

WIIT takes your
business above the
clouds

WIIT

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Highlights



7 Regions*
*2 Premium zones | 3 Tier IV DC –
Uptime Institute*



158.6 M€ FY2024 Revenues
+21.9% on FY2023



+200 top clients*
+1,800 midsize clients



58.0 M€ Adj. FY2024 Ebitda
+14.4% on FY2023



18 branches*
of which 9 abroad



15 successful acquisitions*
since 2007



680 Employees*
*454 in the D-A-CH zone (397 Germany, 57
Switzerland) and 226 in Italy*



2017 listed on the Stock Market
since 2019 in the Star segment

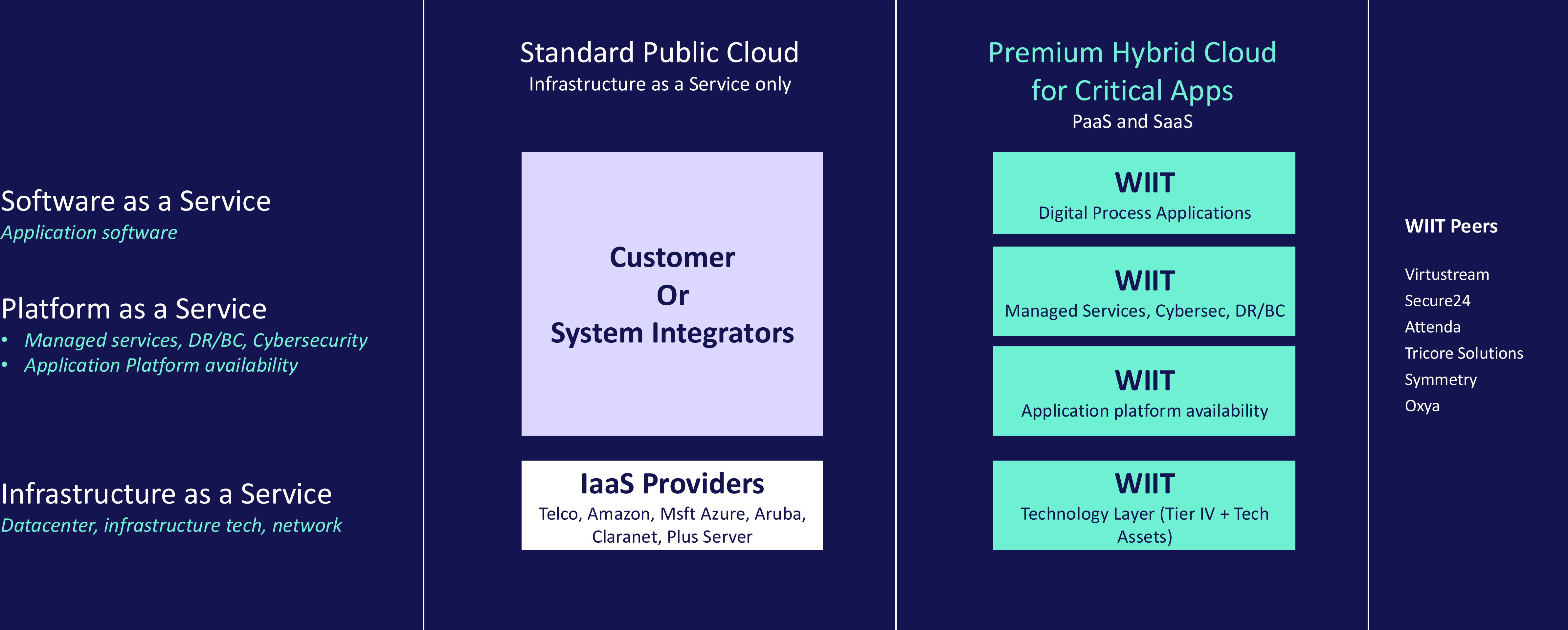
**Including Econis, GEC and Michgehl & Partner acquired in 2024*

Overview

The Premium Cloud for Business Critical Applications



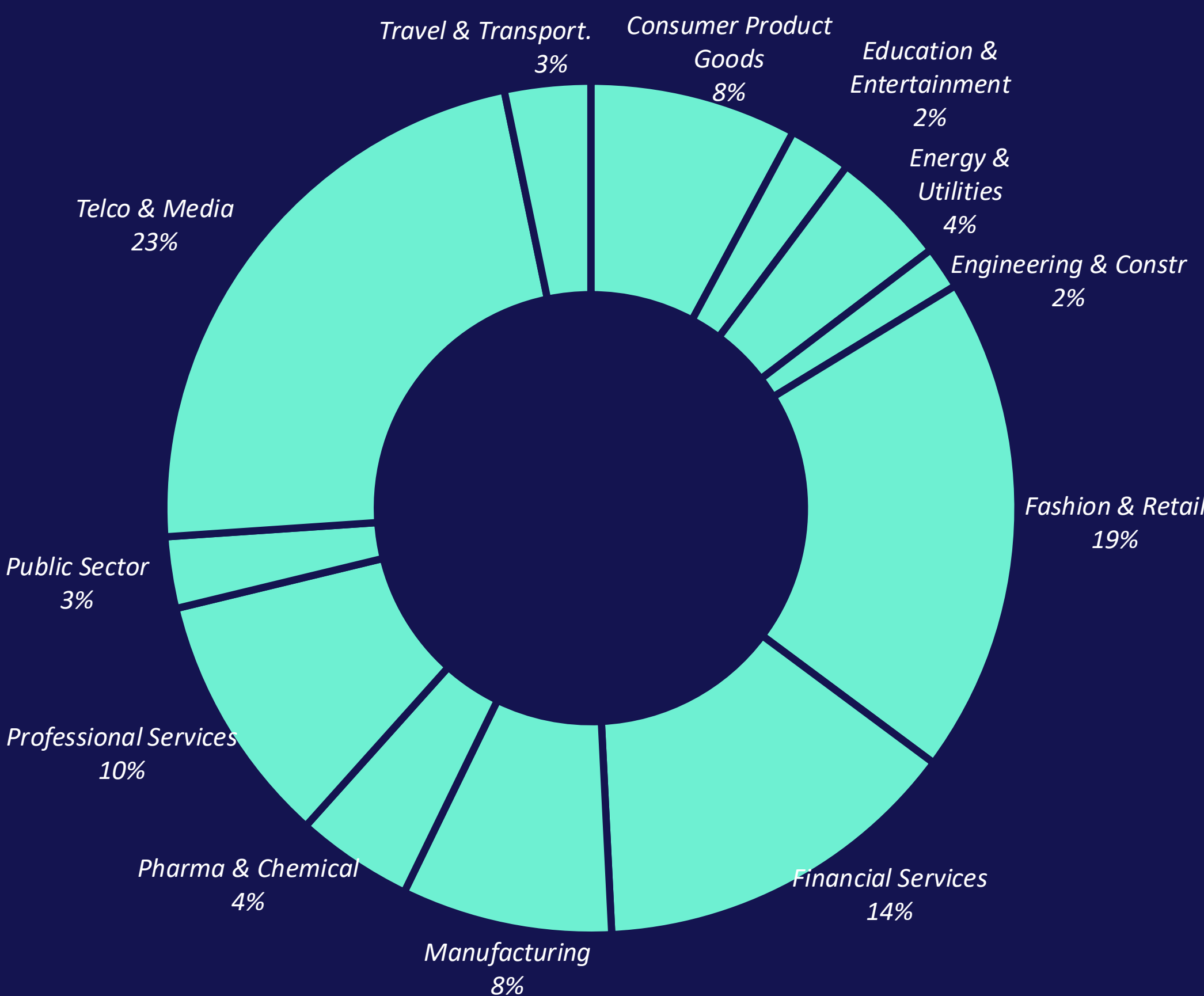
WIIT Cloud Platform offering



Key Figures by Country

	Italy	Germany	Swiss*
REVENUES Adj.	60.0 M€ 37.9% of Group Revenues	83.5 M€ 52.6% of Group Revenues	15.1 M€ 9.5% of Group Revenues
EBITDA Adj.	27.7 M€ 47.8% Group EBITDA 46.1% EBITDA Margin	29.0 M€ 50.1% Group EBITDA 34.9% EBITDA Margin	1.2 M€ 2.1% of Group EBITDA 7.8% EBITDA Margin
EBIT Adj.	11.5 M€ 39.9% of Group EBIT 19.2% EBIT Margin	18.0 M€ 62.4% of Group EBIT 21.6% EBIT Margin	-0.6 M€ (0.2 M€ in Q4 2024) -2.3% of Group EBIT -4.4% EBIT Margin

Cloud Direct – Top Accounts



Revenues Breakdown FY 2024

By Industry

Cloud Direct Top Accounts

TOP 1

4%



TOP 20

24%



TOP 50

36%



AS PERCENTAGE OF TOTAL 12M REVENUES

580

Number of Clients

213

Top Account

405 K€

Top Account
Avg. FY2024 revenues

2.6 M€

Top 10
Avg. FY 2024 revenues

BOARD OF DIRECTORS

Chairman	Enrico Giacomelli ^{3,4}
Chief Executive Officer	Alessandro Cozzi
Executive Director	Francesco Baroncelli
Executive Director	Enrico Rampin
Executive Director	Chiara Grossi
Independent Director	Santino Saguto
Independent Director	Nathalie Brazzelli ³
Independent Director	Emanuela Basso Petrino ²
Independent Director	Annamaria di Ruscio ^{1,4}

BOARD OF STATUTORY AUDITORS

Chairman of the Board of Statutory Auditors	Vieri Chimenti
Statutory Auditor	Paolo Ripamonti
Statutory Auditor	Chiara Olliveri Siccardi

SUPERVISORY BODY

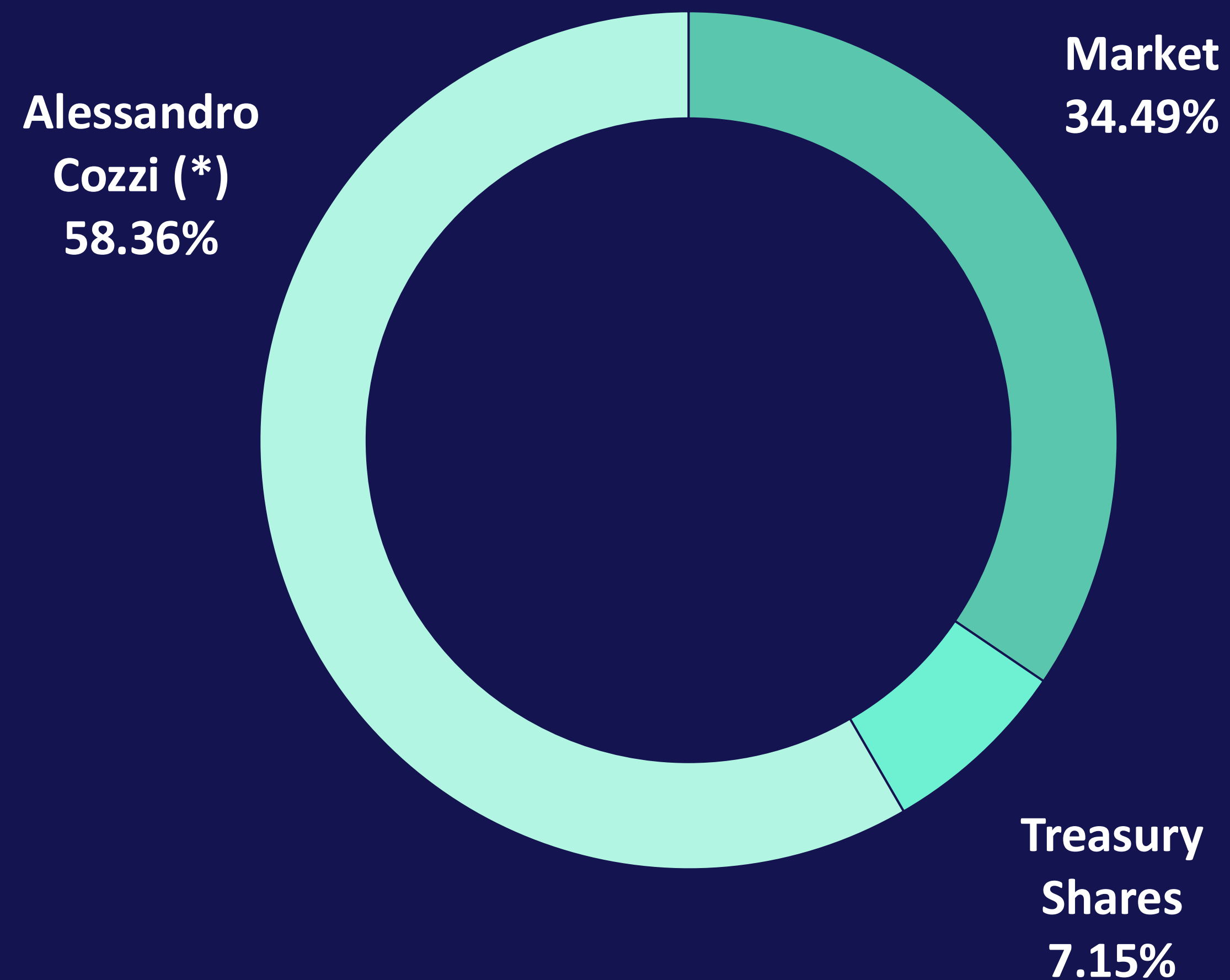
Chairman of the Supervisory Body	Luca Valdameri
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INDEPENDENT AUDIT FIRM

Deloitte & Touche S.p.A.

Corporate Governance

(1) Chairman of Related Parties and Risks Committee
(2) Chairman of Remuneration Committee
(3) Member of Related Parties and Risks Committee
(4) Member of Remuneration Committee



Shareholders' Structure

*At March 10, 2025
No. Shares 28.020.660*

(*) Alessandro Cozzi and his own companies

WIIT at a glance

We aim to transform how companies manage their **Critical Applications with a **Cloud** model **designed** to enhance **resilience** and **security**.**

The IV industrial revolution can only be achieved through the overcoming of the outdated technological models that do not allow efficiency, safety, scalability and performance.

Why
WIIT

We support clients in their transformation from a traditional On-Premise IT to a Premium Cloud model.

We are focused and we are investing on the continuous development of the premium Cloud provider foundations: people, technologies, processes to guarantee the highest SLAs in the market.

Enable the
Digital Shift

Market Analysis

Why Companies move to Cloud

	Being global and digital is imperative.	BUSINESS RISKS	Top 3 business fault causes #1 Datacenter technology level #2 Cyber security #3 Human Error
	Being global means global processes governance.		
	Governance and digital mean tech performance, data security and process reliability.	BUSINESS OPPORTUNITIES	a. No more CAPEX in no core investments b. Scalability and flexibility c. Competences and experience

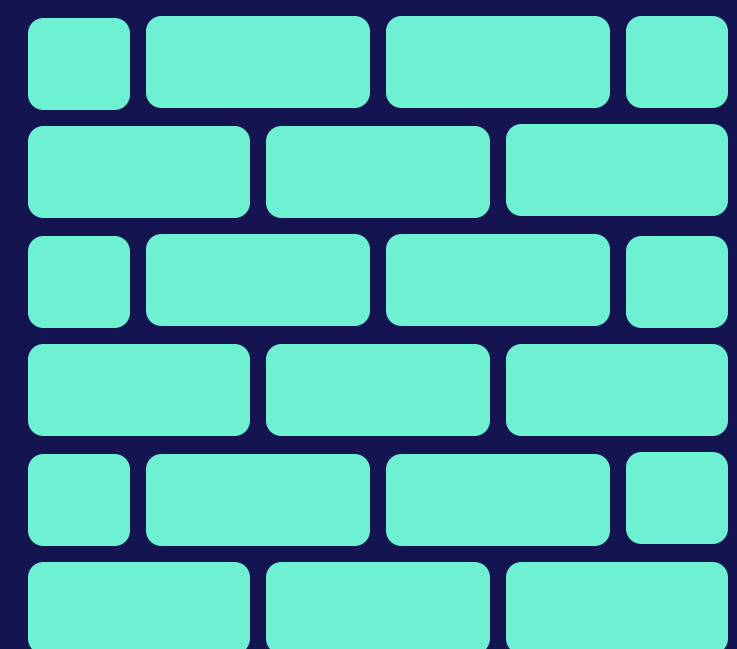
Competition in Business Critical Cloud

Entry/Exit barriers

TOP 3

Reasons to choose your Critical App Cloud provider

- #1 References
- #2 Migration experiences
- #3 Assets/Competences/Certifications

