



## PRESS RELEASE

### PRESENTATION OF GROUP SUSTAINABILITY REPORT AS OF APRIL 30, 2021

**Strong commitment to sustainable value generation for all stakeholders confirmed**

**Net Economic Value distributed in the Fiscal Year equal to Euro 208.0 million (+49.7% Y/Y), of which Euro 163 million to human resources (+42.0% Y/Y), which as of April 30, 2021 reached the total of approximately 3,500 employees (+37.4% Y/Y)**

**Great progress of the main sustainability programs in terms of governance, human resources, environmental protection and social responsibility as of April 30, 2021**

**Strong development of welfare programs for Group human resources  
United Nations Global Compact membership and SA8000 certification confirmed  
Relevant savings in energy and natural resources consumption and strong growth of energy production from renewable sources  
Achievement of the ISO14001 certification on environmental protection  
Progress in the path aimed at achieving the B Corp certification**

**Empoli (FI), August 26, 2021**

Sesa S.p.A., reference player in Italy in technological innovation and digital services for the business segment, announces that during the Shareholders' Meeting held today, the Chairman Paolo Castellacci and the Chief Executive Officer Alessandro Fabbroni presented the Sustainability Report results of Sesa Group as of April 30, 2021<sup>1</sup>, which **reports the performance of value generation for Stakeholders.**

**The main sustainability programs underlined positive progress** in the areas of **governance, development and management of human resources, environmental protection and social responsibility**, with a strong commitment to support the generation of sustainable value for all stakeholders.

The Fiscal Year as of April 30, 2021 closes with a significant increase in the Net Added Value generated and distributed to Stakeholders.

**The Consolidated Net Added Value as of April 30, 2021 is equal to Euro 250.2 million, increasing by 38.1% compared to April 30, 2020.**

**The Net Economic Value distributed in the Fiscal Year is equal to Euro 208.0 million, improving by 49.7% compared to April 30, 2020, of which Euro 163.0 million for the benefit of human resources (+42.0% Y/Y), which as of April 30, 2021 reached a total of approximately 3,500 employees (+37.4% Y/Y).**

The Net Added Value destined for self-financing, in support of investments for the future growth of the Group, is equal to Euro 42.1 million. **Investments during the year reached a total of Euro 90 million, with a focus on technological infrastructures, human capital development and corporate acquisitions**, which involved medium and small-sized skill intensive companies, integrated into the Group in order to expand the skills in support of the demand for digitalization of corporates and organizations.

<sup>1</sup> The Sustainability Report (Consolidated Non-Financial Statement) was prepared pursuant to Legislative Decree 254/2016 and was subjected to a conformity assessment by the auditing firm PricewaterhouseCoopers S.p.A.





As of **April 30, 2021**, Sesa Group reached the threshold of approximately **3,500 employees (99% under permanent employment)**, an increase of approximately **1,000 resources compared to April 30, 2020**, with over 400 new resources added to the group through internal hiring, mainly with training courses following collaboration with universities and specialization schools. **Welfare and training programs have been improved to support the strong development of human resources.**

**Welfare activities, aimed at the well-being and work-life balance of human resources, have been strengthened thanks to the new 2021 welfare plan**, already announced last June, including:

- Benefits for workers and their children: kindergarten contribution, reimbursements for summer camps, scholarships for the purchase of school books and study stays abroad, contribution for sustainable mobility, housing mobility support for under 35 years old, scholarships for University and participation in Masters, digital vouchers for the purchase of IT equipment for children of workers;
- Flexible Benefit: contributions for food, leisure, education, wellness expenses for workers;
- Ongoing services to personnel, including Work-Life Balance and People Caring initiatives, solidarity Holidays and Permits, Permits for Social Volunteering, corporate Micro-credit programs.

**Training activities strongly increased with 26,300 hours provided as of April 30, 2021 (+30% Y/Y) and over 2,750 resources trained compared to 1,106 workers as of April 30, 2020**, with a growing focus on professional technical skills and the inclusion of training programs in the field of organizational climate, protection of personal data (GDPR), Cyber Security.

