



**Everything Changes in Our World.
Christmas Always Remains Christmas.**

This year, we are once again pleased to send you our Christmas newsletter.

It is an opportunity to both look ahead and take stock of the year just gone—a year tackled with commitment, energy and no small amount of hard work. In the pages that follow, we share some of what this year has brought.

Among the many moments we could mention, there is one that probably stands out more than others. During their visit to Milan for two full days of sport and networking, we invited our European partners to spend an evening together at PizzAut.

It turned out to be a truly special night! More than 250 colleagues from across Europe sat down to dinner together, joined by World Cup winner Andrea Barzagli. We were looked after — with warmth and passion — by the young men and women on the autism spectrum who work at PizzAut, led by its founder, Nico Acampora.

It provided an opportunity to see, first hand, the power of recognising and sharing a need, something that is often underestimated. In this case, it was the need of the young people at PizzAut to be supported and given meaningful job opportunities. But it was also our own need to experience a sense of closeness and a form of beauty that moves the heart and makes everyday challenges easier to bear. As Nico explains at the end of the video capturing the evening

<https://www.instagram.com/p/DSK8TH1jvGA/>

if you have the patience to watch it to the end 😊 . this is a beauty that can move us to tears, not born of effort, but of attraction and of a willingness to look at one another, person to person.

This is a way of seeing others that we all need—in our work and in our daily lives. A way of seeing like that of Lorenzo, the young man on the autism spectrum who embraces Barzagli in the video; like that of Nico, the founder and driving force behind PizzAut; ...and like that

of so many people we meet every day, who are able to meet life's challenges properly, at the level at which they arise.

This is both a hope and a path for the future. Investing in people truly matters to us, because it is only together that something meaningful and professionally sound can be built.

For JOBCODE, this means supporting those who work with us so that they can do their jobs well, investing in training and nurturing each person's curiosity and passion. It also means investing in young people: welcoming those who have recently completed their studies or training; or opening and developing offices in regions where it often seems that finding work necessarily means having to "emigrate"—when in fact so much can be built without leaving. We want to help break down the invisible barrier that continues to rise between those who find their place and those who risk being left behind. We firmly believe that inclusion means "working with"—with those who are different and with those who are less fortunate. This is not about shortcuts or token gestures, but about sustained commitment because real professionalism is built not only on expertise or complying with rules, but on the ability to listen with attention and passion.

From this perspective, Christmas is deeply meaningful for us. As expressed in the quotation we have chosen for our Christmas wishes:

"And nothing is so moving as the fact that God became man to give me a definitive help, to accompany with discretion, with tenderness and power, the arduous journey of each person in search of the human face."

Luigi Giussani

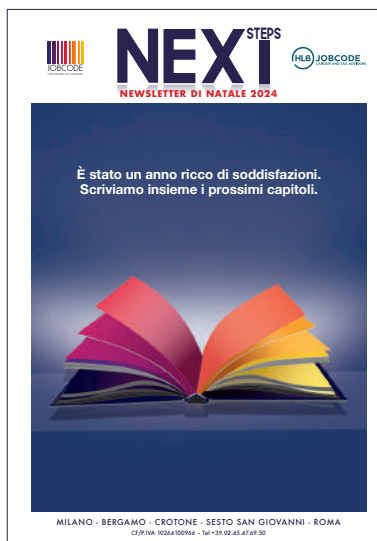
This is our wish for everyone: that each one may feel welcomed, and find heartfelt understanding and kind eyes looking out for us, because every one of us has infinite worth.

Sincere Christmas wishes from all of us.

Luca Insabato and Jobcode team.

NEWSLETTERS

Newsletter: another year of Nextsteps...



NEWSLETTERS



NEXI^{STEPS}

HLB

JOB CODE

LABOUR NEWSLETTER - 5/25

Attenzione.
Tutte le novità sul fringe benefit
auto aziendale 2025.



