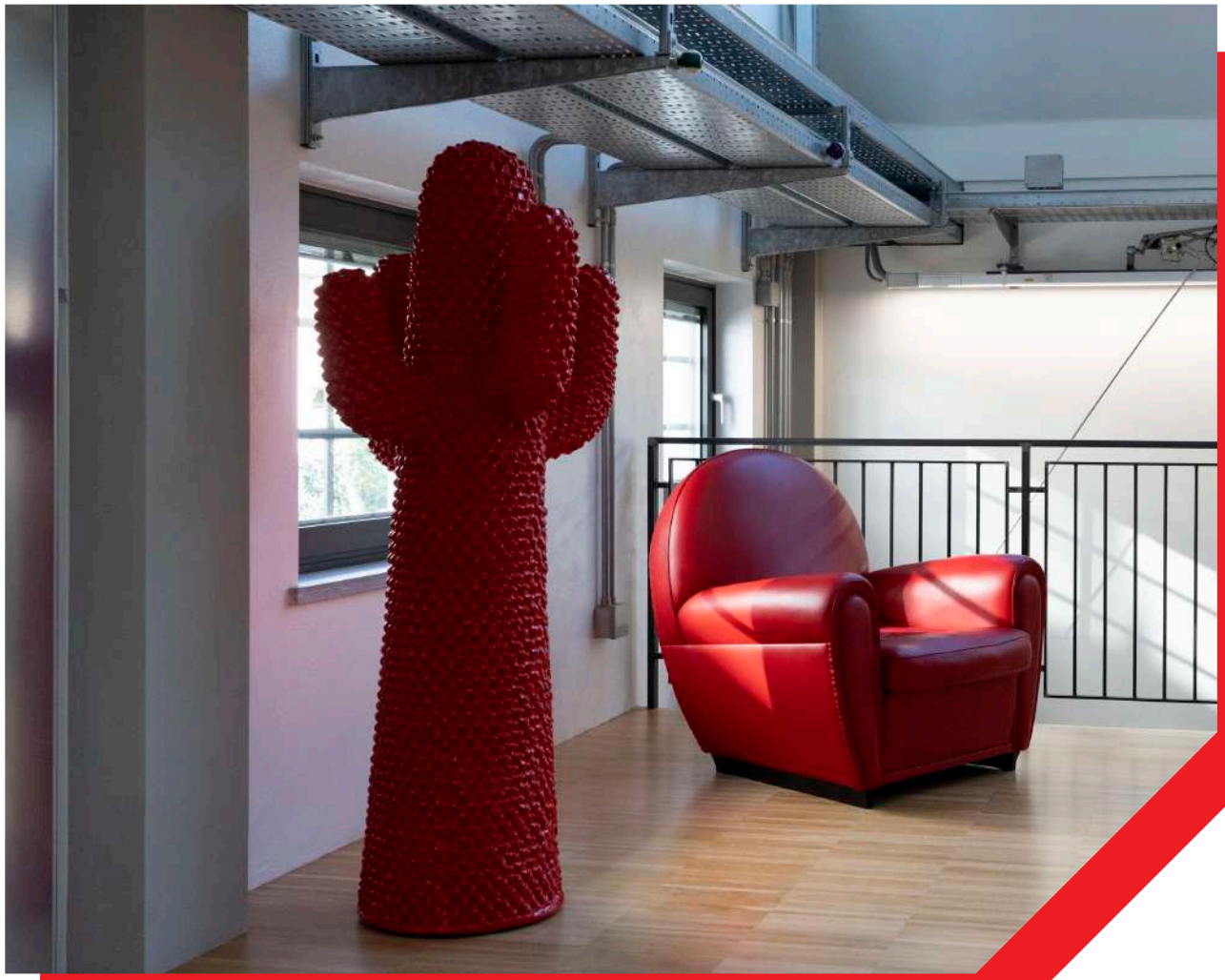


Reti
Società Benefit

Corporate Profile
Reti S.p.A. 2024

Company profile

Reti, founded in 1994 by Bruno Paneghini, is one of the leading Italian players in the IT Consulting sector and specializes in System Integration Services. The company, with registered office in Busto Arsizio (VA), supports the digital transformation of Mid & Large Corporate organizations, offering IT Solutions, Business Consulting and Managed Service Provider services, implemented using the leading Key Enabling Technologies (KET).
The company boasts a portfolio of over 150 loyal customers mainly operating in the "IT spending" sectors such as BFSI, IT, Telco and Manufacturing as well as well-established partnerships with the main international IT Vendors (Microsoft, Cisco, Sophos, etc.).

