



esprinet[®]

enabling your tech experience

STAR Conference 2022, Borsa Italiana

March 22, 2022

Forward Looking Statement



This presentation may contain forward-looking statements that are subject to risks and uncertainties, including those pertaining to the anticipated benefits to be realized from the proposals described herein. Forward-looking statements may include, in particular, statements about future events, future financial performance, plans, strategies, expectations, prospects, competitive environment, regulation, supply and demand. Esprinet has based these forward-looking statements on its view and assumptions with respect to future events and financial performance. Actual financial performance could differ materially from that projected in the forward-looking statements due to the inherent uncertainty of estimates, forecasts and projections, and financial performance may be better or worse than anticipated. Given these uncertainties, readers should not put undue reliance on any forward-looking statements. The information contained in this presentation is subject to change without notice and Esprinet does not undertake any duty to update the forward-looking statements, and the estimates and the assumptions associated with them, except to the extent required by applicable laws and regulations.

THE COMPANY & THE INDUSTRY



#1 Tech Enabler In Southern Europe



Esprinet Group is an enabler of the tech ecosystem with a profound calling to social and environmental sustainability.

To promote tech democracy and guide people and firms towards digitalisation, Esprinet offers European clients its expertise in advisory and cybersecurity, as well as a selection of products and services to buy or rent through an extensive network of professional resellers.

+20 years in business,
3 geographies:
Italy, Spain & Portugal

Strong SMB and
mid-market focus
31k customers

Working to provide
the best customer
satisfaction

The most complete
Tech product range
with 650 brands



MTA listed

Esprinet S.p.a. listed on
the Italian Stock
Exchange in 2001



2021 Sales 4.7 B€

Esprinet S.p.a. undisputed market
leader with a strong track record
as a consolidator



Consistent Growth

Historical stable flow of profitability:
472 M€ of cumulated Net Profit



1,700 people

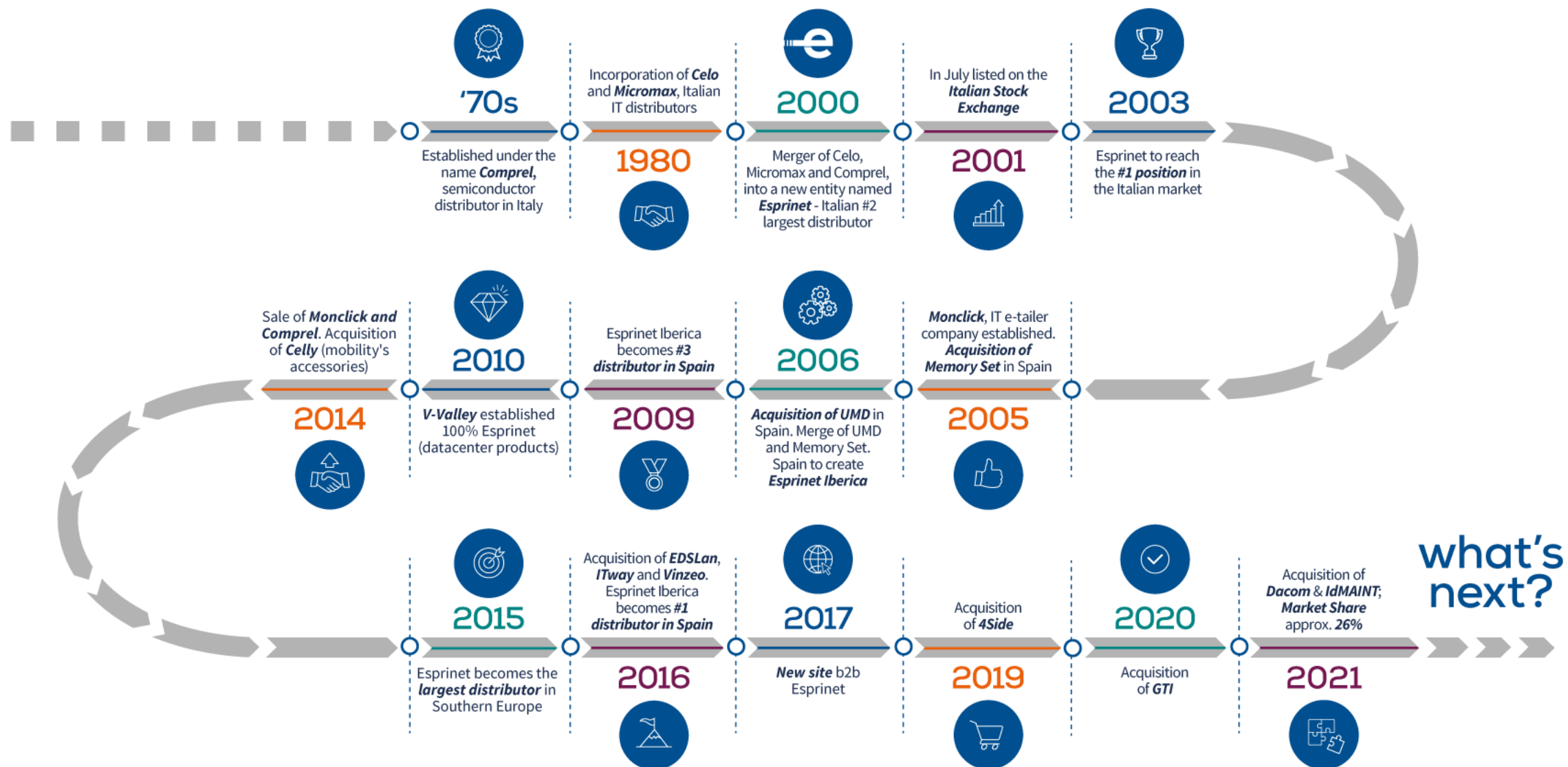
54% female
46% male



Strong Capabilities

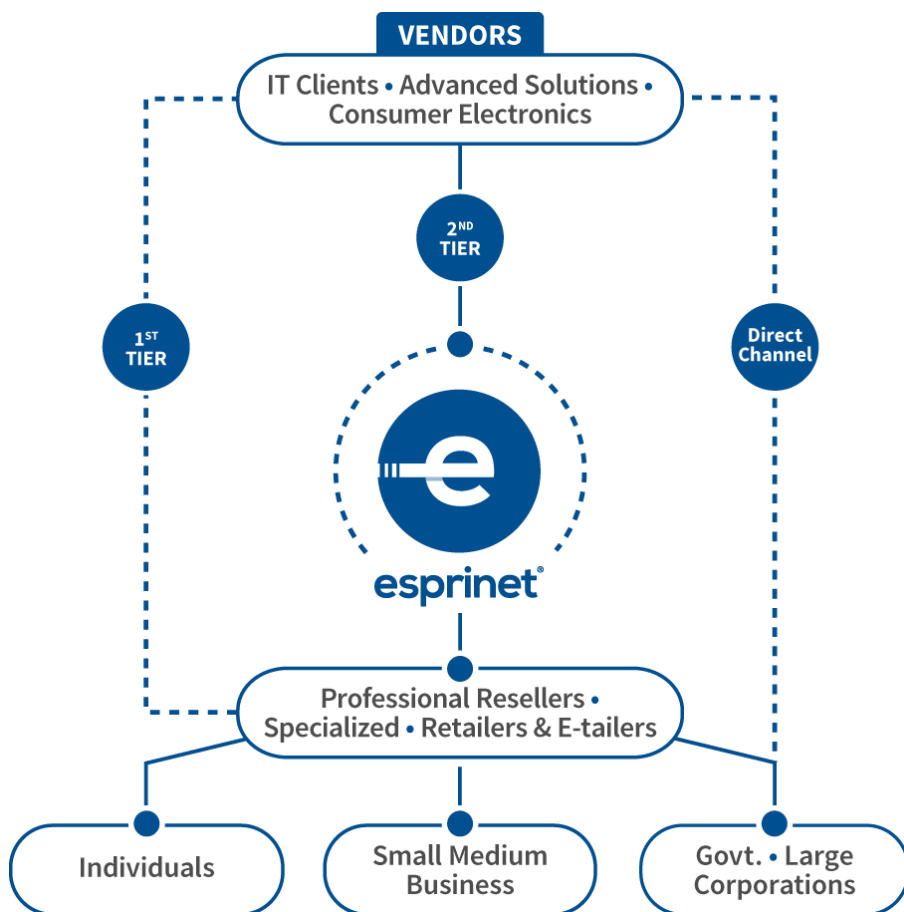
130,000 SKUs available
Highly efficient logistics
processes and systems
With +174,000 sqm of warehouses

History



what's next?