**Environmental protection and protection** programs have been implemented, with the progressive orientation of company processes to the sustainable use of energy factors and to the protection of the environment and investments in the production of renewable energy, with projects of natural resources savings in all the main Group offices.

In particular, despite the strong growth of the Group's perimeter as of April 30, 2021 (human resources +37.4%), energy consumption (electricity and natural gas) grew by 9.2% Y/Y, fossil fuel consumption decreased by approximately 20% Y/Y, water and waste consumption decreased by approximately 10% Y/Y. At the same time, the renewable energy produced is in strong increase (+210% Y/Y), with 847,085 kWh generated in the year.

**The UNI ISO 1400:2015 environmental certification and the Ecovadis rating for environmental protection and corporate social responsibility** were also achieved.

Over the last 18 months, the Group has developed an offer of technological solutions for its customers, which supports the energy and natural resource saving programs, as well as the production of energy from renewable sources, demonstrating the strong belief in the crucial role of digital innovation in further orienting the production and organizational processes towards environmental sustainability. **The Digital Green offer includes both technological and refurbished solutions from the VAD division (thanks to the recent acquisitions of PM Service and Service Technology companies) and software and consulting solutions from the SSI division, within the digital industries business line.**

The Group has also continued to support the development of the **communities and ecosystems** in which it operates. In light of the strong territorial link, which has always been a distinctive element of the Group, tangible philanthropic actions have been implemented in favour of the social communities, in coordination with the **activities of the Sesa Foundation**, including the **support to the kindergarten within the Empoli office** and the other welfare programs of Sesa group and the **support to the Covid-19 vaccination campaign**, by setting up the Empoli vaccination hub, in collaboration with ASL Toscana Centro and the municipalities of Empolese Valdelsa.



**In the Fiscal Year 2021, the Group evolved its governance with the inclusion in the bylaws of success and sustainable growth objectives** (following the Shareholders' Meeting on last January 2021) and the **progress of the B Corp certification process**, one of the most restrictive and most recognized international standards in terms of sustainability.

**Membership and support to the United Nations Global Compact and the SA 8000 Certification** in the field of corporate social responsibility are also confirmed.

*“The development of our human resources, the communities in which we operate and the attention to the environment are key factors for the future sustainable growth of our Group. The results of the sustainability programs that we report as of April 30, 2021 derive from the continuous commitment of the Group human resources, in collaboration with our stakeholders and the Sesa Foundation; during the Fiscal Year we also carried out numerous initiatives to support the exit from the pandemic emergency, possible only through a growing and progressive attention to issues relating to social responsibility by stakeholders, companies and organizations”*, **stated Paolo Castellacci, President and founder of Sesa.**

*“The 2021 Sustainability Report confirms our strong commitment to a balanced generation of value for the benefit of all Stakeholders. In the Fiscal Year 2021, we remark a strong increase in the value transferred to human resources, reaching a total of about 3,500 employees (+37.4% Y/Y), and in investments to support future growth. The main environmental protection programs were developed with the increase in the production of energy from renewable sources, the reduction in the consumption of natural resources and waste, the achievement of the environmental certification ISO14001 and the progress in the B Corp certification process, one of the most restrictive and internationally recognized standards. We will continue to invest and strengthen our orientation towards sustainability, which is one of the crucial drivers of the long-term growth of Sesa Group”*, **stated Alessandro Fabbroni, CEO of Sesa.**

The Sesa Group Sustainability Report as of April 30, 2021 is available on the company's website [www.sesa.it](http://www.sesa.it) (section Welfare and Social Responsibility and Investor Relations - Financial statements and reports).

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Dr. Alessandro Fabbroni, in his capacity as manager in charge of preparing the Corporate Accounting documents, declares pursuant to paragraph 2 of article 154 bis of the Consolidated Finance Act, that the accounting information contained in this press release matches the information included in the accounting books and records.

