – Independent Auditor’s Report

Zucchetti SpA
Via Solferino, 1
26900 LODI, Italy

We have examined Zucchetti’s description of Infrastructure and Application Management, SaaS PaaS HR services throughout the period January 1, 2024 to December 31, 2024, and the suitability of the design and operating effectiveness of controls to achieve the related control objectives stated in the description. The description indicates that certain control objectives specified in the description can be achieved only if complementary user entity controls contemplated in the design of the Zucchetti’s controls are suitably designed and operating effectively, along with related controls at Zucchetti. We have not evaluated the suitability of the design or operating effectiveness of such complementary user entity controls.

Zucchetti has provided its assertion about the fairness of the presentation of the description and suitability of the design and operating effectiveness of the controls to achieve the related control objectives stated in the description.

Zucchetti is responsible for preparing the description and for the assertion, including the completeness, accuracy, and method of presentation of the description and the assertion, providing the services covered by the description, specifying the control objectives and stating them in the description, identifying the risks that threaten the achievement of the control objectives, selecting the criteria, and designing, implementing, and documenting controls to achieve the related control objectives stated in the description.

Our responsibility is to express an opinion of the fairness of the presentation of the description and on the suitability of the design and operating effectiveness of the controls to achieve the related control objectives stated in the description, based on our examination.

We conducted our examination in accordance with International Standard on Assurance Engagement *3402 Assurance Reports on Controls at a Service Organization*, issued by Internal Auditing and Assurance Standard Board. This standard requires that we comply with ethical requirements, plan and perform our examination to obtain reasonable assurance about whether, in all material aspects, the description is fairly presented and the controls were suitability designed and operating effectively to achieve the related control objectives stated in the description throughout the period January 1, 2024 to December 31, 2024.

MILANO ANCONA BARI BOLOGNA BRESCIA BRINDISI FIRENZE
GENOVA NAPOLI PADOVA PIACENZA PISA ROMA TORINO

An examination of a description of a service organization's system and the suitability of the design and operating effectiveness of the service organization's controls to achieve the related control objectives stated in the description involves performing procedures to obtain evidence about the fairness of the presentation of the description and the suitability of the design and operating effectiveness of those controls to achieve the related control objectives stated in the description.

Our procedures included assessing the risks that the description is not fairly presented and that the controls were not suitably designed or operating effectively to achieve the related control objectives stated in the description.

Our procedures also included testing the operating effectiveness of those controls that we consider necessary to provide reasonable assurance that the related control objectives stated in the description were achieved. An examination engagement of this type also includes evaluating the overall presentation of the description and the suitability of the control objectives stated therein, and the suitability of the criteria specified by the service organization and described in the following paragraph "Assertion of Zucchetti Spa". We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

Because of their nature, controls at a service organization may not prevent, or detect and correct, all errors or omissions in processing or reporting transactions.

Also, the projection to the future of any evaluation of the fairness of the presentation of the description, or conclusions about the suitability of the design or operating effectiveness of the controls to achieve the related control objectives is subject to the risk that controls at a service organization may become inadequate or fail.

In our opinion, in all material respects, based on the criteria described in Zucchetti's assertions:

- a. The description fairly presents Zucchetti's Infrastructure and Application Management Services SaaS PaaS HR and it has been designed and implemented throughout the period January 1, 2024 to December 31, 2024
- b. The controls related to the control objectives, stated in the description, were suitably designed to provide reasonable assurance that the control objectives would be achieved if the controls operated effectively throughout the period January 1, 2024 to December 31, 2024 and user entities applied the complementary user entity controls contemplated in the design of Zucchetti's controls throughout the period January 1, 2024 to December 31, 2024;
- c. The controls tested, together with the complementary user entity controls referred to in this report, if operating effectively, were those necessary to provide reasonable assurance that the control objectives, stated in the following Section II "Zucchetti Description of its System and Controls", were achieved, operated effectively throughout the period January 1, 2024 to December 31, 2024.

The specific controls tested and the nature, timing, and results of tests are listed in Section III.

This report, including the description of tests of controls and test results thereof in Section III, is intended solely for the information and use of Zucchetti user entities of Zucchetti's Infrastructure and Application Management Services SaaS PaaS HR during some or all of the period January 1, 2024 to December 31, 2024 and the independent auditors of such user entities. Such Independent Auditors have sufficient understanding for its evaluation, along with other information they have, including information about controls implemented by user entities themselves, when assessing the risks of material misstatements of user entities' financial statements.

This report is not intended to be and should not be used by anyone other than these above specified parties.

Crowe Bompani Assurance Services SpA



Giovanni Santoro
(Managing Partner)

24 January 2025, Milan