

EMPOWERING TECH OUR SUSTAINABLE GROWTH MODEL

EXECUTIVE SUMMARY 2024



SUMMARY OF GROUP RESULTS FOR THE FINANCIAL YEAR 2024

Letter from the Chairman

The Group has achieved important milestones, returning to year-on-year growth, albeit in a volatile and uncertain economic and geopolitical scenario. Our performance has shown that significant investments in the entire organisation towards a clear strategic repositioning, are producing positive results.

In 2024, we made tangible progress on our sustainability journey towards environmental, social and governance commitments with actions integrated into the Group business model.

Building on the achievements and initiatives undertaken in 2024, the Group is ready to face the challenges of 2025 and the coming years. Thanks to our stable and long-lasting network of relationships with customers, suppliers, financial institutions, industry and non-industry organisations, and our well-established set of procedures and methodologies, we are equipped to handle the external shocks that the recent past has shown to be increasingly frequent.

The Group has always based its success on the people and the work performed with seriousness and dedication by its more than 1,800 employees. And strengthened by this wealth, it looks to the future with optimism and confidence in its ability to seize new and significant opportunities in the changes and to advance its strategic intent.

I would therefore first like to thank the whole team, but my gratitude also goes to our customers and suppliers, our shareholders and all our stakeholders in general



Maurizio Rota
The Chairman of the Board of Directors

HIGHLIGHTS



4.1 billion euros
in revenues



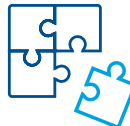
EBITDA +8% vs. 2023



30,000
active customers



850
partner manufacturers



over 1,800
employees



52,8%
gender distribution



219,000 m²
of warehouses dedicated to technology managed

ESPRINET COMMITMENT

Esprinet is the leading distributor of technology and consumer electronics in Southern Europe (Italy, Spain, and Portugal).

With over 850 manufacturers and 30,000 customers, including SMEs, large enterprises, and the public sector, the Group acts as the meeting point between technology creators, resellers, and end users.

In 2024, Esprinet expanded its commitment to the green transition by entering the distribution of sustainability-focused technologies. Through an integrated and complementary model, the Group addresses diverse needs with three distinct brands:

- **Esprinet**, to quickly bring technology to businesses and households, reducing the digital divide;
- **V-Valley**, accelerating the digitalisation of enterprises and public administration through value-added solutions;
- **Zeliatech**, leading the Double Transition with a comprehensive range of environmental and energy sustainability offerings.

In an increasingly challenging market, Esprinet also provides advanced services to manufacturers and resellers, simplifying access to innovation.

Technology
for everyone,
every day.

ESG-CENTRIC STRATEGY

Esprinet ESG-centric strategy positions sustainability as an essential driver of innovation and shared development.

The Group commitment translates into a responsible business model that combines managerial excellence with the promotion of its core values. Esprinet addresses global challenges such as climate change and social inequalities with responsibility and vision, strengthening the link between technology and sustainability. To achieve this, the Group:

- promotes **digital inclusion**;
- leads the **double transition** (merging technological-digital and environmental transitions);
- supports **sustainable mobility**, through concrete actions to protect the planet and reduce environmental impact;
- values the **talents** of every individual, building collaborative teams;
- supports **communities** by donating time and resources;
- acts with **transparency, fairness, and professionalism** towards all stakeholders.

Our journey is
one of continuous
improvement,
aimed at building,
together, a more
equitable, digital,
and sustainable
future.



VALUE CHAIN

The Group value chain is highly globalised, consisting of a **complex network of relationships among various actors involved at different stages of the supply flow of products and services**: from the sourcing of raw materials to delivery and eventual disposal by end users.

We are committed to remaining the key point of reference among technology manufacturers, resellers, and users.



CLIMATE CHANGE MITIGATION

Esprinet continues to strengthen its commitment to climate change mitigation, aiming for an increasingly efficient and sustainable operating model.

The objective is to reduce **Scope 1 and 2 (location-based) emissions by 12.6% by 2027**, through tangible investments and strategies aligned with SBTi (Science-Based Targets initiative) criteria.