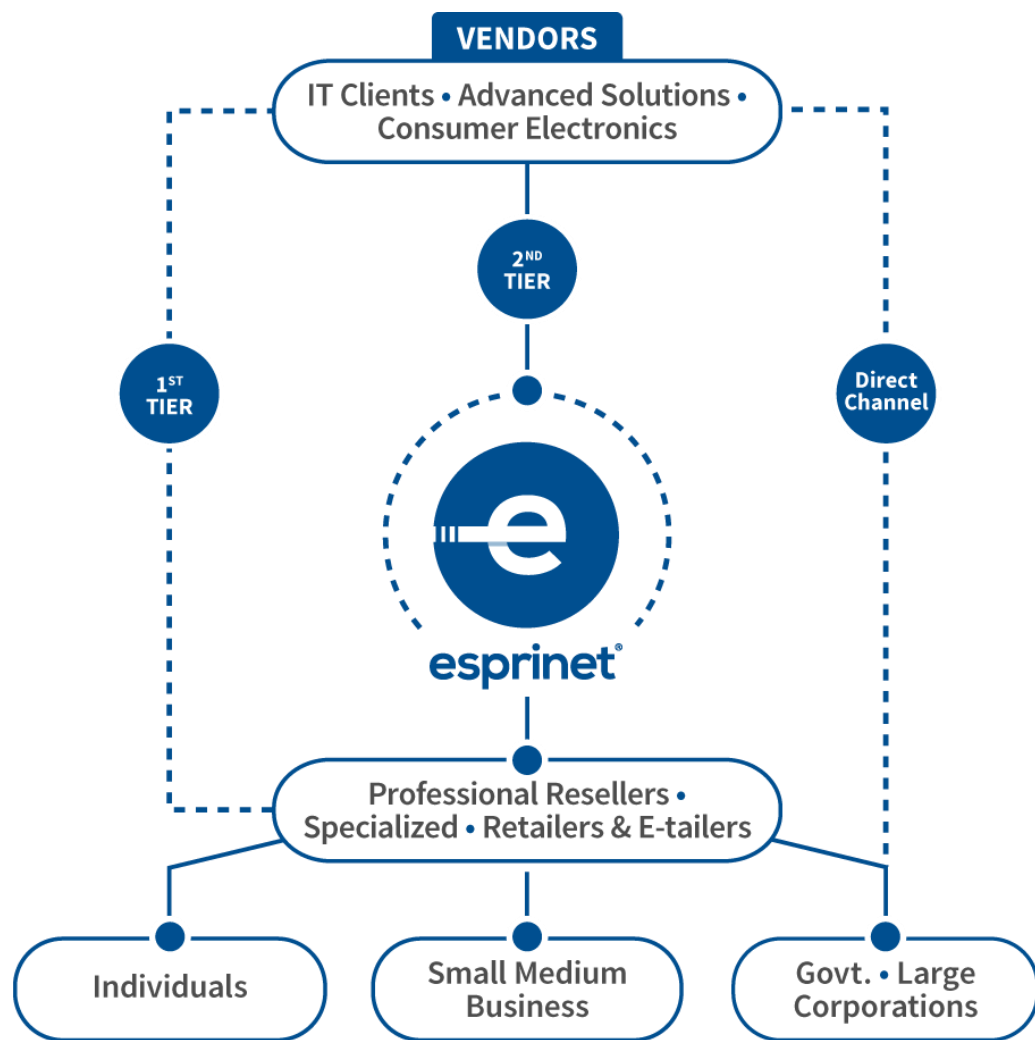
The Industry



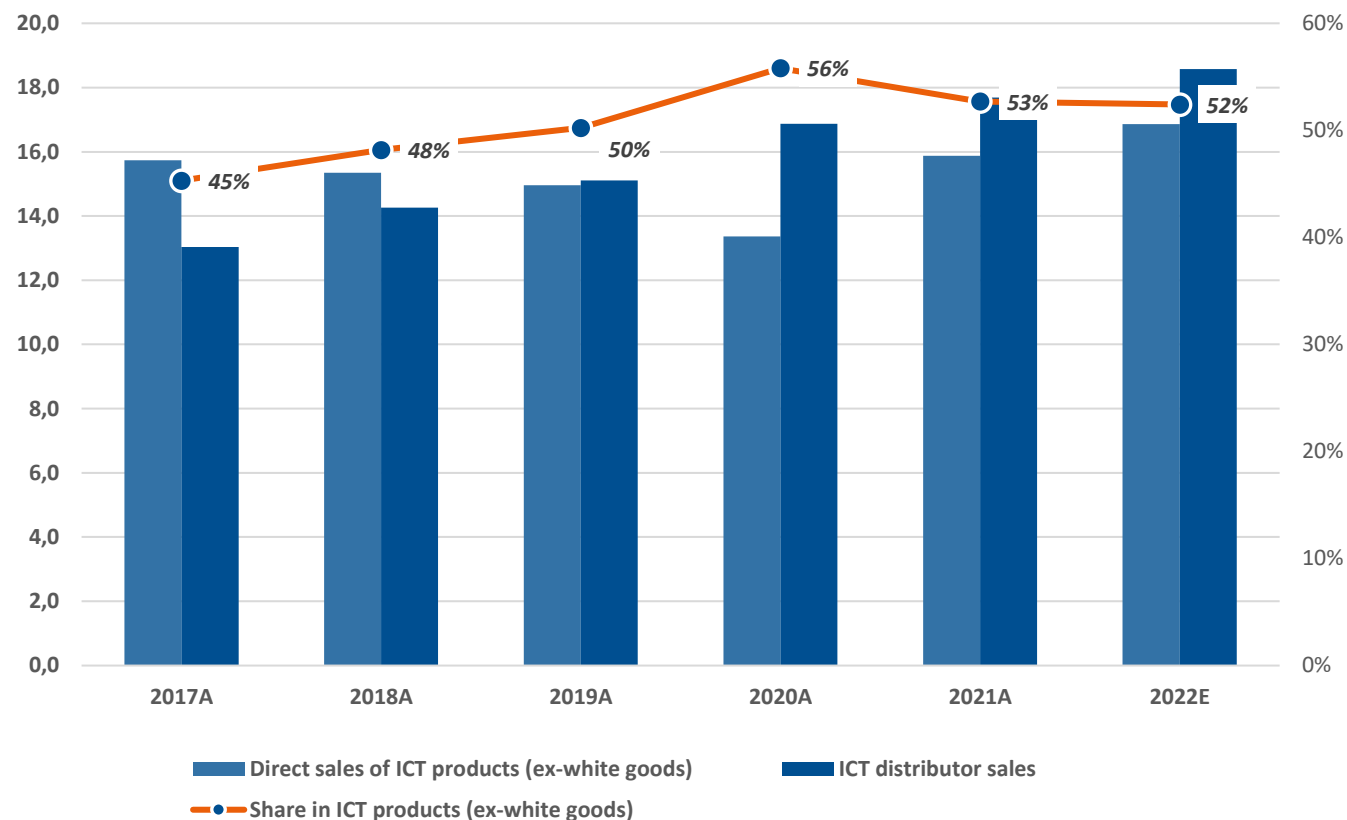
(B/€)	ADDRESSABLE MARKET				POTENTIAL GROWTH	
	IT clients	Advanced Solutions	Consumer Electronics	Total ICT	White Goods	Total ICT & White Goods
Total Market (A+B) ^(*)	10.4	6.0	17.2	33.6	12.5	46.1
A) Direct Channel & 1 st Tier	1.6	2.3	11.9	15.9	11.5	27.4
B) 2 nd Tier Distris (a+b+c)	8.8	3.6	5.3	17.7	1.0	18.6
2021 Weight Of Distris On Market ^(*)	84%	61%	31%	53%	8%	40%
2020 Weight Of Distris On Market	98%	65%	31%	56%	8%	43%
a) Professional Resellers	3.7	2.5	0.6	6.8	0.3	7.1
Weight On 2 nd Tier	42%	60%	11%	39%	29%	38%
b) Specialized	2.1	0.7	1.3	4.2	0.2	4.4
Weight On 2 nd Tier	24%	20%	25%	24%	21%	23%
c) Retailers & E-tailers	2.9	0.4	3.4	6.7	0.5	7.2
Weight On 2 nd Tier	33%	12%	64%	38%	50%	39%

(*) Italy-Spain-Portugal 2021 end-user market data estimated at distributor price – Internal comments by Esprinet S.p.A. on data owned exclusively by GfK.

The Evolution Of The Market



ITALY-SPAIN-PORTUGAL: TOTAL ICT SPENDING AND SHARE OF DISTRIBUTORS (EX-WHITE GOODS)



IDC figures for IT Clients - Advanced Solutions & Smartphones - Euromonitor for other Consumer electronics
 End-user consumption converted to distri price assuming average 15% margin for resellers/retailers
 Conversion from Context panel sales to Total distri sales assuming Context Panel represents around 90% of total consolidated distri sales
 with differences for product categories
 Adjustment applied to Context panel gross sales of 6.5% (from gross revenue to net revenue)
 2022 end user market estimates by IDC & Euromonitor as of December 2021
 2022 distri sales estimated using a flat growth of 5%

Why A Distributor

ICT Distribution share on total ICT addressable sales grew from 40.0% (2016) to 56.0% (2020) and is forecasted to grow furthermore (60.1% expected in 2021).



The “Why” for Vendors

- Reduction of distribution fixed cost
- Buffering stock
- Credit lines & Credit collection capabilities
- Marketing capability
- Need of an aggregator of their products into complex multi-vendor solutions



The “Why” for Resellers

- Outsourcing of warehousing and shipping on their behalf
- One-stop-information gathering point
- One-stop-shopping opportunity
- Easiness of doing business against dealing directly with vendors
- No minimum quantity needed to be a valued partner



The “Why” for Retailers and E-Tailers

- “Fulfilment deals” with Vendors on top selling items
- Category management for accessories
- Home delivery capabilities for White Goods and Large TVs
- E-Tailers use Distributors as a one-stop-shopping for the “Long Tail” of products

Future

- A similar trend towards a “Distributor Friendly” environment is now under development White Goods
- «As a Service» models will require further more the capability of integrating in a single easy-to-use interface for resellers the Consumption models of multiple vendors

Why A Distributor: high quality assets

Inventory Risk Mitigants

Stock Protection Clause

Provided by the vast majority of Vendors in which they assume the risk of inventory devaluation arising from purchase list price reductions planned by the Vendor itself.

Fulfilment deals stock protection

Vendors might allow the Distributor to purchase products based on a sales forecast agreed upon between the Vendor and the Retailer/Corporate Reseller. Vendors might guarantee the Distributor, either contractually or customarily, that those products will be sold with a predefined margin, essentially shielding the Distributor from the inventory risks that might arise from the need of reducing the sales price or disposing of unsold products.

Stock Rotation Clause

On specific product categories, i.e. software or pre-packaged services, the Distributor is periodically allowed to ship back obsolete stock in exchange of new products of similar value.



Factoring & Credit Insurance Policies

Credit insurance

Large and medium sized distributors routinely apply contracts with top-rated Credit Insurance Companies shielding the risk of default of debtors with deductibles typically between 10% to 15% of the insured value.

Factoring/Securitization programs

Trade receivables might be sold “without-recourse” to factoring entities or conduits of a trade receivables securitization program, typically major commercial banks but sometimes Vendor financing companies as well. When factoring/securitization happens, being a true-sale, no deductibles are involved and the credit risk is entirely transferred to the factoring company.

Risk taking

Sometimes distributors might takes some credit risk on their books by issuing a Credit Limit that exceeds the value of the Credit Insurance coverage.



Credit Notes

The Industry operates with a significant amount of Credit Notes accruals at any given end-period

Vendors routinely operate with commercial programs that envisage significant amounts of price adjustments for multiple reasons such as:

- End-period accruals for target achievements;
- Stock protection;
- Pass through.

Customers as well are entitled to price adjustments such as:

- End-period accruals for target achievements;
- Pass through;
- Co-marketing funds.

Accounting treatment

At any given quarter-end accruals are made to account for the credit notes pending reception from Vendors and credit notes pending issuing to customers.

According to the Group accounting policies periodically, typically at year end, a revision of the old accruals is done and the adjustments booked to the Gross Profit of the period.

Historically, given the accounting policies in place, this effect is positive and contributes to a spike in Gross Profit margins at year end.



THE NEW JOURNEY TO VALUE



OUR NEW JOURNEY TO VALUE IS STRONGLY ROOTED IN OUR ESG PURPOSE

GROWTH AND INNOVATION DELIVERED THROUGH A **SUSTAINABLE AND INTEGRATED APPROACH** TO BUSINESS



ETHICAL MOTIVATION

ESG purposes are consistent with the value system of the Board of Directors and the management team



BUSINESS OPPORTUNITY

There are strong market opportunities on "Environmentally Friendly" product lines such as electric mobility or within some of the NextGenEU funded projects



INCENTIVE FOR INNOVATION

Doing business with an ESG commitment is more complex but stems innovation and in the medium term offers the possibility of generating more value



ACCESS TO A NEW FINANCE

There are new categories of investors or lenders that require a strong ESG strategy

