



**WIIT takes your business  
above the clouds.**

**Corporate  
Presentation**

May 2022

**WIIT**  
THE PREMIUM CLOUD

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# Highlights



**15 Datacenter**  
*3 in Italy (2 Tier IV) and 12 in Germany*



**26.4 M€ Q1 2022 Revenues**



**+150 top clients**  
*+1,500 midsize clients*



**10.1 M€ Adj. Q1 2022 Ebitda**



**14 branches**  
*of which 5 abroad*



**10 successful acquisitions**  
*since 2007*



**575 Employees\***  
*245 in Italy and 330 Abroad*



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

\*March, 2022 including ERPTech



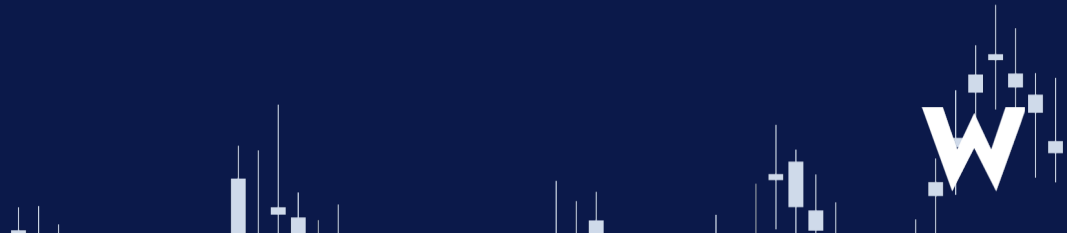
# Overview



**WIIT**  
THE PREMIUM CLOUD



# The Premium Cloud for Business Critical Applications



# WIIT Cloud Platform Offering

## Standard Public Cloud

Infrastructure as a Service only

### Software as a Service

*Application software*

### Platform as a Service

- *Managed services, DR/BC, Cybersecurity*
- *Application Platform availability*

### Infrastructure as a Service

*Datacenter, infrastructure tech, network*

Customer  
Or  
System  
Integrators

### IaaS Providers

Telco, Amazon, Msft Azure,  
Aruba, Claranet, Plus Server

## Premium Hybrid Cloud for Critical Apps

PaaS and SaaS

### WIIT

Digital Process Applications

### WIIT

Managed Services,  
Cybersec, DR/BC

### WIIT

Application platform  
availability

### WIIT

Technology Layer (Tier IV +  
Tech Assets)

## WIIT Peers

Virtustream  
Secure24  
Attenda  
Tricore Solutions  
Symmetry  
Oxya



**102.9 M€**

Proforma Revenues  
Adjusted

**36.7 M€**

Proforma Ebitda Adjusted  
Ebitda margin Adj. of 37.7%

**Financial  
Highlights**

**2021  
Proforma\***

\*Proforma data including the contribution of Mivitec,  
Gecko and Boreus for the whole of 2021



## Italy

Revenues **51.1 M€**  
49.7% of Group  
Revenues

EBITDA **18.1 M€**  
49.3% of Group  
EBITDA



## Germany

Revenues **51.8 M€**  
50.3% of Group  
Revenues

EBITDA **18.6 M€**  
50.7% of Group  
EBITDA

# KEY FIGURES BY COUNTRY

Source: WIIT 2021 Proforma Highlights



## BOARD OF DIRECTORS

Chairman	<i>Riccardo Sciutto</i> <sup>3,4</sup>
Chief Executive Officer	<i>Alessandro Cozzi</i>
Executive Director	<i>Francesco Baroncelli</i>
Executive Director	<i>Enrico Rampin</i>
Executive Director	<i>Igor Bailo</i>
Executive Director	<i>Stefano Dario</i>
Independent Director	<i>Nathalie Brazzelli</i> <sup>3</sup>
Independent Director	<i>Emanuela Basso Petrino</i> <sup>2</sup>
Independent Director	<i>Annamaria di Ruscio</i> <sup>1,4</sup>

## BOARD OF STATUTORY AUDITORS

Chairman of the Board of Statutory Auditors	<i>Paolo Ripamonti</i>
Statutory Auditor	<i>Chiara Olliveri Siccardi</i>
Statutory Auditor	<i>Francis De Zanche</i>

## SUPERVISORY BODY

Chairman of the Supervisory Body	<i>Luca Valdameri</i>
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## INDEPENDENT AUDIT FIRM

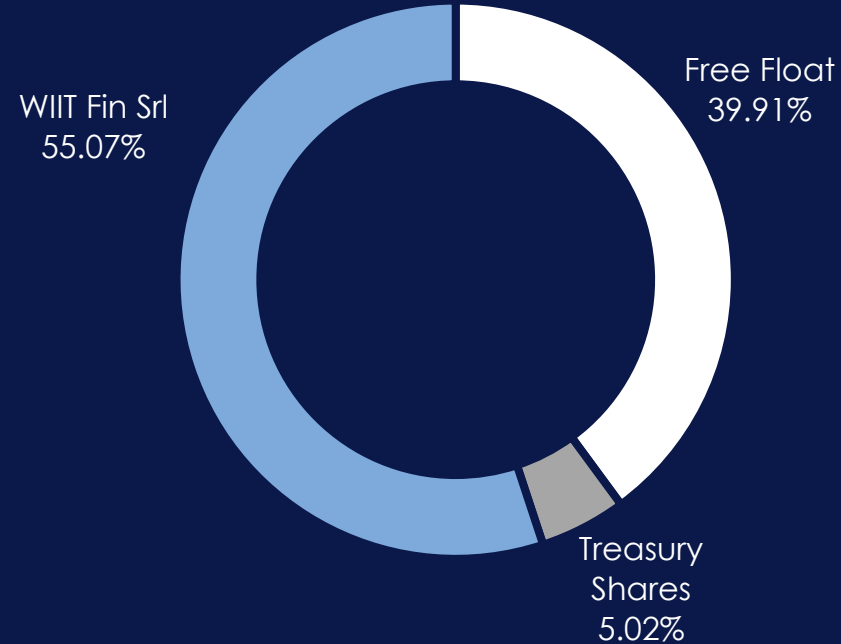
*Deloitte & Touche S.p.A.*

# 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



*As at 11 May, 2022*  
*No. Shares 28,020,660*



# WIIT at a glance



**WIIT**

THE PREMIUM CLOUD

# Why WIIT

We strongly believe in technology as a turning point for a fast and sustainable growth of worldwide economy.

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





# Enable the Digital Shift

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.*



# Why companies move to Cloud



Being global and digital is imperative.



Being global means global processes governance.



Governance and digital mean tech performance, data security and process reliability.

