

CYBEROO



WE ARE CYBEROO



1st vendor of
Cyber Security listed
on the Italian Stock Exchange



Over 200
Highly qualified
resources



Over 700
Mid Size customers
Enterprise



5 locations
in EMEA



Gartner Market Guide
for MDR Services



CYBEROO
is CERT



Proprietary
and certified
technologies



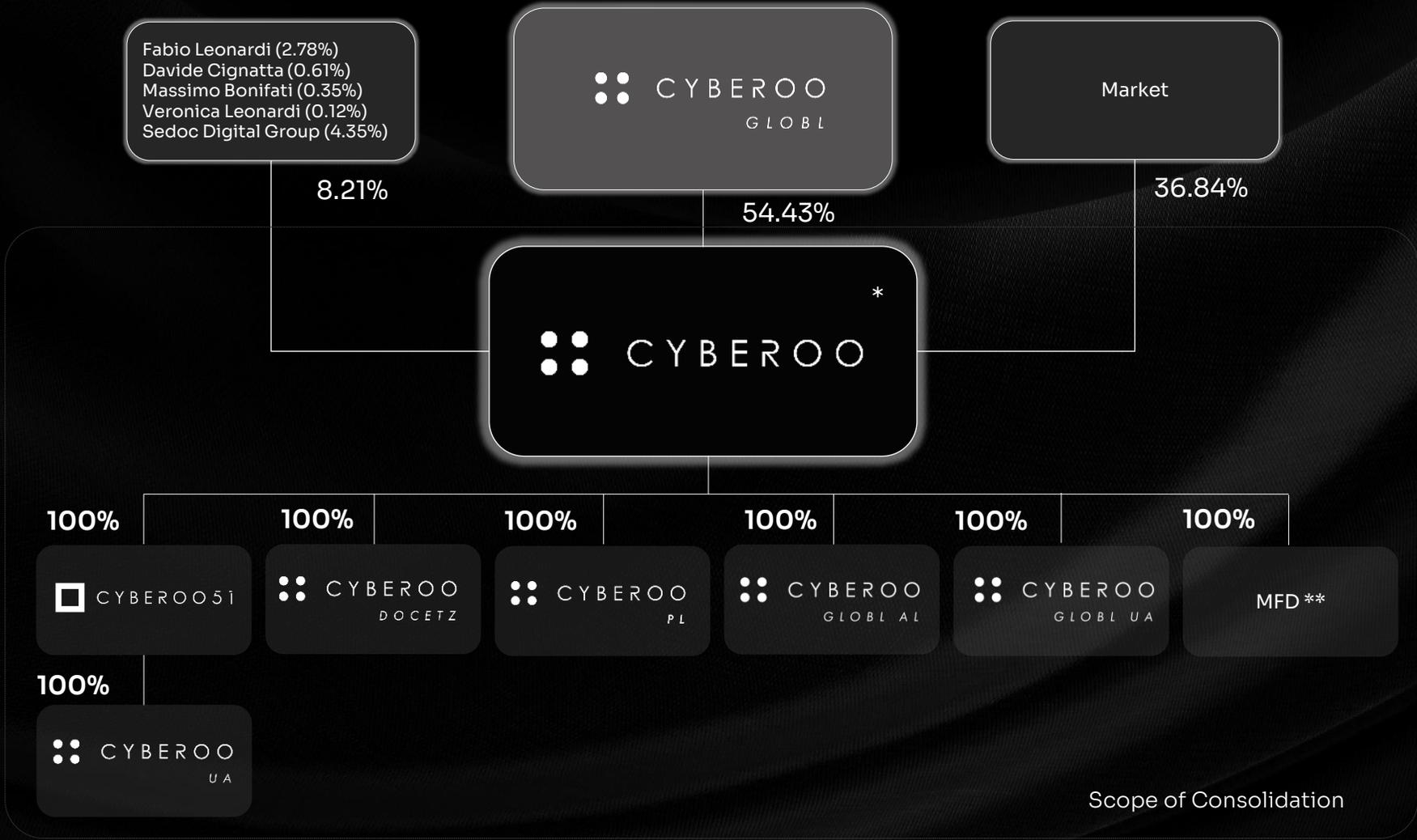
GDPR
Compliant





COMPANY

SHAREHOLDERS AND BOARD



CYBEROO B.O.D.

CEO
Fabio Leonardi

Non-executive Chairman
Massimo Bonifati

Executive Director
Davide Cignatta

CMO & Executive Director
Veronica Leonardi

Non-executive Director
Riccardo Leonardi

Independent Director
Renzo Bartoli

Independent Director
Alessandro Viotto

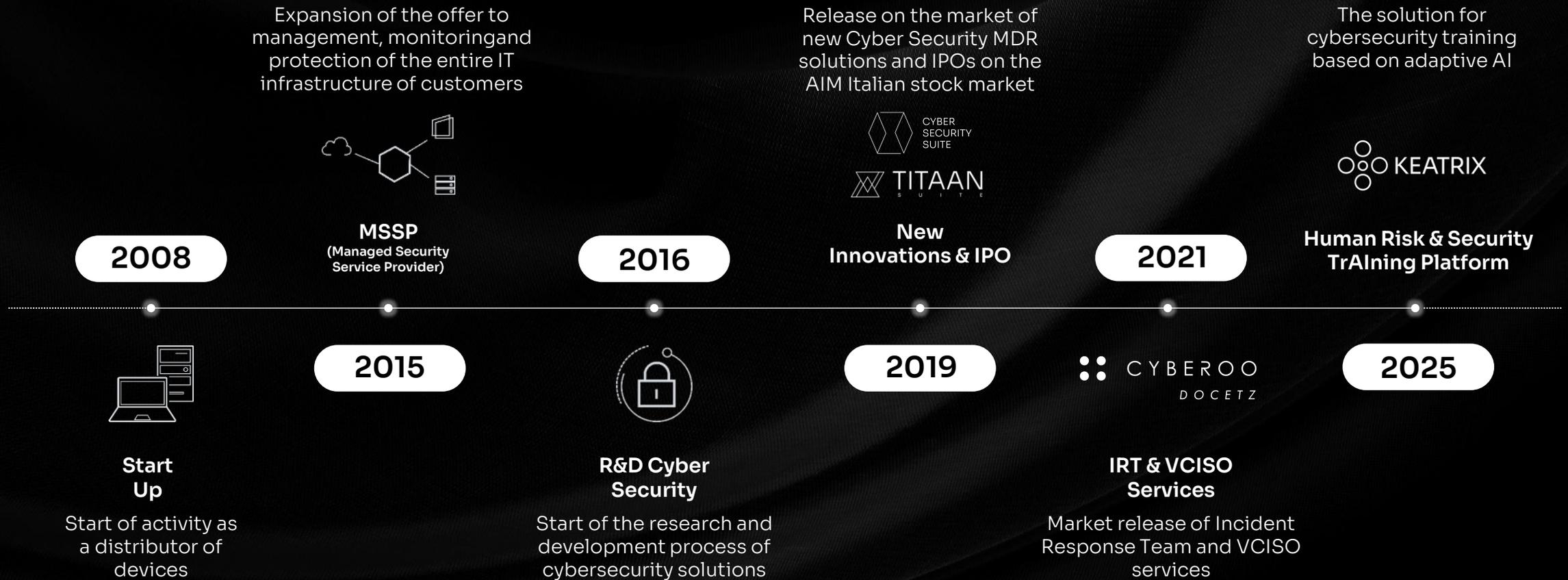
* CYBEROO holds 0.52% treasury shares. As of May 5, 2025, Cyberoo is in the process of purchasing more of its own shares, so the percentage is being updated;

**On July 22, 2025, an extraordinary meeting of Cyberoo shareholders is scheduled to propose the resolution of merger by incorporation of the wholly owned subsidiary MFD International S.r.l..