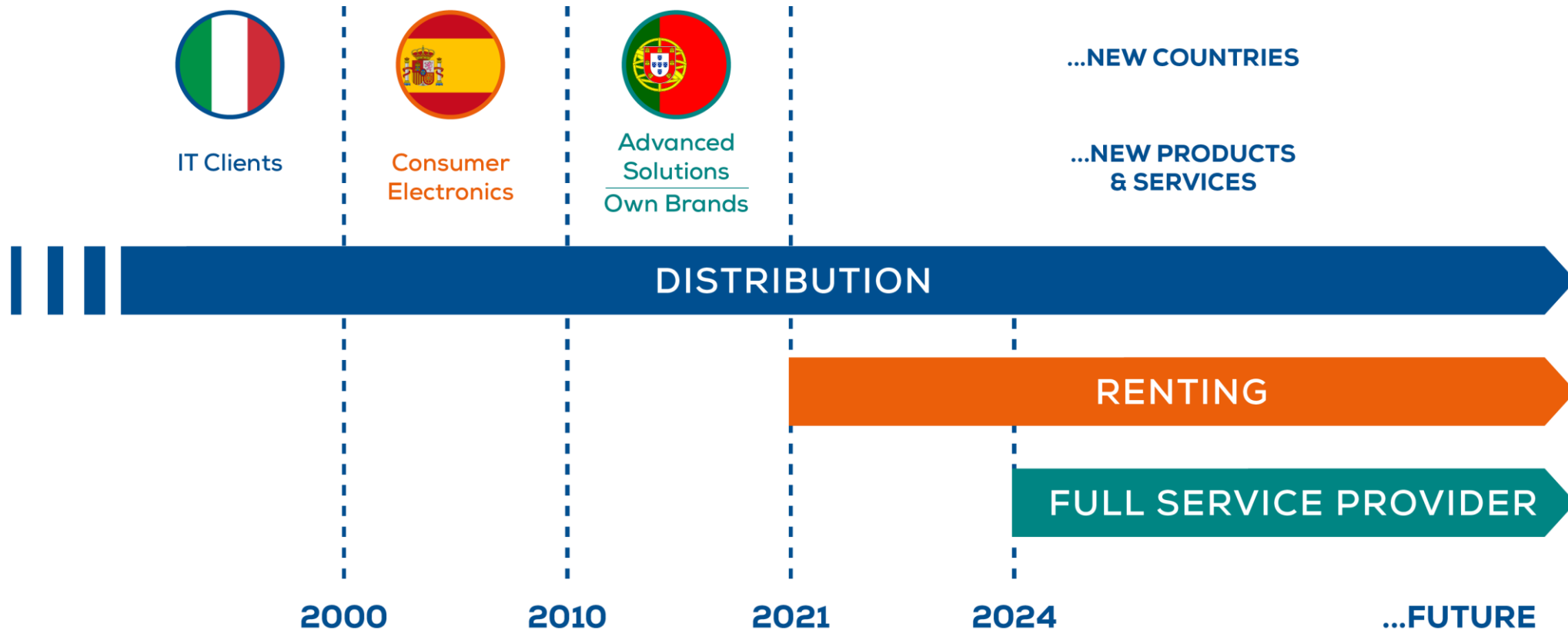


REDUCTION OF RISK PROFILE

In the future it is very likely that governments, or even worse consumers, will punish the companies with weak ESG strategies

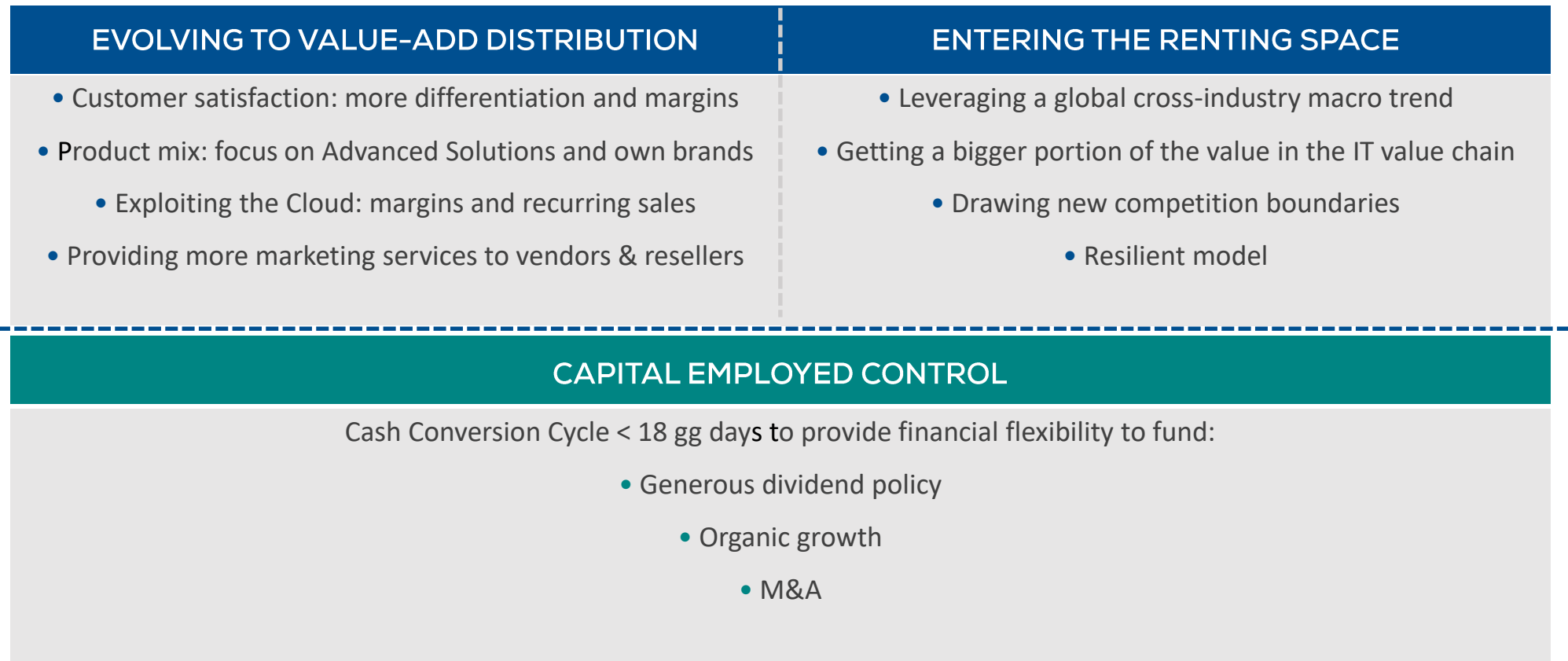
The New Journey to Value ...

AFTER 20 YEARS FROM THE BIRTH OF ESPRINET, **THE GROUP LAUNCHES A STRUCTURAL CHANGE OF THE BUSINESS MODEL** WITH THE AIM IN THE NEXT DECADE OF ADDING TO THE DISTRIBUTION BUSINESS A NEW «**FULL SERVICE PROVIDER**» MODEL WITH SIGNIFICANTLY **HIGHER ADDED VALUE** THAN THE TRADITIONAL ONE



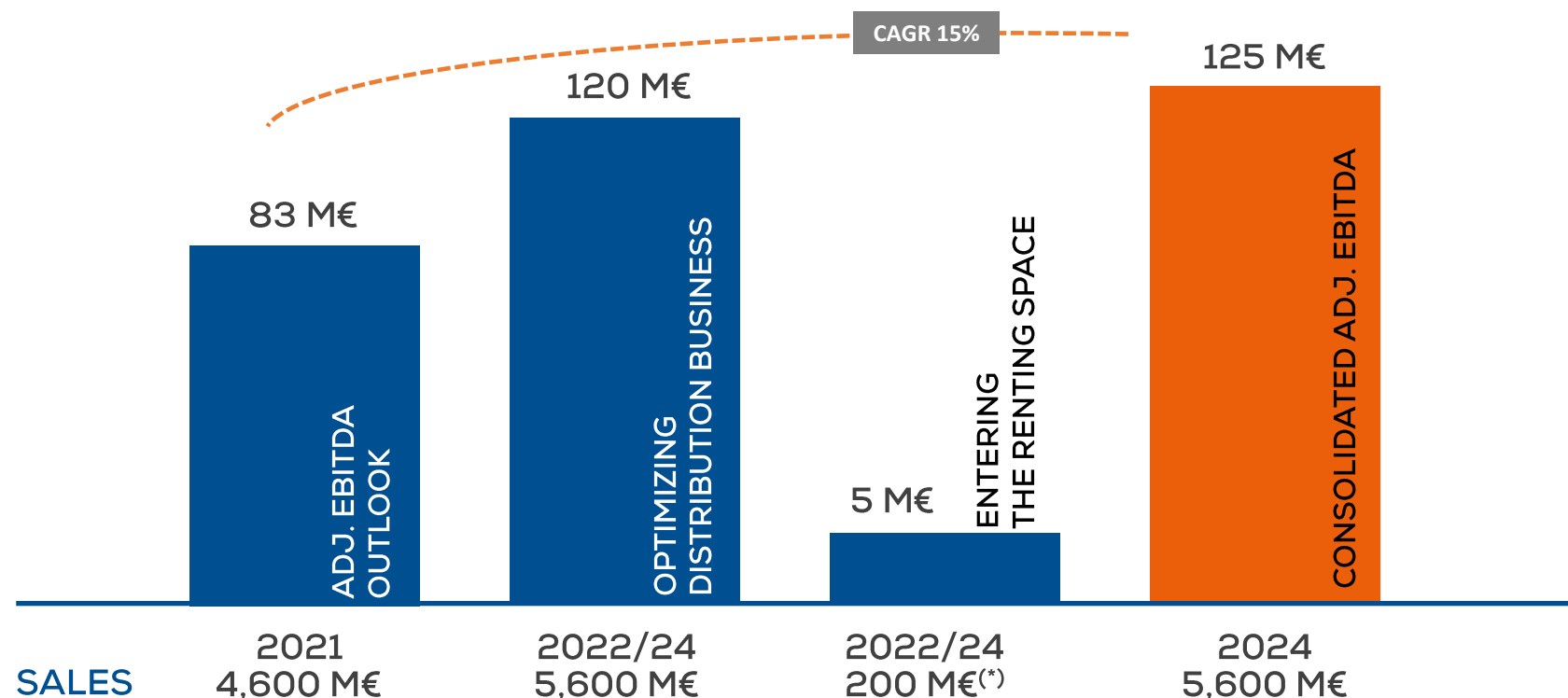
THE ROCE DRIVEN STRATEGY

BEING CAPITAL EMPLOYED OPTIMIZATION A PREREQUISITE, **THE FOCUS IS ON PROFITABILITY IMPROVEMENT**



Strategic Plan 2022/24: KPIs Evolution

2022-2024 SALES UP TO 5.6 B€ and ADJ. EBITDA UP TO 125 M€



- A **business model revolution** moving into a much higher margin space paving the way, giving the intrinsic structure of the rental program, to **future massive profitability improvements**
- **Target 2024: increase by roughly 50% our Adj. EBITDA to more than 125 M€ (CAGR 15%)**
- Capital employed optimization a prerequisite: **aiming at keeping the Cash Cycle below 18 days**
- **Solid cash generation and net financial position** to support a generous dividend policy and new acquisitions

^(*) Transacted volumes of FY 2024: revenues are booked as part of the 5.6 B€ expected in the same year

THE BACKDROP



WHAT WE EXPECT FOR THE FUTURE OF THE ICT INDUSTRY

THE COVID-19 OUTBREAK IS AFFECTING AND CHANGING THE DAILY LIVES OF MILLIONS OF PEOPLE AND THE WORLD'S ECONOMIES
A SCENARIO WITH A RICH VARIETY OF OPPORTUNITIES OPENS UP FOR THE ICT SECTOR



MACROECONOMIC FORECAST

The improvement in the health situation is restarting the world's economies with strong macroeconomic growth ahead



ICT INDUSTRY

In the long run the ICT industry might be one of the few sectors emerging stronger than pre-Covid fueled by continuous innovation and a newly perceived key role in everybody's life



NEXTGenEU, RECOVERY AND RESILIENCE PLANS

Great expectations are linked to the benefits that the National Recovery and Resilience Plans should bring to the ICT Industry as well



AND FOR THE DISTRIBUTOR?