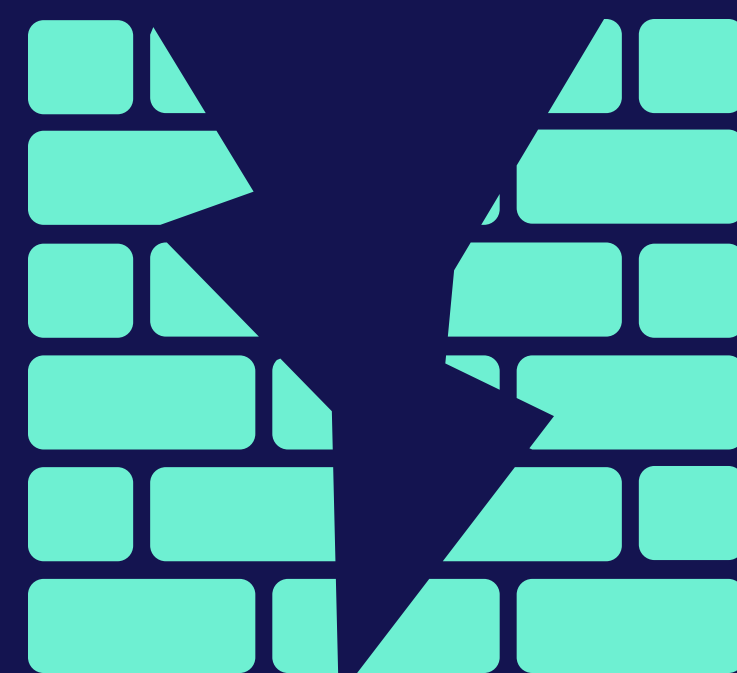


Primary Cloud
entry barriers to
enter the Critical
App Cloud

TOP 3

Reasons to change your Critical App Cloud provider

- #1 Service quality
- #2 Provider Financial health
- #3 Price




Business-stop risk
due to migration
is the primary
Client **exit barrier**

Government Initiatives in Europe for Data Sovereignty

2018

+

GDPR introduced – EU regulation on privacy and data protection





+

Primarily affects data collection obligation

2019

+


Launch of Gaia-X European data-sovereign Cloud Stack

2020

+

Significant revision of BSI C5 criteria catalogue

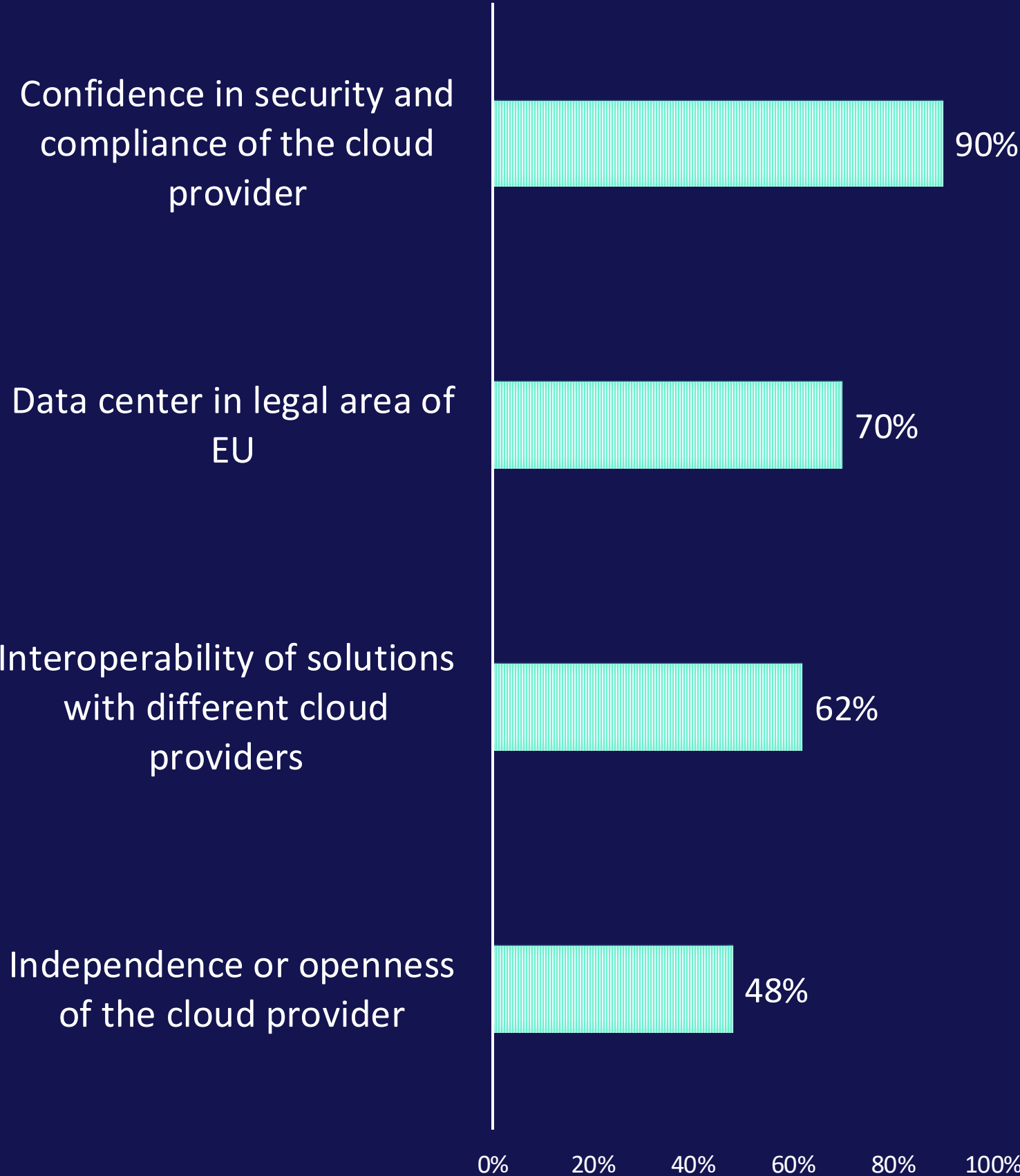


+

Setting the minimum requirements for secure cloud computing

Data Sovereignty is a Must-Have Purchasing criteria

% of companies that see the following criteria as must-have when choosing a cloud provider



CLOUD ACT
effective March 23, 2018

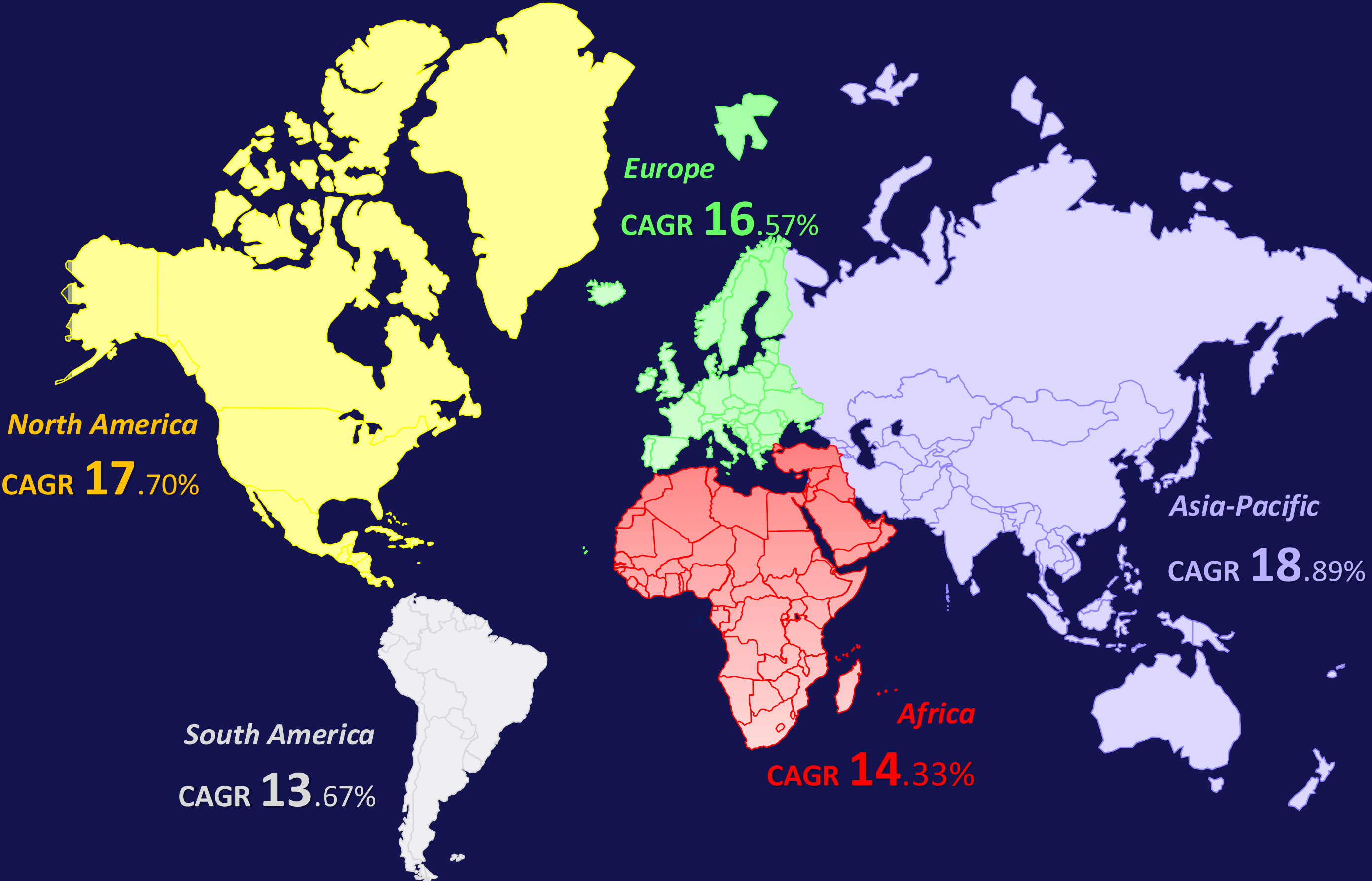
Allow federal law enforcement to request data from US companies regardless of whether the data are stored in the U.S. or on foreign soil

EU GDPR protects Customers for Enforced Data Transfers

Source: Company Information, OC&C analysis, KPMG / Bitkom Cloud Monitor 2022

Worldwide Cloud Market Size

Total annual addressable market by region
2022-2028

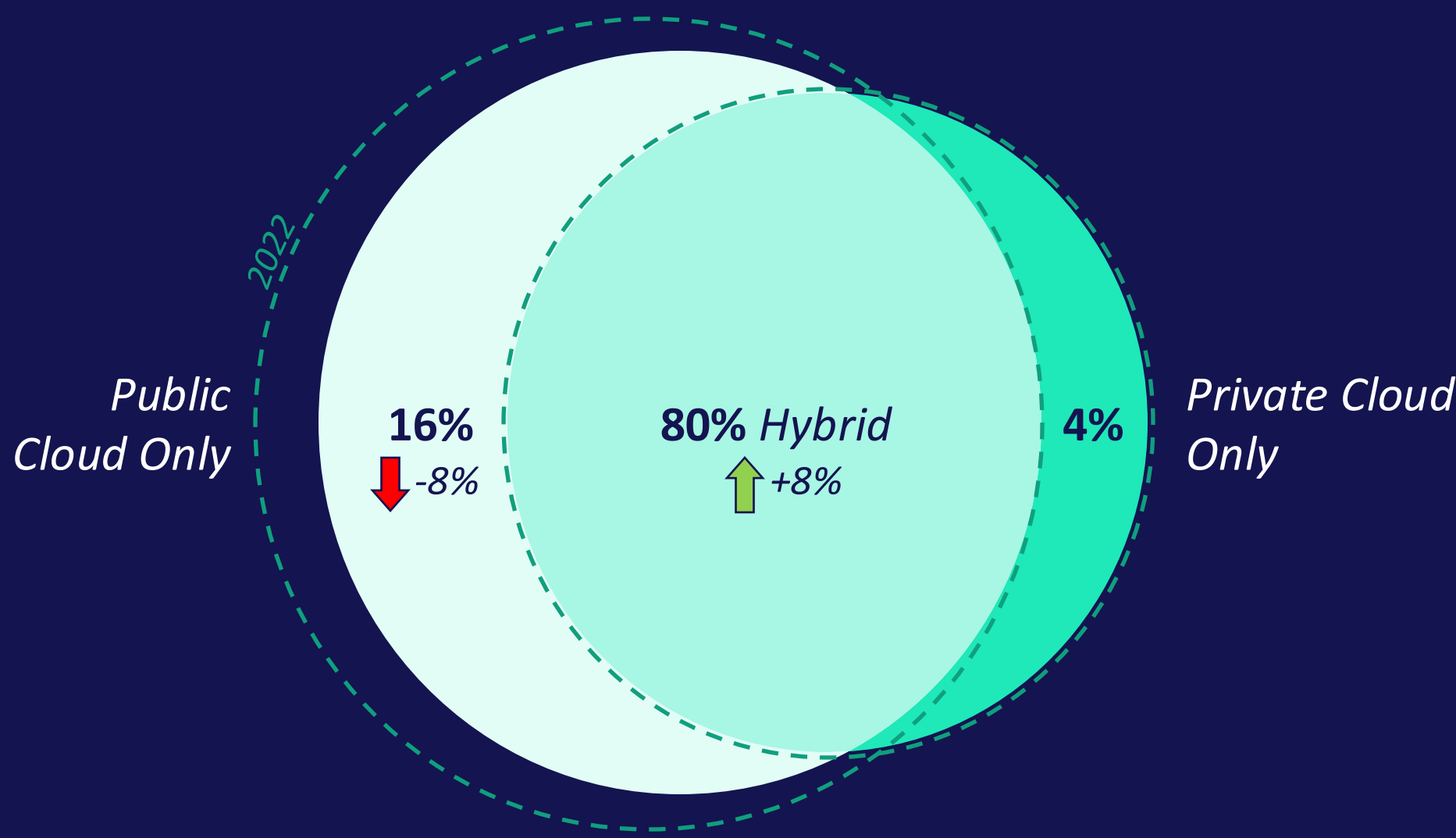


Revenue in the **Infrastructure as a Service** market projection 2024:

G20*	176.90 B\$
USA	82.50 B\$
EU27	23.25 B\$
DE	5.07 B\$
UK	3.59 B\$
FR	3.11 B\$
IT	2.91 B\$
CH	2.02 B\$

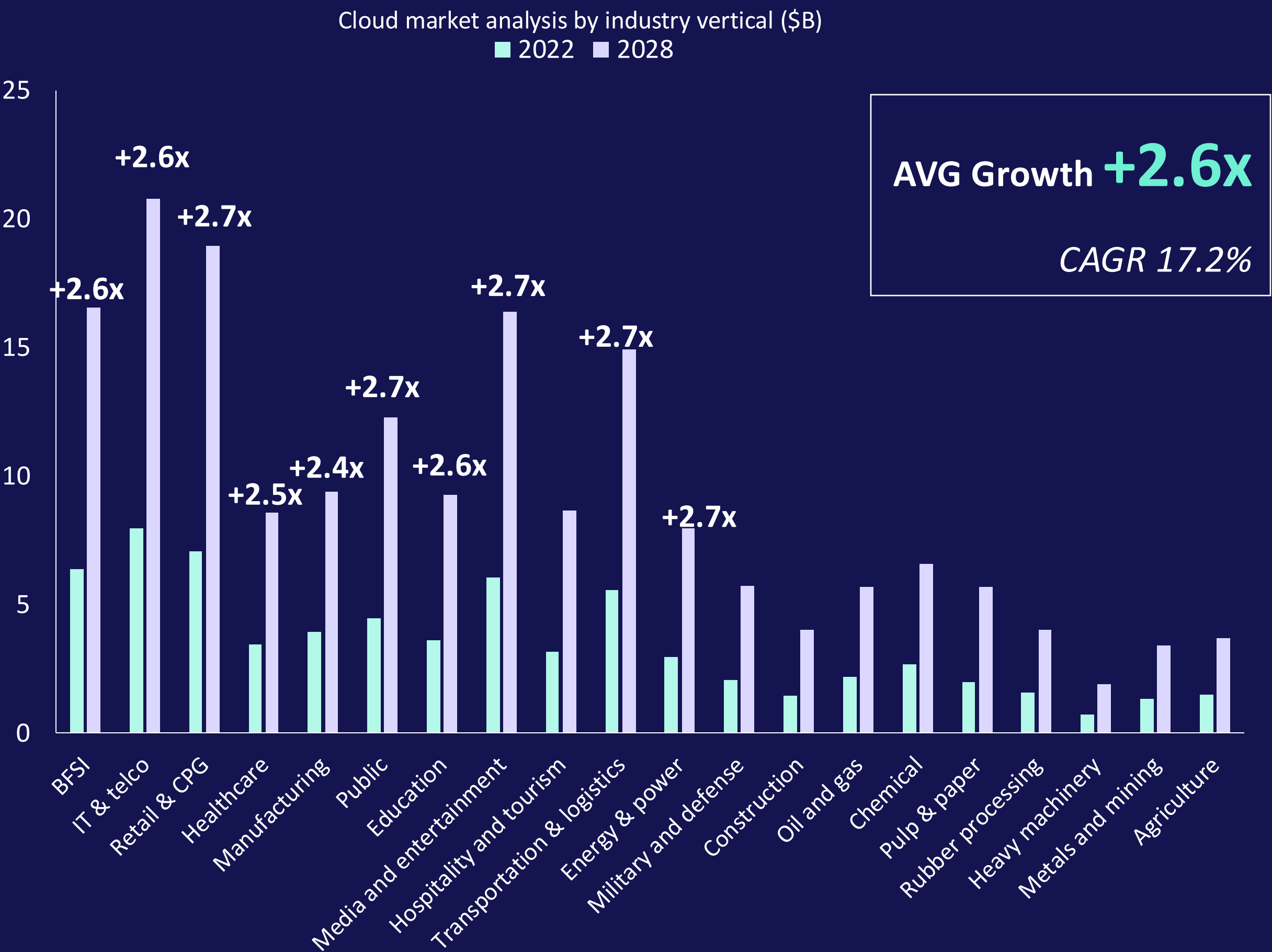
*G20 includes U.S., UK, Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, South Korea, Turkey,