TIMELINE

BUSINESS



I-SOC AMONG EUROPE AND TOP-CLASS SERVER FARM

Milan

Datacenter STACK Infrastructure T4

Reggio Emilia

50+ Cyber Security Specialist 3° Tier, R&D & After-sales service

Ternopil

50+ Cyber Security Specialist 1° Tier and R&D

In 2016, an international research placed Ukraine as the **top IT developer** in the cybersecurity sector. CYBEROO chose it for its technological potential, the high density of technical skills. In general, Eastern Europe continues to stand out for these characteristics.

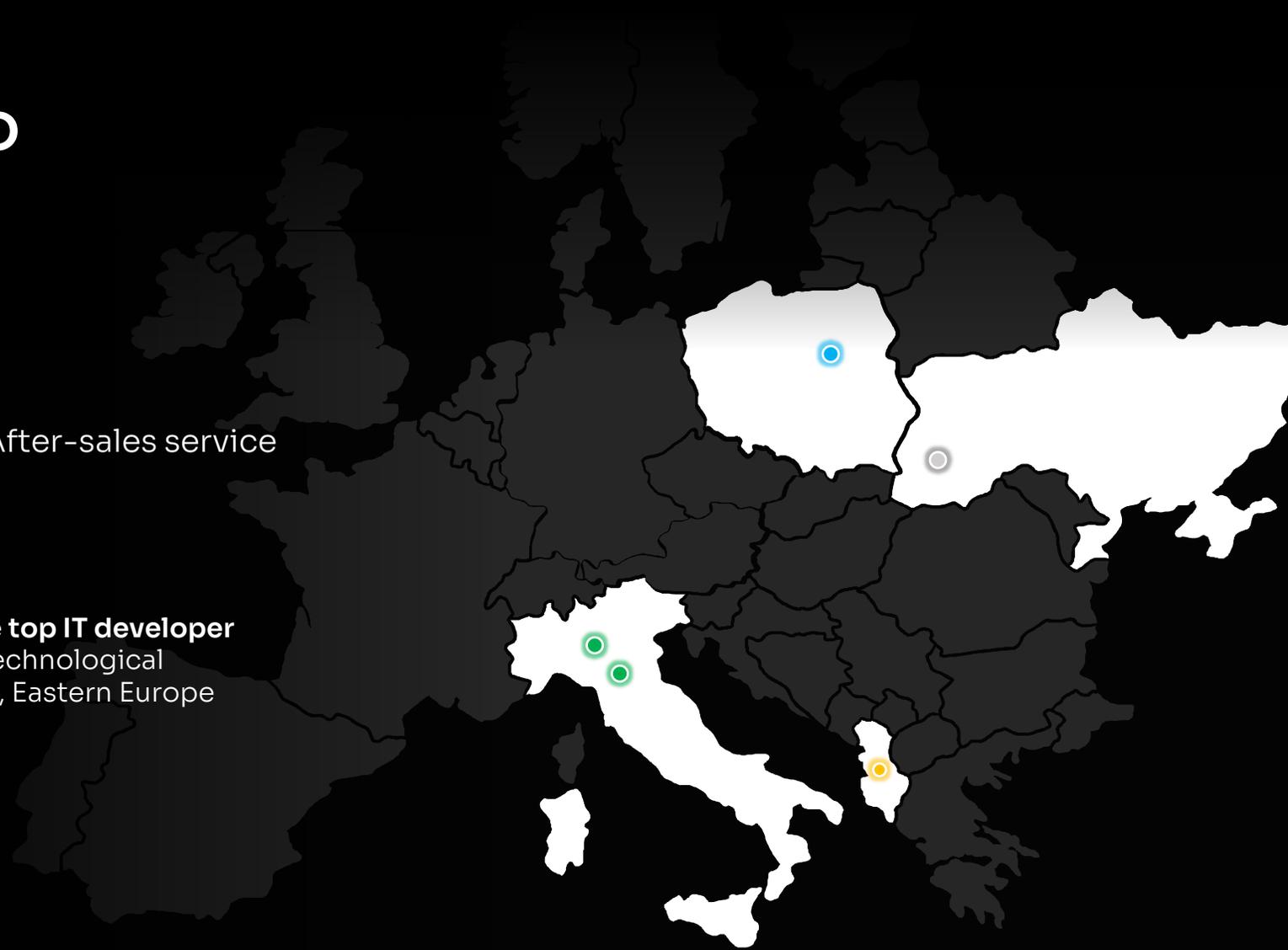
Warsaw

Datacenter Equinix WA2 IBX

15+ Cyber Security Specialist 2° Tier

Tirana

30+ Remediation Specialist



SECURITY & HIGH AVAILABILITY

- 1** Cyberoo is ISO 27001 certified and, in line with the international standards, has designed the Security Operation Center (SOC) according to the concept of security by design, i.e. with the aim of always providing, continuously, a highly reliable service, on four different geographical areas.
- 2** The geographical distribution, therefore, in addition to the possibility of accessing highly qualified resources in terms of cyber security, has been designed to always protect the continuity of the service, even in the event of external events (earthquakes, adverse climatic events, wars, etc.) that block the operation of one or more offices.
- 3** Sensitive data of Cyberoo customers are and will continue to be safe in any case, since since all the management flow as well as the development of the technical solution are exclusively Italian (as certified by ISO 27001).
- 4** The data and logs collected are managed only and exclusively in Italy in a Tier 4 CED and the entire flow of communication and data exchange takes place only and exclusively from and to the Italian territory.
- 5** The Solution is configured in such a way that a single possible flow of data from the customers to the Italian Cyberoo Servers and vice versa is provided, while an alternative flow is not technically possible.
- 6** All suppliers of Cyberoo are 100% subsidiaries of Cyberoo itself, are subject to audits (as certified by ISO 27001) and have signed the standard clauses, in accordance with the provisions of the GDPR and governing the management of data outside Europe.



The image features a dark, glossy, curved surface, likely a part of a car, with the word "SERVICES" written in white capital letters. The surface is highly reflective, showing highlights and shadows that emphasize its smooth, curved texture. The background is a solid black color, which makes the white text stand out prominently. The overall aesthetic is sleek and modern.

SERVICES

WHY THE NEED FOR CYBERSECURITY SERVICES?

78%

LACK OF IN-HOUSE SKILLS

Organizations do not have the in-house skills to fully achieve their cybersecurity objectives

85%

LACK OF CYBER AWARENESS

Organizations think that cyber education will not improve in the next two years

57%

LACK OF QUALIFIED RESOURCES

Organizations believe that the shortage of cybersecurity staff is putting organizations in moderate to extreme risk of cybersecurity attack

34%

LACK OF BUDGET FOR INTERNAL CYBERSECURITY

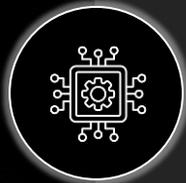
Organizations indicated that the most important cause of a cybersecurity staff shortage is not having the budget



ACCORDING TO GARTNER, THERE IS A NEED FOR AN ADVANCED SERVICE THAT MERGES THESE THREE PILLARS TOGETHER



Scan the QR Code
to download Gartner report



ADVANCED TECH

**Agnostic
Technology**

Only a fully agnostic technology that correlates data from different sources, such as endpoints, networks, cloud services, and operational technology (OT)/Internet of Things (IoT) to gather contextual information useful for analyzing customer security posture through Artificial Intelligence and Machine Learning.