In a changing context, distributors are evolving their business model embracing the new opportunities in Cloud distribution, digital marketing and advanced logistics

A favorable moment that should not be wasted

MACROECONOMIC FORECAST

The near-term **outlook for the European economy** looks **brighter than anytime** in the last decade^(*)

ICT INDUSTRY

We are already witnessing the acceleration of digital processes, so years of innovation have been reduced to months. The analysis of **digitization data** confirms the **progressive alignment of Italian and Spanish companies to European ones**

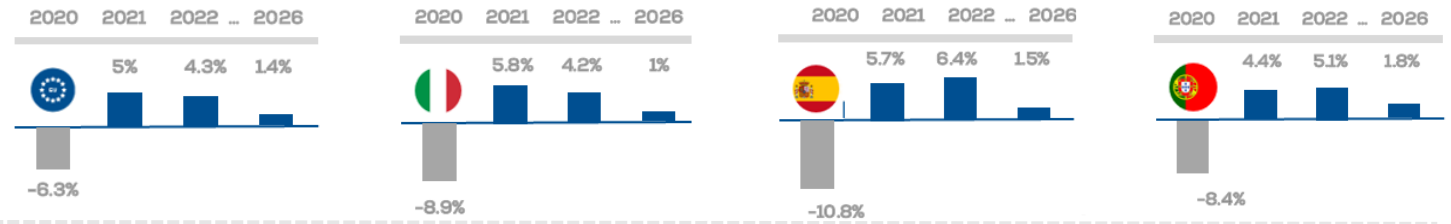
NEXTGenEU, RECOVERY AND RESILIENCE PLANS

A golden opportunity for investments in digital transformation: 17.6 B€ cumulated theoretical opportunity for southern Europe distributors. **An average of 2.9 B€/year of potential additional volumes**

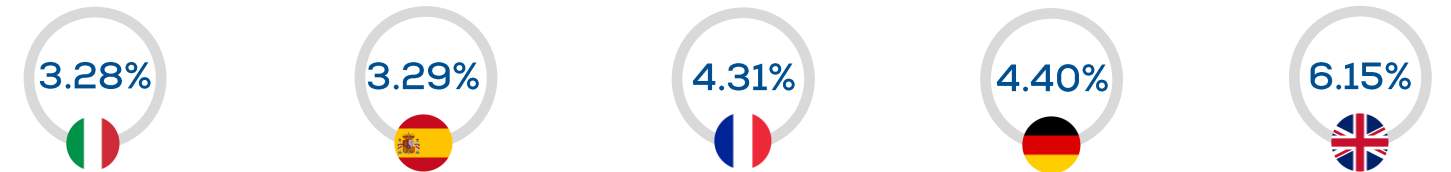
AND FOR THE DISTRIBUTOR?

Distributors will remain at **centre stage of future vendor go-to-market strategy**

Overview of the GDP Outlook Projections^(*)



Percentage of the ICT spending on GDP^(**)



RRF resources allocated to the digital transition 2021-2026



Technology wholesaling continues to be the **fastest growing go-to-market strategy** for tech manufacturers looking to increase efficiency

The complexity and acceleration of the **multicloud solutions adoption** means above all the creation of **efficient cloud provisioning platforms** that only distributors can provide

The role of **distributors in buffering stock** will be increasingly **central and crucial** as clearly highlighted by recent supply chain issues

^(*) Source: IMF, World Economic Outlook, October 2021

^(**) Source: Eurostat, data referred to 2018

^(***) Potential end user spending passed through distribution, net of IT service spending estimated at 50% of total end user spending and considering a weight of distribution in the ICT supply chain of 60%

The Subscription Economy



Riding on two **global and cross-industry macrotrends: Subscription Economy & Green Transition**



The Subscription Economy addresses the macro theme of consumption against ownership, converting **CAPEX into OPEX**



The Green Transition advocates for **recycling and reuse of end-of-life products**, which can be enabled by a rental agreement where the end-of-life product goes back to the original seller being made available for refurbishing and resale, effectively reducing e-waste generation











Multiple industries are moving to rental: car leasing, music & TV streaming services, renting furniture (i.e. Muji or IKEA rental programs), not to mention Regus and similar shared and rented office spaces



The opportunity is massive for the ICT industry. As an example, the Italian association of leasing companies (Assilea) states that 18% of all kind of industrial goods are leased or rented

Market Trends & Impact on Esprinet Strategy

	MARKET TRENDS	IMPACT ON ESPRINET STRATEGY	TOP LINE	PROFITABILITY
1	Macroeconomic forecast	While paying particular attention to short-term headwinds in the supply chain, we operate in the three EU Member States with the highest growth expectations of GDP in the coming years		
2	ICT spending & GDP	We operate in the three EU Member States with the lowest ratio of ICT spending on GDP. Digitalization is now a prerequisite for competitiveness and governments are pushing hard to close this gap		
3	Next Geni EU & local plans	With this unrepeatable tailwind, one of the main growth drivers in the ICT sector of all time, we will have to pinpoint all the opportunities of digital enablers and invest with our customers in the digital transformation		
4	Future of distribution	The evolution of distribution will lead us to exploit cloud platforms and the sale of added value products in an increasingly efficient and profitable way		

ESPRINET 2024

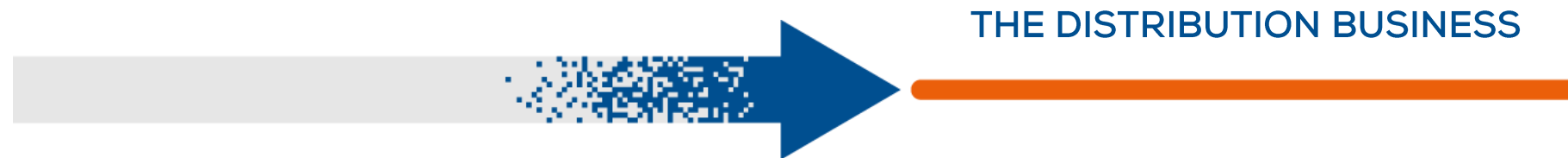


Key Strategic Priorities 2022/24: Evolving to value-add distribution

PROFIT GOAL 01: EVOLVING TO VALUE-ADD DISTRIBUTION

RATIONALE

Seize all opportunities in the market and accelerate the evolution of the operating model to value-add distribution



GDP Outlook and Government Stimulus

South EU Countries with highest GDP growth expectations.
An estimated 2.9 B€/year distribution business for the next six years in our geographies



Improving traditional distribution services

Provide new information and digital enabling service to resellers and vendors



Customer Satisfaction Program

Superior customer experience being the key differentiator and profit enhancer



Product Mix

Investments in high margin product lines: advanced solutions and own brands (Nilox and Celly)

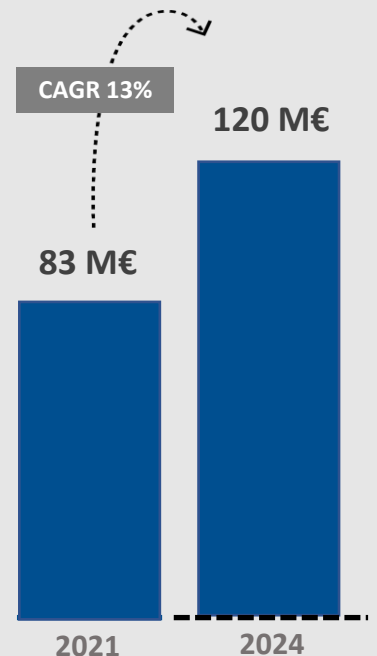


Exploring the Cloud

Improve technology platform, orchestrate and enable ecosystems to enrich the offering and support the partner in all stages of the journey

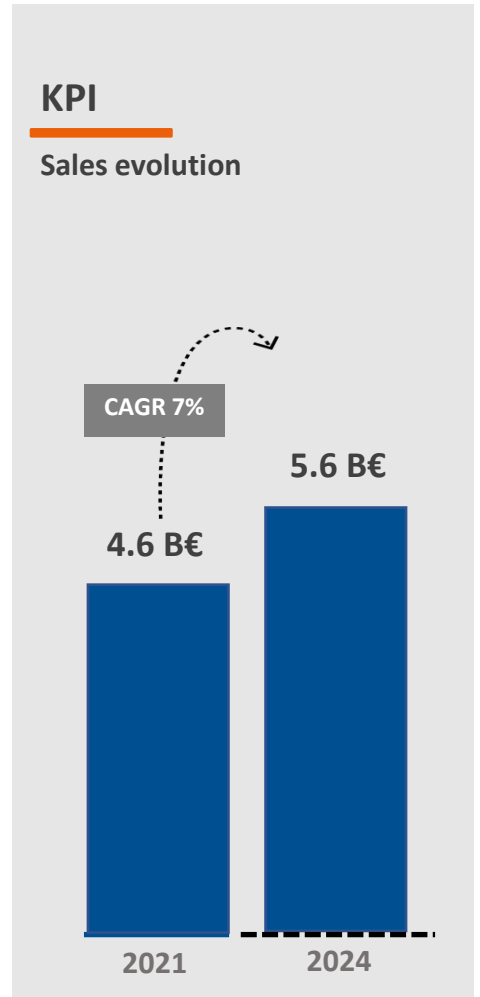
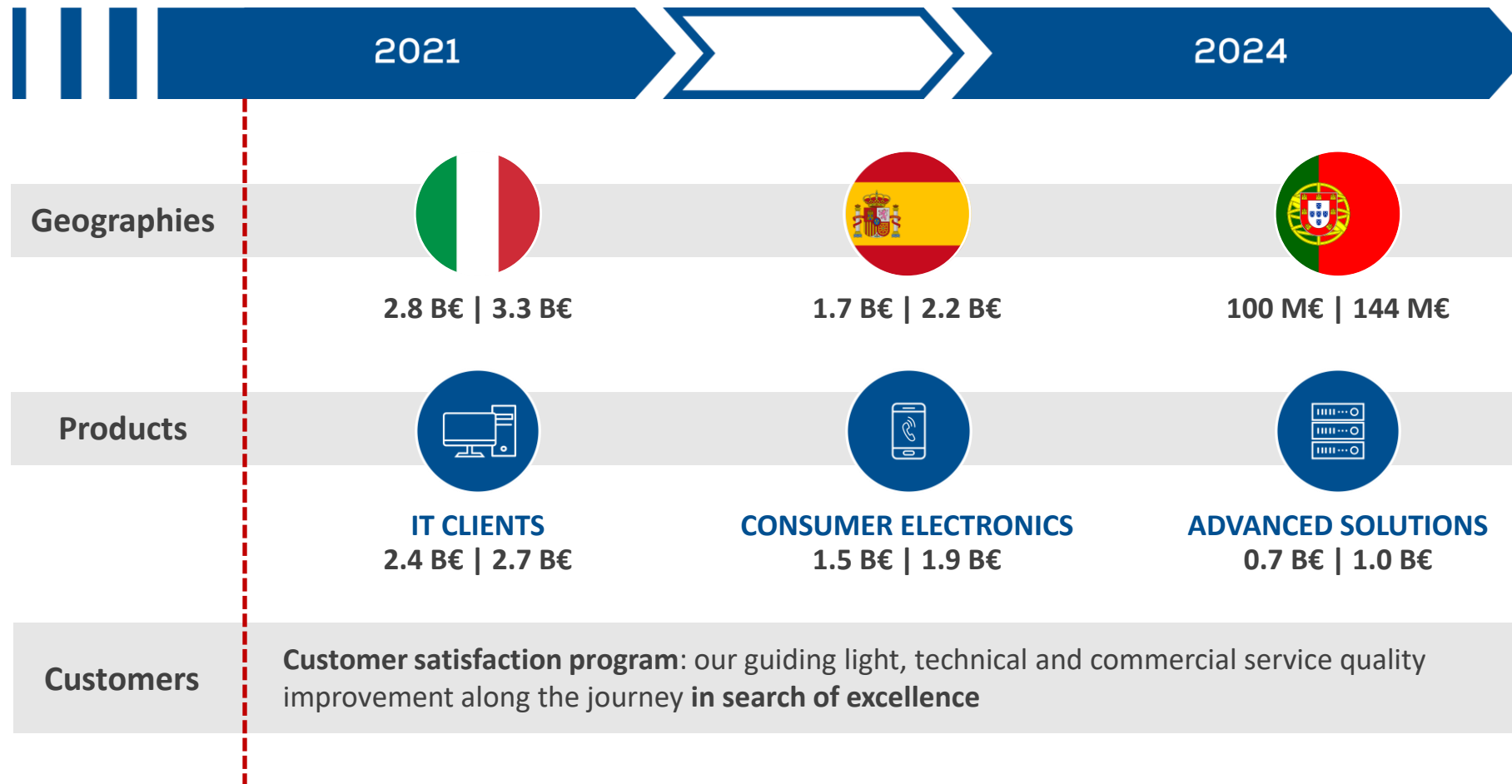
KPI