Cloud adoption



Source: 2022+2023 State of the Cloud Report from Flexera

Growth trend 2022-2028

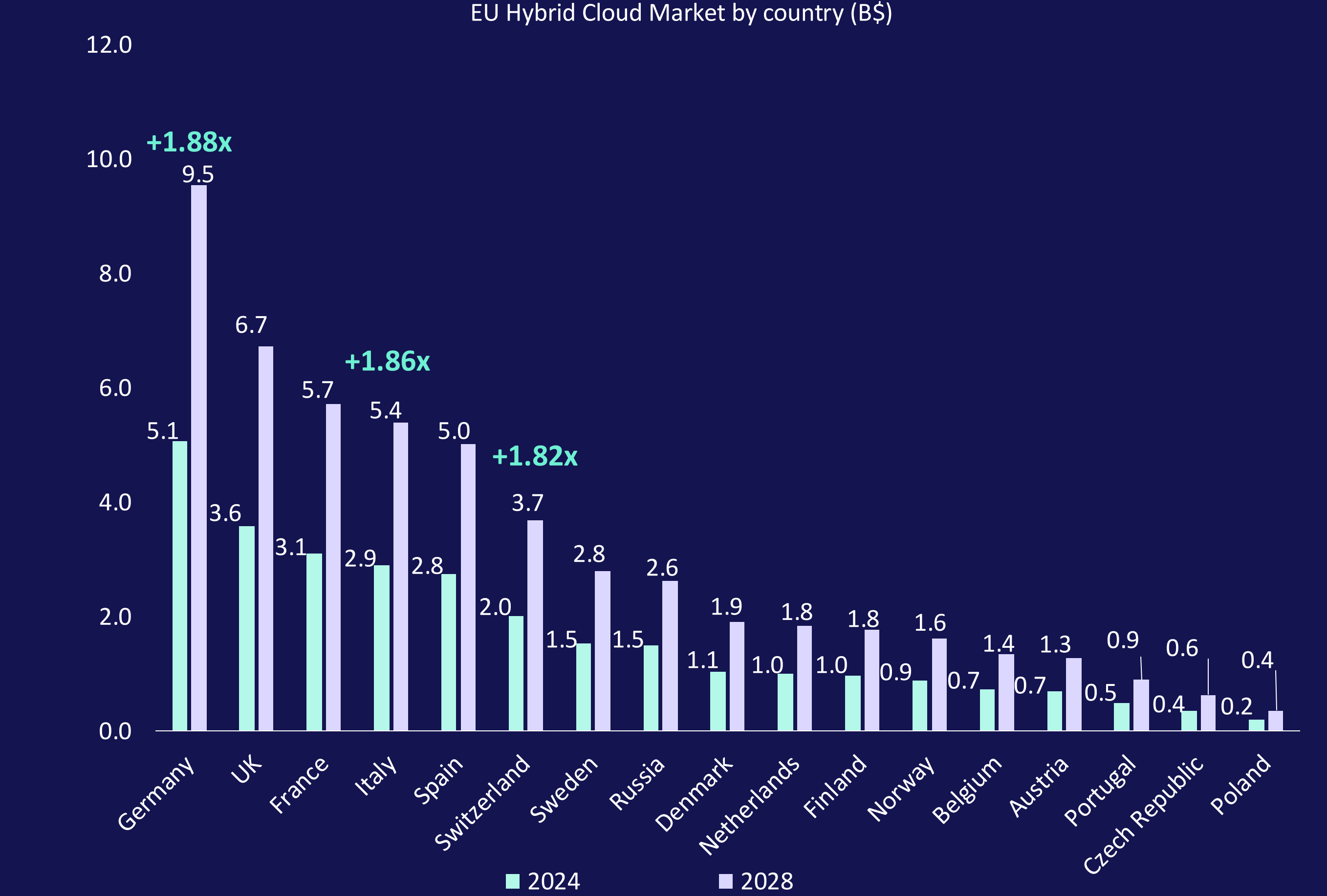


Source: Harness Global Hybrid Cloud Market Analysis: 2022-2028

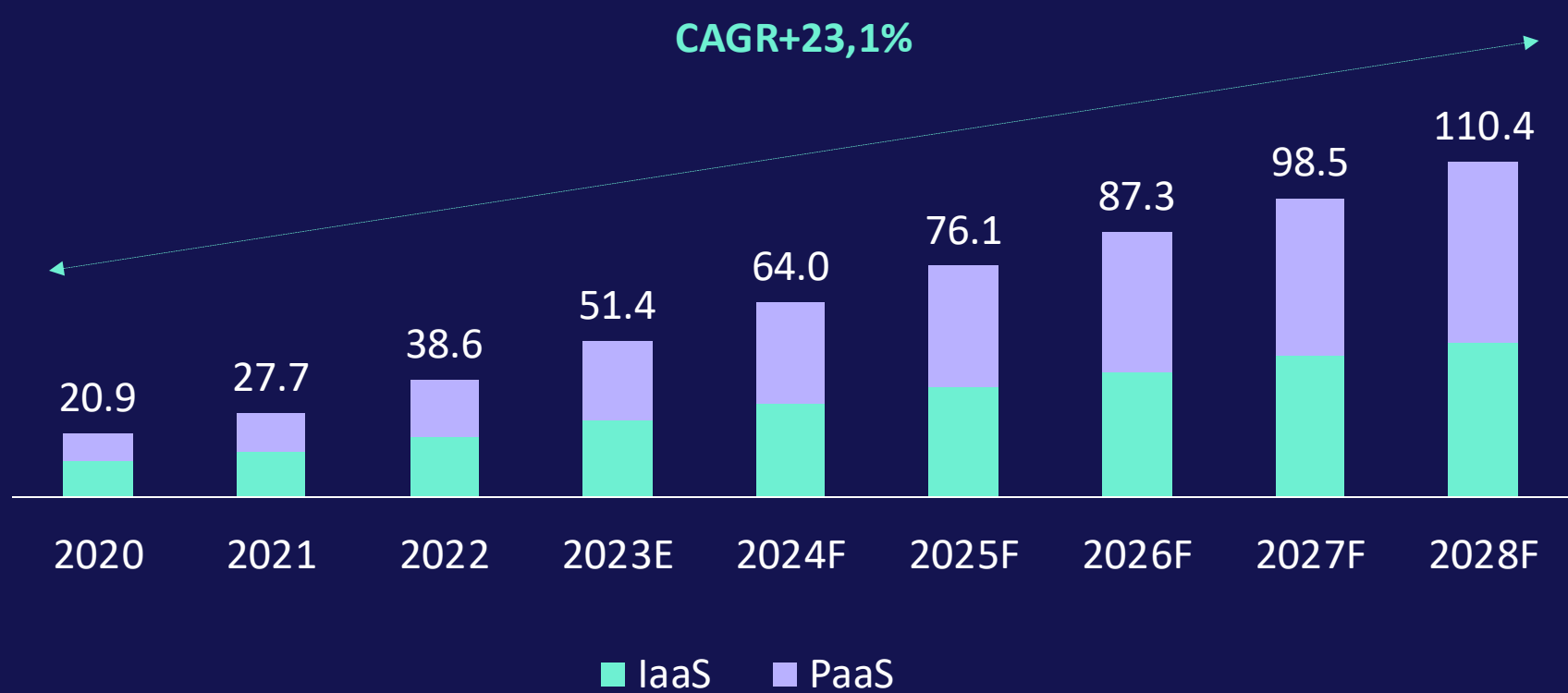
Germany is the biggest and the fastest growing country in Europe

Country	2024	2025	2026	2027	2028	CAGR
Germany	5.07	5.94	6.96	8.15	9.55	17.14%
UK	3.59	4.20	4.92	5.75	6.73	17.02%
France	3.11	3.62	4.22	4.92	5.73	16.49%
Italy	2.91	3.40	3.97	4.63	5.40	16.73%
Spain	2.75	3.20	3.72	4.32	5.02	16.24%
Switzerland	2.02	2.35	2.73	3.17	3.68	16.22%
Sweden	1.54	1.79	2.08	2.41	2.81	16.18%
Russia	1.51	1.73	1.99	2.29	2.63	14.86%
Denmark	1.05	1.22	1.41	1.64	1.91	16.08%
Netherlands	1.01	1.17	1.36	1.59	1.84	16.24%
Finland	0.98	1.14	1.32	1.53	1.78	16.11%
Norway	0.89	1.03	1.20	1.40	1.62	16.17%
Belgium	0.74	0.86	1.00	1.16	1.35	16.23%
Austria	0.70	0.81	0.94	1.10	1.28	16.19%
Portugal	0.50	0.58	0.67	0.78	0.90	15.83%
Czech Republic	0.35	0.41	0.47	0.55	0.63	16.05%
Poland	0.20	0.23	0.27	0.31	0.36	16.22%
Others	3.38	3.97	4.65	5.46	6.41	17.34%
Total	32.30	37.65	43.89	51.16	59.64	16.57%

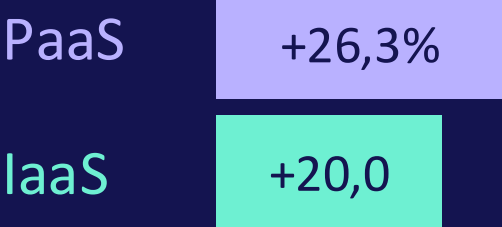
Source: WIIT Analisys of Harness Global Hybrid Cloud Market Analysis: 2022-2028 and Statista IaaS Market as of 18-02-2024



European cloud services market size and dynamics, €bn



CAGR 20-28



European Cloud services trends and opportunities

Trends



Rapidly evolving technological landscape

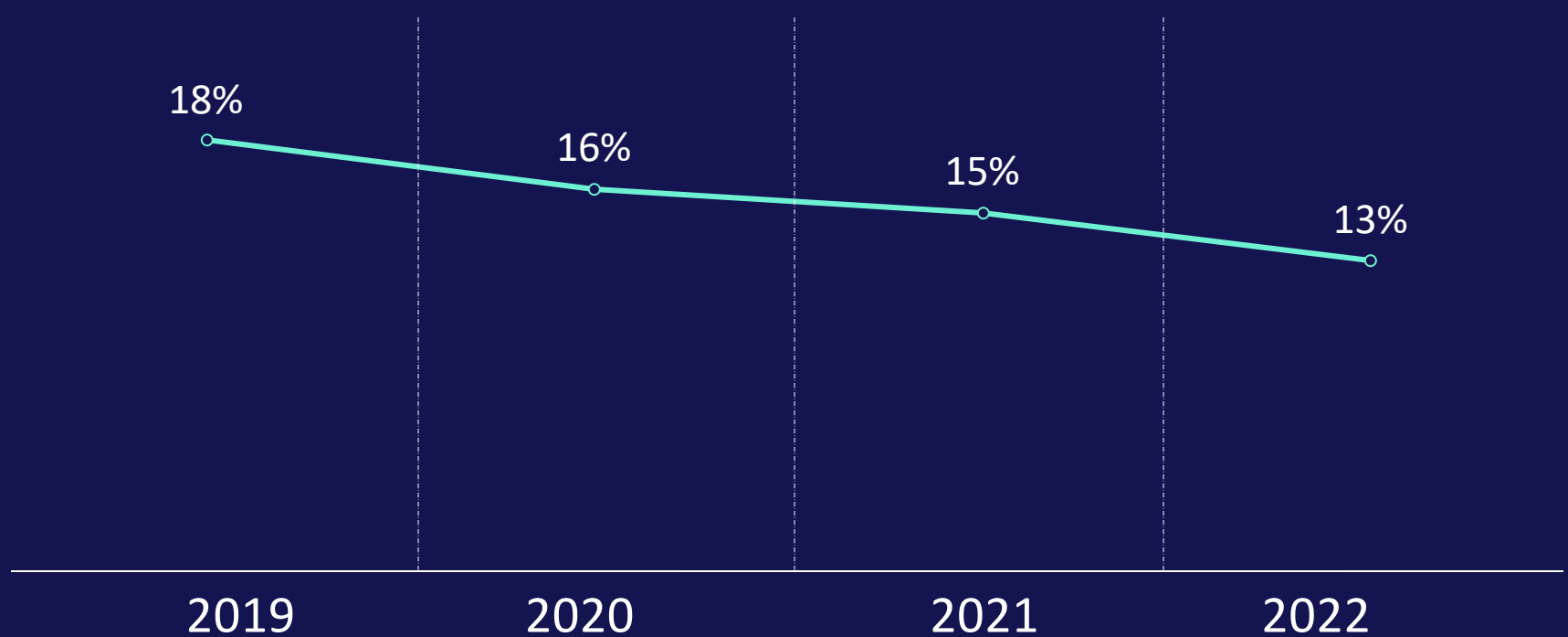


Increasing use of PaaS solutions by European software Developers



Rising effort of stakeholders to enhance competition in the market

Market share of the Europe-based cloud service providers in the European market



EU-based Cloud

Avg. growth +20%

Opportunities

- 1 The growth of AI-as-a-Service
- 2 The shift to Hybrid and Multicloud
- 3 The rising attention to cloud security and resilience
- 4 The growing requirements to cloud privacy
- 5 The transition to sustainable cloud computing

Source: BDO Market research IaaS & PaaS | June 2024

MARKET DRIVERS

Rapidly evolving technological landscape



The major transformative tech trends, including AI, IoT, remote and hybrid working, VR/AR,etc., **have led to the growing attention of European businesses to cloud migration** as the latter enables the adoption of these new technologies through the use of cloud infrastructure.

According to a recent survey of G-Core, **more than half of Dutch companies (60%) run or plan to run their AI workloads in the cloud** as it offers virtually unlimited scalability, collaboration, and cost savings while running AI on-premises can cause organisations to face technical limitations (lack of data centre space or high electrical power consumption).

Increasing use of PaaS solutions by European software Developers



The PaaS segment of the European cloud services market has been growing over the recent years. It is **forecasted to increase its share from 44% in 2020 to 54% in 2028**, given the growing demand from companies engaged in software development.

The primary benefit of PaaS is that it allows customers to build, test, deploy, run, update, and scale applications **more quickly and cost-effectively than they could if they had to build out and manage their own on-premises platform**. Besides IT, PaaS enables low-to no-risk testing and adoption of new technologies, simplified collaboration, and a more scalable approach.

Rising effort of stakeholders to enhance competition in the market



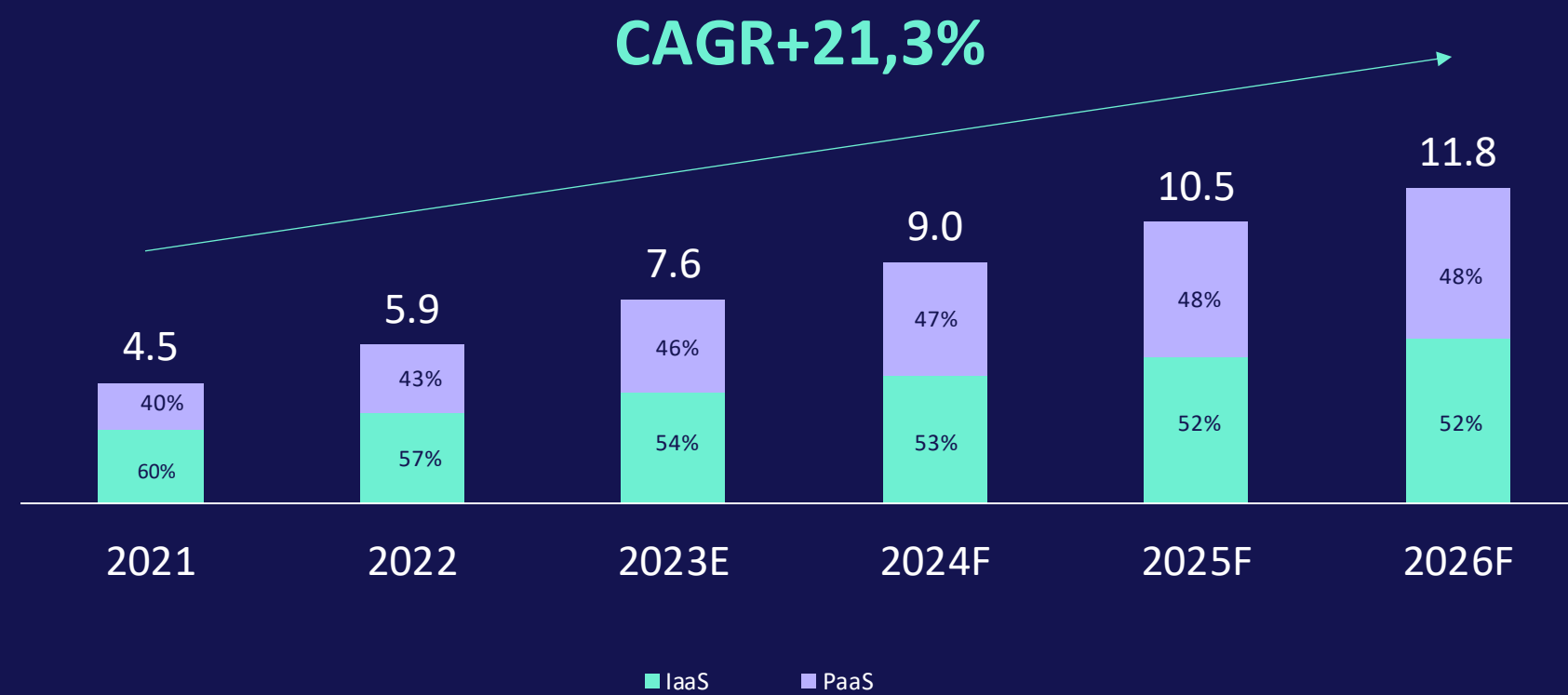
As the European cloud services market is highly concentrated around US-based hyperscalers, the EU authorities and other stakeholders (incl. local European cloud vendors) discover opportunities and develop solutions aimed at enhancing competition in the European market and, therefore, achieving **cloud sovereignty of the local businesses from the US and Chinese cloud service providers**.

To reduce the dependence on the 2-3 leading market players, the EU authorities have proposed several new regulations, such as the Data Act and the Digital Markets Act, addressing these issues. At the same time, European cloud companies join forces in coalitions and partnerships to strengthen their positions in cloud services.