PEOPLE

**Cyber Security
Specialist**

Specific skills enable detection and mitigation of threats in the business environment. I-SOC Specialists, when outsourced, fill the operational gap of internal IT managers, intervening early in the initial phase of attacks. Through ongoing training, they provide an up-to-date and comprehensive view of the threat landscape.



ALWAYS ON

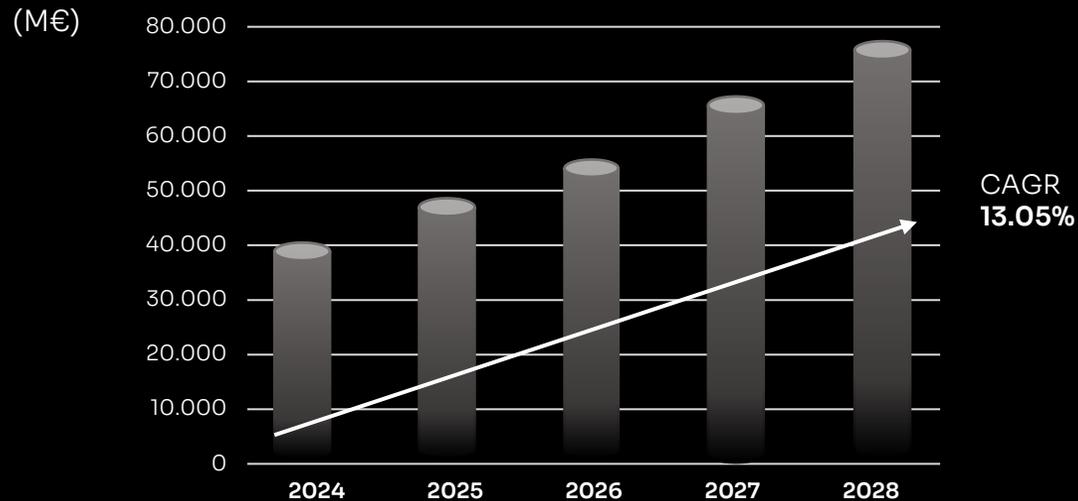
**24/7/365
Process**

With 76% of ransomware attacks occurring at night or on weekends, 24/7, 365-day-a-year service is essential. A proper cybersecurity plan, supported by qualified outsourced personnel, guarantees continuous oversight, improving budget efficiency and greater cyber resilience.



MARKET OPPORTUNITY: EUROPE & CYBER

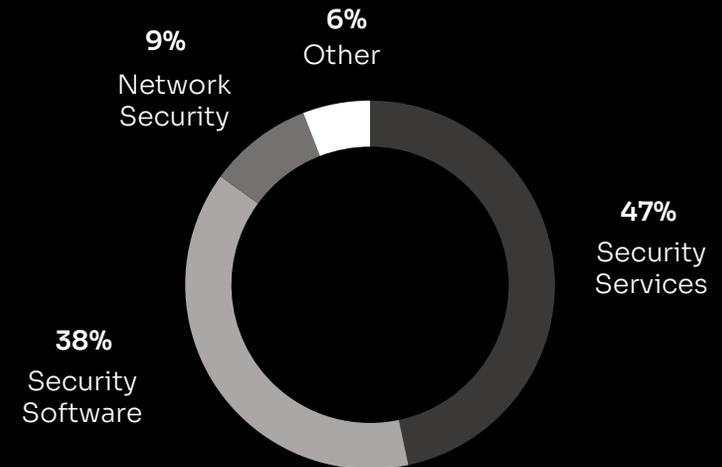
Cybersecurity Market



«The cybersecurity market in Europe in 2023 exceeded \$32.43 billion dollars and is expected to reach over \$57.75 billion dollars by 2028, **with an annual growth rate of 12.23%**»

BEDISRUPTIVE

Market Division



In next 4 years security services will represent the **47% of the cybersecurity market**.

«By 2025, **60% of organizations** (up from 30% today) will actively use disruption capabilities and threat containment provided directly by MDR vendors.»

GARTNER



«Today, **European strategies** must increase **innovation, competitiveness** and **independence** of **Europe itself.**»



INVESTING IN INNOVATION, DEFENSE AND AI

Europe must fund innovative companies and encourage scalability, standardization and interoperability.



INCREASED COMPETITIVENESS

Europe must increase its competitiveness of infrastructure, networks and advanced technologies by retaining capital in Europe.



REDUCING DEPENDENCIES

We need to invest in European companies, today the basic systems are NOT European-based.



PROACTIVE REGULATORY APPROACH

Defense and AI must be the focus of European investment; the regulatory approach must prioritize innovation.



CYBEROO MEETS THE NEEDS OF THE EUROPEAN MARKET

MARKET - DRIVEN APPROACH

We are an MDR that brings to market exactly what the market needs

EUROPEAN ROOTS

100% European technology and services, developed and managed in Europe

ARTIFICIAL INTELLIGENCE INNOVATION

Strong investment in research and development in artificial intelligence

STRATEGIC CYBERSECURITY

We protect the European entrepreneurial fabric in a competitive environment dominated by foreign technology

COMPLIANCE AND REGULATORY

We respond promptly to all regulatory requirements

GLOBAL RECOGNITION

We are among the few European companies mentioned in the international rankings of the MDR