## BUSINESS RISKS

### Top 3 business fault causes

- #1 Datacenter technology level
- #2 Cyber security
- #3 Human Error

## BUSINESS OPPORTUNITIES

- a. No more CAPEX in no core investments
- b. Scalability and flexibility
- c. Competences and experience



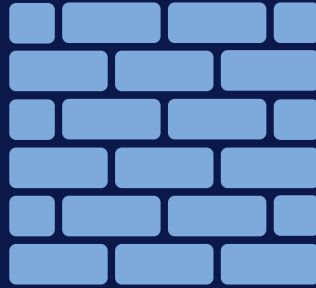
# Competition in Business Critical Cloud

## Entry/Exit barriers

### TOP 3

Reasons to choose your Critical App Cloud provider

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

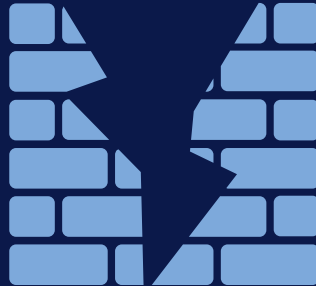


Primary Cloud **entry barriers** to enter the Critical App Cloud

### TOP 3

Reasons to change your Critical App Cloud provider

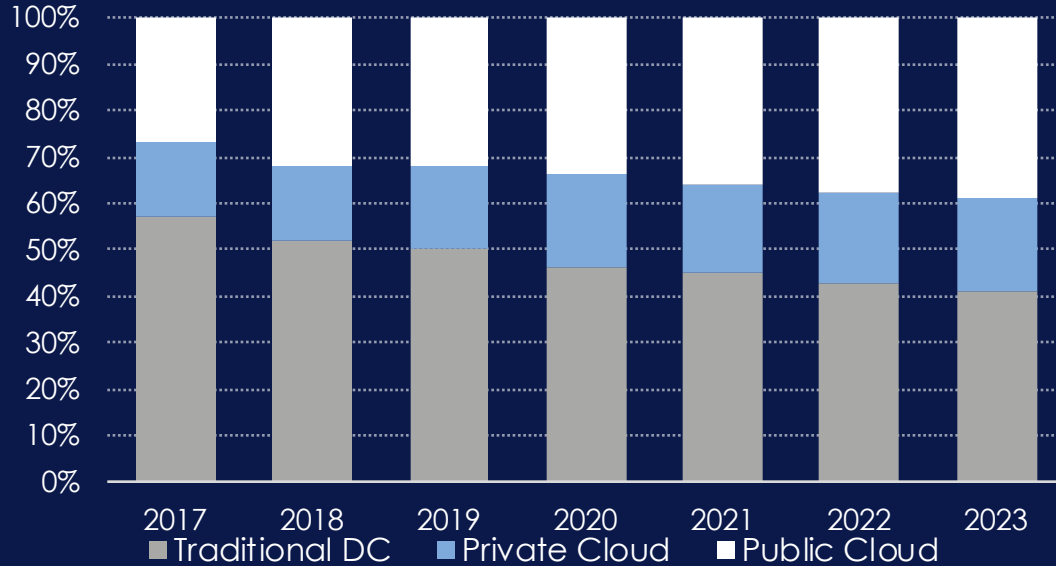
- #1 Service quality
- #2 Provider Financial health
- #3 Price



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



Worldwide Cloud IT infrastructure Market Forecast by  
Deployment Type, 2017-2023 (shares base on Value)



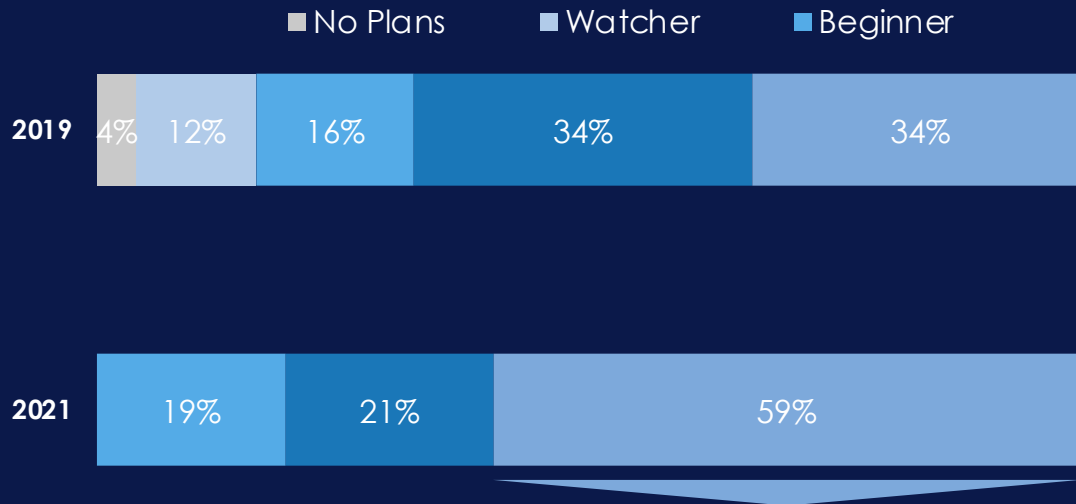
# Cloud shift still ongoing

Traditional DC ▼

Private Cloud ▲

Public Cloud ▲





**Advanced adopter with heavy use  
of Cloud solution grew by 25%**

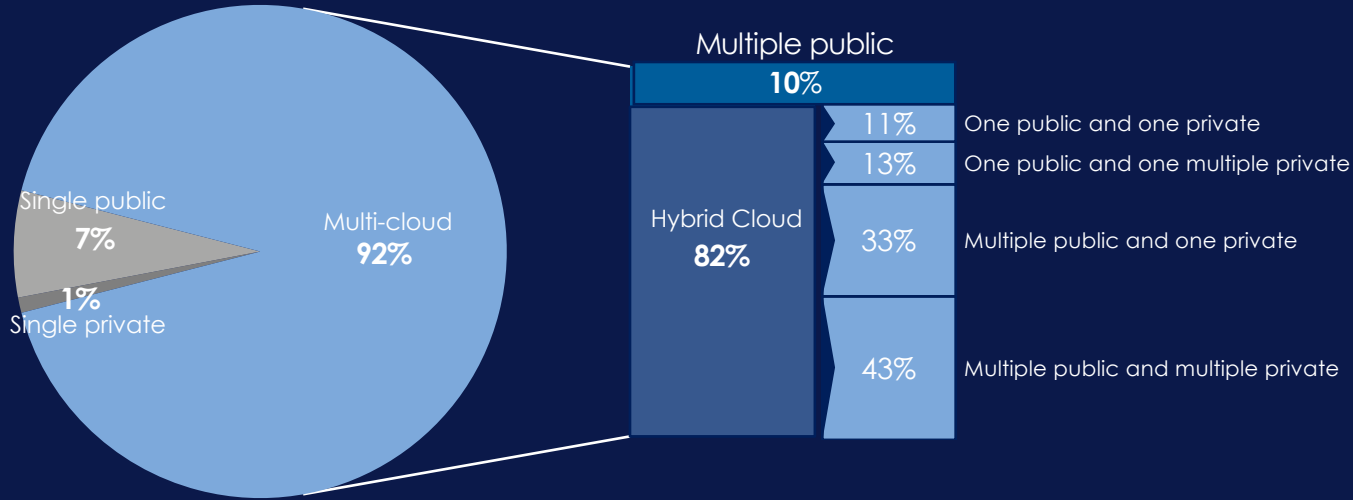
# Cloud maturity Enterprise 2019 vs 2021