Its distinctive feature is the in-house «Technology CAMPUS», that manages technological innovation and research and has Knowledge Centers: Cloud, Business Intelligence, Artificial Intelligence, Managed Service Provider, Security & Identity, Business Consulting.

Another key element of the "Technology Campus" is Reti Academy, a learning provider in which talented people are trained to become highly qualified professionals.

Reti Academy started providing training to employees but, in the last few years, due to the growth, it has become a point of reference also for companies and organizations that want to offer to their employees highly professional innovative courses.
Thanks to the experience of the teachers-professionals, Reti Academy is able to offer personalized training courses in IT technical, managerial, methodological and soft skills areas.

The Company, which has a strong propensity for sustainability, became a Benefit Corporation in 2020, publishing its first ESG Report prepared in accordance with the methods and principles of the Global Reporting Initiative (GRI) Sustainability Standards. Reti's sustainability strategy is to advocate digital transformation and innovation, based on research and development.
All this to promote ideas, support production chains and promote sustainable and inclusive growth thanks to which innovation is there to serve people, communities and territories.

Financial Highlights 2023



€ 30,88 Million
Revenues 2023



€ 3,50 Million
EBITDA 2023



€ 1,47 Million
Profit 2023



€ 3,98 Million
IFN 2023

Reti's strategy has the aim of bolstering its position on the IT market, leveraging the guidelines that have historically characterized its growth; that is, continuous improvement of knowledge that leads to the growth and diversification of the client portfolio and the solutions offered.

Business lines

The Company has three main lines of business characterized by cross-selling that results in a growth in revenue and a simultaneous improvement of client retention.



IT SOLUTIONS

The Company develops application solutions - customized to meet the client's specific needs and requests - to manage company processes, sharing information and facilitating cooperation processes. It also develops IT platforms and infrastructure that best meet its clients' innovation, networking and digitalization needs.
Reti develops and markets projects in the following sectors:

Artificial Intelligence: projects that allow the client to adopt predictive models to support the strategic decision-making processes with reduced time to market.

Business Intelligence: projects able to analyze specific data and implement a system whose output enables the adoption of new business strategies (data collection, analytics, insight, prediction).

Cloud & Infrastructure: projects for the implementation of cloud services, analyzing and respecting the client's business processes.

Desktop & Device Management: specific projects in the client environment such as mass «migration» of the clients' workstations towards new platforms.

Security + Identity: projects regarding security with security assessment, vulnerability assessment and identity management.

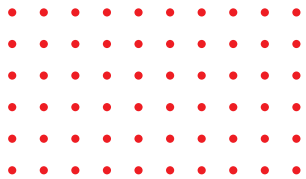
Software development: digital transformation projects based on Microsoft (Net + SQL), mobile and Oracle (Java + Oracle) technologies.

BUSINESS CONSULTING

The Company offers business and strategic consulting services, through a team of project, program, portfolio management and business analysis specialists, to help clients implement their business strategies. By studying and analyzing the problems of each client company's set up, Reti is able to facilitate, using international best practices and problem-solving techniques, the adoption of a systematic approach, the collection and analysis of data to define and develop tailor made business plans, and solutions that allow the company to achieve its strategic aims.