CYBER
SECURITY
SUITE

**OUR MDR PROTECTS YOU FROM INTERNAL AND EXTERNAL THREATS.
WE DON'T LEAVE ROOM FOR SHADOW AREAS.**

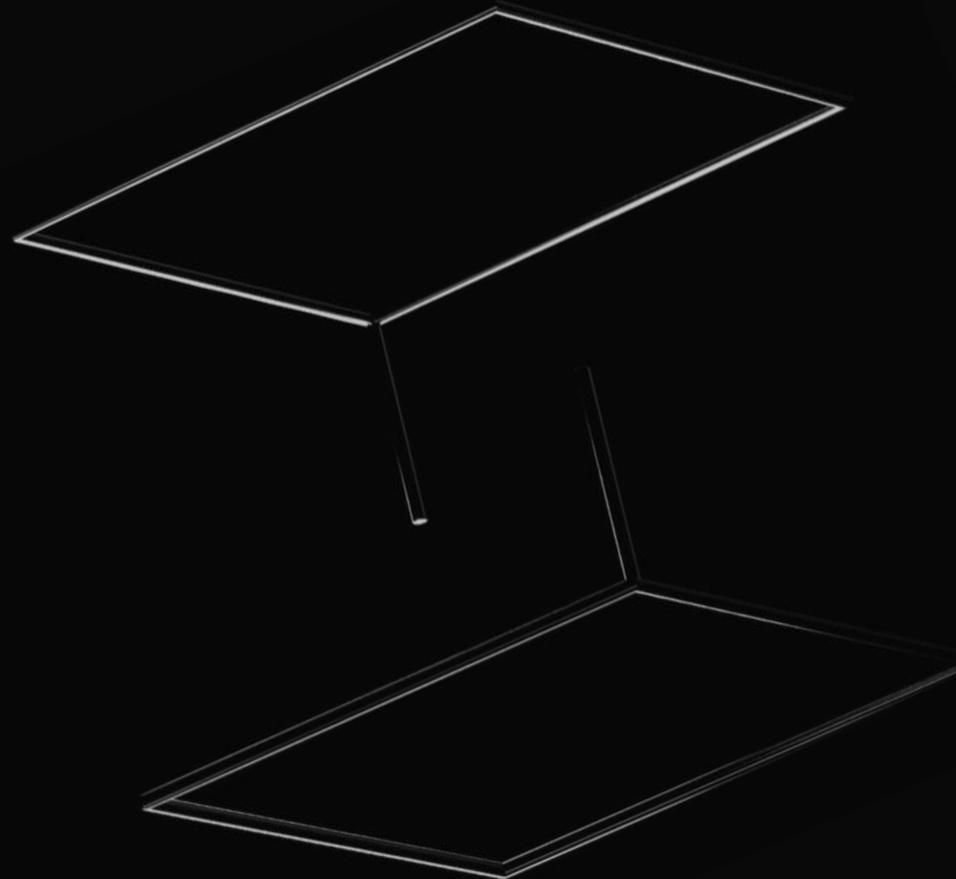


CY

Next Gen Intelligent Detection Platform

Manages your internal security

Cypeer integrates and monitors critical IT systems and services within your corporate ecosystem to protect you on all fronts.



CSI



Cyber Threat Intelligence Solution

Protects from external threats

Our ethical hackers scan the world of the Deep and Dark web undercover to identify possible threats and defend your borders.