Adj. EBITDA evolution



Key Strategic Priorities 2022/24: Evolving to value-add distribution

PROFIT GOAL 01: EVOLVING TO VALUE-ADD DISTRIBUTION

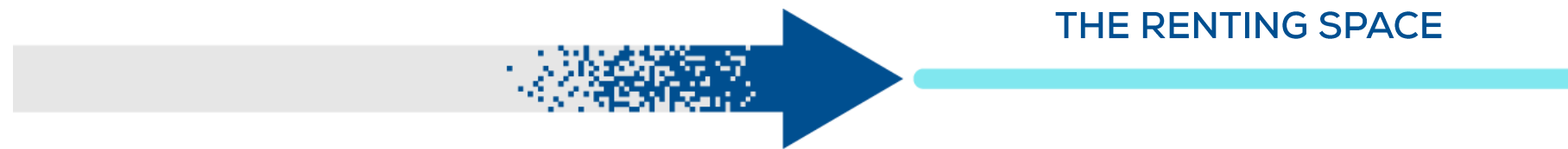


Key Strategic Priorities 2022/24: Entering the Renting Space

PROFIT GOAL 02: ENTERING THE RENTING SPACE

RATIONALE

Our visionary journey, a structural repositioning to grab a further piece of the value embedded in the overall tech value chain with significantly higher long term earnings profile



Innovative Renting

A new operating leasing model based on a proprietary software platform and contractual agreements enabling easy access to renting and bundling of reseller services in a comprehensive offer



Riding on a Global Macro Trend

Enabling the acceleration also in the ICT sector of the global trend of moving from hardware ownership to a subscription based rental model



New Boundaries

The boundaries of competition (or better say cooperation) extend to new players: leasing companies, specialty lenders, banks, vendors captive financial entities



Deepening Customer Knowledge

A new way to get to know end users: strategic intelligence to share data with resellers and vendors and to build accurate business opportunities for an effective channel management

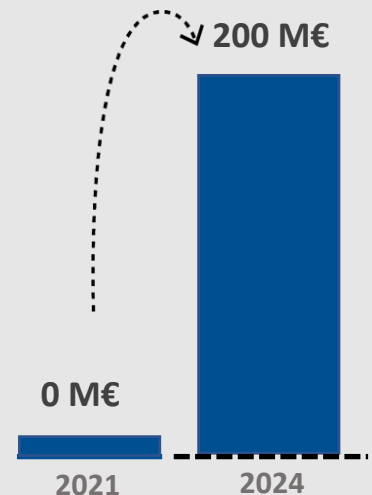


Responsible Innovation

A strong ESG-driven initiative: possibility to manage the entire hardware lifecycle refurbishing and reselling second-hand products instead of fueling the production of e-waste

KPI

Transacted volumes



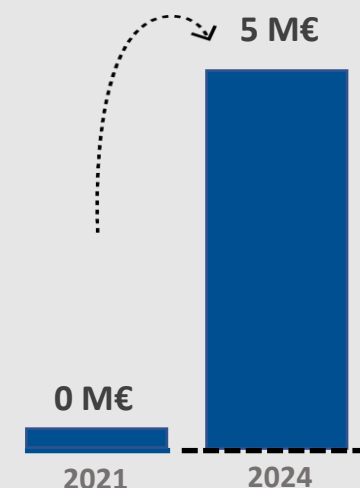
Key Strategic Priorities 2022/24: Entering the Renting Space

PROFIT GOAL 02: ENTERING THE RENTING SPACE

MODEL	Operating lease agreement signed by Esprinet with the end user, procured by the reseller, and subsequently sold to a financial entity		
CUSTOMER	End user private companies (excluding Government entities and consumers) through IT Resellers, VARs and System Integrators		
PRODUCT	IT Clients, Advanced Solutions and Services (the latter mainly provided by the reseller)		
VALUE PROPOSITION	RESELLER <ul style="list-style-type: none"> • instant collection of the margin • no issue on revenue recognition • no constraints to the product mix in the offer • possibility to bundle its services 	ESPRINET <ul style="list-style-type: none"> • instant collection of the margin • no issue on revenue recognition • no constraints to the product mix in the offer • flexibility in defining the residual value of the products • possibility of refurbishing and reselling end-of-life products • end user knowledge to provide further value pools 	FINANCIAL ENTITY <ul style="list-style-type: none"> • expansion of the database of end users by leveraging the sales network of resellers of Esprinet • converting part of the go-to-market into a variable cost model
INVESTMENT		<ul style="list-style-type: none"> • innovative IT platform to run the process entirely online (done) • agreements with financial companies (done) • organization of the credit department for initial checks (done: further support if needed) • hiring of a pool of specialized salespeople (in progress) 	
PROFIT		<ul style="list-style-type: none"> • grab a part of the financial margin • grab the profit coming from end-of-life mgmt 	
RISK	A disruptive profitability opportunity with a risk profile mostly linked to the creation of a pool of specialized salespeople and credit risk residing only on the residual, and tentatively zero portion of contracts retained on Esprinet accounts		