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**Sesa S.p.A.**, based in Empoli (FI), active on the whole national territory with presence over some foreign countries including Germany, Switzerland, Austria, France, Spain, Romania and China, is the holding of a Group which constitutes the reference player in Italy in technological innovation and digital services for the business segment, with consolidated revenues of approximately Euro 2,037 million and 3,500 employees as of April 30, 2021.

Sesa Group has the mission of offering technological solutions and digital transformation services to companies and organizations, supporting them in their innovation path. Thanks to the skills and specialization of its human resources, Sesa Group operates in the value-added segments of Information Technology, such as Collaboration, Cloud, Digital manufacturing, ERP & Vertical Solutions, Business Services, Digital Security, Customer Experience.

Sesa Group operates through four main business sectors:

- VAD (Value Added Distribution) sector with revenues of about Euro 1,600 million and 425 human resources as of April 30, 2021;
- SSI (Software and System Integration) sector with revenues of about Euro 480 million and 2,500 human resources as of April 30, 2021;
- Business Services sector with revenues of about Euro 47 million and 410 human resources as of April 30, 2021;
- Corporate sector with revenues of about Euro 20 million and 200 human resources as of April 30, 2021.





SeSa Group pursues a sustainable development policy for the benefit of its Stakeholders and has achieved in the period 2011-2021 a track record of continuous growth in employment, revenues (CAGR revenues 2011-2021 +10.6%) and profitability (CAGR Ebitda 2011-2021 +13.9%).

In 2021, the Company introduced sustainability in its bylaw and launched the B Corp certification process. SeSa S.p.A. is listed on the STAR segment of Borsa Italiana MTA Market (ISIN Code: IT0004729759).

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## Exhibit 1. Economic Value Generated and Distributed as of April 30, 2021

ECONOMIC VALUE GENERATED AND DISTRIBUTED	30/04/2021	%	30/04/2020	%	Change 21/20
Net revenues	2,022,454	99.2%	1,762,641	99.2%	14.7%
Other Income	14,769	0.7%	13,384	0.8%	10.3%
Company profit evaluated at equity	2,345	0.1%	1,698	0.1%	38.1%
<b>Economic value generated</b>	<b>2,039,568</b>	<b>100.0%</b>	<b>1,777,723</b>	<b>100.0%</b>	<b>14.7%</b>
Reclassified operating costs (purchases, services, etc.)	(1,747,385)	-85.7%	(1,566,004)	-88.1%	11.6%
Amortisation, depreciation and other non-monetary costs	(42,003)	-2.1%	(30,593)	-1.7%	37.3%
<b>Net added value</b>	<b>250,180</b>	<b>12.3%</b>	<b>181,126</b>	<b>10.2%</b>	<b>38.1%</b>
Remuneration of employees	162,972	65.1%	114,763	63.4%	42.0%
Remuneration of financiers*	5,521	2.2%	5,404	3.0%	2.2%
Remuneration of shareholders**	13,171	5.3%	0	0.0%	100%
Remuneration of the Public Administration	26,378	10.5%	18,771	10.4%	40.5%
<b>Net economic value distributed</b>	<b>208042</b>	<b>83.2%</b>	<b>138,938</b>	<b>76.7%</b>	<b>49.7%</b>
Self-financing	42,138	16.8%	42,188	23.3%	-0.1%
<b>Economic value retained</b>	<b>42,138</b>	<b>16.8%</b>	<b>42,188</b>	<b>23.3%</b>	<b>-0.1%</b>

\* Equal to the balance of net financial income and expense before profits and losses of companies carried at equity.

\*\* Determined on the basis of the proposal made by the BoD on 12 July 2021 (data as of April 30, 2021) and by the Shareholders' Meeting held on 28 August 28, 2020 (data as of April 30, 2020).



**Exhibit 2. Distribution of generated net value as of April 30, 2021**