Source: BDO Market research IaaS & PaaS | June 2024



German cloud market, €bn



CAGR 21-26

PaaS +25,8%

IaaS +17,8%

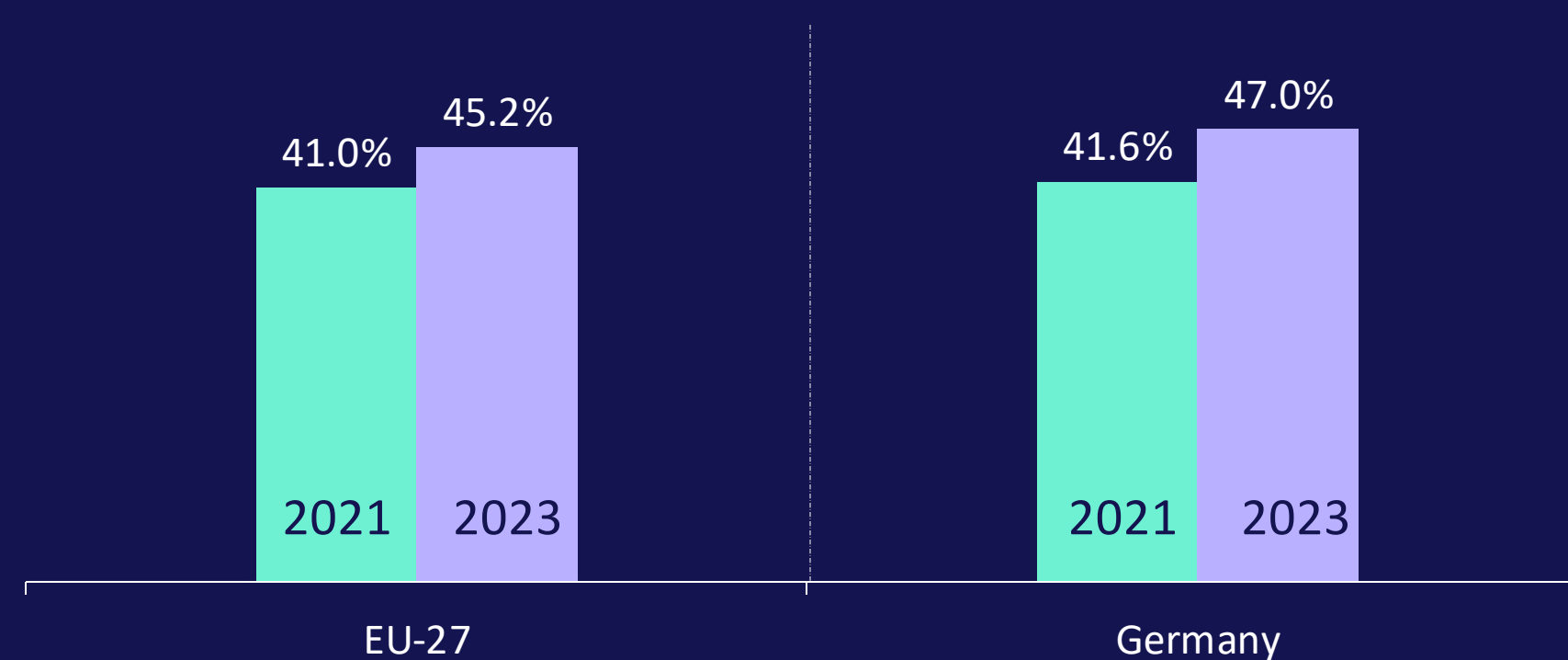


German Cloud dynamics

Market is evolving from IaaS to PaaS

- 1 Increasing use of PaaS solutions by companies moving to managed Cloud
- 2 Cloud Native as PaaS trend topic
- 3 Low adoption (30-35%) of Cloud for critical application will drive strong growth
- 4 CyberSec adoption is a key trend

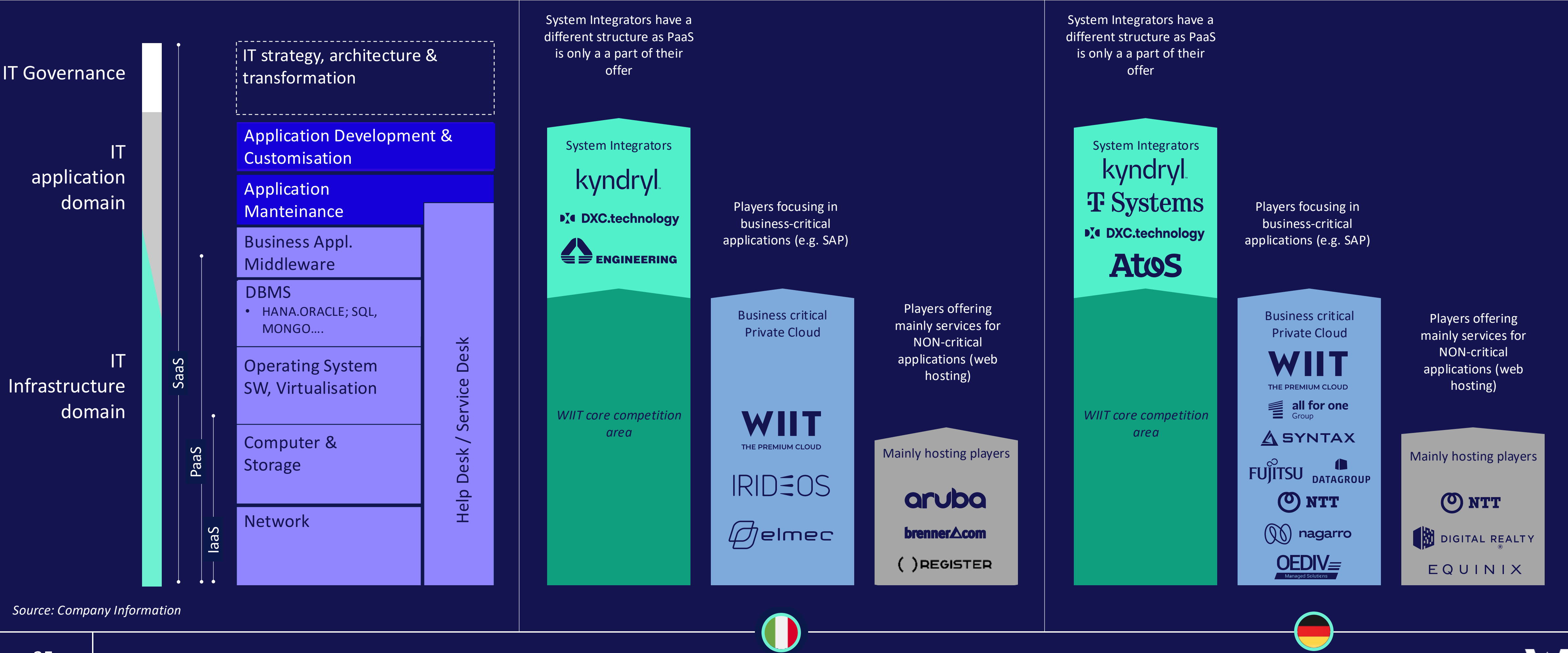
Purchase of cloud computing, % of firms



**Increasing
adoption of Cloud
services**

Source: BDO Market research IaaS & PaaS | June 2024 ; company management evaluations

Competitors' landscape by Business Model



Value Proposition



Why
complementary?



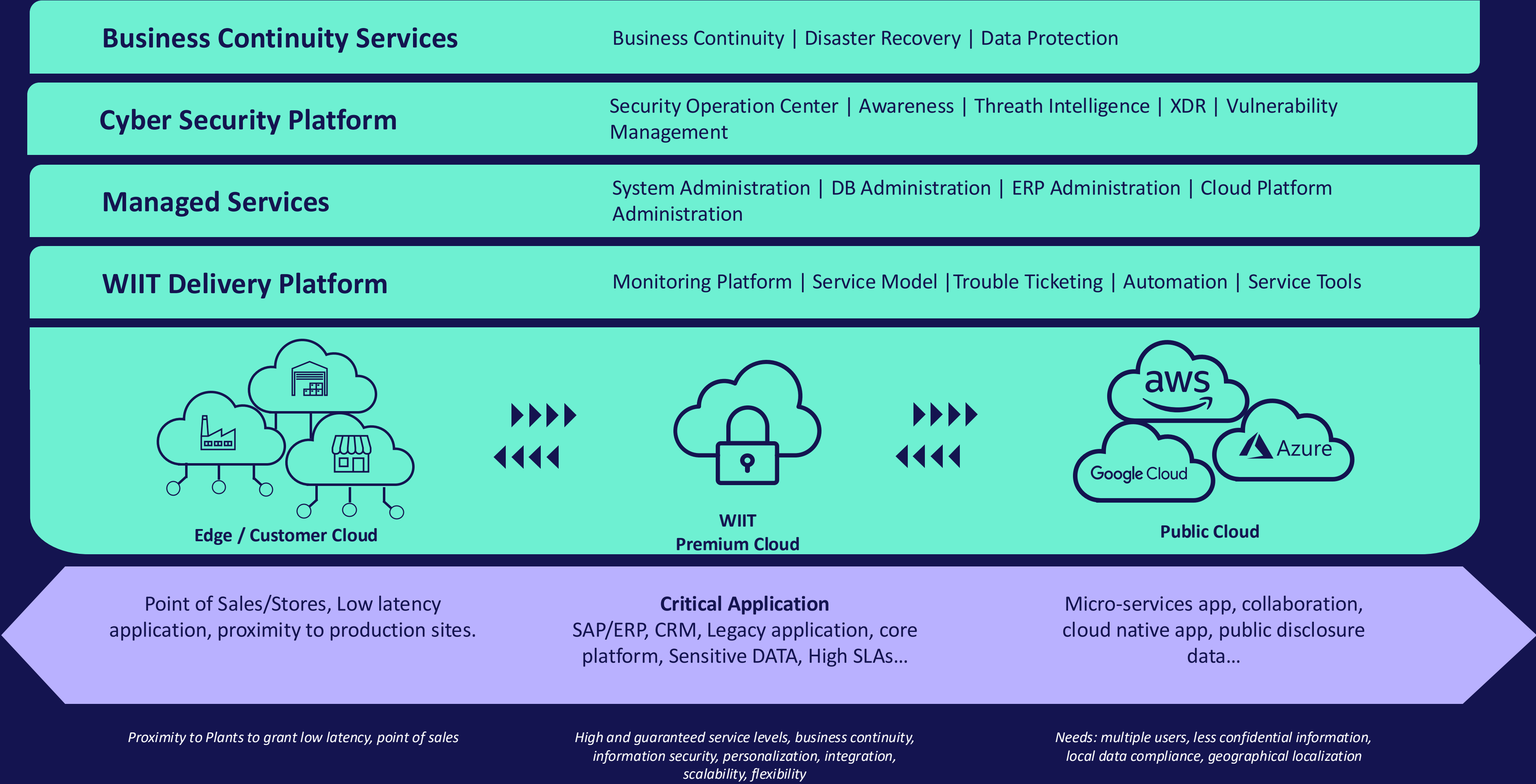
PRIVATE CLOUD

- Single or multiple clients
- On-premises or off-premises
- Managed Services
- Fully Customizable
- Guaranteed SLA
- Highest Security standards (up to Tier IV)
- Fully customizable Tech Performances
- Shared or fully private network

PUBLIC CLOUD

- Multiple clients
- Off-premises
- No Managed Services
- Limited Customizations
- Target SLA
- Low Security standards (No Tier IV)
- Standard Tech Performances
- Shared network

Multicloud Model

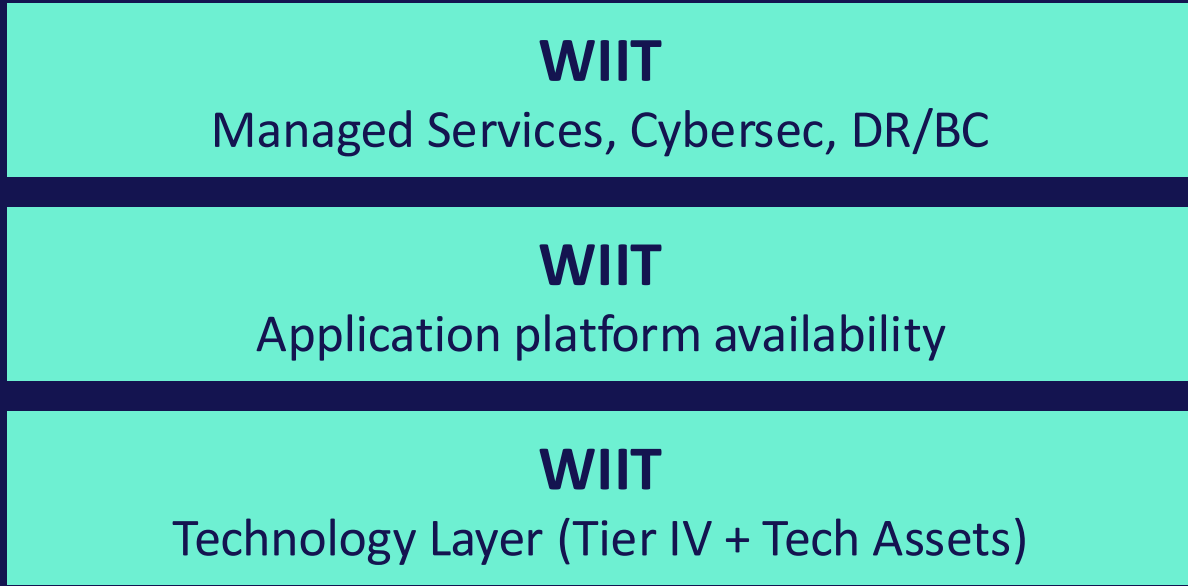


Why multi cloud management matters

+130 different apps
is the average number of apps running in mid-large companies
(+2,000 employees)

Source: Wall Street Journal Employees Are Accessing More and More Business Apps, OKTA Study Finds 2019

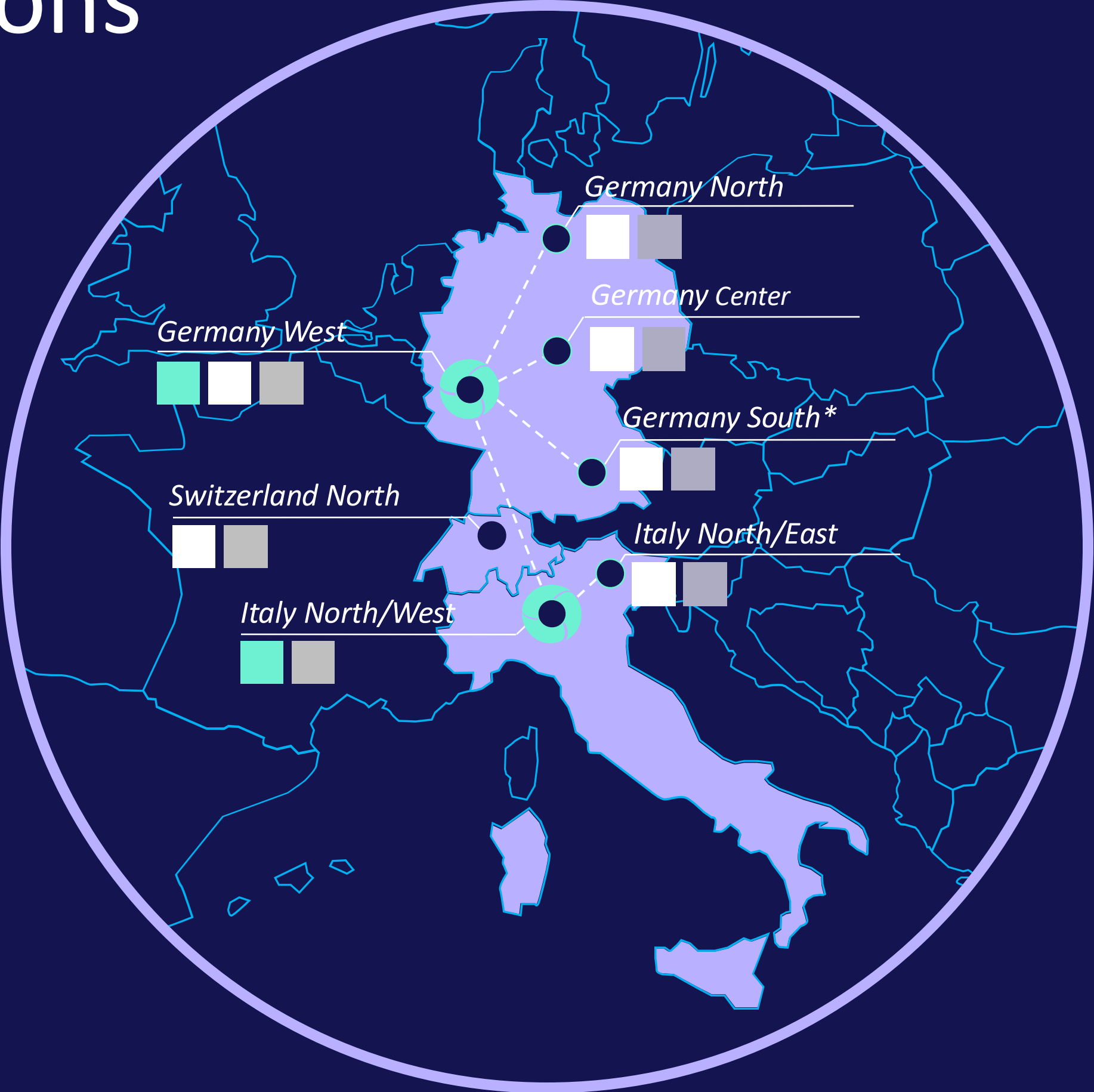
+150 managed
different apps by WIIT



PaaS

WIIT PREMIUM CLOUD

The secure cloud paradigm in 7 regions



	STANDARD Zone	PREMIUM Zone	DR Zone
SECURED BY DESIGN <i>Standard Security Layer</i>			
HIGHLY AVAILABLE <i>Redundant technology</i>			
SCALABLE <i>Resources available on-demand to scale-out services</i>			
HYBRID <i>Fully connected to hyperscalers</i>			
HIGHLY RELIABLE <i>Tier IV and very high-end infrastructure</i>			
MANAGED <i>Availability of H24 managed services</i>			
PREMIUM SECURITY <i>Cybersecurity Services managed by WIIT</i>			
BUSINESS CONTINUITY <i>RPO and RTO Guaranteed</i>			
BACKUP OFFSITE SECURED <i>Ransomware proof Backup</i>			

*BSI Compliant

Tier IV datacenter for business-critical applications

<div>WIIT</div> <div>THE PREMIUM CLOUD</div>	TIER	Site infrastructure Definition	Components IT capacity to support load	Distribution Path	Maintenance w/o service downtime	Fault tolerant = w/o manual intervention	Compartmentation = all components are separated and duplicated	Continuous Cooling	Avg. Availability per year	Fault probability in 5 yrs (2)	Fault probability in 10 yrs (2)
	2 x 4	2 x Fault tolerant	4N+2 Fully Redundant	Quadruple Active-Active					99.99999975%	0.0003%	0.0005%
	Large Enterprise Corp.										
	4	Fault tolerant	2N+1 Fully Redundant	Double Active-Active					99.995%	4.9%	9.6%
	Enterprise Corporations										
	3	Concurrently maintainable	N+1 Fault Tolerant	One Active One Standby					99.982%	28.0%	48.2%
	Large Business										
	2	Redundant	N+1	single					99.75%	90.6%	99.1%
	Medium Size Business										
	1	Basic	N	single					99.67%	95.0%	99.8%
	Small Business										

*Management calculation

Source: Uptime Institute Website – Tier Certification of Constructed Facility – March 2018

An integrated Hybrid Cloud and Cyber Security model



WIIT SERVICE PLATFORM

Cyber Security Platform



+34%
Coverage

Average increase of Wiit Security Index in our clients after CS platform adoption

SAP Outsourcing Services



6/6
Certs

The only provider in the world with all the 6 certification classes on SAP Outsourcing Operations

Data Resilience



99.9999%
Resilience

All the critical production systems are hosted in EMC VMAX storage that guarantees the maximum resiliency currently available

Eco-Sustainability



100%
Green

Renewable and certified energy purchased in Italy. WIIT's commitment is to CO2 emissions from its activities

Hybrid Cloud Platform



100%
Hybrid

An integrated Hybrid Cloud supply chain for Cloud governance and workloads management worldwide level