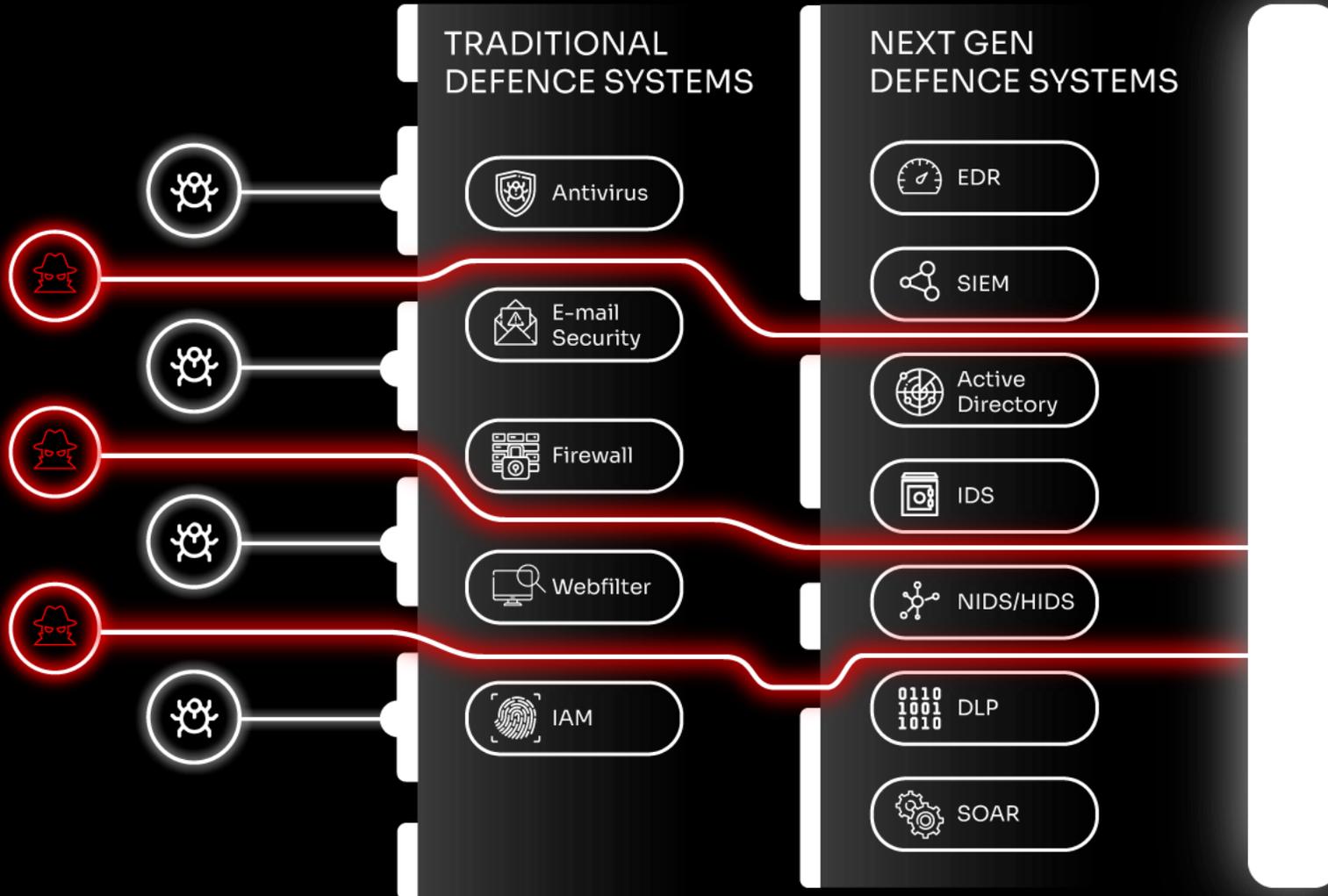
CYBER SECURITY SUITE FOR A TOTAL PROTECTION OF THE COMPANY PERIMETER



Known threats

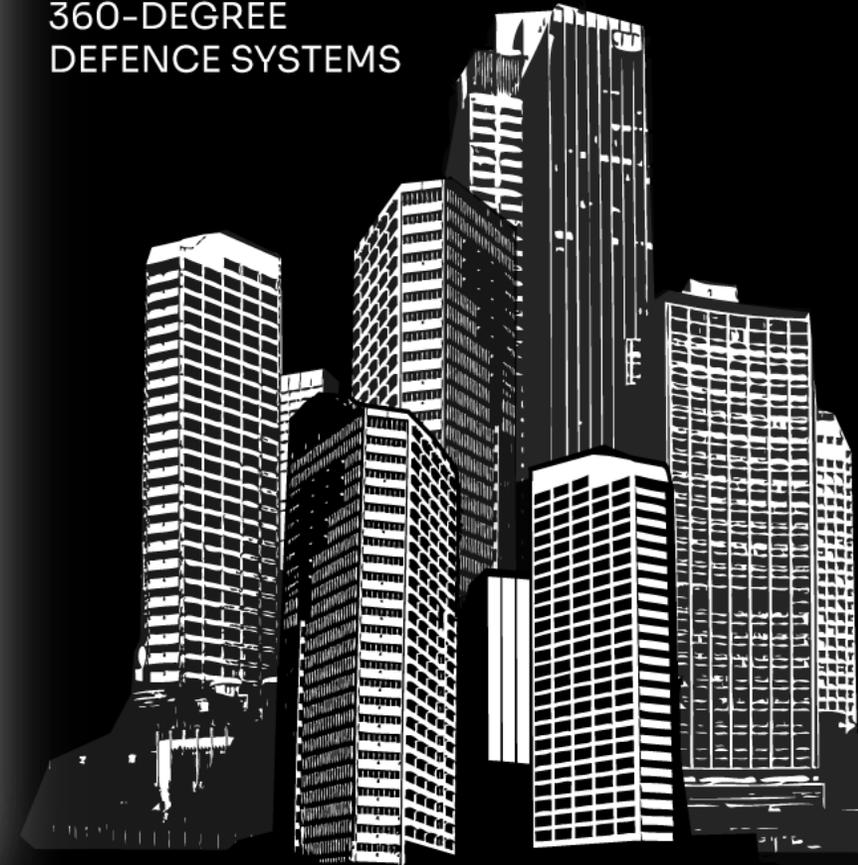


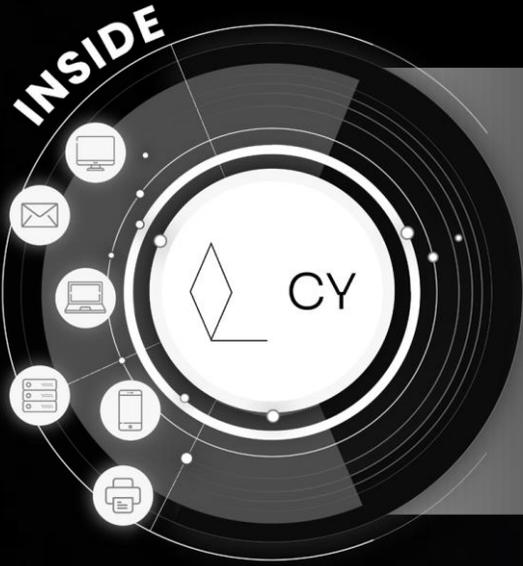
Advanced threats



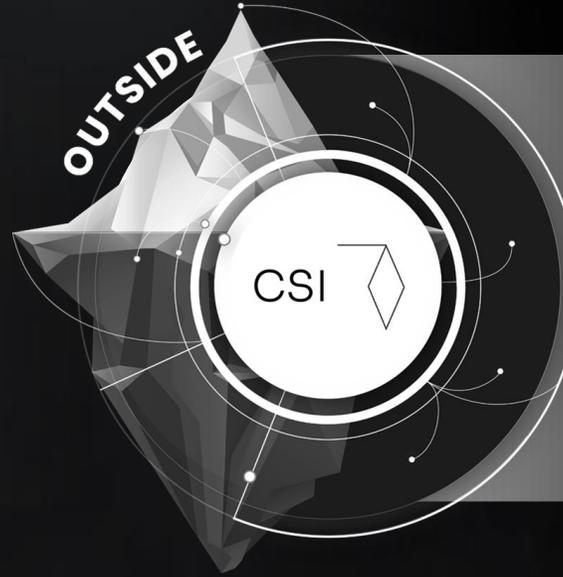
CYBEROO

360-DEGREE DEFENCE SYSTEMS





The service is based on a **proprietary Intelligent Detection Platform**, which **collects** and **correlates** all events and syslog from existing security applications in the customer's IT ecosystem.



Threat Intelligence service carried out by our team of Cybersecurity Specialists and **Ethical Hackers** based on **OPEN-SOURCE INTELLIGENCE** and involving collection and analysis of data and threats from the **deep and dark web**.

DETECTION

We integrate and monitor all data from the existing systems and services in your **company IT ecosystem**.

ANALYSIS

The CYBEROO **I-SOC** team analyzes data.

**MANUAL
REMEDiation**

RESPONSE

**AUTOMATIC
REMEDiation**

DETECTION

Data from the **Deep & Dark Web** that represents a threat to your company is identified by our Ethical Hackers.

ANALYSIS

The CYBEROO **I-SOC** team analyzes data.

RESPONSE

In case of a threat, the customer receives an **alert**.



I-SOC IS THE HEART OF OUR OPERATIONS.
THE PLACE WHERE PEOPLE AND TECHNOLOGY COME TOGETHER TO DEFEND YOU 24/7/365.

I-SOC

TIER 0 AUTOMATION

ARTIFICIAL INTELLIGENCE ANALYSIS

Identifies attack patterns by correlating multiple data generated by customer systems, reducing **false positives**.

TIER 1 i-SOC

CYBER SECURITY ANALYST

Analysts active 24 hours a day, capable of understanding attack patterns and locate the response.

TIER 2 h-SOC

CYBER SECURITY SPECIALIST

They support analysts in case they need specialized product investigations.

TIER 3 α-SOC

EXPERT CYBER SECURITY SPECIALIST

Highly specialized and vertical staff in investigation and pre-incident activities.

INCIDENT RESPONSE

INCIDENT RESPONSE TEAM

Incident intervention experts with forensic analysis capabilities.



 **CY**
D E K

 **CY**
S O N I C

 **CY**
K E E R A

 **CY**
K E E R A +

Detection



I-SOC

1° Tier - 2° Tier - 3° Tier



Contact

Email - Call - Portal



Rescue chain

via partner/customer



(WORKING HOURS)

**Automatic
Remediation**



Cyberoo certified Rescue Chain

NIGHT & WEEKEND



Cyberoo certified Rescue Chain

24/7



LICENSING AND SALES MODEL



SIMPLE FIXED FEE PRICING

The service is priced on a fixed fee basis



DEVICE COUNT

The price for the service (1, 3 or 5years contract) is determined by the number of endpoints (clients, physical servers, and virtual servers)



UNIFIED PRICING

The service CYPEER and CSI are priced using the same model



ONE TIME START - UP FEE

In addition to the service fee, a one-time setup fee is always charged



PARTNER-ONLY SALES

The service is sold exclusively through partners

Service	Pricing	Server + Client	Fee
Cypeer Sonic	3 Years	Up to 5,000	€ 21,750 – € 501,500
Cypeer Keera	3 Years	Up to 5,000	€ 26,750 – € 618,730
Cypeer Keera +	3 Years	Up to 5,000	€ 29,975 – € 696,070
CSI	3 Years	Up to 5,000	€ 12,250 – € 126,300

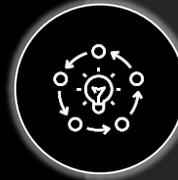
Start-up cost 10% of the total rent of the first year of the contract



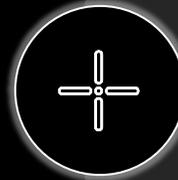


HUMAN RISK & SECURITY TRAINING PLATFORM

A learning path that focuses on the **human being** an **active subject** in learning to **manage cybersecurity and its risk**, while enhancing their **unique ways** of perceiving, deciding and acting.



A new **paradigm**, a new **methodology**



A single goal: **cybersecurity of resources and companies**



Personalized training through **adaptive education** based on **edutainment** and **AI**



We consolidate and **teach** the personal processes of the cybersecurity approach in order to **activate the skills in everyday life**



NEW HORIZONS

Incidents

The **95%** of cybersecurity incidents are primarily caused by **human error**

Traditional Training

Paths focused on skills,
not behavior

Boring lessons,
no personalized experience

Focus on the company,
not the person

Ultimate goal:
obtain certification,
no interest in learning

Learning

Learning is **not the same for everyone**, so in order to modify behaviors, **skills must be contextualized**



PROPRIETARY TECHNOLOGY AND KNOW-HOW

Adaptability
of the training
course

Generation
of knowledge

Activation
of thought process

Knowledge
reprocessing

Knowledge
testing

ADAPTIVE LEARNING

Consists of **personalizing the learning experience** for the individual user

Necessary **insights**

Learning **preferences**

INTERLEAVING AND SPACING

Aims to **improve concept retention** and learned behaviors

Union and alternation
of different topics

Temporal distribution
of learning

EDUTAINMENT

Combine **learning and entertainment**. We make cybersecurity engaging with high impact emotional and playful.