KPI

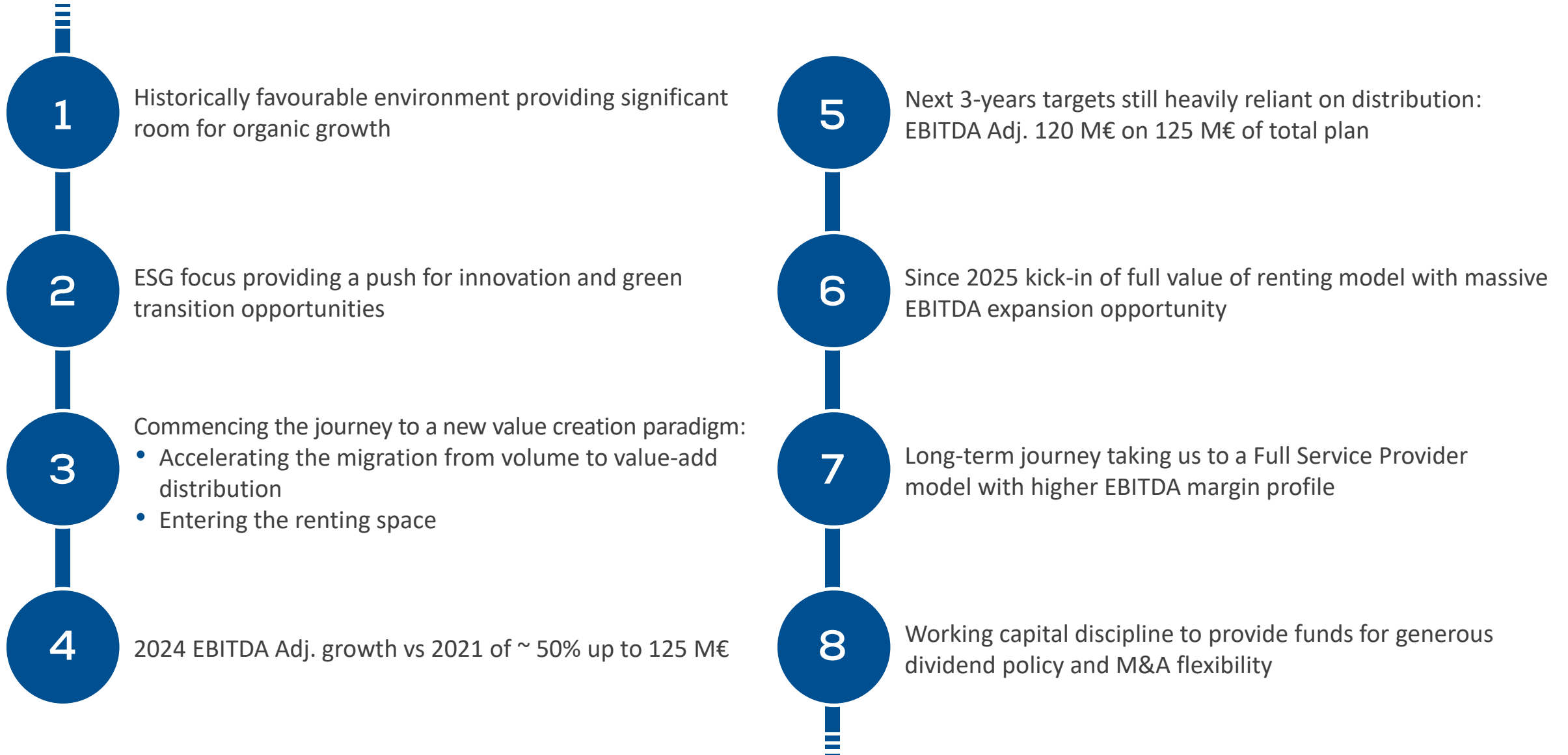
Adj. EBITDA evolution



EXECUTIVE SUMMARY



Executive Summary

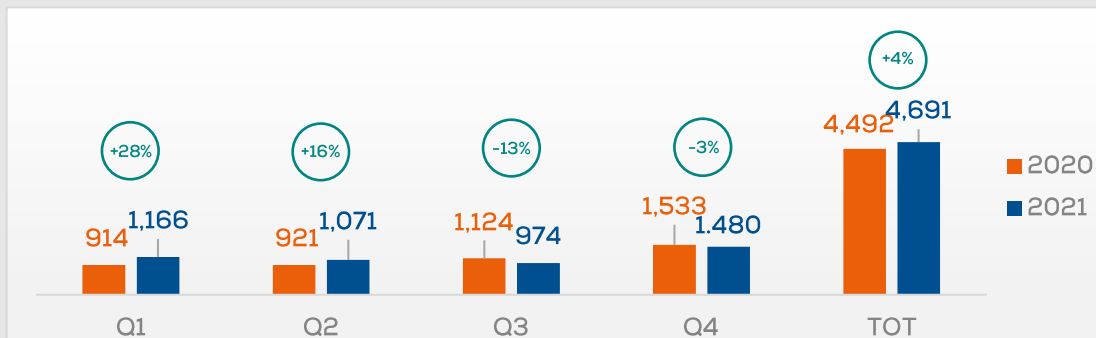


FY 2021 Performance

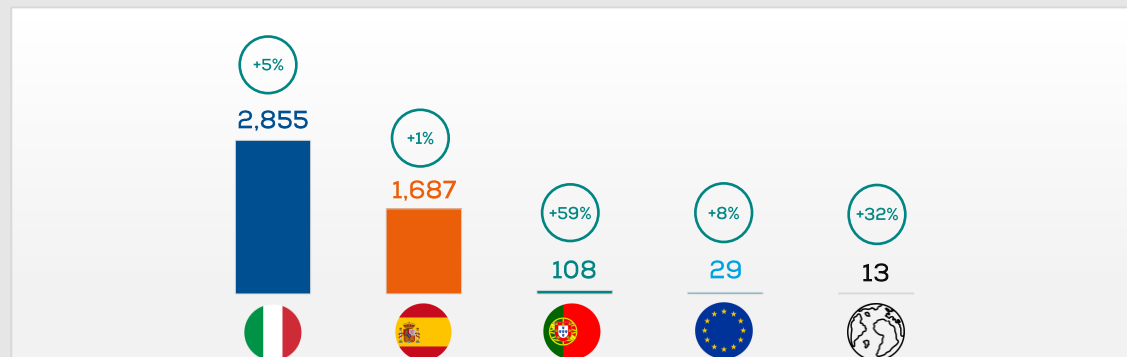


FY 2021 Results at a glance

SALES BY QUARTER



SALES BY GEOGRAPHIES



GROSS PROFIT

+20%
yoy

232.9 M€

4.96%
on sales

EBITDA ADJ.

+25%
yoy

86.1 M€

1.84%
on sales

NET INCOME

+39%
yoy

44.1 M€

0.94%
on sales

CASH CONVERSION CYCLE

13 days

ROCE

20.5%

NET FINANCIAL POSITION

227.2 M€ (cash positive)

GUIDANCE 2021 → Sales > 4,6 B€ Ebitda Adj. > 83M€

Historical record of profitability and targets exceeded

P&L FY & Q4 2021

Full Year

(M/€)	31/12/2021	31/12/2020	Var. %
Sales from contracts with customers	4,690.9	4,491.6	4%
Gross Profit	232.9	194.5	20%
<i>Gross Profit %</i>	<i>4.96%</i>	<i>4.33%</i>	
EBITDA adj.	86.1	69.1	25%
<i>EBITDA adj. %</i>	<i>1.84%</i>	<i>1.54%</i>	
EBIT adj.	69.8	54.8	27%
<i>EBIT adj. %</i>	<i>1.49%</i>	<i>1.22%</i>	
EBIT	68.4	47.6	44%
<i>EBIT %</i>	<i>1.46%</i>	<i>1.06%</i>	
Net Income	44.1	31.8	39%
<i>Net Income %</i>	<i>0.94%</i>	<i>0.71%</i>	

Q4

(M/€)	Q4 2021	Q4 2020	Var. %
Sales from contracts with customers	1,480.1	1,532.5	-3%
Gross Profit	67.1	65.8	2%
<i>Gross Profit %</i>	<i>4.53%</i>	<i>4.29%</i>	
EBITDA adj.	28.3	27.5	3%
<i>EBITDA adj. %</i>	<i>1.91%</i>	<i>1.79%</i>	
EBIT adj.	24.1	23.9	1%
<i>EBIT adj. %</i>	<i>1.63%</i>	<i>1.56%</i>	
EBIT	23.5	20.1	17%
<i>EBIT %</i>	<i>1.59%</i>	<i>1.31%</i>	
Net Income	15.5	14.3	8%
<i>Net Income %</i>	<i>1.05%</i>	<i>0.93%</i>	

Drill down on FY 2021 Sales

FY 2021: 4,690.9 M€ (+4% vs 4,491.6 M€ in FY 2020)



BY GEOGRAPHY

Esprinet		Market ^(*)
2,855 M€ Italy	5% ▲	5% ▲
1,687 M€ Spain	1% ▲	5% ▲
108 M€ Portugal	59% ▲	10% ▲
42 M€ Other (+15%)		



BY PRODUCT CATEGORY

Esprinet		Market ^(*)
2,404 M€ IT Clients	-1% ▼	3% ▲
1,560 M€ Consumer Electronics	2% ▲	8% ▲
874 M€ Advanced Solutions	46% ▲	6% ▲

-147 M€ IFRS15 and other adjustments

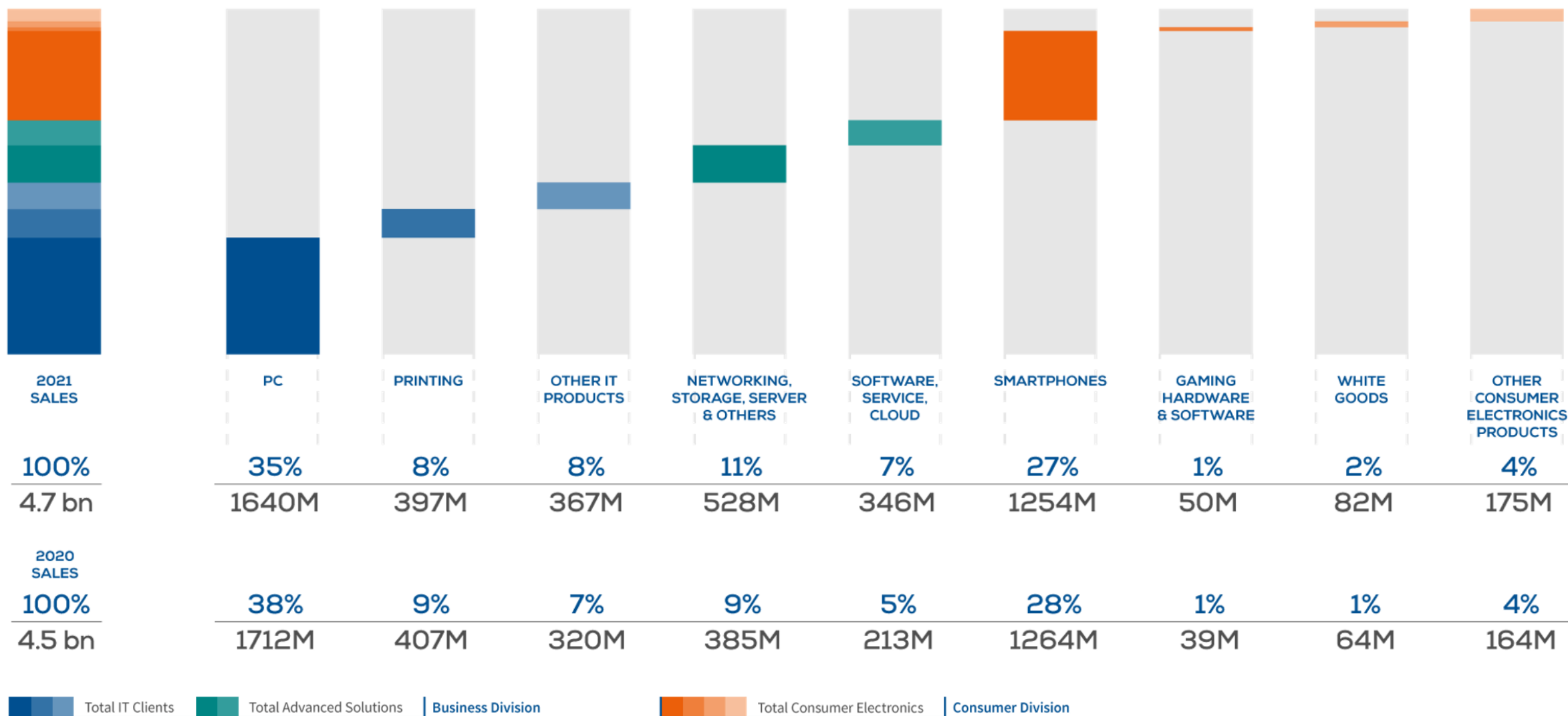


BY CUSTOMER TYPE

Esprinet		Market ^(*)
2,190 M€ Retailers & E-tailers	-1% ▼	6% ▲
2,648 M€ IT Resellers	12% ▲	5% ▲

-147 M€ IFRS15 and other adjustments

Sales Mix



IFRS15 and other adjustment (147) M€ in 2021, (75) M€ in 2020

Balance sheet summary

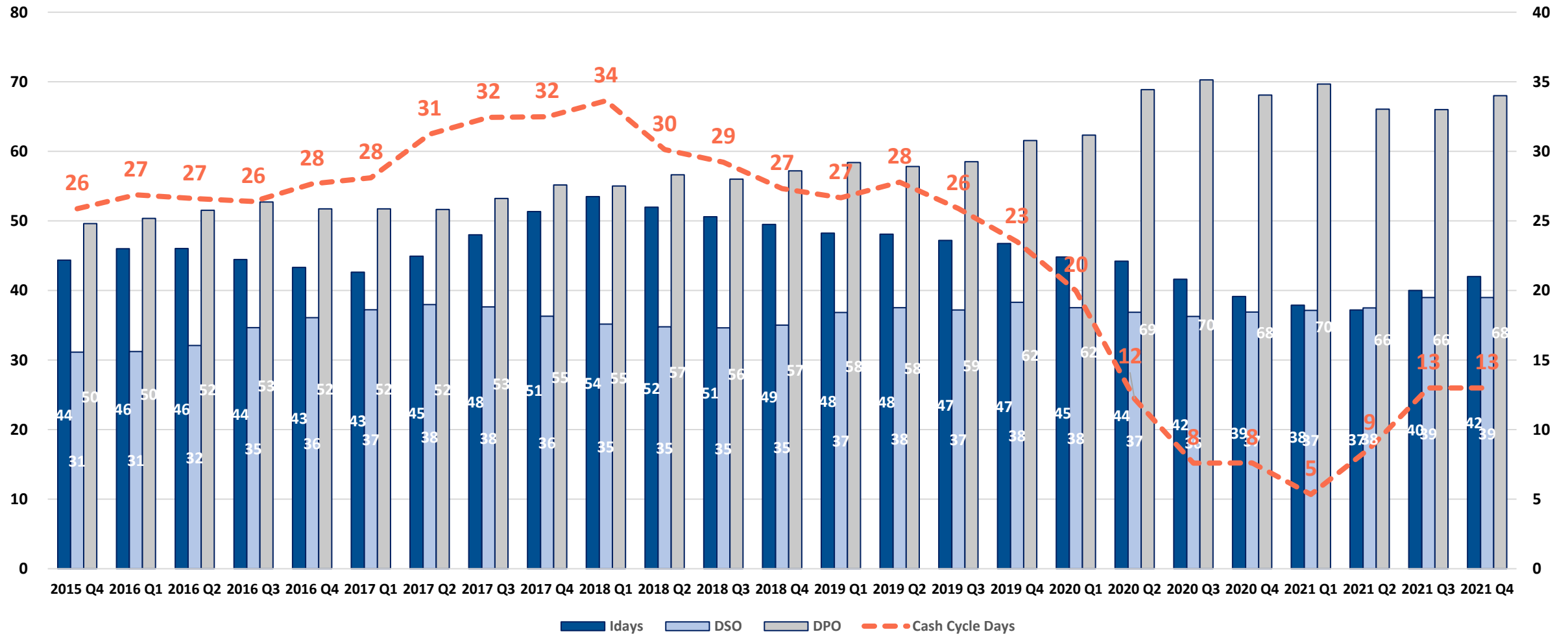
(M/€)	31/12/2021	31/12/2020	30/09/2021
Fixed Assets	137.7	137.0	140.6
Operating Net Working Capital	(75.8)	(121.0)	344.3
Other current asset (liabilities)	12.1	(9.9)	3.0
Other non-current asset (liabilities)	(22.6)	(19.9)	(24.3)
Net Invested Capital [pre IFRS16]	51.4	(13.7)	463.6
RoU Assets [IFRS16]	107.5	99.9	108.9
Net Invested Capital	158.9	86.2	572.5
Cash	(491.5)	(558.9)	(117.7)
Short-term debt	18.3	18.2	86.5
Medium/long-term debt ⁽¹⁾	146.9	145.4	130.2
Financial assets	(13.0)	(10.3)	(11.5)
Net financial debt [pre IFRS16]	(339.3)	(405.6)	87.4
Net Equity [pre IFRS16]	390.7	391.9	376.2
Funding sources [pre IFRS16]	51.4	(13.7)	463.6
Lease liabilities [IFRS16]	112.1	102.9	113.4
Net financial debt	(227.2)	(302.8)	200.8
Net Equity	386.1	389.0	371.7
Funding sources	158.9	86.2	572.5