Tier IV Availability



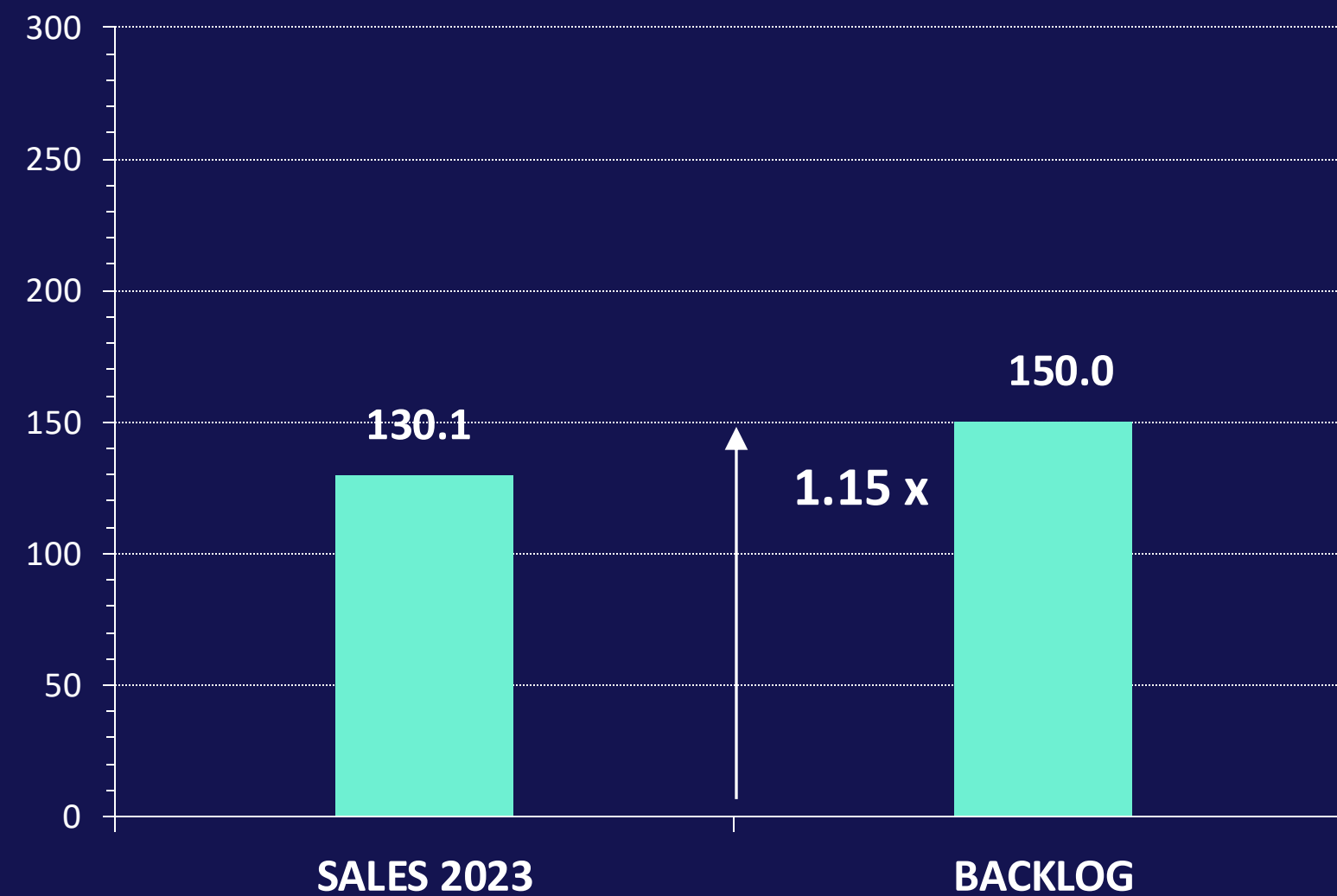
99.995%
Availability

Resiliency level of Datacenter still is the first cause of potential business fault risk

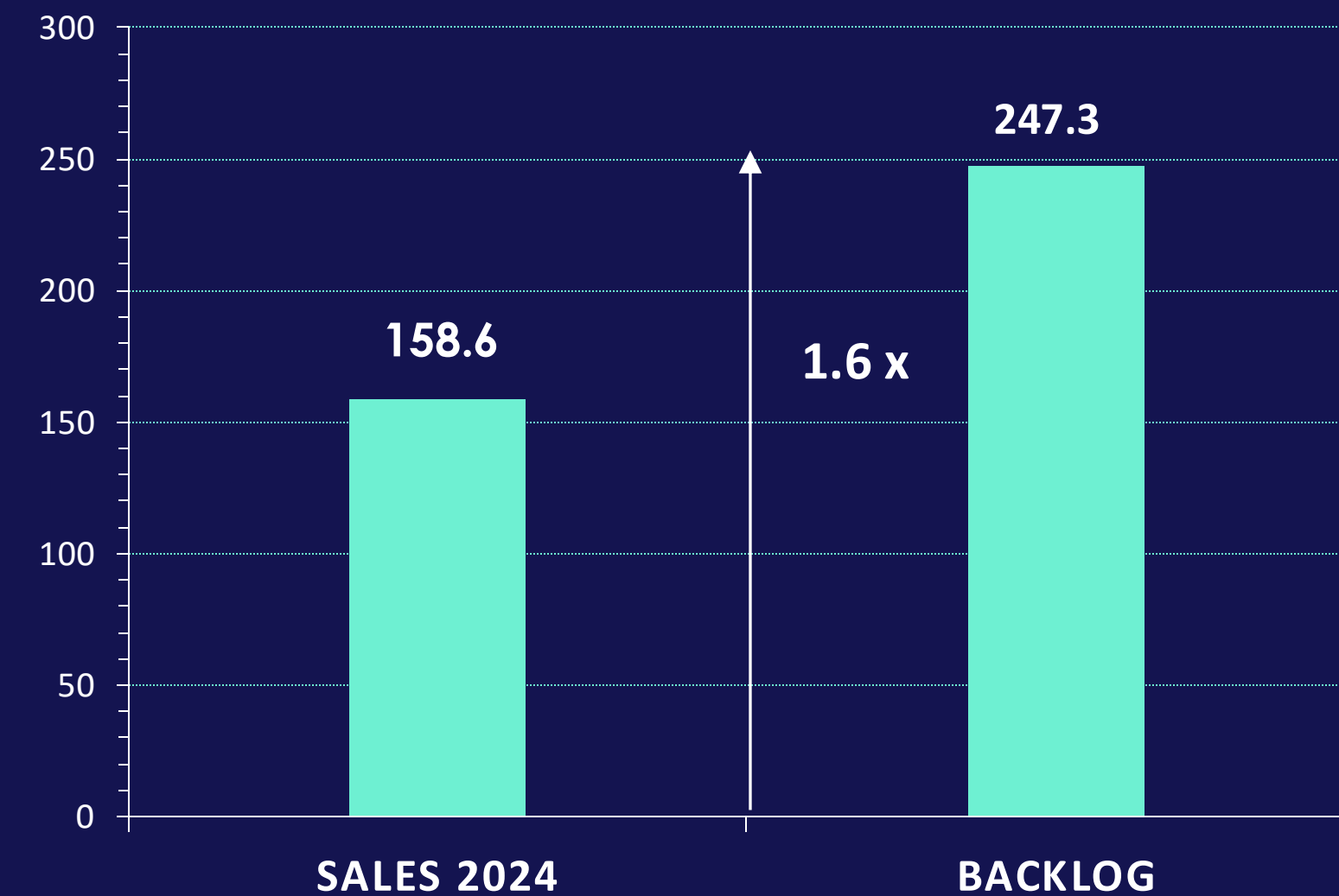
Granting a high Visibility of Business

- **5 years** average contract period
- 247.3€M Backlog (+82.2%) → **1.6 times 2024 sales**
- **High penalties** for early termination

BACKLOG AS AT 1st JAN 2024 (€mn)



BACKLOG AS AT 1st JAN 2025 (€mn)

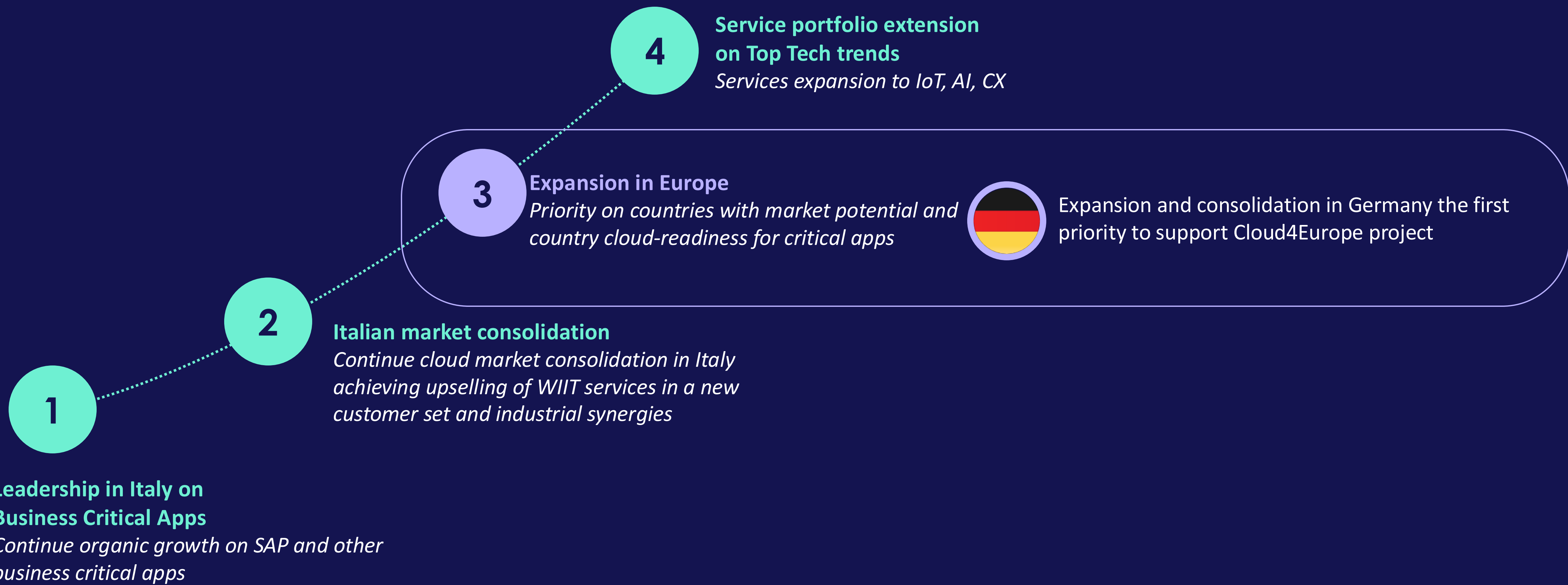


What's next?

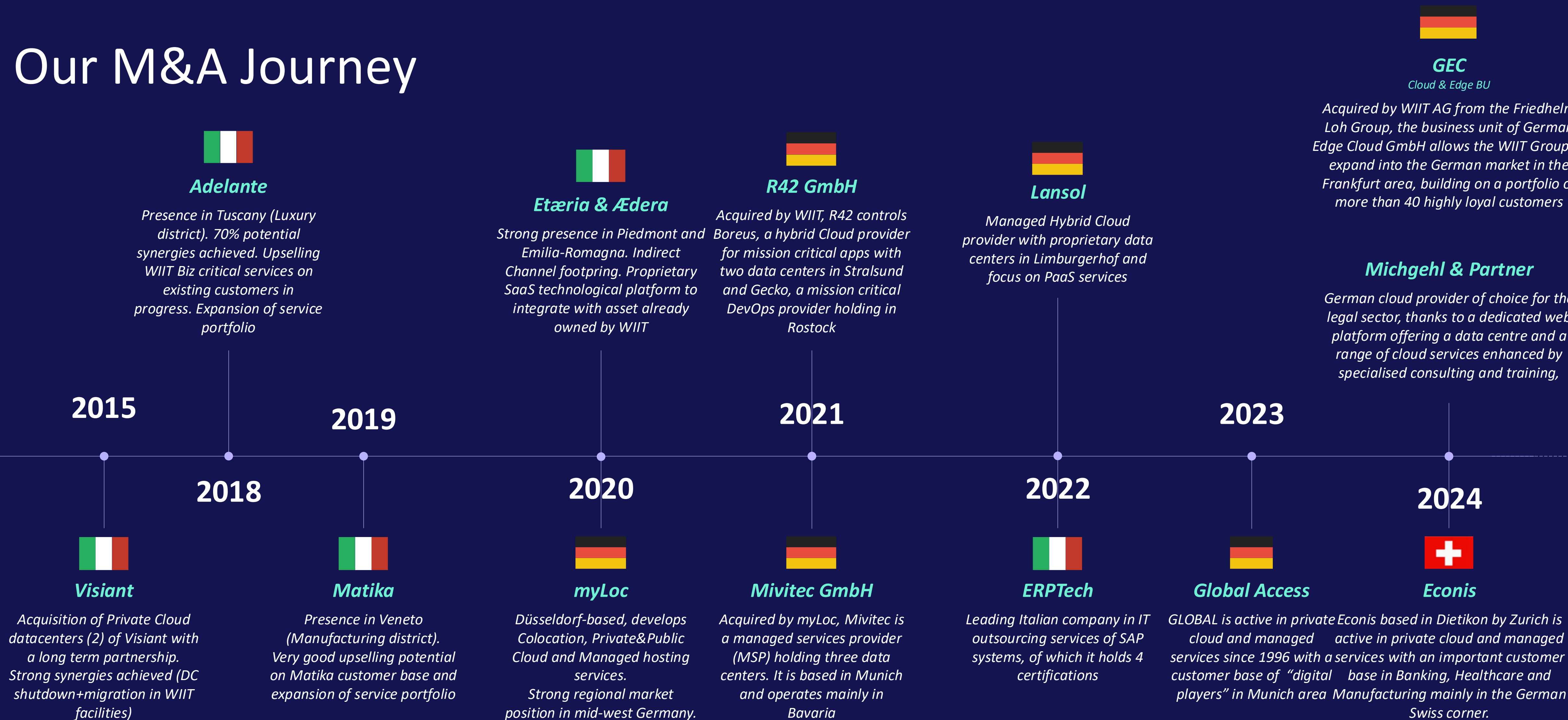
After a successful acquisition and integration of ERP tech in Italy, Germany continues to represent a **key area for organic and M&A growth**



Milestones on WIIT's path for Future Growth



Our M&A Journey



M&A Strategy: Europe is our home

Profile

- I. Cloud players with a **business model comparable** to WIIT and multiannual contracts schemes
- II. IT players which can be considered part of the current WIIT Value Chain (for instance Datacenter, Cloud IaaS), have a client base suitable to an up-selling strategy and possibly multiannual contracts
- III. Strong tech capabilities to facilitate growth of talents (HR) and value added services

EUROPE
(DE, CH, UK, ITA, FR, NORDICS)

Market share + Growth boost + Synergies

Financial FY 2024 Results

+21.9%

Revenues Adjusted

158.6 M€ vs 130.1 M€ in FY2023

+14.4%

Ebitda Adjusted

58.0 M€ vs 50.8 M€ in FY2023

EBITDA margin Adj. of 36.6%

(Like for like margin of 41.1%)

+3.6%

Ebit Adjusted

29.0 M€ vs 28.0 M€ in FY2023

Ebit margin Adj. of 18.3%

(Like for like margin of 21.7%)

+11%

Net Profit Reported

9.3 M€ vs 8.3 M€ in FY2023

14.8 M€

Net Profit Adjusted

15.1 M€ in FY2023

163.0 M€

Net debt Adjusted (excluding IFRS16 and including the treasury shares value at December 31, 2024)

154.2 M€ at December 31, 2023

247.3 M€

Multi-year order backlog

as at 1 January, 2025

Significantly improving on 150 M€ as at January 1, 2024

**Financial
Highlights**

**FY 2024
vs**

FY 2023

+21.9% **Revenues Adjusted***
158.6M€ vs 130.1 M€ in FY2023

- Increase driven by organic growth, guided by the development of higher value-added services, cross-selling to customers of the new acquired companies, the entry of new customers and the consolidation of the newly acquired Companies. Interest of many customers and prospects in WIIT fully managed, secure and premium region-based Cloud Native offering, leveraging on Tier IV data center
- **Group Recurring Revenues (ARR)** at 128.4 M€, 90.3% of the Total Revenues ex Gecko (+21.8% on FY2023), improving on 9M 2024:**
 - Italy 87.2% of the total Revenues improving on FY2023 and 9M 2024
 - Germany 96.1% of the total Revenues
 - Switzerland 67.9% of the total Revenues
- Continued development of the Commercial Pipeline in Italy and Germany in the Manufacturing, Digital Media, ISV and CPG sectors where the Group is increasing its own market share to support future development
- **Multi-year order backlog as at 1 January, 2025 at Euro 247.3 M€ significantly up of approx. 100.0 M€ from the same period of the last year, thanks to low churn rate and high new booking from 2024 sales both in Italy and Germany.**

*The Adjustment at Revenues level at 31 December 2024 refers to 1.8 M€ related to the negative goodwill component (*bargain purchase*) obtained from the difference between the price paid for the acquisition of Econis, and the value of the acquired company's assets, which is lower than the price paid.

** ARR: revenues reported related to 2024 from recurring services of companies operating in the Cloud and Cyber Security market in Italy (WIIT S.p.A.), Germany (WIIT AG, M&P, exc. Gecko) and Switzerland (Econis AG).