MANAGED SERVICE PROVIDER

The Company offers management and assistance services for infrastructure and applications with ongoing management of the client's IT systems to prevent problems arising. This service is provided by resources specialized in IT consulting, network & infrastructure management, application development and management, security operations center management, proactive monitoring and cloud operations.
The Company's Security Operations Center (SOC) is able to detect, limit and react to IT threats through active monitoring and the use of specialist know-how and cutting-edge tools (e.g., periodic asset discovery, scheduled vulnerability assessment and penetration tests, intrusion detection, behavioral monitoring and SIEM & log management activities.



The Knowledge Centers



3
BUSINESS LINES

6
KNOWLEDGE CENTERS

30,9€
Million
Consolidated turnover

18,3€
Million
Turnover of IT Solutions

4,3€
Million
Turnover of Business Consulting

3,8€
Million
Turnover of Accessory Service

4,5€
Million
Turnover of Managed Service Provider

Process quality, environmental and social sustainability certifications

IQNET RECOGNIZED CERTIFICATION

IMQ CERTIFIED QUALITY MANAGEMENT SYSTEM ISO 9001:2015

IMQ CERTIFIED INFORMATION SECURITY MANAGEMENT SYSTEM ISO/IEC 27001:2013

Technology Campus

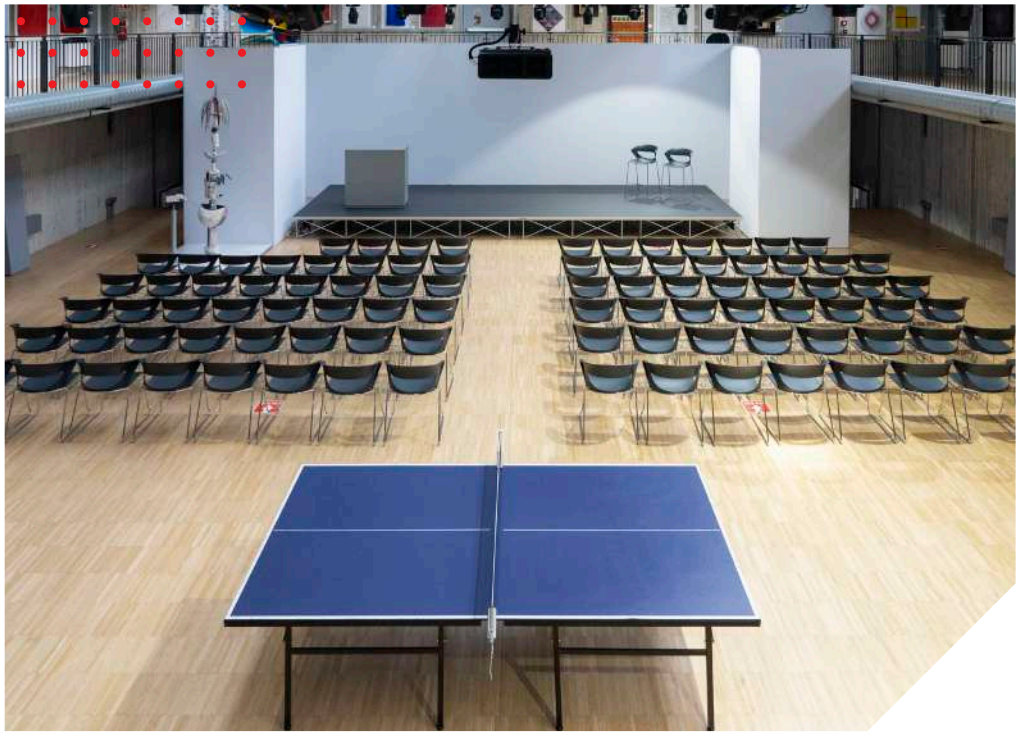
The Campus is a strategic asset that allows the company to maintain a competitive time-to-market; it is a true Innovation Center where all the projects developed by Reti are conceived and that proposes innovative solutions on the IT Consulting market.

Built in accordance with the most innovative building automation criteria and covering a surface area of approx. 20,000 sq m in a strategic position just 25 minutes from Milano Cadorna and 7 minutes from Malpensa airport, the Campus offers its professionals spaces equipped with
cutting-edge technologies and promotes the exchange of ideas and experience as well as the forging and growth of partnerships with strategic counterparties.