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LABOUR NEWSLETTER - 6/25

2026. Legge di Bilancio.
Ecco le ipotesi sul tavolo.



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LABOUR NEWSLETTER - 7/25

Rinnovo Contratti Collettivi di Lavoro.
Intese raggiunte, aumenti in arrivo.



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CHANGES

BSI ISO 27001 Certification Our Clients are in Safe Hands!



We are proud to announce that Jobcode has recently achieved ISO 27001 certification. For us, this milestone is important recognition of our commitment to excellence in information security management.

ISO 27001 certification is confirmation of our dedication to maintaining high standards in data protection and business continuity.

This achievement not only reflects the quality of our work, but also drives us to continue improving and innovating, so we can continue to offer our clients the very best.



COMMUNICATION

New Blog? Yes.

We've launched a new blog as part of our communications, giving us an online space to share regularly updated content.

The screenshot displays the 'JOB CODE NEWS' website, which serves as a hub for labor law updates in Italy. The site features a navigation bar with links to 'IL NOSTRO MONDO', 'HELP', 'LABOUR CONSULTING', 'PAYROLL', 'TECHNOLOGY', 'OUTSOURCING', 'IL NOSTRO IMPRESO', 'BLOG', and 'CONTATTI'. The main content area is organized into several sections:

- JOB CODE NEWS**: A header section with links to 'NOTIZIE NORMATIVE', 'RINNOVO CONTRATTO COLLETTIVO', and 'LO SAPEVI CHE?'. Below this is a note: 'Aggiornamenti e informazioni per restare connessi nel mondo del lavoro'.
- ULTIME NEWS**: A section titled 'RINNOVO CNL TELECOMUNICAZIONI - 11 novembre 2025' and 'RINNOVO CNL DIRIGENTI TERZIARIO - 5 novembre 2025'.
- NOVITÀ NORMATIVE**: A section titled 'Longi, decreti e modifiche legislative nel settore sempre aggiornati nell'area della normativa'.
- Per rimanere connessi al mondo del lavoro nel tuo territorio**: A section with four articles: 'RINNOVO CNL TELECOMUNICAZIONI AUMENTI RETRIBUTIVI E NUOVE TUTELE PER I LAVORATORI', 'Bonus marasma (spese) 2025: le istruzioni operative PPS', 'DUE DI CONGRUITA', IL MINISTERO CHIAMERÀ L'AMBITO DI APPLICAZIONE PER LE IMPRESE NON EDILI', and 'Consolido della dimissioni nel periodo di prova: il chiarimento del Ministero del Lavoro'.
- Per saperne sempre aggiornati sulle tendenze relative al Diritto del Lavoro**: A section with four articles: 'RINNOVO CNL TELECOMUNICAZIONI - 11 novembre 2025', 'RINNOVO CNL DIRIGENTI TERZIARIO - 5 novembre 2025', 'RINNOVO CNL METALMECCANICA INDUSTRIA - 22 novembre 2025', and 'RINNOVO CNL LAVORO DOMESTICO - 28 ottobre 2025'.
- LO SAPEVI CHE?**: A section with four articles: 'CNL DIRIGENTI TERZIARIO SOTTOSCRITTA L'IPOTESI DI ACCORDO a data 05 novembre 2025', 'CNL CELF E BAGANTI: IPOTESI DI ACCORDO', 'CNL PORTIERI SCELTO IL RINNOVO DEL CONTRATTO NAZIONALE - novembre 2025', and 'Bonus marasma (spese) 2025: le istruzioni operative PPS'.

The footer includes the 'IL NOSTRO MONDO' logo, a list of services (P.A., LABOUR CONSULTING, PAYROLL, TECHNOLOGY, OUTSOURCING, IL NOSTRO IMPRESO, CONTATTI), and a list of locations (MILANO, BRESCIA, CREMA, SOTTO SAN GIOVANNI, ROMA, COLOGNE POLICY, PRATO POLICY).