Key Initiatives in 2024

Activation of **photovoltaic systems** at Cambiago and Tortona – with the first already operational, cutting emissions by 211 tCO₂e per year, amounting to over 5,000 tCO₂e saved over 25 years.
The new **LEED® Gold-certified logistics hub in Tortona** features LED lighting systems and a high-efficiency climate control system.

Through **Zeliatech**, Esprinet drives the **Double Transition** – both digital and green – by distributing solutions for photovoltaics, e-Mobility, smart building, and sustainable data centres.
In terms of **sustainable mobility**, 59% of the company fleet now consists of low-emission vehicles (<50 g CO₂/km), with a target of reaching 75% by 2027.

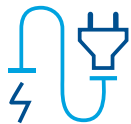
Finally, through its **Nilox** brand, we market environmentally friendly personal mobility devices, in particular **electric bikes and scooters**, contributing to the indirect reduction of greenhouse gas emissions produced by end consumers.

We are proud to have been recognised by CDP (Carbon Disclosure Project), the global organisation that assesses corporate environmental performance. Our score has risen to a “B” rating, reaffirming Esprinet’s commitment to the responsible management of climate impact.

HIGHLIGHTS



CDP Rating: B
for climate and B for water security



98%
of electricity purchased from renewable sources

>95%
of electricity purchased from renewable sources in the three-year period 2025-2027

CONCRETE ACTIONS IN SUPPORT OF THE CIRCULAR ECONOMY

Sustainable packaging: less plastic, greater responsibility

With its Packaging Sustainability Programme, Esprinet has eliminated virgin plastic from warehouse packaging, focusing on innovative and circular materials. Today, **100% of packaging materials used in Italy are made from recycled or recyclable materials**, all FSC-certified. FSC Chain of Custody (CoC) certification ensures the traceability of materials, guaranteeing that they come from responsibly managed forests or controlled sources.

The plastic used contains **at least 30% recycled material**, while recycled paper and biodegradable envelopes are used for filling and documentation. In Spain, at the Zaragoza facility, recycled materials are also employed, including airplus and 100% post-consumer bubble wrap. The stretch film used contains 50% regenerated material, and its production just 5.1 km from the logistics hub further reduces transport-related emissions. Pallet covers are made from regenerated HDPE.

Commitments to a shared circular economy

Esprinet continues to strengthen its commitment to circular business models. Through the development of the subsidiary SIFAR's business, we aim to **extend the life cycle of smartphones and tablets** by distributing components and spare parts, **thereby reducing electronic waste**.

Another commitment concerns the support of circular economy projects in cooperation with major suppliers of goods. In doing so, Esprinet will promote **innovative and sustainable practices across the entire supply chain**.

In the logistics area, we continue to **refurbish damaged pallets** within our warehouses through in-house carpentry services, reducing the consumption of new resources and **encouraging material reuse**.



HIGHLIGHTS



Promotion of **innovative and sustainable practices** across the entire supply chain



100% of paper and cardboard purchased from sustainable sources



96.47% of raw materials used for packaging are reused

ACTIVE EMPLOYEE ENGAGEMENT

Active engagement: listening, participation, and empowerment.

The **active engagement** of people is a cornerstone of the company. Through surveys, team-building activities, focus groups, and structured listening sessions, the Group fosters a participatory culture. This approach strengthens the sense of belonging and promotes a fair, stimulating workplace that respects human rights.

Corporate communities: identity, passions and inclusion.

Internal communities provide spaces for dialogue, expression, and inclusion, created to enhance employees’ interests. Sport, music, travel, games, and gastronomy: each community organises events and activities that strengthen bonds between colleagues. Among the most engaging initiatives are the Company Band, the Mundialito football tournament, the Run for Inclusion, and charity races.

Particularly noteworthy is the **DEIB (Diversity, Equity, Inclusion & Belonging) Community**, launched in 2025 to embed inclusion as a concrete and shared value. With 16 Ambassadors across Italy and Iberia, the programme includes training sessions, storytelling initiatives, experiential workshops, and expert-led discussions. The launch event marked the beginning of a cultural change journey, enriched by continuous learning courses and immersive activities using virtual reality technologies.