Thanks to the know-how gained, Reti's experts are able to study, program and test the technological innovations
designed in-house and to make innovative prototypes that can then be implemented at the client's premises. The Campus is a highly professional technology lab devoted to solving engineering problems and to the technological transformation of the client's business.

The Campus is the nerve center of the company's training activities offered through the Reti Academy: an in-house learning provider that organizes seminars, training and education courses, also in partnership with other training institutions, plans training days with the assistance of tutors, learning and play paths, professional and managerial courses and courses on the development of soft skills.

The structured and continuous training process implemented at "Reti Academy" means that the Company's personnel are kept constantly abreast of the most advanced technologies, guaranteeing the high level of quality and excellence that characterizes the solutions offered by the Company.
The continuous improving of training on technology and innovation, has also contributed to the development of Reti Academy as a learning provider for clients and companies.
Seminars, courses and conferences are organized at the Academy and partnerships with companies, research centers,
private and/or public entities and Technical High Schools (i.e., true post-diploma high technology specialization schools that promote the entry into the labor market of young talented people in the IT sector) are promoted, in this way favoring the sharing of ideas and experience as well as the creation and consolidation of partnerships with strategic counterparties.



Reti Benefit Corporation

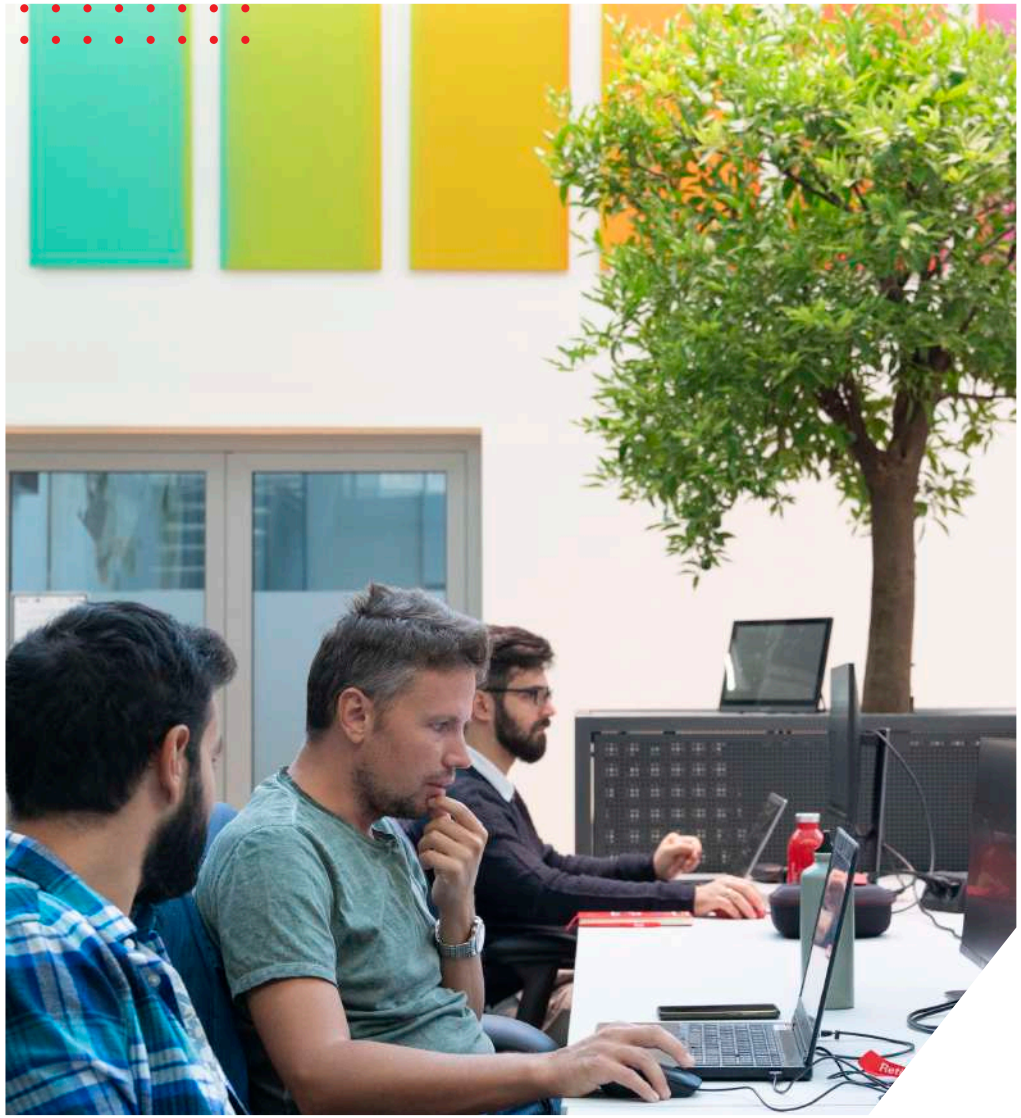
Reti's objectives are consistent with the principles of a sustainable development model, for which the IT sector is recognized as strategic:
- Digital transformation as a driver of development;
- Innovation as a result of research and development investments, to support production chains;
- Sustainable and inclusive development, where innovation is there to serve people, communities and territories, while respecting environmental sustainability.