COMMITMENT TO QUALITY

HLB International. Building Our Legacy. Igniting the Future. Dubrovnik.

It was an honour to take part in a world-renowned conference in Dubrovnik.

Professionals from many different companies came together to reflect on the future and how to better understand it, exploring how artificial intelligence is reshaping our profession, and how technology and innovation can be leveraged to deliver better services, while keeping the human relationship at the heart of our work.



COMMITMENT TO QUALITY

HLB International. Innovation Symposium 2025. London.

We were thrilled to be part of this incredible journey towards the future, from emerging technologies to changing business and social paradigms.

Artificial intelligence and creativity are reshaping consumer behaviour, fostering cultures of innovation and creating new opportunities for accounting firms.

We left with new ideas and a shared vision for a future to build together!



COMMITMENT TO QUALITY

HLB International. Advisory-Tax-Audit Conference - Bridge to a brighter future. Mexico.

At the conference, exchanging insights on IT strategies, artificial intelligence, and tax and social security matters strengthened our confidence as we look to the future. The discussions were lively and energising, with a shared focus on what lies ahead.

We will continue to work together for a brighter future.



COMMITMENT TO QUALITY

NO-CODE Day. Together Towards the Future.

We are delighted to have taken part in NO-CODE DAY Italy, an event that brings together digital leaders, innovators, partners and industry experts to explore the latest innovations in AI, CRM and no-code technologies.

Step by step, we're moving forward together.



COMMITMENT TO QUALITY

New York Encounter 2025. Here a New Life Begins.

The annual three-day cultural event, held in the heart of New York City, brought together opportunities for learning, dialogue and friendship. And we were there.

It marked a new beginning and a chance to look ahead together.



HLB SPORTS FESTIVAL

HLB Sports Festival.

This major event brought together 250 participants from 10 European countries, with football tournaments, pilates, volleyball and athletics. It was a magical evening at Milan's San Siro stadium and a special shared experience with PizzAut.

One great team—through sport and beyond sport!



HLB SPORTS FESTIVAL

HLB SPORTS FESTIVAL 2025



MILAN
VELODROMO VIGORELLI
19-20 SEPTEMBER

TOGETHER WE MAKE IT HAPPEN



INNOVATIVE PEOPLE, BRIGHTER FUTURES



<https://antonio737.pixieset.com/hlbsportsfestival2025/>

ESG

Communities Day.

We enthusiastically took part in HLB Communities Day, volunteering at the BIERFEST hosted by Piazza dei Mestieri—a place that is particularly close to us, as it brings together work and everyday life with optimism, much like we strive to do ourselves. Piazza dei Mestieri is a non-profit organisation that has created spaces for learning, training and social inclusion to support unemployed young people who are no longer in school.

It was a true neighbourhood celebration for the community, set in an atmosphere of social connection and shared participation.



PARTNERSHIP

Jobcode and Zucchetti: A Solid Connection.

We are proud to confirm that, once again this year, we are certified service partners of Zucchetti, a leading provider of software solutions for human resources management.

This partnership strengthens our expertise and our relationship with Zucchetti, encouraging us to make full use of the available technology to enhance the quality of our work, offer new services and streamline our processes.

As always, we ensure growing professionalism and deliver added value in the services we provide to our clients.



CERTIFICATION

ISAE 3402.

JOBCODE STP SRL and HLB JOBCODE SRL SOCIETÀ BENEFIT have obtained ISAE 3402 Type II certification. This recognition is a significant milestone for our company and has a positive impact on the outsourced payroll services we offer.

ISAE 3402 Type II certification is an internationally recognised standard that attests to the effectiveness of a service firm's internal controls and processes. In essence, it confirms that our processes are aligned with the highest quality and security standards. This not only ensures transparency and reliability in our services, but also demonstrates our ongoing commitment to regulatory compliance and the protection of your sensitive data.

Looking ahead, the challenge will be to maintain these standards in a context of continuous change across technology, people and services.