⁽¹⁾ Including the amount due within 1 year

⁽²⁾ Net financial debt pre IFRS 16

- Net Invested Capital as of December 31, 2021 stands at 158.9 M€ and is covered by:
 - Shareholders' equity, including non-controlling interests, for 386.1 M€ (389.0 M€ as of December 31, 2020)
 - Cash positive for 227.2 M€ (positive for 302.8 M€ as of December 31, 2020)
- Cash positive (pre IFRS 16) for 339.3 M€ (positive for 405.6 M€ as of December 31, 2020)
- Dividend proposal of 0,54 Euro per share, a total projected distribution of ~ 27 M€
 - Stable against 2020 dividend. We remind that 2020 was the sum of 2019+2020 as 2019 dividend payment was suspended and recovered in 2020
 - Pay-out at ~ 60% within a policy of at least 50% pay-out

Working Capital Metrics 4-qtr average

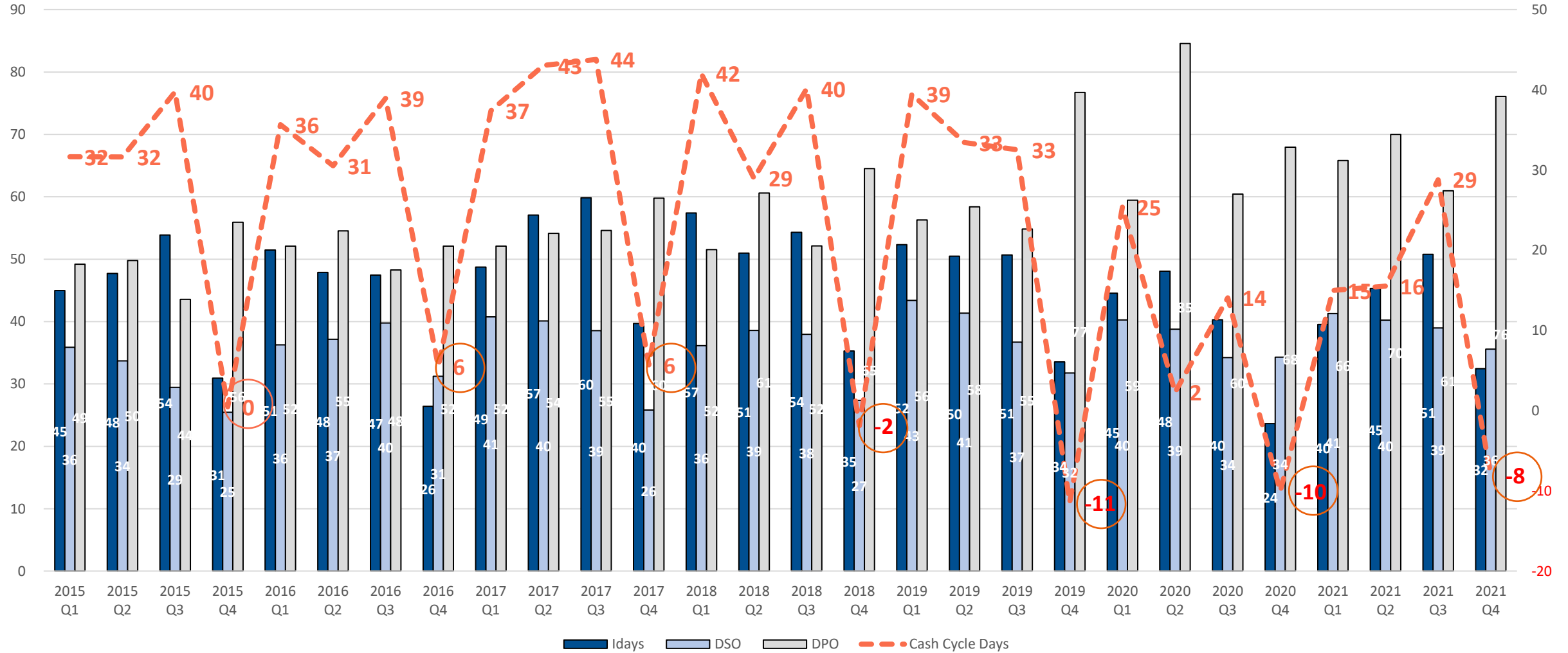


Idays (Inventory Days): 4-qtr average of (quarter-end Inventory / quarterly Sales * 90)

DSO (Days of Sales Outstanding): 4-qtr average of (quarter-end Trade Receivables / quarterly Sales * 90)

DPO (Days of Purchases Outstanding): 4-qtr average of (quarter-end Trade Payables / quarterly Cost of Sales * 90)

Working Capital Metrics quarter-end

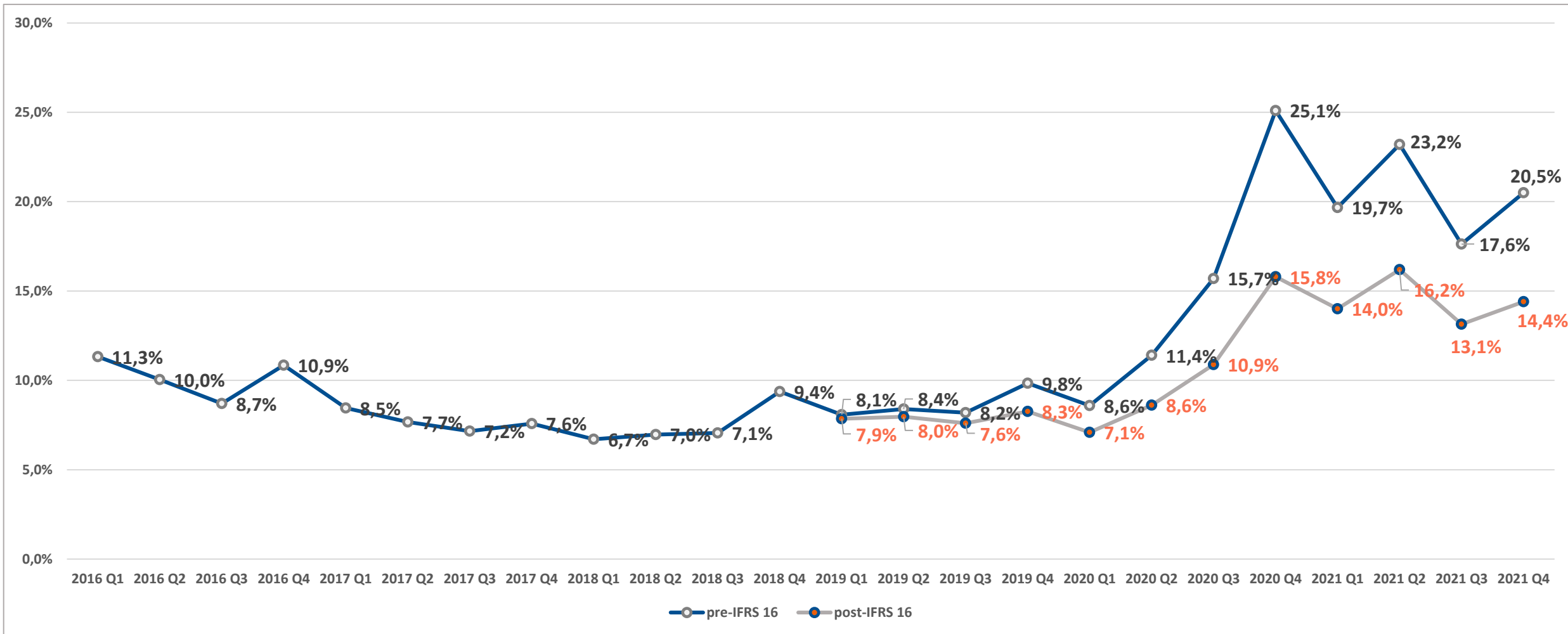


Idays (Inventory Days): $\text{quarter-end Inventory} / \text{quarterly Sales} * 90$

DSO (Days of Sales Outstanding): $\text{quarter-end Trade Receivables} / \text{quarterly Sales} * 90$

DPO (Days of Purchases Outstanding): $\text{quarter-end Trade Payables} / \text{quarterly Cost of Sales} * 90$

ROCE evolution



Average Capital Employed last 5 quarters: equal to the average of “Loans” at the closing date of the period and at the four previous quarterly closing dates

NOPAT Adj last 4 quarters: equal to the sum of the EBIT of the last four quarters less adjusted taxes.

ROCE: NOPAT Adj last 4 quarters / Average Capital Employed last 5 quarters

Focus on ESG



CORPORATE OVERVIEW

4.7 BILLION
euro Sales
(+4,4% vs 2020)

**LEADER IN
SOUTHERN EUROPE**
(Italy, Spain and Portugal)

New
ESG CENTRIC STRATEGY

ESG TARGET
in the Remuneration Policy



ENVIRONMENTAL PERFORMANCE

**CLIMATE
NEUTRALITY**
for the Group direct
and indirect energy
emissions

**PACKAGING
SUSTAINABILITY
PROGRAM**
100% recyclable
packaging

LEED PLATINUM CERTIFICATION
of the Vimercate and Madrid offices
LEED SILVER CERTIFICATION
of the Zaragoza offices

Participation in
**COMPENSATION
PROJECTS**
in different geographies
of the world



SOCIAL PERFORMANCE

1,720
EMPLOYEES

GREAT PLACE TO WORK
certification renewal

New process of
PERFORMANCE DEVELOPMENT

RESKILL
training



LOCAL INITIATIVES

Expansion
FOR-TE PROJECT

"ADOTTA UNA SCUOLA"
project against cyberbullying

"COSTRUIAMO IL FUTURO"
award to support local entities

"FOR-LAV"
project addressed to people
with social difficulties

OUTLOOK 2022



Supply

H1-2021 experienced high product availability whilst H2 experienced strong tensions.