Reti is the forerunner of a business system founded on sustainability and the creation of value for all stakeholders.

For this reason, RETI has become a Benefit Corporation, a form of for-profit company characterized by the highest level of transparency and accountability. The status of Benefit Corporation offers investors the certainty that the company maintains responsibility for pursuing its mission in the future.

The ESG (Environment, Social, Governance) commitment, that is, criteria of a non-financial type that measure the environmental impact (E), respect for social values (S) and good management aspects (G), is founded on 4 cornerstones:

Interdependence: reinforce the relationship with the territory – support the training and entry into the world of work of new generations and disadvantaged groups;
People: create a welfare system for its employees to enhance their value, promote the development of knowledge, and attract talented people;
Business solutions: creation of innovative and sustainable solutions with a positive impact in both social and environmental terms;
Environment: adoption of policies for the responsible use of natural resources and that reduce the environmental impact of its activities.



Reti is listed on EGM and acquires a stake in C.NExT

Borsa Italiana issued authorization for admission to trading on the EGM on 08 September 2020. Trading began on 10 September 2020 (ISIN IT0005418204).

Admission was authorized following the placing of 2,499,000 newly issued ordinary shares mainly through qualified institutional investors. The unit price of the shares deriving from the placing was set at Euro 1.00 each, with capitalization of the Company at the trading start data of Euro 12,499,000.

The subscribed and paid-up share capital is Euro 2,499,800, comprising 12,499,000 ordinary shares: the Company's free float is19.99% of the share capital after the increase.
The aim of the listing is to support an M&A strategy and R&D activities, and to accelerate the organic growth of the Technology Campus and ESG strategies, investments in personnel, scouting for new strategic partnerships and reinforcement of the sales force.