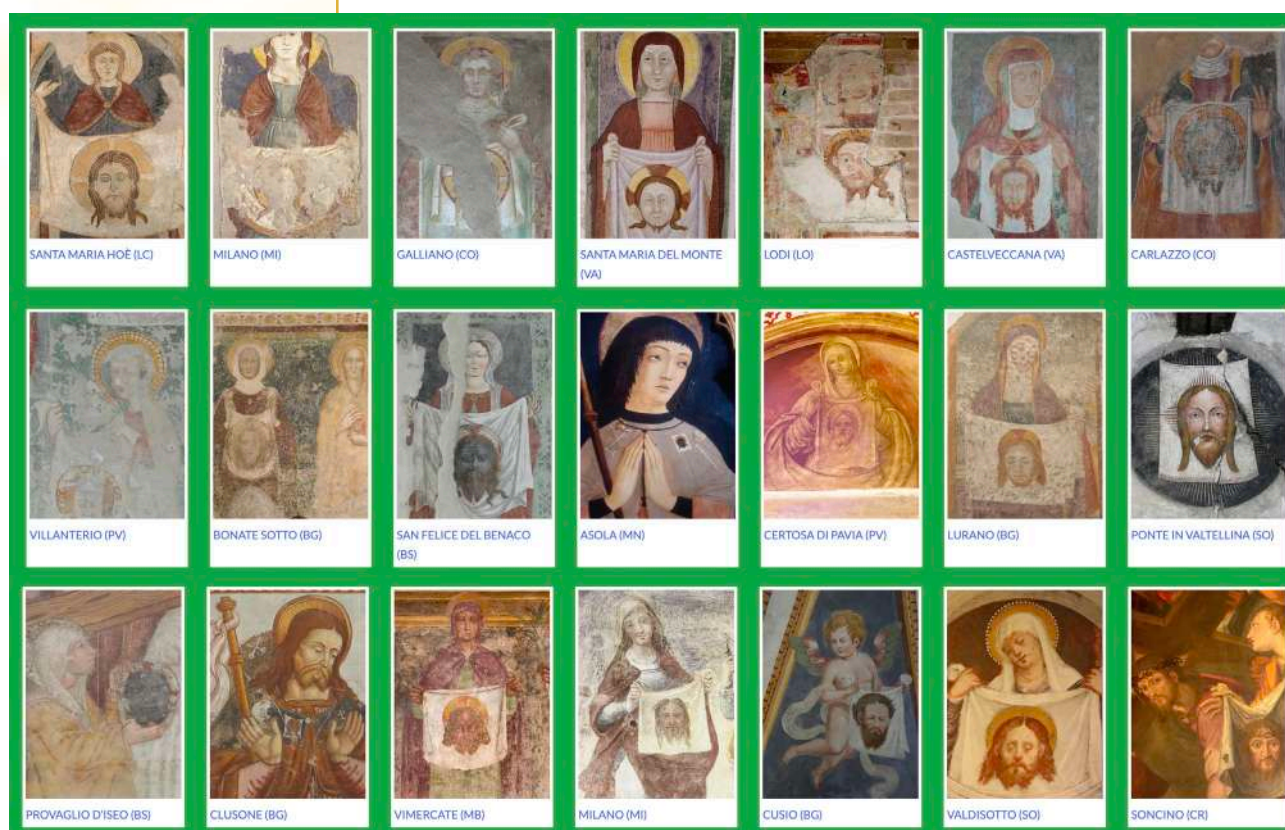


US

VeLo, the Distributed Exhibition on the Veronica and Lombardy.

We are proud to support the distributed exhibition “VeLo, The Veronica and Lombardy,” which offers short historical, artistic and nature itineraries throughout Lombardy, leading visitors to discover some of the oldest depictions of the Veronica—the medieval relic regarded as both the destination and the reward of pilgrimages to Rome.