According to all market analysts and from conversations with major IT vendors, product availability is still expected to be challenged during the first and partially the second quarter and expected to be mostly back to normal from the third quarter onwards therefore paving the way for a better 2022 than 2021 in terms of total shipments.

Consumer Demand

Sector analysts foresee a first part of the year in which the dynamics of demand in the consumer segment should be less lively considering energy-driven inflation impacting disposable income levels.

Russian invasion of Ukraine is potentially driving a further reduction of consumer sentiment.

As these factors ease-up, the move towards normalcy should trigger the unwinding of the excess of savings thus providing support for demand.

Inflation

Inflation is embedded into end-user list prices and is normally transferred downstream to our customers, so typically has no impact on our P&L.

We are experiencing rising energy prices, but the overall energy consumption of the Group is limited so the impact is not expected to be particularly significant. Freight costs are growing but are partially transferred to customers so again a limited impact is expected.

A higher impact might arise in case of minimum wage increases.

Business and Government Demand

The dynamics of demand in the business segment are generally expected to be more sustained, with a further acceleration during the year as the public administration projects financed by NextGenEU become fully operational.

January & February

The distribution market in January and February fails to maintain the growth levels of 2021 even if Spain is performing better than Italy and February was better than January.

The boom in consumer sales in Q1 '21 makes the comparison with 2022 challenging but on the other side the business segment is in good shape.

2022 started with record levels of customer backlogs.

Advanced Solutions

In 2021 Advanced Solutions sales topped 870 M€ growing by 46% compared to 2020 in a market that grew by 6%.

Cloud solutions sales in 2021 were up to 141 M€ growing by 183%.

The Group continues to be focused on increasing the revenue weight of these business lines with higher added value and the performance in the first 2 months of 2022 is extremely good.

Renting

The organization in Italy is fully set-up and reseller recruitment is ongoing with very promising acceptance rates.

A good pipeline of opportunities has already been created and few hundred thousands euros of contracts already won.

At the beginning of Q2 '22 the program will also be launched in Spain.

M&A activity

Preliminary analysis began aimed at entering other geographies of Western Europe on the business lines with the highest added value and in particular in the "Advanced Solutions" segment.

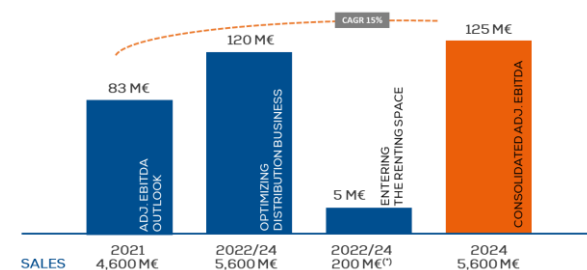
We keep on looking at opportunities in Southern Europe in high margin areas in Peripherals as well.

Profitability increase

The first two months of the year confirm the effectiveness of the business model adopted despite the presence of a more challenging market as expected and **the Group therefore expects to be able to obtain a further increase in profitability in the course of 2022, in line with the provisions of the Strategic Plan presented to the financial community on November 2021**

The Group is committed to the implementation of the industrial plan 2022-2024 which stands confirmed

2022-2024 SALES UP TO 5.6 B€ and ADJ. EBITDA UP TO 125 M€



(*) Transacted volumes of FY 2024: revenues are booked as part of the 5.6 M€ expected in the same year

- A business model revolution moving into a much higher margin space paving the way, giving the intrinsic structure of the rental program, to future massive profitability improvements
- Target 2024: increase by roughly 50% our Adj. EBITDA to more than 125 M€ (CAGR 15%)
- Capital employed optimization a prerequisite: aiming at keeping the Cash Cycle below 18 days
- Solid cash generation and net financial position to support a generous dividend policy and new acquisitions

The Group is focused more on increasing the weight of the revenues of the higher value-added business lines rather than on conquering further market shares at any cost on less profitable customers and products.

Targets in May

Given, however, the considerable level of uncertainty in the macroeconomic scenario, in the levels of aggregate demand and on the precise timing of the return to normality of product supplies, **the Group will present the revenue and profitability guidance for the year 2022 in the next month of May** with the presentation of the first quarter results.

Thank you

GRAZIE • GRACIAS • OBRIGADO • DANKE • MERCI • 감사 • 謝謝 • 感謝



ANNEX



GOVERNANCE



Our Vision, Mission & Values

OUR VISION

**MAKE LIFE EASIER
FOR PEOPLE AND
FOR ORGANISATIONS**

We believe that technology enriches everyone's everyday life, which is why we strive to expand and facilitate its distribution and use.

OUR MISSION

**BE THE KEY POINT OF
CONTACT BETWEEN
MANUFACTURES, RESELLERS
AND TECHNOLOGY USERS**

We want to create value for these key stakeholders and for those who work with us through a strategy of constant, shared growth based on an innovative distribution model.

OUR VALUES

-  **RELIABILITY**
-  **BRAVERY**
-  **QUEST OF EXCELLENCE**
-  **CUSTOMER CENTRICITY**
-  **TEAMWORK**
-  **CREATIVITY**
-  **RESPONSIBILITY**
-  **LISTENING**

Maurizio Rota

Maurizio Rota, was born in Milan on 22 December 1957. After early professional experience as Sales Supervisor for companies operating in the Information Technology field, he founded Micromax in 1986, serving as the Company Chairman. He developed and consolidated the company up to 1999, focusing in particular on relations with major manufacturers, and making a decisive contribution to the implementation of the company's business strategies. Following the formation of Esprinet in the year 2000, as a result of the merger of the companies Celio, Micromax and Compel, he served as Managing Director and later as Vice Chairman and Chief Executive Officer. Mr. Rota is the Chairman of the Esprinet Group.



Alessandro Cattani

Alessandro Cattani, was born in Milan on 15 August 1963. After completing his degree in electronic engineering at Politecnico in Milan, he earned a MBA ("CEGA" at the Bocconi University in Milan). He began his professional career in the holding company of an Italian industrial group where, until 1990, he served as Executive Director of the company which had the task of managing the group's information technology. From 1990 to 2000 Mr. Cattani worked in a consulting company. Since November 2000 he has been serving Esprinet as Chief Executive Officer of the Group.



Board Of Directors



4 Men



5 Women

NAME	POSITION	EXECUTIVE	INDEPENDENT	CONTROL AND RISK COMM.	REMUNERATION AND NOMINATION COMM.	COMPETITIVENESS AND SUSTAINABILITY COMM. (*)	INDEPENDENT RELATED PARTY TRANSACTIONS COMM.
Maurizio Rota	Chairman						
Marco Monti	<u>Deputy Chairman</u>						
Alessandro Cattani	CEO	•				•	
Angelo Miglietta	<u>Director</u>		•	•	•		•
Renata Maria Ricotti	<u>Director</u>		•	•	•		•
Emanuela Prandelli	<u>Director</u>		•		•		
Angela Sanarico	<u>Director</u>		•	•			•
Chiara Mauri	<u>Director</u>		•			•	
Lorenza Morandini	<u>Director</u>		•			•	

(*) Giovanni Testa, Chief Operating Officer of Esprinet, is the fourth member of the committee

Code of Ethics

The Code of Ethics applies to all activities carried out by or in the name and on the behalf of Esprinet S.p.A. and its subsidiaries.

The Code of Ethics:

- establishes the guidelines of conduct and regulates the set of rights, duties and responsibilities that the Group expressly assumes with its stakeholders;
- defines the ethical criteria adopted for a correct balance between expectations and stakeholder interests;
- contains principles and guidelines for conduct in areas of potential ethical risk.

Code of Conduct

The Esprinet Group wishes to establish trade relations with its vendors and business partners based on transparency, correctness and business ethics. The development of transparent and lasting relationships with vendors, attention to quality, safety and respect for the environment and compliance with existing regulations are objectives to be pursued with a view to consolidating the value created in favour of stakeholders.

Therefore, in connection with the Code of Ethics adopted by Esprinet S.p.A. and its subsidiaries, the Group has defined a Code of Conduct designed to guide relations throughout its supply chain.

"231" Organisation Model

This document, entitled "Organisation and Management Model pursuant to "Legislative Decree 231/2001" (hereinafter called "the Model"), has been drawn up to implement the terms of ss. 6.1.a and 6.1.b, 6.2, 7.2 and 7.3 of Legislative Decree no. 231 of 08.06.2001 (hereinafter called "the Decree").

The Model is the management reference document which institutes a corporate prevention and control system designed to prevent the offences specified in the Decree from being committed.

The Ethical Code enclosed summarizes the values, correctness and loyalty by which the Esprinet Group is inspired and constitutes the base of our Organizational, Administrative and Control Models. The Code has been adopted by the company in order to prevent any occupational hazards or risks in view of the D. Lgs. 231/2001 law.

On April 15th, 2020 the companies Board of Directors accepted a new and updated version of the Organizational, Administrative and Control Models which substitutes the previous version approved on September 11th, 2018.

Esprinet Spa listed in the STAR Segment* voluntarily adhere to and comply with strict requirements

- High transparency, disclosure requirements and liquidity (free float of minimum 35%)
- Corporate Governance in line with international standards

**The market segment of Borsa Italiana's equity market (MTA-Mercato Telematico Azionario). Dedicated to mid-size companies with a capitalization less than 1.0 euro/bln*

Major requirements for shares to qualify as STAR status

Esprinet is fully compliant⁽¹⁾ with the Code of self-discipline (Corporate Governance Code).

⁽¹⁾ With minor exceptions which are explained as permitted by the Code in the "Corporate Governance" section of the society

- Interim financial statements available to the public within 45 days from the end of first, third and fourth quarter
- Make the half-yearly report available to the public within 75 days of the end of the first half of the financial year
- Favourable auditor's report on their latest individual and consolidated annual financial statements
- Consolidated annual financial statements not challenged by Consob
- Bi-lingual publication on the websites
- Mandatory presence of a qualified investor relator and a "specialist"
- Adoption of the models provided for in art. 6 of Leg Decree 231/2001
- Application of Corporate Governance Code
- Additional requirements in the article 2.2.3 of Borsa Italiana guidelines



Shareholders & Analyst Coverage

DECLARANT & DIRECT SHAREHOLDER	% ON ORDINARY CAPITAL	% ON VOTING CAPITAL
Francesco Monti	16.16%	16.16%
Giuseppe Calì	11.26%	11.26%
Axopa S.r.l. (Maurizio Rota and Alessandro Cattani)	9.79%	9.79%
Mondrian Investment Partners Limited	5.06%	5.06%
Own shares	3.00%	3.00%
Free float	54.73%	54.73%

Italian Stock Exchange (PRT:IM)

Number of shares: 50.93 million

YTD Average volume of 396,519 shares per day (*)

(*) Period: January 1 – December 31, 2021



Thank you

GRAZIE • GRACIAS • OBRIGADO • DANKE • MERCI • 감사 • 謝謝 • 感謝