Video Avatar

Professional **short films**

AD PERSONAM CERTIFICATIONS

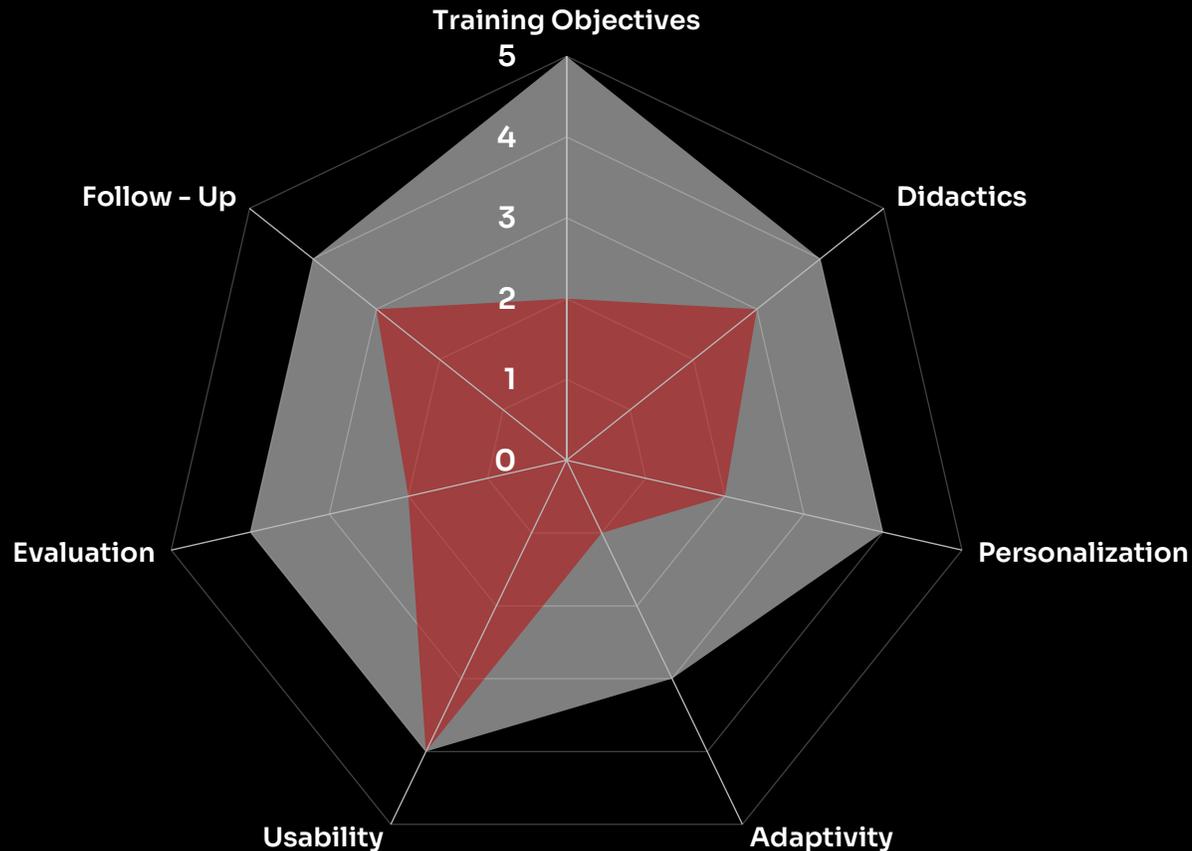
The platform awards a **unique ID code** to every user, making the certification **personalized and transferable**.

Personal **asset**

Innovative



COMPARISON WITH COMPETITORS



KEATRIX Cyberoo

Media competitor
Italian and international

Training Objectives

Clarity and measurability

Didactics

Engagement and interactivity

Personalization

Diversifying content by user

Adaptivity

teaching and unique ways of using it according to the user

Usability

Accessibility and consistency with educational objectives and teaching

Evaluation

depth and authenticity of the evaluation

Follow - Up

presence of post-training strengthening tools

Differentiation

Original content and edutainment format



LICENSING MODEL

Service	Pricing	Server + Client	Fee
Keatrix	3 Years	Up to 5,000	€ 20,250 – € 216,330

SALE FEATURES

User Groups

All-inclusive licenses

One-time start-up cost

Fee 12,36,60 months

Immediate installation



SAVE THE DATE

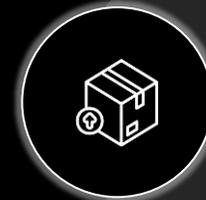
KEATRIX

2025 Q4
Commercial opening



Territorial availability
Resale of Italian and international partners

Portfolio Cyberoo
Full integration with services



Commercial strategy
Upselling and cross-selling





Business unit **specializing in consulting activities in the cybersecurity sector**, enabling them to enter companies without an MDR budget or, in many cases, to offer cross-selling activities to those already adopting MDR solutions, with **the aim of improving the level of cyber resilience of clients.**



INCIDENT RESPONSE TEAM

The incident response activity allows intercepting the needs of companies that are facing an attack, with a 99% probability that it will lead to the purchase of an MDR solution. In addition, for customers already using an MDR, it offers the ability to manage any incidents.



RISK ASSESSMENT



CYBER SECURITY ADVISORY & vCISO



VULNERABILITY ASSESSMENT & PENETRATION TEST

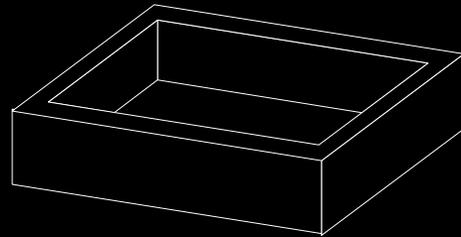


COMPLIANCE NIS2: CONSULTANCY ACTIVITIES



MARKET POSITIONING

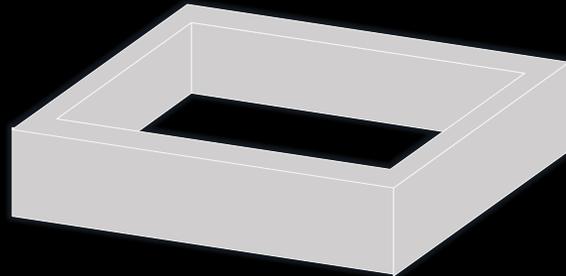
Large enterprises



Big Player corporation: possibility of consultancy by CYBEROO

- Devices: Up to 10,000
- Price for ICT high and supported
- Internal sourcing (internal cybersecurity team)