It is an opportunity to discover the hidden wonders of our region.



<https://velo25mostradiffusa.org/>

US

Christmas Dinner at Piazza dei Mestieri. A Moment to Share Wishes Filled with Beauty.

On 18 December, we came together with all Jobcode staff to share the results of the past year and to begin looking ahead, together, to the challenges of 2026.

It was genuinely enjoyable to meet face to face, to exchange Christmas wishes and to become even more aware of the value and richness of the people who build Jobcode every day.

As in previous years, we celebrated at Piazza dei Mestieri, at the restaurant run by students from the vocational training centre.

It was an opportunity to learn more about and support an organisation that teaches practical skills to many young people, often from difficult backgrounds or whose education has been interrupted.



THE WORLD AROUND US

Renewed Gender Equality Certification and Support for a Cooperative.

Our focus on people and our belief that each of our staff, clients and partners brings value through their diversity and uniqueness, leads us to completely reject all forms of discrimination.

To avoid relying on our own assessment, we asked an independent certification body to put us to the test. In 2023, we obtained gender equality certification, and we are pleased to report that it was confirmed during the audit in November 2024.

We are genuinely proud of this certification, but we don't see it as the finish line. No, it is merely a step on the ongoing journey of our company, our people and also our clients, partners and friends.

As part of our policies to promote gender equality, we actively support the MARTINENGO COOPERATIVE, in particular the SUPPORTO DONNA project.

When women from families facing hardship feel supported, they are better able to navigate everyday challenges and are often able to enter the labour market, gaining increasing independence.

The Martinengo Cooperative operates in one of Milan's most challenging neighbourhoods, Corvetto. Having known their work for many years (they are also our clients), we are confident that supporting them is truly worthwhile.

It is a small contribution that helps us remain aware of the progress made and look ahead with greater confidence to the steps still to come.

SOCIAL RESPONSIBILITY

Adopt a Beehive. Adopt a Forest. Adopt Our Planet.

The importance Jobcode places on people — our employees, clients and partners — also extends to the environment around us. Once again this year, we have chosen to support a 3Bee initiative by adopting two beehives in Calabria and helping to sustain a nectar-rich woodland in Lombardy.

The beehive and the woodland reflect our way of working: everyone contributes freely, each with their own role and approach, while sharing a common purpose.

We can only grow together by working closely together.



BEAUTY

La Scala.

Since the 2021/2022 season, we have been Corporate Subscribers of La Scala Opera House in Milan.

The 2025/2026 season will once again be one of great prestige, featuring artists from all over the world and an orchestra that remains one of the most thrilling on the planet. Once again this year, we have chosen to support La Scala's artistic and cultural endeavours, and to share its appeal, history and enduring cultural vitality with our staff and clients.

Magical evenings in a timeless Milan.

<https://www.teatroallascala.org/en/support-us/our-partners.html>



SUPPORT

Supporting Opere Gemelle.

Jobcode is pleased to support Opere Gemelle, a project that for over ten years has paired Italian social organisations – the name can be translated as “twinning initiatives” – with partners across Latin America, particularly in Brazil, often working in far more challenging contexts than those found in Italy.

Over the years, the project has brought together dozens of educators and leaders who work closely with one another, creating direct partnerships between Italian and Brazilian social organisations.

Opere Gemelle promotes a relationship based on closeness and reciprocity, where learning is mutual and experience is shared. It is enriching for everyone involved.

We are glad to contribute and to see how this collaboration supports growth on all sides.

<https://cdooperesociali.org/notizia/a-missao-e-o-desafio-da-mudanca-opere-gemelle-2025/>



“And nothing is so moving as the fact that God became man to give me a definitive help, to accompany with discretion, with tenderness and power, the arduous journey of each person in search of the human face.”

Luigi Giussani

Wishing you a Christmas that reveals its true joy more deeply within your hearts.

Merry Christmas and Best Wishes for a Happy New Year from the entire JOBCODE team.