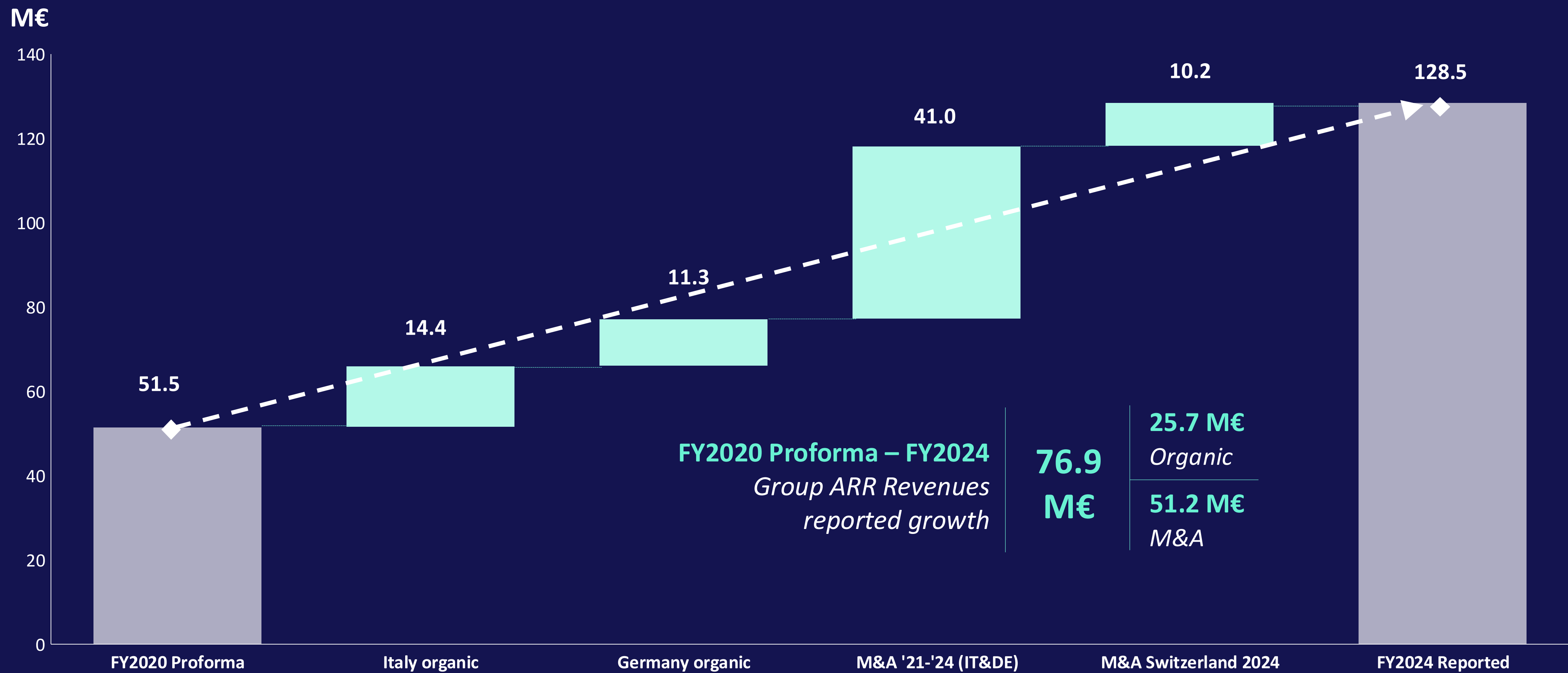
Financial Highlights

FY2024

VS

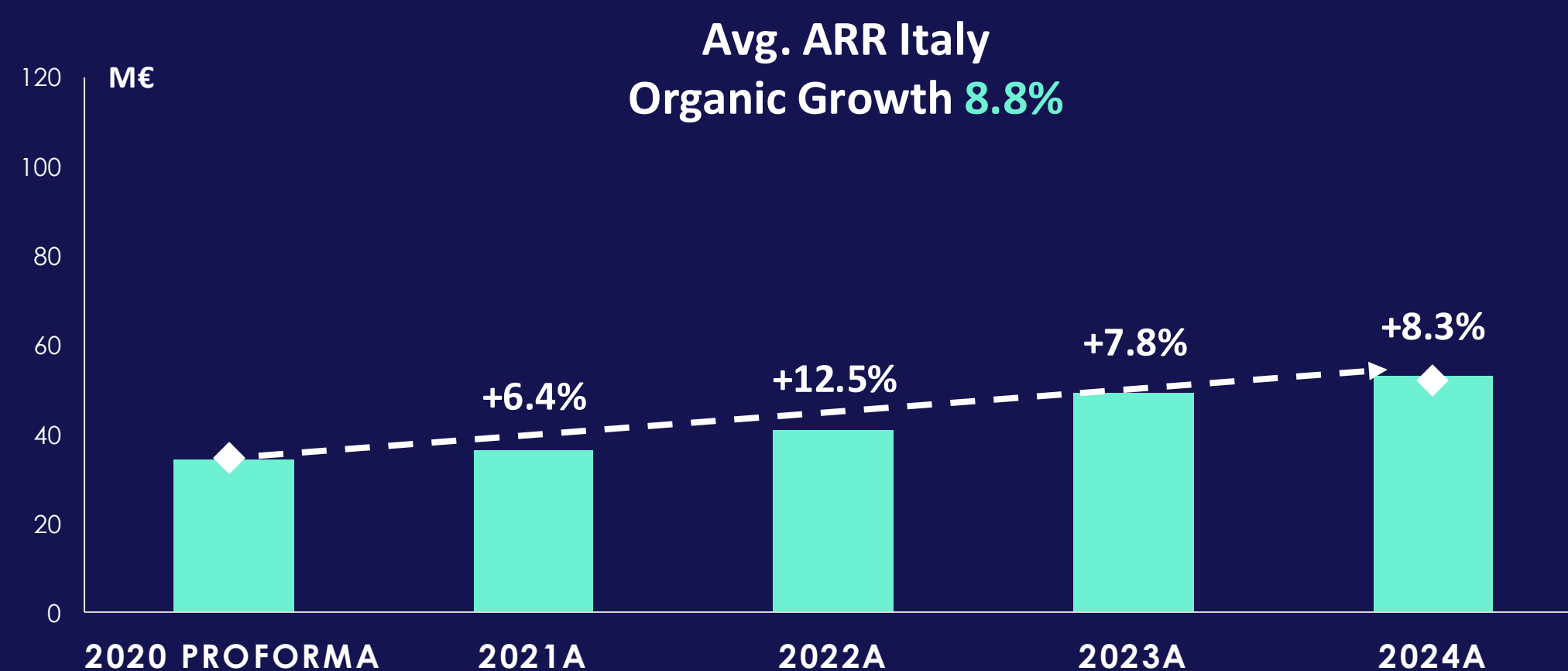
FY2023

Group ARR* Revenues reported growth FY2020 Proforma-FY2024

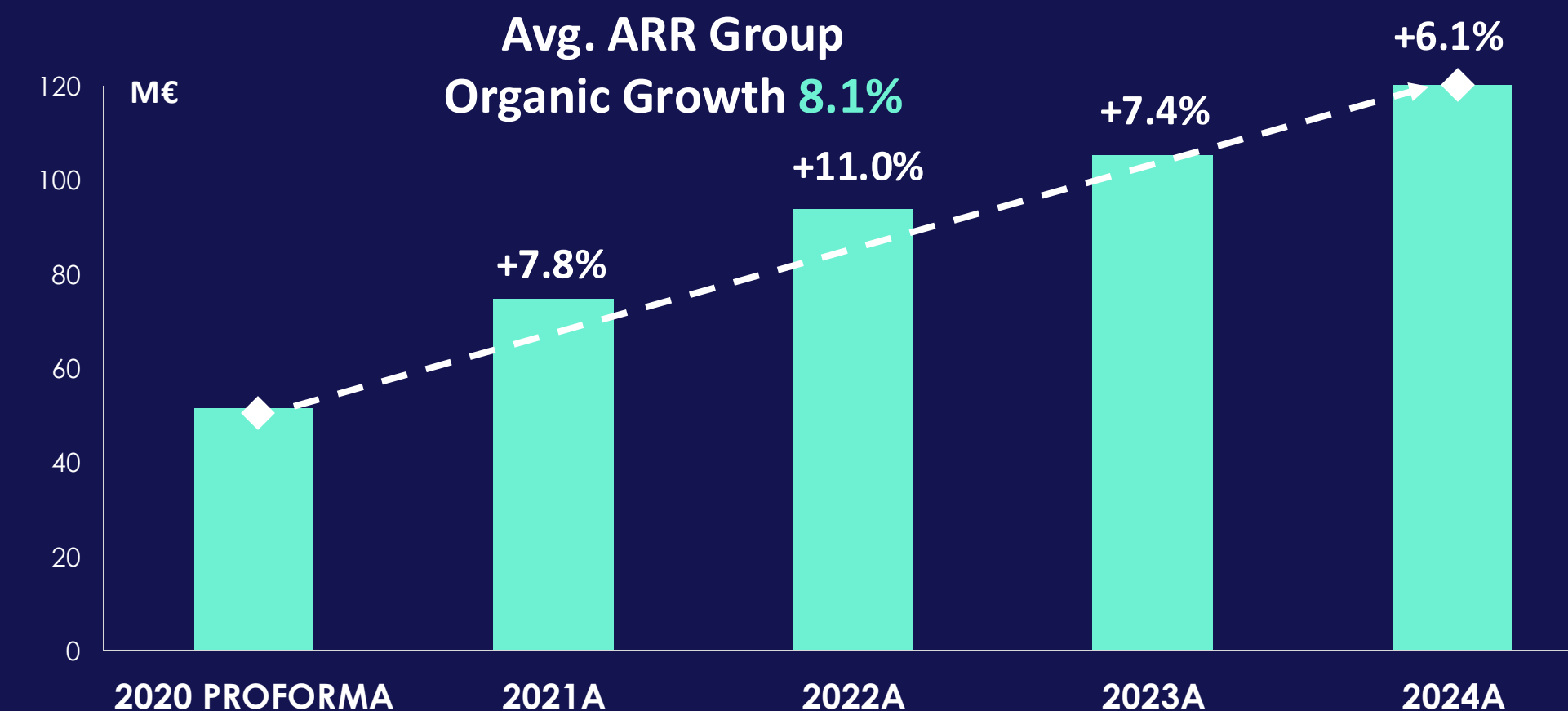


Group ARR* Revenues reported growth FY2020-FY2024A

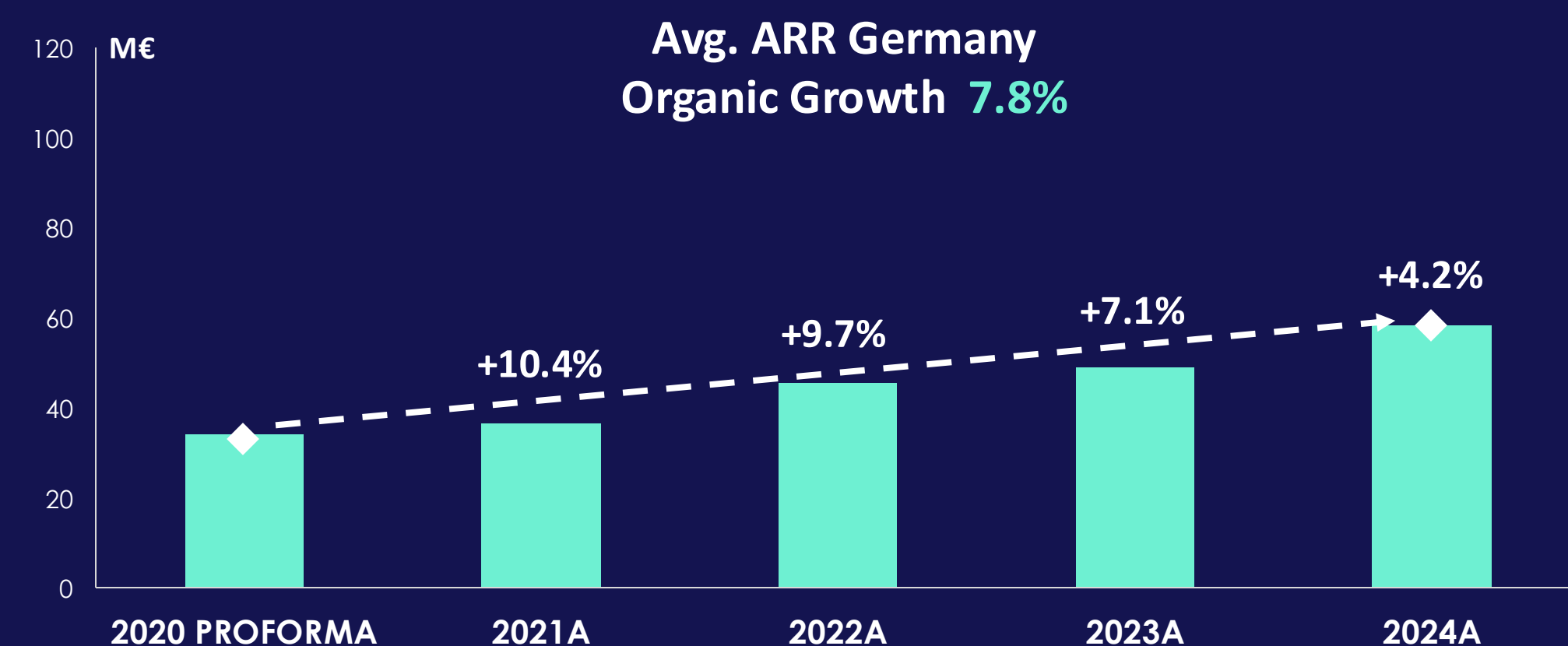
ARR Italy Organic Growth %



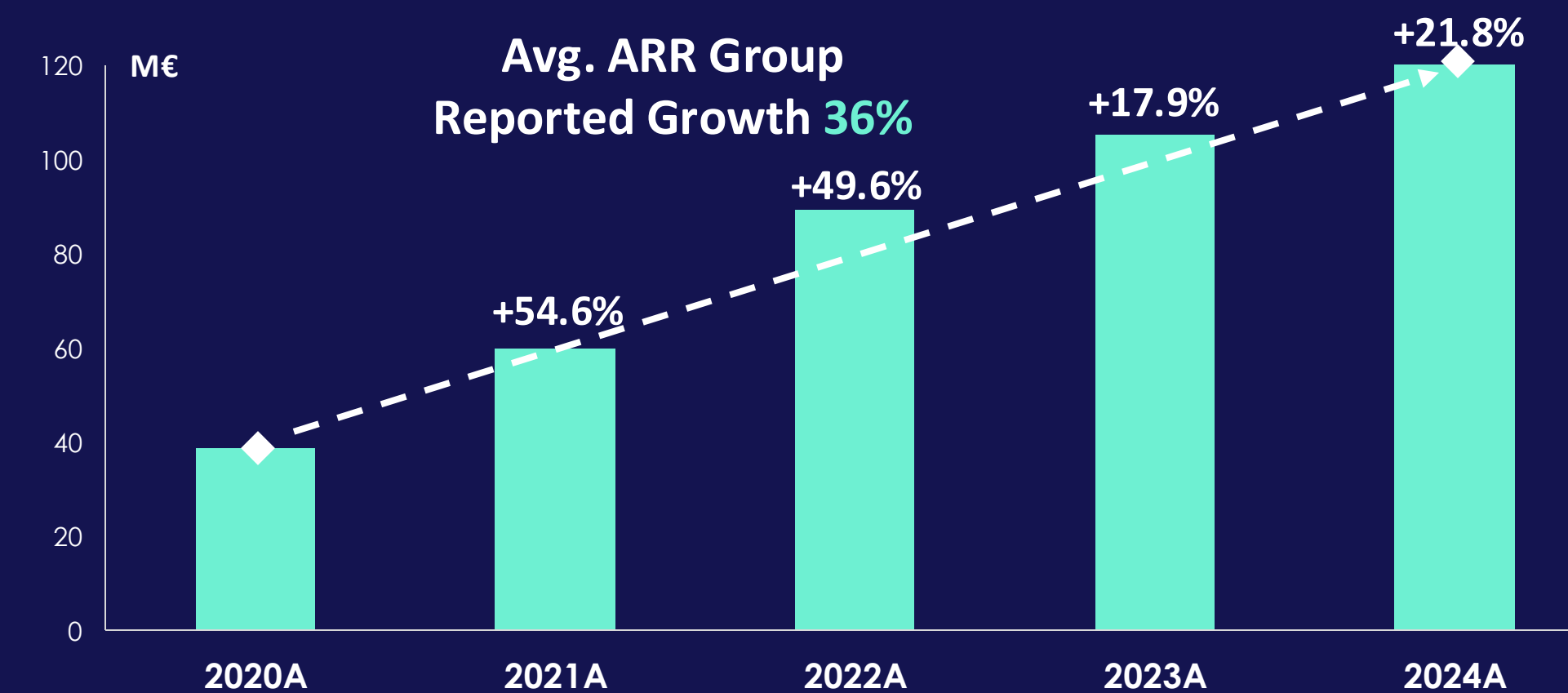
ARR Group Organic Growth %



ARR Germany Organic Growth %



ARR Group Reported Growth %



+14.4%

Ebitda Adjusted*

58.0 M€ vs 50.8 M€ in FY2023

EBITDA margin Adj. of 36.6% (41.1% Like for Like) in FY2024

- Focus on Cloud, optimized processes and operating services organization on organic base;
- **Adjusted Operating Costs of approximately 51.9 M€** show an increase of 8.5 M€ mainly attributable to the consolidation of the companies acquired in Germany and Swiss, only partially offset by the cost synergies from the mergers in Italy and Germany. The effect of the cost synergies related to the new acquisitions will be reflected in the numbers in the next 12 months
- **Adjusted Personnel Costs of approximately 47.8 M€** show an increase of 13.9 M€; this change is almost entirely attributable to the impact of new acquisitions and, to a lesser extent, to investments in the corporate and commercial structure supporting business development
- **EBITDA Margin Adj. at 36.6% (Margin like for like at 41.1% vs 37.9% in FY 2023):**
 - Italy 46.1% (43.0% in FY 2023)
 - Germany 34.8% (33.8% in FY 2023). The 'like for like' margin (excluding Edge&Cloud and Michgehl & Partners) in Germany is 37.9% (33.8% in 2023) and the 'like for like' margin of WIIT AG exc. Gecko is 41.1% (36.1% in 2023), significantly higher than in the last year due to the increasing focus on higher value-added services.

* The Adjustment refers to the costs related to: stock option and stock grant plans for 0.6 M€, M&A transactions for 1.5 M€, personnel reorganisation for 0.9 M€, other non recurring cost for 0.1 M€ and to the bargain purchase effect of 1.8 M€ due to the acquisition of Econis AG.

Financial Highlights

FY 2024

VS

FY 2023

+3.6%

Ebit Adjusted*

29.0 M€ vs 28.0 M€ in FY 2023

EBIT margin Adj. of 18.3%

EBIT margin Adj. like for like of 21.7%

(EBIT margin Adj. of 21.5% in FY 2023)

Depreciation, amortisation and write-downs amounted to approximately 29.0 €M, up by 6.3 €M compared to the previous year, and reflected the 2023 investments to support Data Center capacity in Italy and Germany and the effect of the companies acquired in 2024.

+11%

Net Profit Reported

9.3 M€ vs 8.3 M€ in FY2023

14.8 M€

Net Profit Adjusted**

15.1 M€ in FY2023

- Financial Expenses at 8.9 €M, mainly attributable to the effect of interest on bonds in the amount of 5.0 €M and financial expenses for bank loans and other lenders. The year-on-year increase is due to new loans in the second half of 2023 and new loans taken out in 2024.
- Adjusted Financial Taxes at 5.7 €M

Financial Highlights

FY 2024
VS
FY 2023

212.7 M€

Net debt

(including IFRS16 of 11.4 M€ and excluding the treasury shares value at December 31, 2024 of 38.3 M€)
(202.2 M€ as at December 31, 2023)

- Operating cash flow generation of 40.4 M€
- Price paid for the acquisitions of Edge&Cloud and Michgehl & Partners in Germany, and Econis in Switzerland of 12.1 M€ including Edge&Cloud earnout;
- Purchase of treasury shares for 1.4 M€ ;
- CAPEX of approximately 31.5 M€ of which:
 - 13.5 M€ related to IT infrastructure maintenance and development (new contracts signed during the year at Group level including 3.5 M€ for a five-year contract renewal)
 - 13.2 M€ related to IFRS16 leasing
 - 4.8 M€ related to rental, right of use and vehicles
- Dividends paid totaling 7.8 M€.