*Source: 2021 State of the Cloud Report from Flexera – 750 respondents*



## Enterprise Cloud Strategy

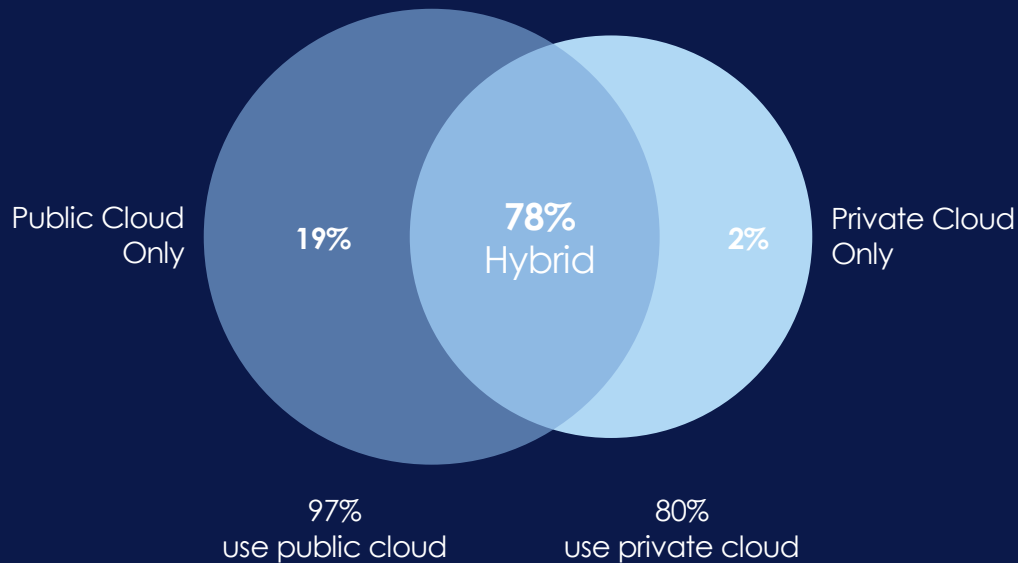
% of enterprise respondents



# Cloud strategy adoption 2021

Source: 2021 State of the Cloud Report from Flexera – 750 respondents



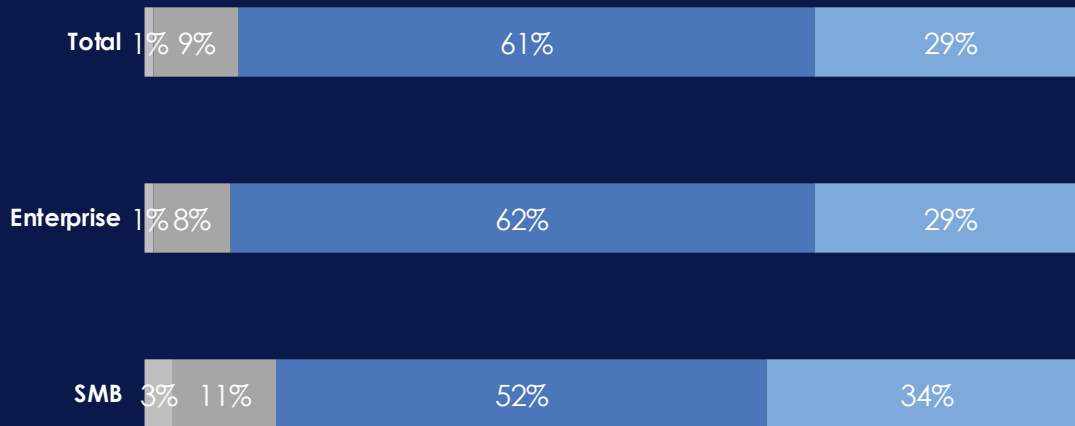


**99%**  
(+5% than 2019)

# Cloud Adoption

Source: 2021 State of the Cloud Report from Flexera  
– 750 respondents





- Slightly lower than planned
- Significantly lower than planned

# How Coronavirus might impact cloud strategy.

Cloud plans and adoption have clearly shifted as a result of the pandemic.

Source: 2021 State of the Cloud Report from Flexera  
– 750 respondents







## 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



# The new trend for Critical Corporate Apps



Critical Applications (SAP-ERP, CRM, EPM, etc.) core platforms and infrastructures

*Needs: high and guaranteed service levels, business continuity, information security, personalization, integration, scalability, flexibility*

Non Critical Applications

*Needs: multiple users, less confidential information, local data compliance, geographical localization*