HIGHLIGHTS - CERTIFICAZIONI



EDGE
Workplace Equity,
Diversity and Gender Equality

“Great Place to Work”

“Top Employer”

TOOLS AND ACTIONS

Welfare, wellbeing, and talent support: the heart of Esprinet HR approach

In 2024, the Group strengthened the **Esprinet4you** programme, introducing targeted benefits to improve employees’ quality of life: welfare bonuses, support for disabilities, contributions for weddings and births, and the new First Home Bonus (starting in 2025).

In terms of **parenthood** support, Esprinet introduced 100% salary integration during optional parental leave; 20 fully paid days for fathers; initiatives such as Welcome Back Interviews and the Family Day.

Esprinet continues its commitment to **mental health** through psychological support services in Italy and Spain, mindfulness and stress management programmes, new services including **Care Manager** assistance, pedagogical support, and consultations on sleep and nutrition.

Training is always at the centre: **€360,000 invested**, Reskill platform and the **Flex Training Week**, with extra-professional courses on yoga, armour, photography and, in 2025, new proposals such as Make-up and Nordic Walking. The **Talent Blossom** project has initiated a cultural transformation in talent management, with initiatives including focus groups, artistic residencies and the upcoming launch of the Talent Manifesto.

Key initiatives include: **internal mobility**, with a dedicated portal integrated into the Success Factors platform; **international job rotation**, to develop transversal skills and strengthen synergies between countries; the **Graduate Program** to attract new talent; the **Generational Board** (active from 2025) to foster intergenerational dialogue and stimulate innovation in HR projects; and the **school-to-work alternation projects** in Italy and Spain, which involve schools, students and company tutors to facilitate young people’s entry into the world of work and enhance the potential of the new generations. Finally, Esprinet remains committed to promoting the **inclusion of people with disabilities** through dedicated projects, hiring initiatives, and increasingly accessible workplaces.

OUR PROJECTS

Project FOR-TE: inclusion that creates value

Launched in 2019, **FOR-TE** is the first delivery service in Italy managed entirely by people with intellectual disabilities. Integrated into Esprinet’s core business, it combines social impact with customer value, providing an efficient and responsible service. Customers can support the project by making a donation to the FOR-TE cooperative at the time of ordering: every contribution **is doubled by Esprinet**, creating a virtuous cycle of shared value.

HIGHLIGHTS



4,323
deliveries completed in 2024



19
individuals employed at the Esprivillage hubs in Cesano Boscone and Cinisello Balsamo



Foundations for workplace inclusion

Esprinet collaborates with **Fondazione Down Saragozza**, **Fondazione ONCE** and **Fondazione ADECCO** to promote the employment inclusion of people with disabilities. In 2023, a traineeship programme was launched, leading to the hiring of three young individuals with disabilities. In 2024, through the **UNIDOS** project, a student with disabilities was welcomed for an internship in the IT sector, further strengthening the Group’s commitment to equal opportunities, autonomy, and social integration.

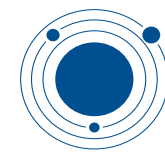
CORPORATE CULTURE

Our corporate culture

Esprinet promotes a visionary corporate culture with clear objectives: **to simplify access to technology and create value for stakeholders, customers, and employees**. The values of listening, collaboration, responsibility, courage, and innovation guide both internal and external relationships, fostering an ethical and inclusive environment.

Sustainability governance: strategic leadership and accountability

The **Board of Directors** oversees the entire ESG process, from the analysis of impacts and risks (IRO) to the validation of material topics. Supporting the Board is the **Competitiveness and Sustainability Committee**, which coordinates stakeholder engagement and the integration of sustainability into the business model. The Group recognises the importance of enhancing board competencies and is considering the introduction of specific training programmes. Esprinet’s adherence to the **UN Global Compact** further strengthens its commitment to human rights, labour standards, environmental protection, and the fight against corruption, promoting transparency and accountability across all areas of operation.



esprinet
GROUP

www.esprinet.com/en/