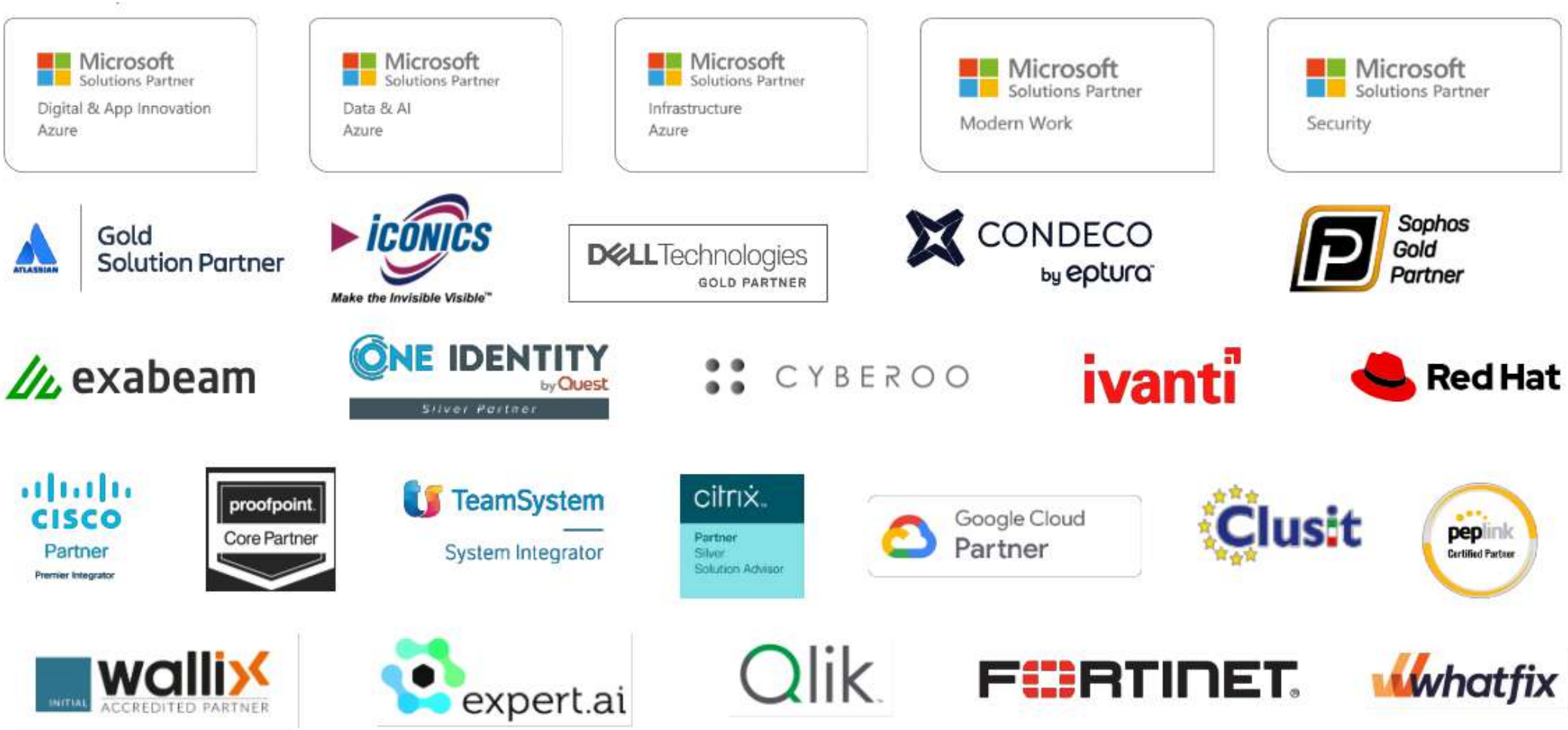
In March 2022, Reti acquired a stake in C.NExT (13.7% at 16 March 2022), the newco at the head of a project to develop 11 new innovation centers, aimed at digital transformation projects. With this project, Reti introduces a crucial asset for its growth and consolidation strategy that is, it becomes a "privileged observer" in the C.NExT network comprising hundreds of small and medium sized enterprises mainly operating in the Tech sector.

This will allow Reti to identify companies that are potentially interesting in terms of extraordinary financial transactions, thus facilitating the management of the main critical factors typical of these ventures such as the identification of correct business synergies, precise definition of the right value of the transaction and more in-depth knowledge of the target.

Moreover, the operation will facilitate the implementation of new business projects in geographic areas currently not covered and the forging of new territorial partnerships.



Partners


Microsoft Solutions Partner
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Azure
Microsoft Solutions Partner
Data & AI
Azure
Microsoft Solutions Partner
Infrastructure
Azure
Microsoft Solutions Partner
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Microsoft Solutions Partner
Security
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Make the Invisible Visible™
DELL Technologies
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CONDECO by eptura
Sophos Gold Partner
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CONNECTING
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