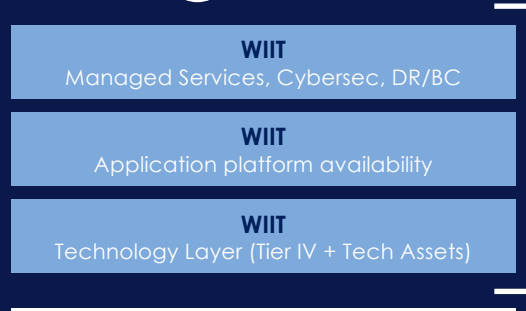
# WHY MULTI CLOUD MANAGEMENT MATTERS

**+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



**WIIT PREMIUM CLOUD**



# A pan-European Tier IV DC network for Critical Apps

We serve more than 70 countries worldwide

**3** Enterprise  
Datacenter



Top clients  
with DR/BC



Top clients  
run ERP suites



Top clients  
run SAP

**+80**

Top  
clients

**+700**

Mid  
clients

**11** Enterprise  
Datacenter



**+70**

Top  
clients

**+800**

Mid  
clients

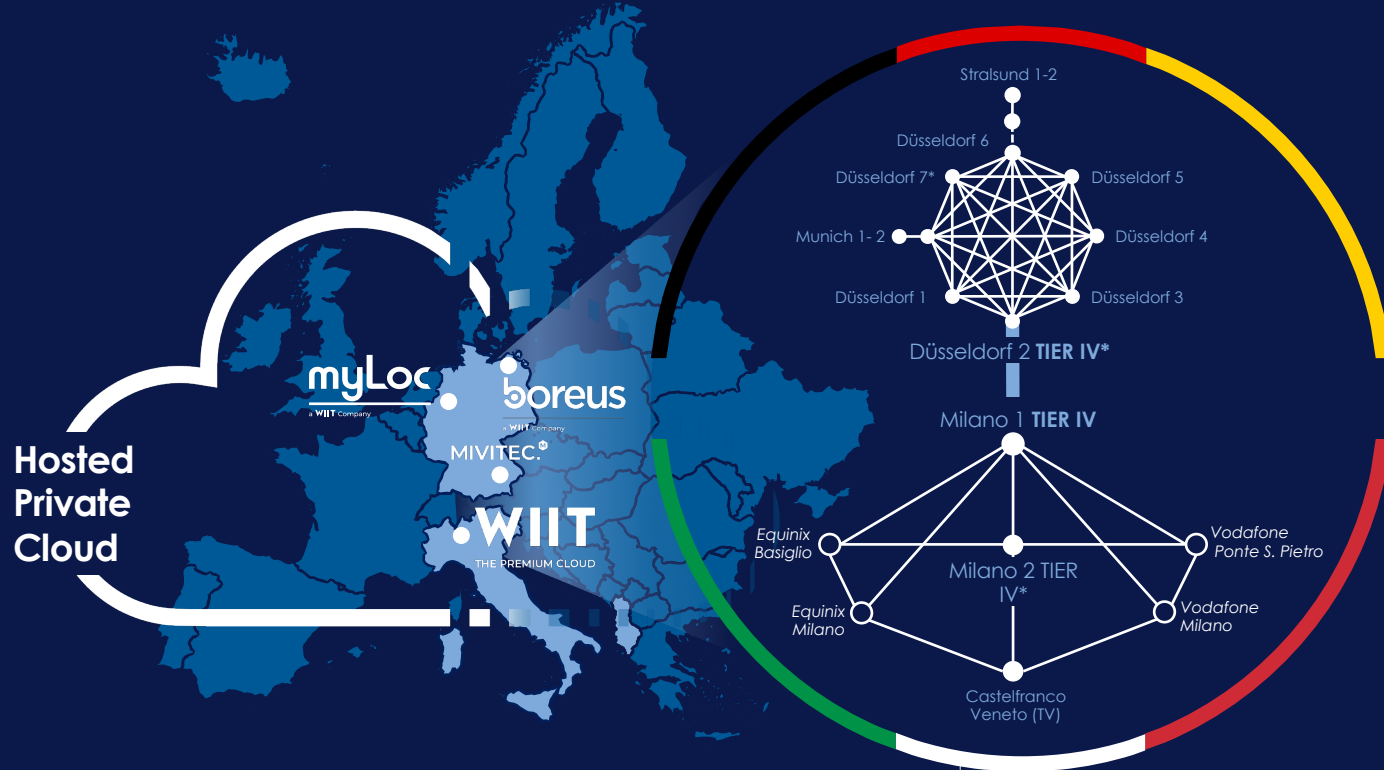


**1** First level  
Support center



# An European network of Tier IV DCs for Critical Apps

Guarantee the highest levels of resilience



\* Under construction – DUS.2 (Tier IV), DUS.7, MIL.2 (Tier IV)



# Tier IV datacenter for business critical applications



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

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

## WIIT Strategic Assets

WIIT deploys three dedicated Enterprise Class Data-Centers in Italy

**Milan:** MIL.1 Primary Data Center, certified **TIER 4 Constructed Facility**, where the most complex and critical ERP infrastructures are hosted and managed.

**MIL.2\*** Data Center for High Availability, certified **TIER 4 Design**.

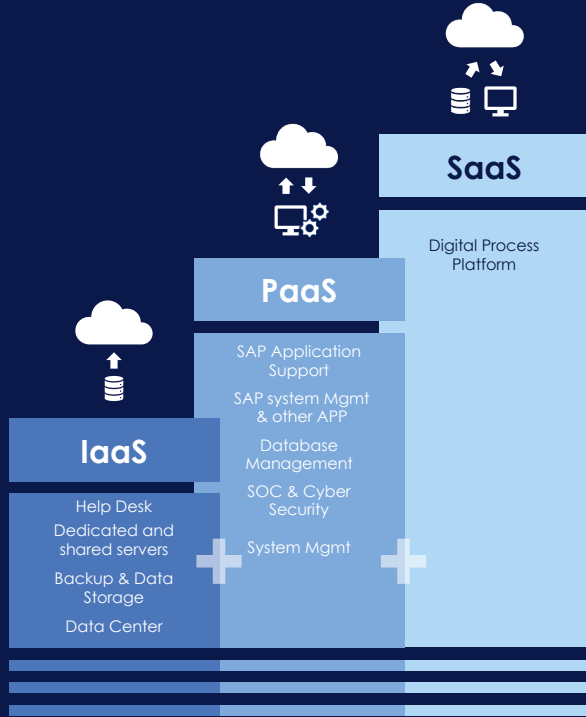
**Castellfranco Veneto (TV):** the data center that enables **Business Continuity** services for Milan Tier IV DC

The level of use of the 2 Data-Centers is only **50% of total capacity**

\*MIL.2 (Tier IV) Under construction



# Key Success Factors



WIIT Cloud Positioning

## 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**

Since 2016 datacenter and offices power completely comes from renewables sources

## Hybrid Cloud Platform



Private    WIIT Private    Public

**100% Hybrid**

A fully integrated Hybrid Cloud supply chain for governance and workloads management in Clouds at worldwide level

## Tier IV Availability



**99.995% Availability**

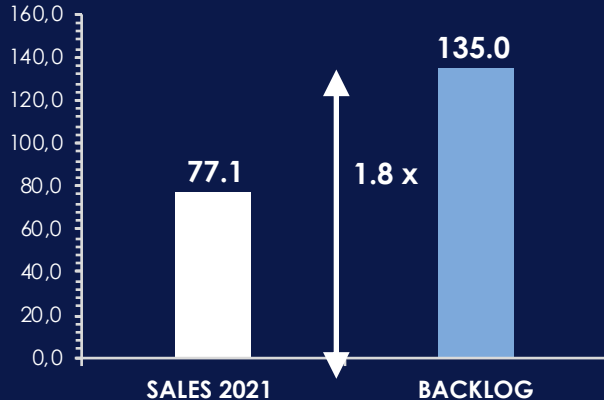
Resiliency level of Datacenter still is the first cause of potential business fault risk



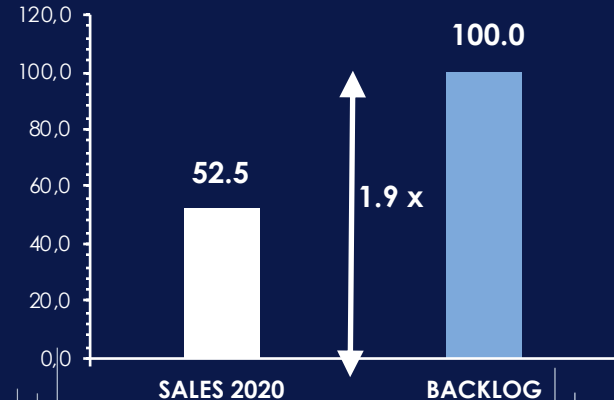
# Granting a high Visibility of Business

- **5 years** average contract period
- 135.0 €M Backlog (+35%) → **1.9 times 2021 sales**
- **High penalties** for early termination

BACKLOG AS AT 1<sup>st</sup> JAN 2022 (€mn)



BACKLOG AS AT 1<sup>st</sup> JAN 2021 (€mn)

