

PRESS RELEASE

Milan, 23<sup>th</sup> June 2022

## Spindox S.p.A. Board of Directors approves the Sustainability Report 2021

**Spindox S.p.A.** (the “**Company**” or “**Spindox**”, TICKER: SPN), a leading company in the market of ICT (Information & Communication Technology) services and products for digital innovation in corporate business, officially announces that the Board of Directors approved the Sustainability Report 2021, which was prepared by reporting on a selection of the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), as indicated in the GRI Content Index, according to the Core reporting option.

### Main Achievements 2021

Spindox is presenting its Sustainability Report for the second year, testifying the Company's commitment to sustainable development. 2021 marked a strengthening of the focus on environmental impacts through the continuous updating of the management system according to the UNI EN ISO 14001:2015 standard, through the implementation of a system for the continuous monitoring of energy consumption, water consumption and emissions, and through the realisation of a system for the RDM (“Raccolta Differenziata” Misurata, Italian for Scored Waste Sorting). In addition, quarterly reports on the calculation of the carbon footprint were published, and activities to achieve ISO-45001:2018 certification in June 2022 started, as further confirmation of the focus on workplace safety issues for employees and contractors.

### Social area

Spindox aims to be a **company consistently respectful of people's dignity and rights**, starting with fundamental ones such as safety, well-being, non-discrimination and privacy. This idea is reflected in the company's continued commitment in 2021 to build a **corporate welfare model** that aims to support people who are most in need, to meet specific needs and to make the professional experience in the company more and more rewarding.

Among the key points of the 2021 plan in the social area are:

- Subscription to the **local public transport service** in urban areas paid for by the company for all employees.
- Raising the **part-time** percentage compared to that provided for in the CCNL.
- Introduction of **working time flexibility** as part of the **smart working** agreement, including the **right to disconnect**.
- **Economic benefits** for people whose RAL is lower than EUR 35,000 (e.g.: crèche allowance and contribution to children's university fees).

In the specific area of **training**, Spindox has reintroduced and strengthened a number of institutes for employees in 2021. In particular:



- **Spindox Graduate Program**, which aims to reward and incentivise the attainment of certain master's degrees in STEM subjects.
- **Degree Welfare**, which means access to a welfare credit for graduates in certain STEM disciplines.
- **Spindox Studentship**, which allows deserving employees to pursue a Master's degree at a cost charged to the company and access to more study leave hours than provided for by the CCNL.
- **People Manager Journey**, a training and coaching programme dedicated to Spindox's future managers.

## Environmental area

The Sustainability Report 2021 highlights Spindox's remarkable achievements in its efforts to reduce its environmental footprint. In the three-year period 2019-2021, Spindox reduced its greenhouse gas (GHG) emissions by 28%. In particular:

- **Direct emissions (Scope 1)** decreased from 364.49 tCO<sub>2</sub>e in 2019 to 225.02 tCO<sub>2</sub>e in 2021 **(-38%)**.
- CO<sub>2</sub> emissions related to natural gas consumption decreased for two years in a row, although between 2020 and 2021 - at the end of the lock-down periods - there was an increase in the consumption of diesel and gasoline for motor vehicles and a consequent increase in CO<sub>2</sub> emissions related to this item, which impacted Scope 1 as a whole **(+7% between 2020 and 2021)**.
- **Indirect emissions (Scope 2), calculated location-based**, decreased from 214.33 tCO<sub>2</sub>e in 2019 to 194.36 tCO<sub>2</sub>e in 2021 **(-9%)**.
- **Indirect emissions (Scope 2), calculated on a market-based basis**, decreased from 190.29 tCO<sub>2</sub>e in 2019 to 172.55 tCO<sub>2</sub>e in 2021 **(-9%)**.

By comparing the performance in 2021 and 2020, the following facts stand out:

- **Electricity consumption** decreased from 391,000 kWh in 2020 to 376,000 kWh in 2021 **(-4%)**;
- The consumption of **natural gas** decreased from 31 thousand cubic metres in 2020 to 24 thousand cubic metres in 2021 **(-23%)**, accompanied, however, as already mentioned, by an increase in the consumption of automotive fuels from 55 thousand to 66.6 thousand litres **(+21%)**;
- **Office paper consumption** decreased from 1.32 tonnes in 2020 to 0.63 tonnes in 2021 **(-52%)**;
- Per capita water consumption decreased from 9.7 litres in 2020 to 5.7 litres in 2021 **(-41%)**.

## Economic and financial area: management and investments

**Spindox's financial statements for the financial year 2021 closed with a profit of EUR 2,663,286** compared to the positive result of EUR 1,506,234 realised in the financial year 2020. **The company's revenue exceeded EUR 66.7 million, an increase of 18.1%** compared to the EUR 56.5 million realised as at 31 December 2020. The performance of the main economic indicators was also very positive:

- EBITDA in 2021 amounted to 8.0% of revenue and increased by more than 30% compared to the previous year;
- EBIT, at EUR 3.9 million, increased by 36.5% over 2020.

Also in 2021, Spindox assigned a strategic role **to investments in research and development**. In 2021, the company has invested 2 per cent of its turnover in R&D, amounting to approximately **EUR 1.3 million**.

**Giulia Gestri, Chair of Spindox, said:** «*We want to be promoters of excellence and innovation in every field of activity, connecting heterogeneous sectors and complementary skills in a single vision, through a complex mix of multiple actors and partners for the creation of a sustainable development model. Since we started our reporting process before the listing on the stock exchange, today we are even more determined to pursue new sustainability objectives for the benefit of the Group and our stakeholders. As a demonstration of the fact that we consider the Sustainability Report not just a bureaucratic fulfilment, but a true model of cultural and corporate conduct, this year we choose to make the*



*document a true hypertextual and multimedia journey. The concept at the basis of the project is that in order to decrease our carbon footprint on the planet, we must learn to go on our toes, as ballet dancers do».*

**Luca Foglino, CEO of Spindox also added:** *«We are very proud of the results achieved, but it increases even more the responsibility we have towards the people who work in our organisation and towards the communities and the territory in which we operate. On the other hand, a truly sustainable development, based on caring for people and the environment, cannot be limited to experimenting with solutions that are always innovative, but must be based on the sharing of resources and skills. This year we decided to associate the theme of sustainability with the lightness of ballet, fully embracing what Italo Calvino said: “Lightness for me goes with precision and determination, not with vagueness and the haphazard”. We agree with this statement, which is why we at Spindox also aim to achieve increasingly challenging goals with precision and determination».*

A full version of the Spindox Sustainability Report 2021 is available on the website in the Investor Relations/ESG section and at the following address: <https://www.spindox.it/bilancio-sostenibilita-2021/>.

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## About Spindox

*Spindox operates in the ICT services and products market, positioning itself as a company that designs, develops and integrates innovation. It is one of the top 50 companies in the sector in our country by turnover (source: IDC / Data Manager, 2020 data) and one of those with the highest growth rate over the last four years (CAGR 2017-2021 of 21%). The group has more than 1,000 employees (as at 31 December 2021) spread across nine Italian offices: Milan, Rome, Maranello, Turin, Florence, Cagliari, Trento, Bari and Ivrea and four foreign offices in Spain, Switzerland, the UK and the USA. Spindox's mission is to support its customers' business innovation by offering consultancy, IT and network engineering services, integrating technology, research and artificial intelligence*

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