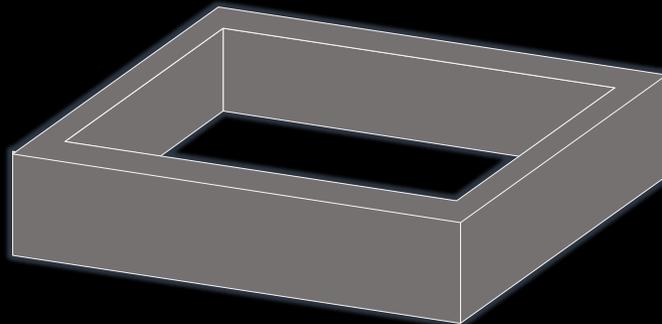
Medium-sized enterprises



CYBEROO

- Devices: Up to 5,000
- Price for ICT average
- No internal cybersecurity team
- Necessity to protect own data through complete and secure systems
- Ideal target for cybercrime, because not yet properly protected, but with a substantial quantity of data

Small enterprises

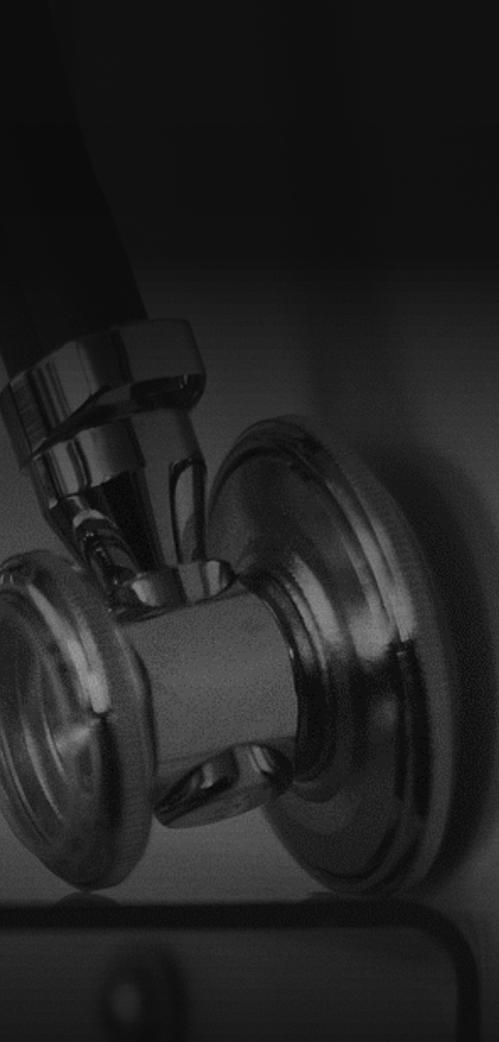


Vendor with standard products

- Devices: Up to 100
- Price for ICT low
- No internal cybersecurity team
- Low data relevance for the internal security services and technological development
- Use of standard and low cost solutions



SOME TOP CUSTOMERS



Revenues: 1,9 Billion €
Employees: 9.200



Revenues: 538 Million €
Employees: 13.000



Revenues: 600 Million €
Employees: 2.000



Revenues: 200 Million €
Employees: 1.000



Revenues: 300 Million €
Employees: 4.000





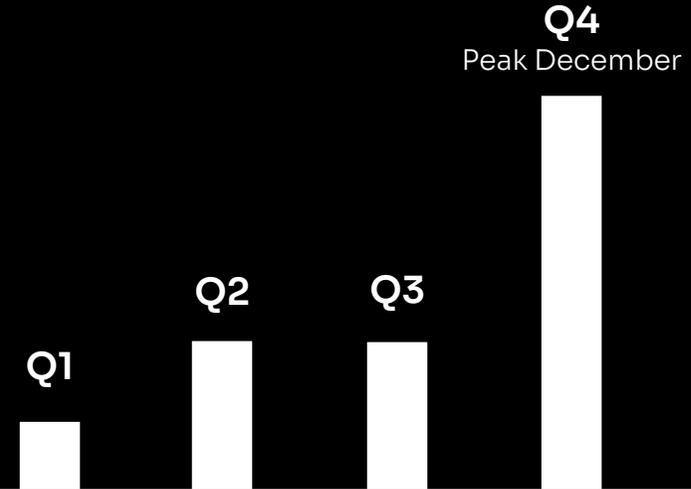
GO TO MARKET

CYBEROO & PARTNER: TIER II MODEL

	CYBEROO	DISTRIBUTOR	PARTNER	CUSTOMER
	<p>Technical and legal governance. In case of non-recourse, does not assume direct financial risk.</p>	<p>Single distributor per country ITALY – ICOS POLAND – ARROW SPAIN – ZALTOR</p>	<p>Different by country ITALY – 87 POLAND – 13 SPAIN – 5</p>	<p>Contract of 1/3/5 years with tacit renewal</p>
Relationship Flow	<ul style="list-style-type: none"> Engage, train and retain partners according to the Partner Program. It manages the after-sales technical activities and the service directly with the end customer with whom it has signed the contractual conditions (EULA - End User License Agreement). 	<ul style="list-style-type: none"> Scouting for new partners Manages partner billing and the transfer of financial flows between partners and Cyberoo. 	<ul style="list-style-type: none"> It has a business relationship with the customer, which already nurtures an established relationship of trust with the referring partner. 	<p>He has a relationship with the partner and then also with Cyberoo in the pre-sale phase. In the after-sales phase, he interfaces above all with Cyberoo and with the partner if he is part of the rescue chain.</p>
Invoicing flow	<p>Invoice the distributor for 100% of the contract: 80% for the upfront license and 20% for the distributed service per year of competence.</p>	<p>Invoice the partner in the same manner as received from Cyberoo.</p>	<p>Stipulates the contract with the customer, autonomously from negotiation to economic terms (e.g., discounts) and in managing financial terms, such as payment terms and timing.</p>	<p>Receives the invoice from the partner in the agreed manner.</p>
Payment flow	<p>Receives payment from the distributor.</p>	<p>The distributor pays Cyberoo and takes care of the financial management, adopting non-recourse or deferred mode depending on the agreements.</p>	<p>The partner pays the distributor according to the terms agreed with the customer or in some cases by advancing payments.</p>	<p>The customer pays the partner in the agreed manner.</p>



BILLING SEASONALITY



Reasons

Customer budget closure

Year-end tax benefits

Partner performance

Strong operational load in December

Advance revenue for planning



ITALY

SALES NETWORK AND PARTNERS

SALES NETWORK

- 1 Commercial & Channel Director
- 1 Head of Business Development
- 4 Area Manger
- 5 Territory Manager
- 7 Key Account Manager
- 5 Business Developer Manager
- 4 Inside Sales

DISTRIBUTOR

Cyberoo signs
the distribution agreement
with ICOS



PARTNER

CYBEROO has signed important
partnership agreements with
well-distributed dealers
throughout the country, which it
now covers entirely

87



POLAND & SLOVAK REPUBLIC

SALES NETWORK AND PARTNERS

SALES NETWORK

- 1 Sales Manager
- 2 Presales Engineer
- 2 Key Account Manager
- 1 Marketing Manager

DISTRIBUTOR

Cyberoo signs
the distribution agreement
with Arrow Electronics



PARTNER

During 2023, Cyberoo began
the development of the partners
network in Poland, resulting in
the onboarding of different
companies

13



SPAIN & PORTUGAL

SALES NETWORK AND PARTNERS

SALES NETWORK

- 1 Area Manager
- 1 Partner Account Manager
- 1 Key Account Manager
- 1 Business Developer Manager