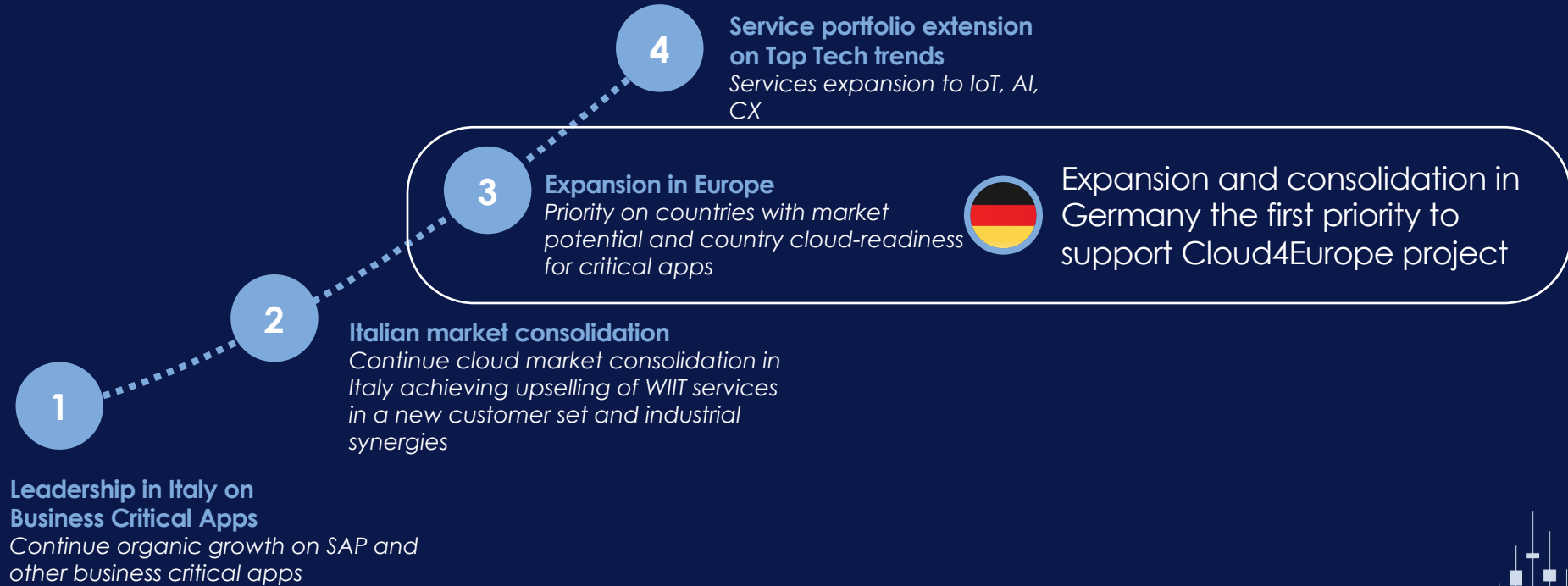




# What next?

**WIIT**  
THE PREMIUM CLOUD

# Milestone on WIIT's path for FUTURE GROWTH



# M&A Journey

2015

## Visiant

Acquisition of Private Cloud datacenters (2) of Visiant with a long term partnership. Strong synergies achieved (DC shutdown+migration in WIIT facilities)

2018

## Adelante

Presence in Tuscany (Luxury district). 70% potential synergies achieved. Upselling WIIT Biz critical services on existing customers in progress. Expansion of service portfolio

2019

## Matika

Presence in Veneto (Discrete/Process M. district). Very good upselling potential on Matika customer base and expansion of service portfolio

2020

## Etæria & Ædera

Strong presence in Piedmont and Emilia-Romagna. High quality client portfolio. Proprietary technological platform that integrates the technological document asset already owned by WIIT

2021

## Mivitec GmbH

Acquired by myLoc, Mivitec is a managed services provider (MSP) holding three data centers. It is based in Munich and operates mainly in Bavaria

2022

## myLoc



Düsseldorf-based, develops Colocation, Private&Public Cloud and Managed hosting services. Strong regional market position in mid-west Germany.

## ERPTech

leading Italian company in IT outsourcing services of SAP systems, of which it holds 4 certifications,

## R42 GmbH



Acquired by WIIT, R42 controls Boreus, an hybrid Cloud provider for mission critical apps with two data centers in Stralsund and Gecko, a mission critical DevOps provider holding in Rostock



1. **Acquisitions in Italy to increase WIIT's market share and gain synergies**  
(example: data centres)

Italy

1. **Strategic acquisitions to enter more effectively in foreign markets** leveraging on:
  - a local established brand
  - a native salesforce with relationships with local clients, knowledge of local market and datacenter in the country
2. **Cost savings mainly achievable thanks to the centralization of operations in Italy.** Two examples:

Profile	Synergies	Integration risks
I. Cloud players with a <b>business model comparable</b> to WIIT and multiannual contracts schemes	cost synergies	lower (same business model)
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	cost synergies + revenue synergies (up-selling)	medium

Europe (DE, FR)

External Growth

# M&A STRATEGY



# Financial boost in target companies

## Application

Software license as a Service

## Platform

- Managed services, DR/BC, Cybersecurity
- Application Platform availability

## Data Center

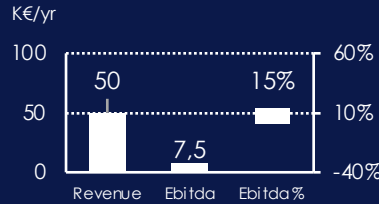
Data center, infrastructure tech, network

SERVICES



IAAS CLOUD

Leverage WIIT Cloud model to scale up financials of acquired Co.



FROM AN  
AVG. CLIENT SIZE

WIIT  
Digital Process Applications

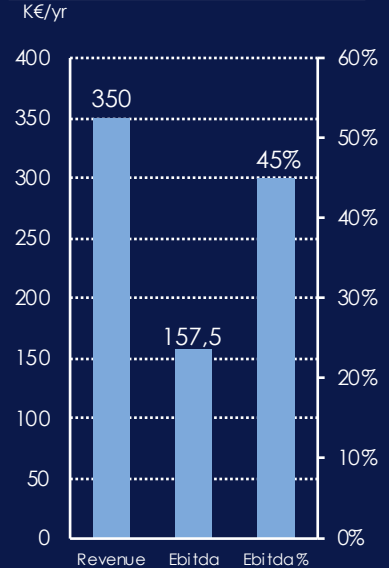
WIIT  
Managed Services, Cybersec, DR/BC

WIIT  
Application platform availability

WIIT  
Technology Layer (Tier IV + Tech Assets)

PAAS CLOUD

WIIT average  
top 20's client size  
900 K€/yr



TO AN  
AVG. CLIENT SIZE



**3** Enterprise  
Datacenter

**12** Enterprise  
Datacenter

**1** First level  
Support center



Potential target  
countries  
for further  
expansion of  
Project  
Cloud4Europe



# Key Terms of the Bond (1/2)

Issuer	<ul style="list-style-type: none"><li>• WIIT S.p.A.</li></ul>
Ranking	<ul style="list-style-type: none"><li>• Senior Unsecured</li></ul>
Amount	<ul style="list-style-type: none"><li>• €150m</li></ul>
Use of Proceeds	<ul style="list-style-type: none"><li>• Support the external growth strategy / Refinancing of existing debt / General corporate purposes</li></ul>
Rating	<ul style="list-style-type: none"><li>• Unrated</li></ul>
Maturity	<ul style="list-style-type: none"><li>• 5 years, 7<sup>th</sup> October 2026</li></ul>
Coupon	<ul style="list-style-type: none"><li>• 2,375% annual payment in arrear on 7<sup>th</sup> October each year</li></ul>
Issue Price	<ul style="list-style-type: none"><li>• 100% of the nominal value</li></ul>
Covenants	<ul style="list-style-type: none"><li>• The Group can incur any additional Indebtedness as long as the Consolidated Net Leverage Ratio* is lower than:<ul style="list-style-type: none"><li>• 4:1 at 31<sup>st</sup> December each year (Current ratio)</li><li>• 5:1 at 31<sup>st</sup> December each year (Spike in case of M&amp;A with EV &gt; €50m)</li></ul></li></ul>
Listing and Placement	<ul style="list-style-type: none"><li>• MOT of Borsa Italiana and Regulated Market of Euronext Dublin</li></ul>
Denomination	<ul style="list-style-type: none"><li>• €1,000</li></ul>