Financial Highlights

FY 2024

VS

FY 2023

WIIT €150m Senior Unsecured Bond

Key Terms of the Bond (1/2)

Issuer	WIIT S.p.A.
Ranking	Senior Unsecured
Amount	€150m
Use of Proceeds	Support the external growth strategy / Refinancing of existing debt / General corporate purposes
Rating	Unrated
Maturity	5 years, 7 th October 2026
Coupon	2.375% annual payment in arrear on 7 th October each year
Issue Price	100% of the nominal value
Covenants	<p>The Group can incur any additional Indebtedness as long as the Consolidated Net Leverage Ratio* is lower than:</p> <ul style="list-style-type: none"> • 4:1 at 31st December each year (Current ratio) • 5:1 at 31st December each year (Spike in case of M&A with EV > €50m)
Listing and Placement	MOT of Borsa Italiana and Regulated Market of Euronext Dublin
Denomination	€1,000

* Means, for any Relevant Period, the ratio of the Net Consolidated Financial Position of Operations of the Group for such period to the Consolidated Adjusted EBITDA of the Group for such period

Key Terms of the Bond (2/2)

<p>Early Redemption</p>	<p>The Issuer may, at any time on or after 7th October 2023 redeem the outstanding Notes in whole or in part at the following redemption prices (expressed as a percentage of the principal amount of the Notes on the date fixed for redemption), plus accrued and unpaid interest to the relevant redemption date:</p> <ul style="list-style-type: none"> • From the 7th October 2023 to 6th October 2024: principal amount of the Notes outstanding on the date fixed for redemption plus 50% of the Rate of Interest • From the 7th October 2024 to 6th October 2025: principal amount of the Notes outstanding on the date fixed for redemption plus 25% of the Rate of Interest • From the 7th October 2025 to 6th October 2026: principal amount of the Notes outstanding on the date fixed for redemption
<p>Events of Default</p>	<p>Non-payment, Breach of other obligations, Cross-default of the Issuer or a Material Subsidiary, Security enforced, Insolvency proceedings, Composition with creditors, Winding up, Illegality, Cessation of business, Analogous event, Delisting of the Notes</p>
<p>Negative Pledge</p>	<p>The Conditions contain a negative pledge pursuant to which the Issuer will not create or have outstanding, and will ensure that none of its material subsidiaries will create or have outstanding, any mortgage, charge, lien, pledge or other encumbrance or security interest (each a “Security Interest”), upon the whole or any part of its present or future business, undertaking, assets or revenues (including any uncalled capital) to secure any capital markets indebtedness or to secure any guarantee or indemnity in respect of any capital markets indebtedness*, without first securing the Notes equally</p>

* Means any present and future indebtedness (whether being principal, interest or other amounts) in the form of, or evidenced or represented by, bonds, notes, debentures or other similar debt instruments which are, or are of a type (and with terms of a type), customarily quoted, listed or traded on any regulated or unregulated stock exchange, over-the-counter or other securities market

2023 Sustainability Report

Sustainability beyond Cloud



WIIT's ESG journey and ambition

We **integrate sustainability** into our **daily business**.

We started our ESG journey **voluntarily and with a structured approach** nearly 4 years ago, with the publishing of 3 voluntary editions of our Sustainability Report, promoting stakeholder engagement activities and measuring ourselves on formalized goals to be **achieved by 2030**.

From FY2022, WIIT falls under the scope of application of the EU Non-financial Reporting Directive (NFRD Directive 2014/95/EU), which requires large listed companies with more than 500 employees to publish annually a **Non-Financial Statement**.

In 2023 we published the **2nd edition of our Group Non-Financial Statement**.

Sustainability beyond cloud: WIIT's journey to date

The Premium
Cloud

WIIT4
Innovation

WIIT4
Climate

WIIT4
People

Reporting



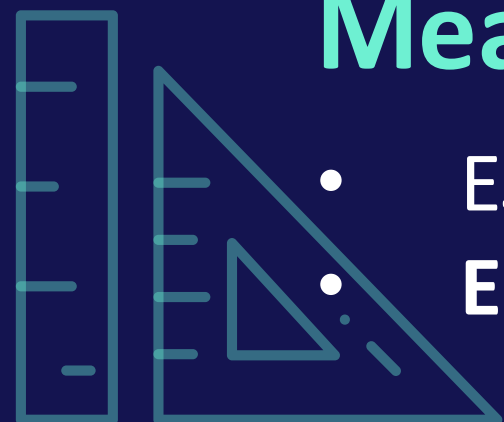
- 3 voluntary Sustainability Reports from 2019 to 2021
- 2nd Non financial Disclosure in 2023

Strategy



- ESG Plan, 15 measurable **objectives** for 2030, with intermediate target for 2025

Measure



- ESG Rating
- European Taxonomy for Sustainable Finance

Risks and Governance



- Integration of ESG in ERM
- Dedicated ESG Governance
- ESG Policies
- Stakeholder engagement

ESG Plan 2030: the Group's sustainability goals

The ESG Plan is the Group's sustainability commitment between now and 2030.

15 long-term, measurable goals with intermediate targets to 2025, in line with the UN SDGs of the 2030 Agenda.

WIIT undertakes an annual monitoring of the progress of the goals and the related initiatives.

THE PREMIUM CLOUD		2023	2025	2030
Women in the Board of Directors	45% of the Board of Directors of WIIT S.p.A is composed of women	45% ✓	30%	45%
Women in Senior Management	30% of the Senior Management of WIIT S.p.A is made up of women	16%	20%	30%
ESG goals in Senior Management MBOs	100% of Senior Management of WIIT S.p.A with at least one ESG goal in their MBOs	38%	50%	100%
WIIT4INNOVATION		2023	2025	2030
Security Assessment	Security assessment (WSU) of 50 major customers	40%	50%	100%
Fault-tolerant IT infrastructures	1.500 kW of the total kW of the Group's IT infrastructure covered by Tier IV certification	788 kW	1.000 kW	1.500 kW
Co-innovation	More than 100 among companies, suppliers, start- ups, students, institutions and academics involved in co-innovation initiatives (e.g. hackathons or coding contests) to stimulate the search for innovative solutions in the field of cloud services	6	40	100
Digitalisation of non-profits	Allocate WIIT services with a total contract value of up to 1% of turnover to non-profit organisations	0,2%	0,50%	1%
WIIT4CLIMATE		2023	2025	2030
Energy Intensity	50% reduction in energy consumption for data storage in the data centres of the Parent Company compared to 2023	+21%	-20%	-50%
Green energy towards 0 emissions	100% of purchased electricity produced from renewable sources to reduce the Group's indirect emissions to zero (scope 2)	95%	70%	100%
Green corporate flee	70% of the company car fleet consists of hybrid/ electric cars	50%	30%	70%
Second life of IT asset	80% of replacement technology materials for high schools and academic and social institutions	29,47%	25%	80%
WIIT4PEOPLE		2023	2025	2030
Upskilling and Reskilling	100 people who participated in a multi-year mini-master's degree course organised by WIIT Academy aimed at upskilling and reskilling in technical and managerial fields	41	30	100
Knowledge Intensity	20% of technical personnel obtain at least one technical- specialist certification each year (ITIL, PMP, SAP, Microsoft, etc.)	20% ✓	15%	20%
ESG co-creation	Implementation of at least 1 ESG project per year proposed by employees and funded by the Group	4	4	10
Job Path	100% of the employees of the Group's Companies on a job path for internal growth after 24 months from acquisition	17,4%	75%	100%

The group's sustainability report: towards the 6th edition

2019



2020



2021



2022



2023



ESG Plan 2030: the Group's sustainability goals

In line with the indications of the new **GRI Standard 2021**, the document has been drafted to highlight the performance and progress of the initiatives carried out by the Group in relation to WIIT's material ESG issues and, not least, to provide the organisation's stakeholders with an accurate, comprehensive and transparent account of the results achieved.

The document, for the third consecutive year, has received an **external assurance**.



ESG Policy: our values and commitments

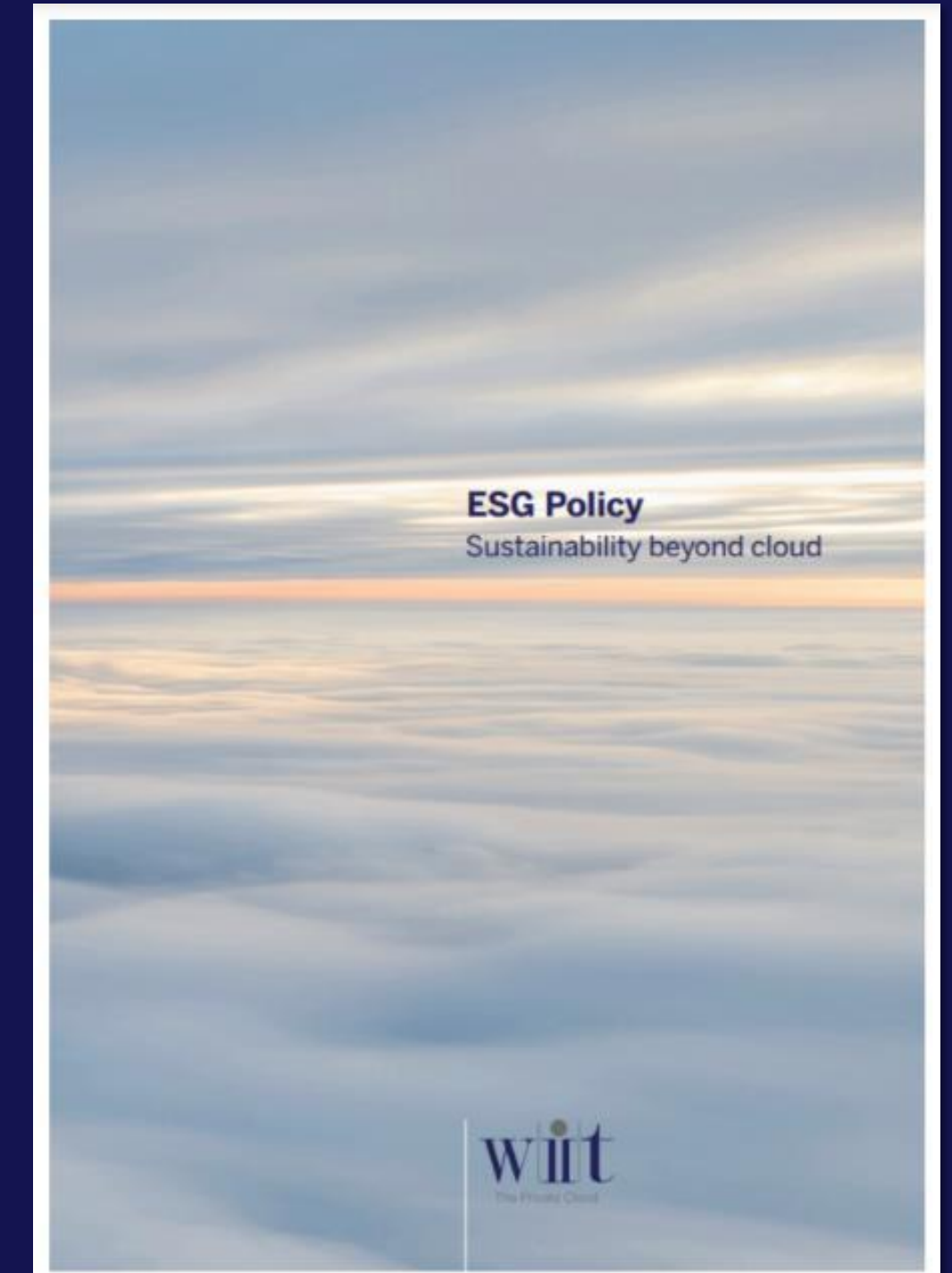
Our ESG Policy is a key element in the process of integrating sustainability into the Group's business. It sets out the 5 values that guide what we do, the way we do it and that represent us not only as a company, but also as individuals.



It lists the commitments that we intend to pursue to put sustainability at the heart of our growth process.

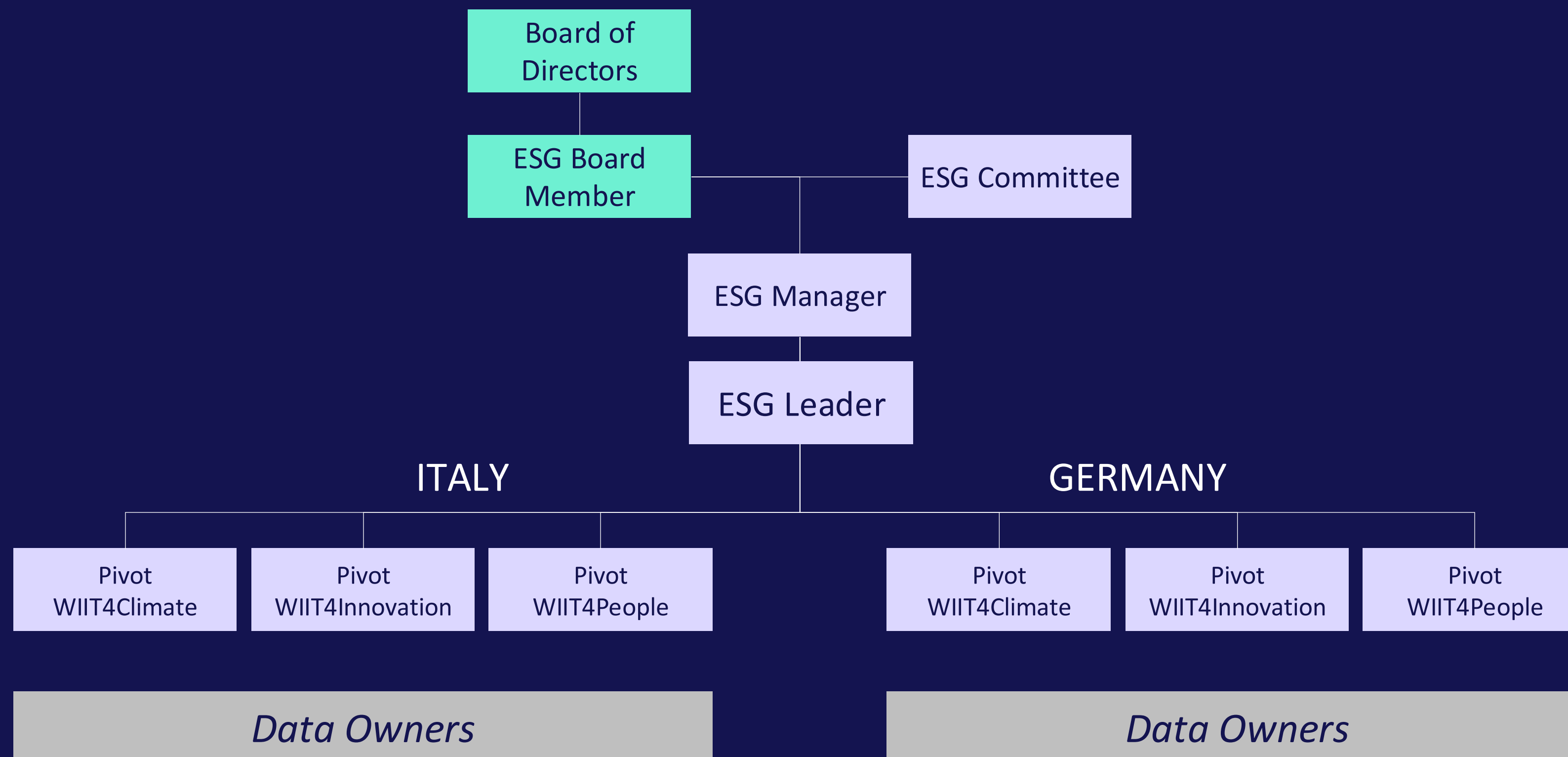
*“Sustainability cannot remain only a good intention: we intend to translate it into a **shared commitment** to achieve ambitious goals that will elevate us above the clouds”*

ALESSANDRO COZZI,
CEO WIIT S.p.A.



ESG Governance: roles and responsibilities

WIIT S.p.A. has put in place a governance structure which ensures sustainability at various levels of its organization. The Model relies on the following roles and corporate bodies



ESG risks: sustainability and risk management integration

In February 2024, WIIT completed the **update of the Group Risk Assessment**.

This process ensures a gradual approach to the requirements of the new European Sustainability Reporting Standards (ESRS), with particular reference to the dual materiality analysis.

Based on the analyses conducted, **68 risks were identified, each of which was associated with a material ESG theme**.



Sustainability in WIIT’s Datacenters

2023

ITALY

100%

Of purchased energy is certified Green

GERMANY

94%

Of purchased energy is certified Green

0 tons of CO₂

Scope 2 Market Based¹ emissions

1.195 tons of CO₂

Scope 2 Market Based¹ emissions

WIIT’s contribution to a greener and more eco-friendly digital infrastructure

A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).
Source: GHG Protocol - Scope 2 Guidance

ESG Procurement Policy: a common effort towards a sustainable supply chain

WIIT is committed to minimising negative environmental and social externalities in its value chain.

The Policy introduces a **set of ESG criteria** to be integrated into supplier selection, management and monitoring processes. WIIT is committed to working only with entities that demonstrate that they conduct their business in line with a number of international principles, including:

- the Universal Declaration of Human Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the Fundamental Conventions of the International Labour Organisation.



ESG Procurement Policy: Principles and key topics

Transparency	Responsability	Improvement
We guarantee the maximum transparency in the process of selection and evaluation of our suppliers.	We make our choices aware of the responsibility we have along the entire chain of Group value.	We involve our suppliers in continuous improvement processes, in order to spread best practices on the market .

- 1

Business Ethics
- 2

Environmental Sustainability
- 3

Protection of worker's rights
- 4

Protection of human's rights
- 5

Conflict minerals

From 2022 WIIT is a UN Global Compact signatory

WIIT has subscribed to the **UN Global Compact initiative**, a voluntary leadership platform for the development, implementation and spread of responsible business practices.

The platform invites companies to align their strategic operations with the **UNGC's Ten Principles on human rights**, labour, the environment and anti-corruption, and to act in support of the UN goals and issues embodied in the Sustainable Development Goals (SDGs).

