



esprinet®

enabling your tech experience

SUSTAINABILITY 2021

Executive Summary



Letter to stakeholders

The Esprinet Group is committed to the creation of sustainable value over time and believes that in order to achieve this result, it must balance the interests of shareholders with those of other stakeholders such as customers, suppliers, employees, bodies and associations in the reference territory.

This vision inspires both the formulation of the strategy and the subsequent operations.

Investors are increasingly asking companies to make a serious commitment to ESG (Environmental, Social, Governance) issues, and consequently the Group has been setting targets for some time now, including numerical ones, on various metrics that can indicate our path for improving on these issues as objectively as possible.

Even more important, however, is the Group's parallel commitment to improving working conditions for its employees, in the firm belief that human capital is increasingly the key differentiating factor for long-term success.

Lastly, the Group is beginning to identify ESG practices as a further differentiator from competitors and as a real contributor to obtaining concrete commercial advantages.

The combination of investor pressure, the centrality of human capital and the opportunities, including business opportunities, increasingly offered to economic operators with a strong ESG culture have inspired and will increasingly guide business decisions.



Alessandro Cattani

Chief Executive Officer and member
of the Competitiveness and Sustainability
Committee



Maurizio Rota

Chairman and member
of the Competitiveness and Sustainability
Committee

About us

We are enablers
of the tech ecosystem
with a profound calling
to social and environmental
sustainability.

In order to promote tech-democracy and go with people and businesses on their digitalisation journey, we bring to Europe a complete range of consultancy, IT security, services and products for sale or rent through an extensive network of professional resellers.

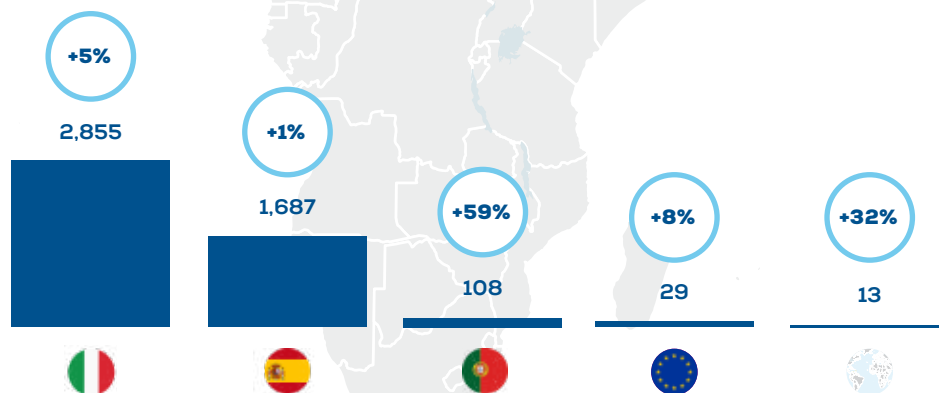
LEADER IN SOUTHERN EUROPE

(Italy, Spain and Portugal)

4.7 BILLION
euro of revenues
(+4.4% vs 2020)



Revenues by geographies



Our way of being

We want to be the key point of contact between manufacturers, resellers and technology users.

Vision

Esprinet wants to make life easier for people and for organisations. The Group is committed to expanding and facilitating the distribution and use of technology because it believes that it enriches everyone's daily life.

Group Values



AFFIDABILITÀ
(Reliability)
BE ACCOUNTABLE



COLLABORAZIONE
(Teamwork)
BE TOGHETER



CORAGGIO
(Bravery)
BE DARING



CREATIVITÀ
(Creativity)
BE SURPRISING



ORIENTAMENTO
AL CLIENTE
(Customer centricity)
BE RESPONSIVE



RESPONSABILITÀ
(Responsibility)
BE CARING



RICERCA
DELL'ECCELLENZA
(Quest of excellence)
BE EMPOWERED



ASCOLTO
(Listening)
BE INCLUSIVE

ESG strategy

Our value journey is strongly based on ESG centrality

Growth and innovation generated through an **integrated and sustainable business approach**



ETHICAL MOTIVATION

The ESG principles are consistent with the value system of the BoD and the management team



BUSINESS OPPORTUNITIES

There are great market opportunities in “environmentally- friendly” product lines such as e-mobility, or in some NRRP- funded projects



INNOVATION INCENTIVE

Doing business with an ESG commitment is more difficult, but it fuels innovation and in the medium term it offers opportunities to generate more value



ACCESS TO NEW FINANCIAL SOURCES

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



REDUCING THE RISK PROFILE

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

The market

Day by day, we operate on the market with the aim of confirming ourselves as leaders in the reference sectors and creating value in a safe and lasting way.