\* 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)

Early Redemption	<ul style="list-style-type: none"><li>• The Issuer may, at any time on or after 7<sup>th</sup> 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:<ul style="list-style-type: none"><li>• From the 7<sup>th</sup> October 2023 to 6<sup>th</sup> October 2024: principal amount of the Notes outstanding on the date fixed for redemption plus 50% of the Rate of Interest</li><li>• From the 7<sup>th</sup> October 2024 to 6<sup>th</sup> October 2025: principal amount of the Notes outstanding on the date fixed for redemption plus 25% of the Rate of Interest</li><li>• From the 7<sup>th</sup> October 2025 to 6<sup>th</sup> October 2026: principal amount of the Notes outstanding on the date fixed for redemption</li></ul></li></ul>
Events of Default	<ul style="list-style-type: none"><li>• 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</li></ul>
Negative Pledge	<ul style="list-style-type: none"><li>• 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</li></ul>

\* 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





# Financials

## Q1 2022 Results

**WIIT**  
THE PREMIUM CLOUD

# Q1 2022 RESULTS HIGHLIGHTS

**Persistent growth in sales (+48.6%) thanks to the parent company organic growth of 9%, due to contracts extension, acquisition of new customers and to the contribution of German companies acquired during 2021**

- Consolidated Adjusted Revenue of 26.4 M€ (17.7 M€ in Q1 2021) +48.6% compared to Q1 2021 thanks to the organic growth, contracts extension and the acquisition of new customers and myLoc, Mivitec, Gecko and Boreus contribution;
- Consolidated Adjusted EBITDA of 10.1 M€ (7.2 M€ in Q1 2021) +40.9% compared to Q1 2021, thanks to the concentration in Cloud services, the level of optimisation achieved in the organisation of processes and operational services, cost synergies and the continuous improvement of the margin of the acquired companies. Margin on revenues at 38,2% (40.3% in Q1 2021) and increased referred to Q4 2021 (35%);
- Consolidated Adjusted EBIT of 5.7 M€ (4.1 M€ in Q1 2021) +39% compared to Q1 2021 with a margin on revenue at 21.7% and a strong improvement of amortization of 1.3M€ referred to the period of the previous year (3M€ in Q1 2021 despite 4.3 M€ in Q1 2022);
- Adjusted Net profit of 3.2 M€ , +2.4% compared to Q1 2021 (3.1 M€ in Q1 2021);
- Adjusted Net Financial Position (including the impact from the application of IFRS 16 for approx. 11.5 M€): debt of 147 M€ (140.6 M€ at December 31, 2021); the amount includes, in particular, the acquisition of the company ERPTech for 6 M€ and new investments on Capex for 7.3 M€. The value doesn't include the valuation of treasury shares in portfolio quantified in approximately 41.3 M€ at market value at 31 March 2022.



## Financial Highlights

Q1 2022

VS

Q1 2021

W

+48.6%

Revenues Adjusted  
26.4 M€ vs 17.7 M€ in Q1 2021

+40.9%

Ebitda Adjusted  
10.1 M€ vs 7.2 M€ in Q1 2021  
EBITDA margin Adj. of 38.2%

+39.0%

Ebit Adjusted  
5.7 M€ vs 4.1 M€ in Q1 2021  
Ebit margin Adj. of 21.7

+2.4%

Net Profit Adjusted  
3.2 M€ vs 3.1M€ in Q1 2021

147 M€

Net debt  
140.6 M€ at December 31, 2021

## Italy

Revenues **12.2 M€**  
46.4% of Group  
Revenues

EBITDA  
Adj. **4.8 M€**  
48.1% of Group  
EBITDA



## Germany

Revenues **14.2 M€**  
53.6% of Group  
Revenues

EBITDA  
Adj. **5.2 M€**  
51.9% of Group  
EBITDA

# KEY FIGURES BY COUNTRY



**Recurring** | 86.2% Wiit  
86.3% Group

**One Off** | 13.8% Wiit  
13.7% Group

**Revenues  
breakdown  
Q1 2022**



**+48.6%** Revenues Adjusted  
26.4 M€ vs 17.7 M€ in Q1 2021

## Financial Highlights

- Constantly growing market;
- Around 9% of the parent company organic growth;
- Focus on higher added-value services;
- Cross selling on acquired companies customers and acquisition of new clients;
- MyLoc 5.7 M€, Mivitec 0.9 M€ and Gecko and Boreus 7.7 M€ \*

**Q1 2022**

**vs**

**Q1 2021**

(\*) Mivitec GmbH ("Mivitec") - a company whose acquisition was completed on 27 July 2021.  
Gecko Boreus ("Gecko e Boreus") - a company whose acquisition was completed on 2 November 2021. MyLoc full year



# +40.9%

## Ebitda Adjusted

10.1 M€ vs 7.2 M€ in Q1 2021

EBITDA margin Adj. of 38.2%

- Concentration on Cloud services, reduced low value added product revenue, optimized processes and operating services organization;
- Margin breakdown:
  - WIIT margin from 42.6% FY 2021 to 39.4% in Q1 2022 (41.5% excluding a non recurrent one off reselling hardware)
  - Matika margin from 30.1% FY 2021 to 43.8% in Q1 2022
  - Etaeria margin from 25.4% FY 2021 to 27.8% in Q1 2022
  - Adelante from 22.9% FY 2021 to 15.3% in Q1 2022
  - myLoc margin from 47.2% FY 2021 to 38.7% in Q1 2022 (53.9% excluding the increased cost for electricity for 0.9 M€ for Q1 2022 referred to Q1 2021)
  - Mivitec margin from 21.8% FY 2021 to 29.7% in Q1 2022
  - Boreus margin from 37.2% FY 2021 to 36.9% in Q1 2022
  - Gecko margin from 30.5% FY 2021 to 33.7% in Q1 2022

The Adjustment refers to 0.3 M€ of costs relating to stock option and stock grant plans and for 0.04 M€ to the M&A transactions.

## Financial Highlights

### Q1 2022

### VS

### FY 2021



# +39.0%

## Ebit Adjusted

5.7 M€ vs 4.1 M€ in Q1 2021

*Ebit margin Adj. of 21.7*

The Adjustment refers to the Purchase Price Allocation of the acquisition for Euro 1.0 million and it includes the variations for EBITDA Adjustment too.

## Financial Highlights

# Q1 2022

## VS

# Q1 2021

# +2.4%

## Net Profit Adjusted

3.2 M€ vs 3.1 M€ in Q1 2021

The Adjusted consolidated net profit excludes the effects from M&A's for 0.04 M€, costs for the stock options and stock grant plans of 0.3 M€, amortization and depreciation from the Purchase Price Allocation regarding the acquisitions for 1 M€, income from the difference between the estimated price to acquire the equity investments and the actual price paid for Mivitec GmbH of 0.4 M€ and net of the tax effects of the above. Financial charges in Q1 2022 principally concerned the effects of interest on the bond loan for 1 M€.