Launched in 2000, the Global Compact is the **world's largest sustainability initiative**, created to assist the private sector in managing risks of increasing complexity and opportunities in the environmental, social and governance fields.



United Nations
Global Compact

9,500+ companies

3,000+ non-entrepreneur signatories

160+ countries

70+ local networks

ESG rating: major assessments received in 2022

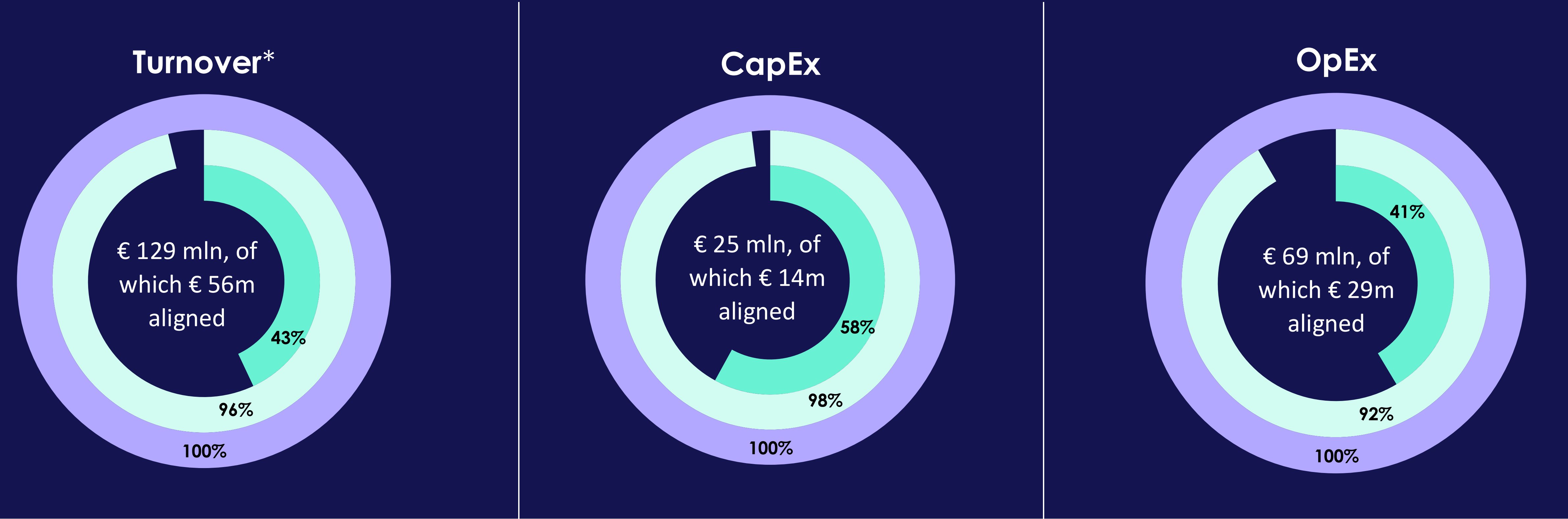


Rating	2020	2021	2022	Trend 2021-2022	Benchmark
GOVERNANCE	71	73	67	↘	↑
SOCIAL	43	51	49	↘	↑
ENVIRONMENT	56	59	47	↘	≈
EXTERNAL STAKEHOLDERS	81	85	55	↘	≈
Rating	61	65	57	↘	↑



The 2022 result was **32/100**
(+6 over the industry average)

96% of WIIT's turnover is eligible for the EU Taxonomy, with 43% aligned based on technical criteria.



Total Eligible Aligned

*The revenue figure of € 129 mln refers only to "Revenues from sales and services".

Stakeholder Engagement: listening is at the heart of our ESG strategy

<p>Stakeholder Day 2020</p> <p>Topics that matter</p> <p>When: January 2020</p> <p>Who: 15 external stakeholders</p> <p>Result: identify the 9 priority ESG topics</p>	<p>Stakeholder Day 2021</p> <p>ESG Plan 2030</p> <p>When: February 2021</p> <p>Who: 15 external stakeholders</p> <p>Result: elaborate 18 ESG targets, the ESG Plan 2030</p>	<p>Key Opinion Leaders 2022</p> <p>Outlook from key knowledge leaders</p> <p>When: February 2022</p> <p>Who: 4 external Key Opinion Leaders shared a view of the scenario</p> <p>Result: reviewed outlook on the future</p>	<p>Stakeholder Day 2023</p> <p>Topics that matter</p> <p>When : October 2023</p> <p>Who: 15 external stakeholders</p> <p>Result : update of priority ESG topics and input on WIIT's sustainability strategy.</p>
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The Premium Cloud: goals 2030

ESG Plan 2030

2030 target		2023	2025	2030
45% of the Board of Directors of WIIT S.p.A. is composed of women	4 out of 9 WIIT board members are women	45%	30%	45%
30% of the senior management of WIIT S.p.A. is made up of women	2 out of 13 executives and first reports to the CEO are women	16%	20%	30%
100% of senior management with at least 1 ESG goal in their MBOs	5 out of 13 executives and first reports to the CEO have ESG goals in their MBOs	38%	50%	100%

WIIT4Innovation: goals 2030

ESG Plan 2030

2030 target		2023	2025	2030
Security assessment (WSU) on 50 major customers	Raising awareness of customers with respect to issues in Cybersecurity.	40%	50%	100%
1,500 kW of certified fault-tolerant (TIER-IV) IT infrastructure at the Group level	Construction of the first DC in Düsseldorf achieved Uptime TIER IV Facility certification	788 kW	1.000 kW	1.500 kW
More than 100 among companies, suppliers, start-ups, students, institutions and academics involved in co-innovation initiatives (e.g. hackathons or coding contests) to stimulate the search for innovative solutions in the field of cloud services	Digital 360 Awards and 2 editions of Rising Strong	6	40	100
Allocate WIIT services with a total contract value of up to 1% of revenue to nonprofit organizations	Also in 2023, WIIT partnered with nonprofits for the digital development of the third sector.	0.2%	0.50%	1%

WIIT4Climate: goals 2030

ESG Plan 2030

2030 target		2023	2025	2030
50% reduction in energy consumption for data storage in the data centres of WIIT S.p.A.	WIIT S.p.A. consumes 74.84 MWh per Peta Byte of data stored in its Data Centers.	+21%	-20%	-50%
100% of purchased electricity produced from renewable sources to reduce the Group's indirect emissions to zero (scope 2)	Of 37,313,257.5 kWh of purchased energy, 35,364,922.5 kWh are produced from renewable sources	95%	70%	100%
70% of the company car fleet consists of hybrid/electric cars	In 2023, out of 109 company cars 55 are hybrids.	50%	30%	70%
80% of replacement technology materials for high schools and academic and social institutions	In 2023, WIIT allocated 6.84% of its assets in replacement to redemption and 22.63% to donation	29.47%	25%	80%

WIIT4People: goals 2030

ESG Plan 2030

2030 target		2023	2025	2030
100 people who participated in a multi-year mini-master's degree course organised by WIIT Academy aimed at upskilling and reskilling in technical and managerial fields	Mini-masters in communication and negotiation, methodology in PM and Service Management were held during 2023	41	30	100
20% of technical personnel obtain at least one technical-specialist certification each year (ITIL, PMP, SAP, Microsoft, etc.)	By 2023, 20% of technical resources have attained at least one technical specialist certification	20%	15%	20%
Implementation of at least 1 ESG project per year proposed by employees and funded by the Group	Two social initiatives were launched during 2023: BeWIIT team building events and sponsorships	4	4	10
100% of the employees of the Group's Companies on a job path for internal growth after 24 months from acquisition	The Job Path is extended to the 91 employees of WIIT Italy and the 17 employees of MyLoc.	17.4%	75%	100%

Appendix

GEC, deal at a glance

Highlights

WIIT, through its 100% owned subsidiary WIIT AG, acquires the Edge & Cloud business from German Edge Cloud GmbH & Co. KG, a Friedhelm Loh Group subsidiary and continues its expansion in Germany

The transaction is worth approximately Euro 6.5 million, including earn-outs, corresponding to an implicit multiple of 3.6 after expected yearly synergies of 3M euro



Private Cloud and EDGE Computing in Frankfurt

9M€ ARR 2023 Revenues
100% Recurring revenues
40 loyal customers
66 highly skilled tech and sales employees
3M EBITDA after synergies

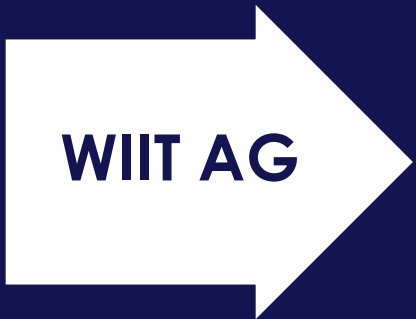
REASONS WHY

EXPANSION/ CONSOLIDATION IN GERMANY	This acquisition constitutes an opportunity of further consolidation of the German market on all the possible dimensions: from revenues and profitability to human skills and geographical positioning in a very reach district in terms of opportunities
BUSINESS MODEL / GO TO MARKET	This unit is perfectly in line with WIIT model and it strengthen, in particular, our Private and Edge Cloud capabilities
VERY ACTRACTIVE MULTPLE	The multiple used for EV calculation is very attractive in every possible scenario. Depending by the 2024 results it can vary from 3,6 to a maximum of 4,5 x EBITDA
COST SYNERGIES	Strong synergies expected also in this acquisition = 3M per year

STRUCTURE & FINANCING



The deal has been paid using the Company liquidity



WIIT will acquire 100% of the company trough the 100% owned WIIT AG

SINERGIES

COST SINERGIES

3M
(per year)



Data center Consolidation



Lay-offs



Strong efficiencies on purchase costs

OTHER SINERGIES



Cyber & Cloud native Skills



WIIT AG Team



German presence

KEY FIGURES



2023A:
Revenues 9,2 M€



66 employees



Frankfurt



100% Recurring Revenues

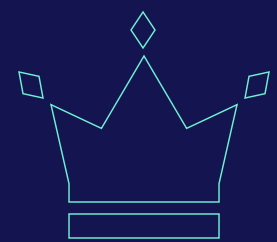
ECONIS, deal at a glance

Highlights

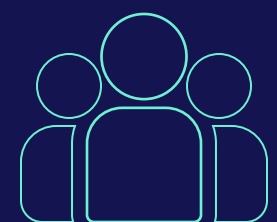
Econis AG, a Zurich-based company, is a Managed Services Provider that provides design, implementation and management services of Private Cloud infrastructures for the worlds of Banking, Health Care and Manufacturing in the German-speaking part of Switzerland.



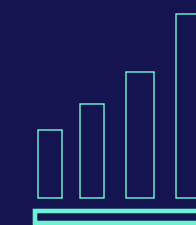
Zurich



65% recurring revenues



81 Employees



29.6 M CHF Revenues

2 M CHF EBITDA ADJ

Net Cash amounting to approximately
CHF 0.75 million



Open up a new market in German
Switzerland

Focus on Managed Services
Cost synergies

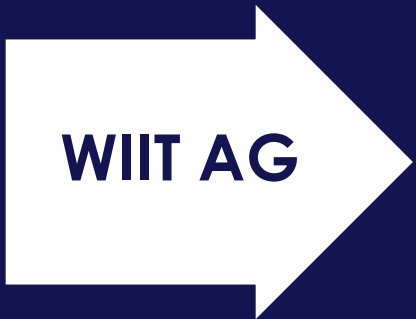
REASONS WHY

EXPANSION/ CONSOLIDATION IN SWITZERLAND	This acquisition constitutes an opportunity to open up a new market, German Switzerland, which is highly synergetic and promising in terms of both organic and external growth opportunities, at an extremely low overall cost and with limited risks
BUSINESS MODEL / GO TO MARKET	Acquisition of a portfolio of around 50 customers and landing in the new Swiss market, ranking to6 6 in Europe
VERY ACTRACTIVE MULTPLE	The total cost for the acquisition was around 1,5M. In 2024 Q3 will be executed a 2,5M CHF increase to boost the growth
COST SYNERGIES	Strong synergies expected also in this acquisition = 4M per year

STRUCTURE & FINANCING



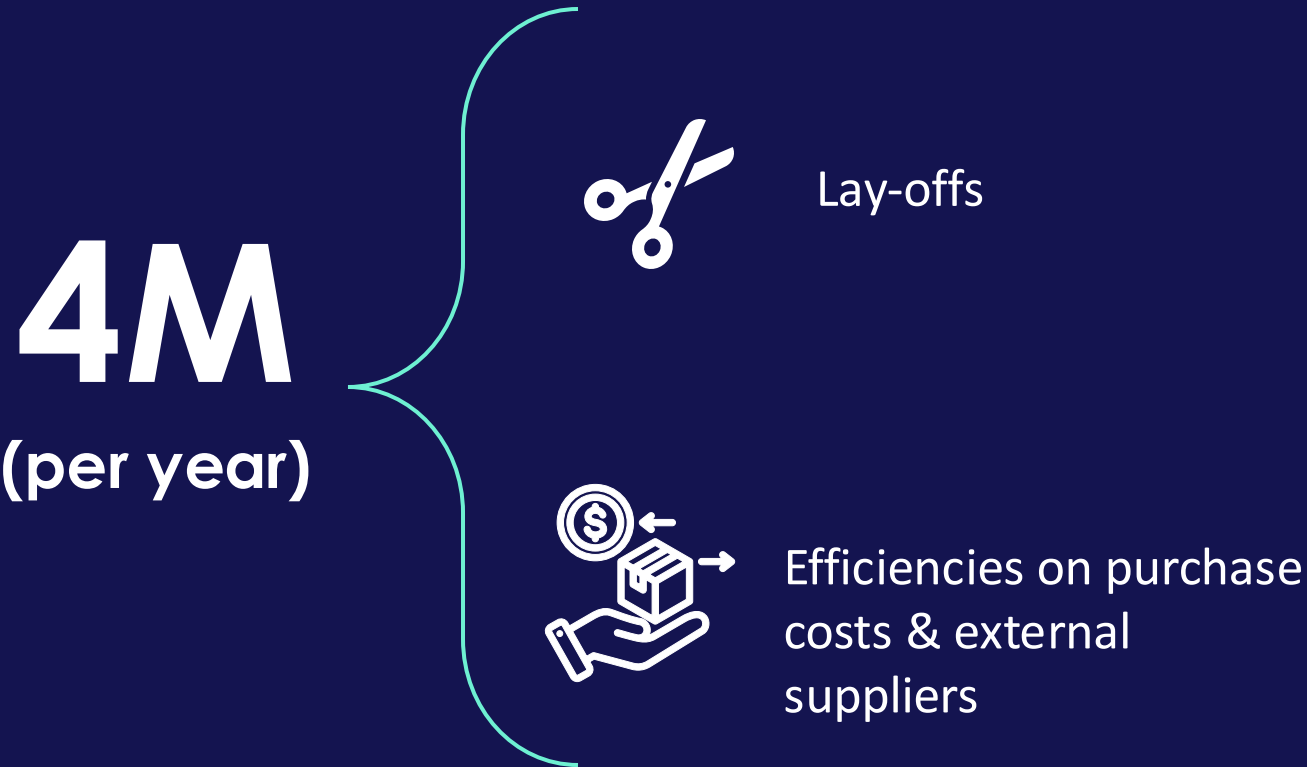
The deal has been paid using the Company liquidity



WIIT will acquire 100% of the company directly

SINERGIES

COST SINERGIES



OTHER SINERGIES



KEY FIGURES



2023A:
Revenues 29,6 M CHF
Ebitda 2 M CHF excluding synergies



81 employees



Zurich



65% Recurring Revenues

Michgehl & Partner, deal at a glance

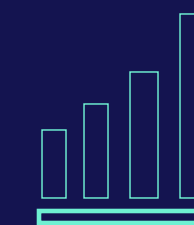
Highlights

Michgehl & Partner has been operating on the German market for over 25 years as a specialised IT player for law firms.

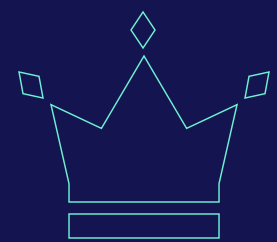
Established as a consulting and software provider, today it is the cloud provider of choice for the legal sector, thanks to a dedicated web platform offering a data centre and a range of cloud services designed exclusively for law firms.



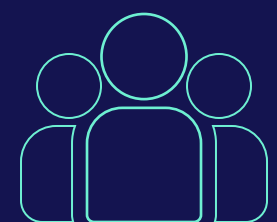
Nordwalde (DE)



4.5 M€ Revenues 2024E
800K€ EBITDA 2024E



More than 90% of
recurring revenues



31 Employees



Expand the offer dedicated to
professional firms
Strengthens the indirect channel
Generate Euro 1.0 million in cost
synergies

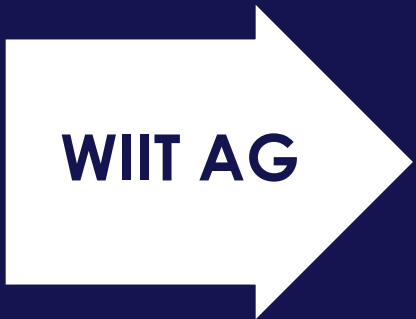
REASONS WHY

EXPANSION/ CONSOLIDATION IN GERMANY	This acquisition allows us to expand our offer dedicated to professional firms, improving our positioning in solutions for the legal sector. In addition, it also strengthens the Group's relationships with leading specialised software providers in Germany and the internal team dedicated to indirect channel management
BUSINESS MODEL / GO TO MARKET	This unit is perfectly in line with WIIT model and it expand its portfolio with more than 300 law firms with between 5 and 50 employee
VERY ATTRACTIVE MULTIPLE	This agreement implies an estimated EBITDA multiple for 2024 of less than 7 times, before assumed synergies.
COST SYNERGIES	Strong synergies expected also in this acquisition = 1M per year

STRUCTURE & FINANCING



The deal has been paid using the Company liquidity



WIIT will acquire 100% of the company trough the 100% owned WIIT AG

SINERGIES

COST SINERGIES

1M
(per year)



Data center
Consolidation



Lay-offs



Optimisations on
suppliers

OTHER SINERGIES



Law firm expertise



WIIT AG Team



German presence

KEY FIGURES



2024E:
Revenues 4,5 M€
Ebitda 0,8 M€ excluding synergies



31 employees



Nordwalde



Mainly Recurring Revenues

WIIT takes your business above the clouds

Corporate Presentation

March 2025

WIIT