Our development strategy is based on an approach to business, a source of growth and innovation, which integrates ESG aspects into the business.

How we act



AFFIDABILITÀ
(Reliability)
BE ACCOUNTABLE

We are the company you can trust.

We keep our promises. Loyalty, integrity and transparency are the foundations on which we want to build our credibility and success.



**ORIENTAMENTO
AL CLIENTE**
(Customer centricity)
BE RESPONSIVE

We listen to the world we are part of.

We want to build the perfect path that meets every need, which is why we take on new challenges together with our customers to create winning results.



**RICERCA
DELL'ECCELLENZA**
(Quest of excellence)
BE EMPOWERED

We give strength to future projects.

We are committed to becoming bigger and more competent every day, to be ready to overcome the challenges of ever-changing markets. We want to be entrepreneurs at the service of the best business projects.



Performance 2021

€4.7 **billion revenues**
(+4.4% vs 2020)

€232.9 **mln gross margin**
(+19.7% vs 2020)

€68.4 **mln EBIT**
(+43.6% vs 2020)

€44.1 **mln net income**
(+38.7% vs 2020)

We aim to affirm a strong environmental culture, in the absolute belief that respect for the environment is an essential value for guiding everybody's lifestyle towards a more sustainable future.

How we act



CREATIVITÀ
(Creativity)
BE SURPRISING

We give shape to innovation.

We want to create increasingly original and surprising solutions, in a continuous search for new ways to think and act.



RESPONSABILITÀ
(Responsibility)
BE CARING

We believe that technologies are a common good.

Every day, we contribute to making them increasingly available to everyone to offer an equal opportunity to know, participate, share and live valuable experiences.



Performance 2021

CLIMATE NEUTRALITY

for the Group's direct and indirect energy emissions

PACKAGING SUSTAINABILITY PROGRAMME

100% recyclable packaging

LEED PLATINUM CERTIFICATION

of the Vimercate and Madrid offices

LEED SILVER CERTIFICATION

of the Zaragoza office

Support for **OFFSETTING PROJECTS**
in different areas of the world

We consider human resources a primary importance in pursuing Group objectives. The management and development model of our people mainly aims to motivate and enhance all employees by helping grow their skills, in line with its business development strategy.

How we act



COLLABORAZIONE
(Teamwork)
BE TOGHETER

We know that together is better, which is why we're all on the pitch together.

We believe in teamwork, collective thinking, the value of differences, and the relationship between different abilities, aspirations and skills.



ASCOLTO
(Listening)
BE INCLUSIVE

We are all different, but we create a single reality.

We believe in enhancing each person. We are always listening to the requirements, opinions and needs that can help make us a better company.



Performance 2021

1,720 employees

89% employees hired with permanent contracts

54% employment of females

381 hirings

28,333 training hours provided in 2021

Certification renewal

GREAT PLACE TO WORK

Activities

We firmly believe in respecting and enhancing the territory in which it operates, protecting its environmental and cultural heritage and contributing to the economic well-being and growth of communities.

How we act



CORAGGIO
(Bravery)
BE DARING

*We sail the open seas
to discover new horizons.*

We know that taking action also means running the risk of making mistakes, fully understanding that the same mistakes can become opportunities.



Performance 2021

€172,610

donations for associations, foundations
and hospitals or bodies for medical and scientific
research and solidarity projects

Expansion **FOR-TE PROJECT**

ADOPT A SCHOOL
project against cyberbullying

COSTRUIAMO IL FUTURO award
in support of territorial companies

FOR-LAV PROJECT for people
with social difficulties



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