# 147 M€

Net debt

140.6 M€ at December 31, 2021

## Financial Highlights

- Acquisition of the company ERPTech for 6.0 M€;
- Strong operating cash flow generation;
- IFRS16 effect of -11.5 M€ in Q1 2022 (-10.7 M€ at December 2021);
- CAPEX expenditure approx. 7.3 M€ mainly related to new orders;
- Treasury Shares Buy Back of 3.6 M€ ;
- Matika and Etaeria acquisition residual 20% for 3.5 M€ ;
- The treasury shares value (approx. 41.3 M€ at mark to market value at March 31, 2022) is not included in the cash accounting.

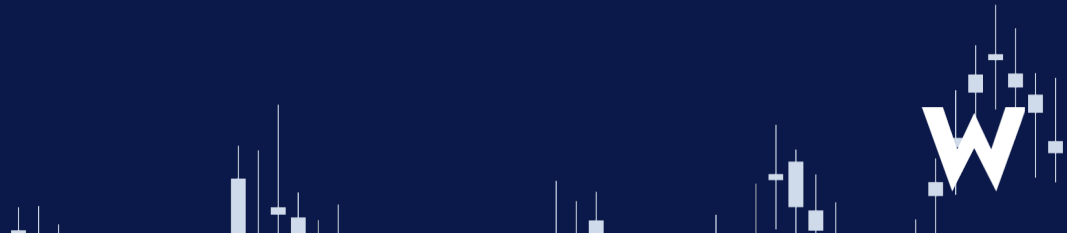
## Q1 2022

VS

## FY 2021



# Sustainability beyond Cloud



# WIIT's ESG journey and ambition

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

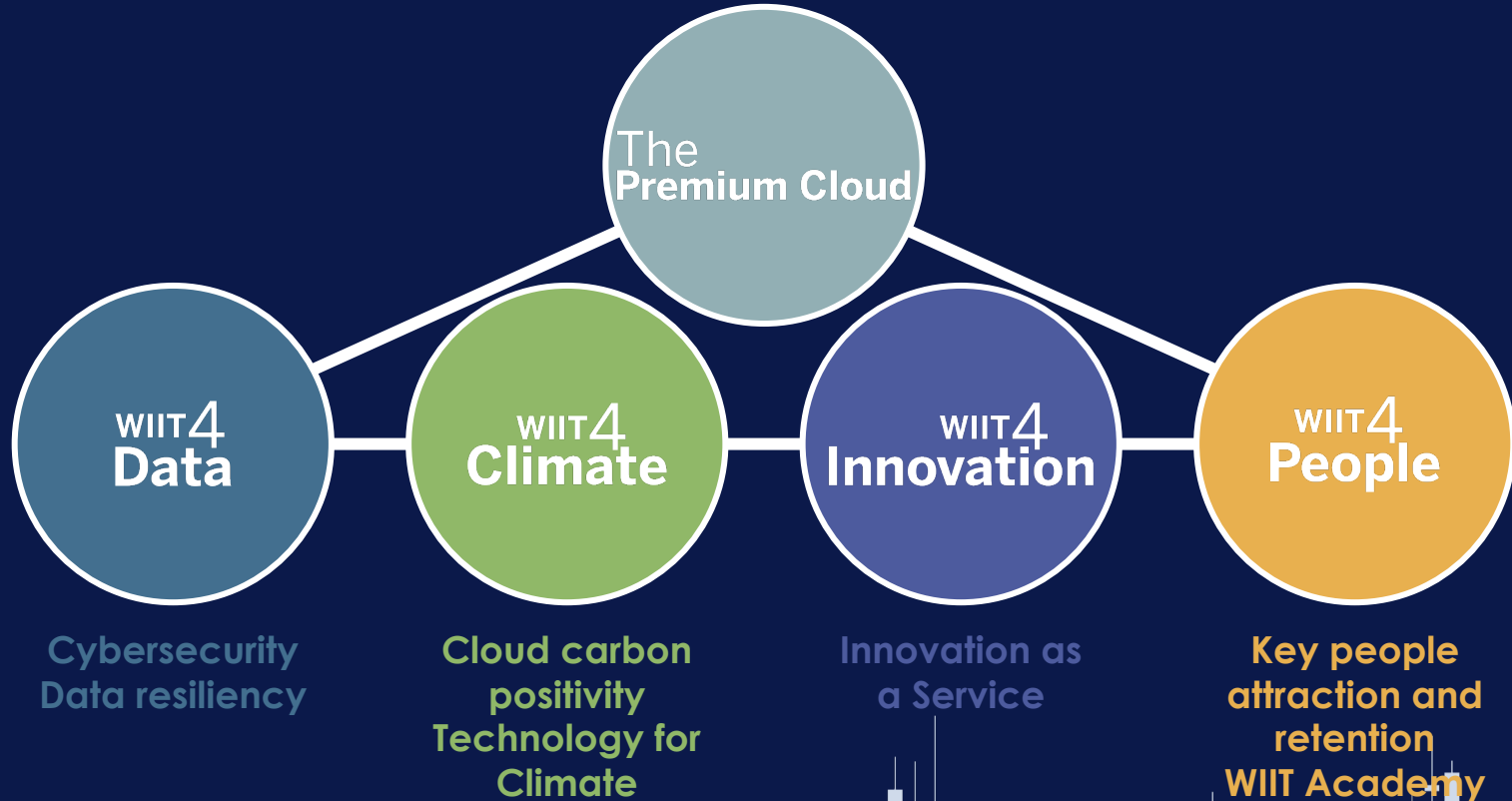
We started our ESG journey **voluntarily and with a structured approach** nearly 3 years ago

We take it **seriously**, adopting sophisticated tools that help us improving our daily ESG performance, while keeping a firm eye on our **2030 ambition**



# ESG framework: 5 pillars and 9 material topics

Responsible Growth  
Responsible Governance



# ESG Policy: our values and commitments

Our ESG Policy is a **key element** in the process of integrating sustainability into the Group's business.

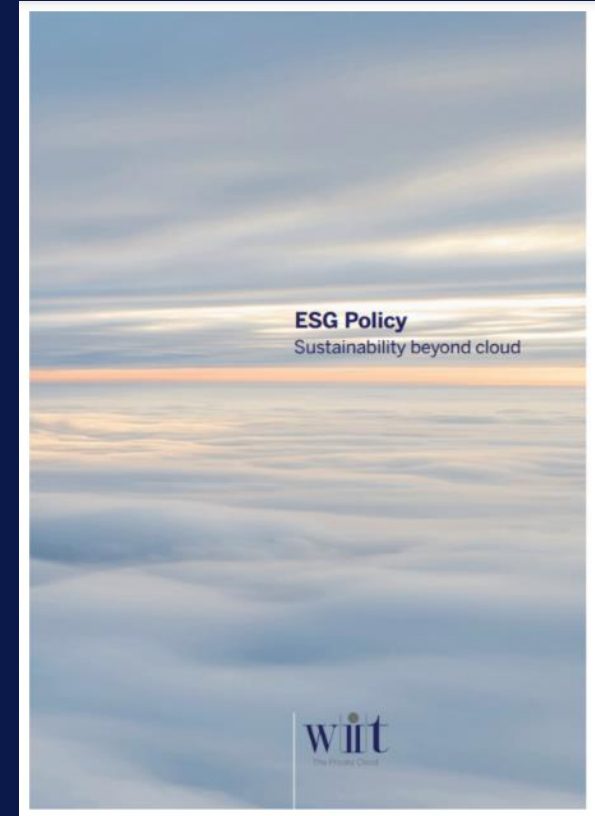
It sets out the **5 values** that guide what we do, the way we do it and that represent us not only as a company, but also as individuals.



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 Board Member**
- **ESG Committee**
- **Sustainability Manager**
- **ESG Ambassador**

*"The pandemic has made the importance of **building a solid and long-lasting business model** even more evident. We are convinced that **integrating sustainability** is an indispensable competitive factor and a prerogative for a company that intends to operate responsibly and for the long term"*



# ESG Reporting: two editions in line with international standards and verified through external assurance and a third coming



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Sustainability Report  
2020

**WIIT**  
THE PREMIUM CLOUD

# ESG Risk Rating: a low exposure to sustainability risks (1/2)

**#43** out of 929  
Industry group  
Software & Services

**#1.118** out of 14.462  
Global Universe

**14.8**

Updated Oct 12, 2021

**Low Risk**



**SUSTAINALYTICS**

a Morningstar company

ESG  
**INDUSTRY**  
TOP RATED





# ESG Risk Rating: a low exposure to sustainability risks (2/2)

In 2021, WIIT has participated to the **Integrated Governance Index survey**, receiving the “**ESG Identity Label**” that rewards the clear commitment of the **top Italian companies** in the areas of sustainability awareness and responsible governance



Through one of its strategic investors, WIIT has been rated over the last 3 years by **Gaia Rating**, an independent extra-financial French research agency, consistently improving its ESG effectiveness and achieving a rating of 59 out 100 in 2019



# ESG risks: Risk Management integration

In 2020 we have integrated the Group's Risk Management Framework with **ESG risks**.

This activity allowed us to identify of a **whole new risk category** compared to 2019 Risk Assessment Edition.

Results:

- **57 risks**, of which
- **11 New Risks**
- **29 Top Risks**
- **34 ESG Risk** (11 newly added)

The activity was carried out in line with the guideline "**Enterprise Risk Management: Applying enterprise risk management to ESG related risks**", which was created in October 2018 by the collaboration between the WBCSD and COSO to systemize the ERM framework with ESG risks.



# Stakeholder Days: listening is at the heart of our ESG strategy

Since we began our ESG journey, we have put our stakeholders at the center: we are aware that in order to better integrate sustainability it is necessary to **listen to and take into account the instances of our main stakeholders.**

## Stakeholder Day 2020

### Topics that matter

When: January 15, 2020

Who: 15 external stakeholders

What: sharing 18 relevant ESG issues

Result: 9 priority ESG topics

## Stakeholder Day 2021

### ESG Plan 2030

When: February 16, 2021

Who: 15 external stakeholders

What: sharing of the ESG Plan 2030

Result: 18 ESG targets



# The Premium Cloud: goals 2030

## ESG Plan 2030

Target	2020 situation	2020	2025	2030
<b>Women on the BoD</b> 45% of the WIIT S.p.A Board of Directors are women	WIIT has 2 female Board Members out of 9	22%	30%	<b>45%</b>
<b>Women in Senior Management</b> 30% of WIIT S.p.A.'s Senior Management made up of women	There are currently no women in the Company's Senior Management	0%	20%	<b>30%</b>
<b>ESG targets for Senior Management MBOs</b> 100% of Senior Management with at least 1 ESG goal in their MBOs	New course of action	0%	50%	<b>100%</b>



# WIIT 4 Data: goals 2030

## ESG Plan 2030

Target	2020 situation	2020	2025	2030
<b>Security Assessment</b> 100% of the Top50 Customers with cybersecurity assessment according to the WIIT Security Universe (WSU) model	Currently, 8% of the Top 50 customers have received the security assessment	8%	70%	<b>100%</b>
<b>Fault-tolerant IT infrastructures</b> 1,500 kW of certified fault tolerant IT infrastructures (TIER IV)	The TIER IV certified infrastructure of the Group is now 300 kW	300 kW	1000 kW	<b>1500 kW</b>
<b>TIER IV control in WIIT Countries</b> 75% of Countries with Cloud Facilities covered by at least one TIER IV Data Centre within 2 years of corporate Acquisitions	Italy is the only country where Cloud services are provided through a TIER IV data centre	50%	n/a	<b>75%</b>



# WIIT 4 Climate: goals 2030

## ESG Plan 2030

Target	2020 situation	2020	2025	2030
<b>Energy intensity</b> 50% reduction in energy consumption for data storage in the Group's datacenters	WIIT consumes 81.4 kWh per year for each Terabyte of data stored in its data centre (excluding myLoc)	n/a	-20%	<b>-50%</b>
<b>Green energy</b> 100% green* electricity purchased	WIIT S.p.A is the only completely Carbon Neutral company in the Group	50%	70%	<b>100%</b>
<b>Green company fleet</b> 70% of the company car fleet consisting of hybrid/electric cars	69 cars mainly equipped with traditional engines	5%	30%	<b>70%</b>
<b>Second life of IT assets</b> 80% of the replacement technological materials going to schools, academic realities and social organizations	An average of 115 devices between servers are replaced every year (last 3 years)	0%	25%	<b>80%</b>

\* Applicable to the new companies of the group after 24 months from the acquisition



# WIIT 4 Innovation: goals 2030

## ESG Plan 2030

Target	2020 situation	2020	2025	2030
<b>Process automation</b> Launch of new automated processes dedicated to accelerating customers time-to-market	New course of action	n/a	-20%	<b>-50%</b>
<b>Co-innovation</b> More than 100 companies, customers, suppliers, start-ups, students, institutions and academics involved in co innovation initiatives	New course of action	50%	70%	<b>100%</b>
<b>Digitisation of Non-Profit</b> 1% of annual turnover allocated to digital services for non-profit organisations	New course of action	5%	30%	<b>70%</b>
<b>Scientific research</b> Funding of at least 10 scientific research initiatives in the Digital/Cloud field	New course of action	0%	25%	<b>80%</b>



# WIIT 4 People: goals 2030

## ESG Plan 2030

Target	Current situation	2020	2025	2030
<b>Upskilling and Reskilling</b> 100 people obtaining the multi-year mini-master certificate organized by the WIIT Academy in collaboration with other training bodies, aimed at upskilling and reskilling in the Cloud environment	New course of action	n/a	40	<b>100</b>
<b>Knowledge Intensity</b> 10% of technical personnel earning at least one technical-specialist certification every year (ITIL, PMP, SAP, Microsoft, etc.)	On average, 5% of technicians earn at least 1 new certification per year	5%	8%	<b>10%</b>
<b>ESG co-creation</b> Implementation of at least 1 ESG project per year proposed by employees	Launching ESG project Co-creation of ESG projects with employees	0	4	<b>10</b>
<b>Job Path*</b> 100% of the employees of the Group Companies framed within an internal growth Job Path after 24 months from the acquisition	Today the Job Path is applied only to employees of the Parent Company	48%	n/a	<b>100%</b>

\* Procedure to be applied for paths in the Group within 24 months of acquisition of the company







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