DISTRIBUTOR

Cyberoo signs
the distribution agreement
with Zaltor



PARTNER

During 2024, Cyberoo began
the development of the partners
network in Spain, resulting in
the onboarding of different
companies

5



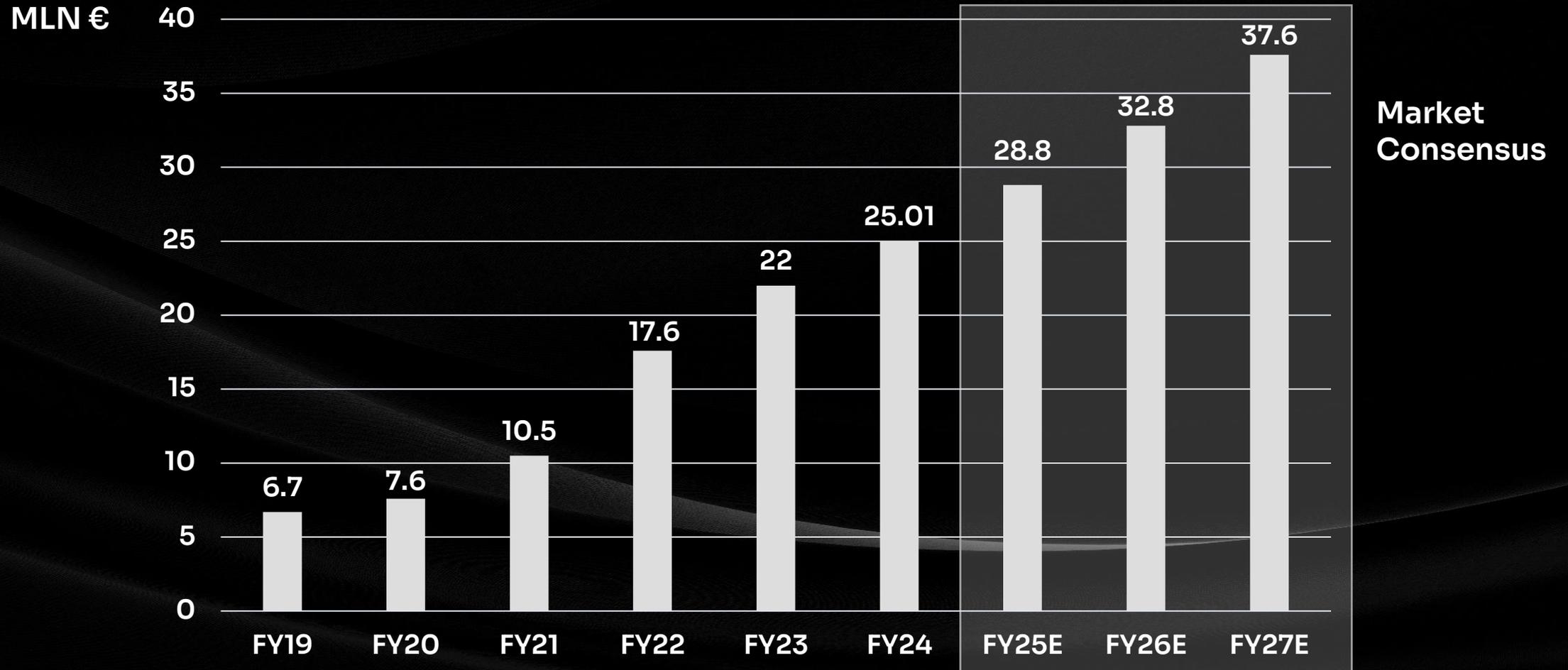
PURPOSE: INTERNATIONALIZATION

In the five-year period 2025-2029, 5-6 openings are expected through a mix of organic growth and strategic M&A.



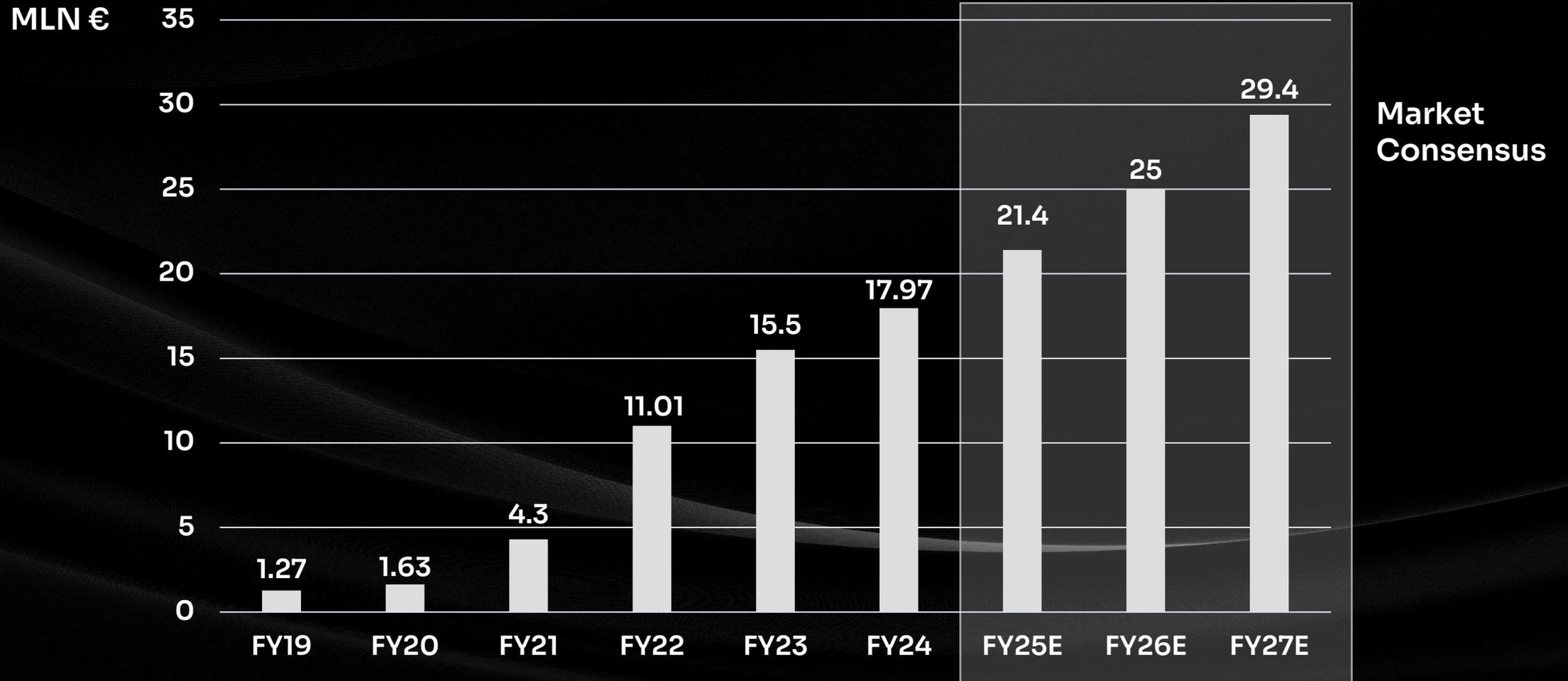
VALUE OF PRODUCTION 2019 – 2027

DATA & EXPECTATIONS



CYBERSECURITY REVENUES 2019 – 2027

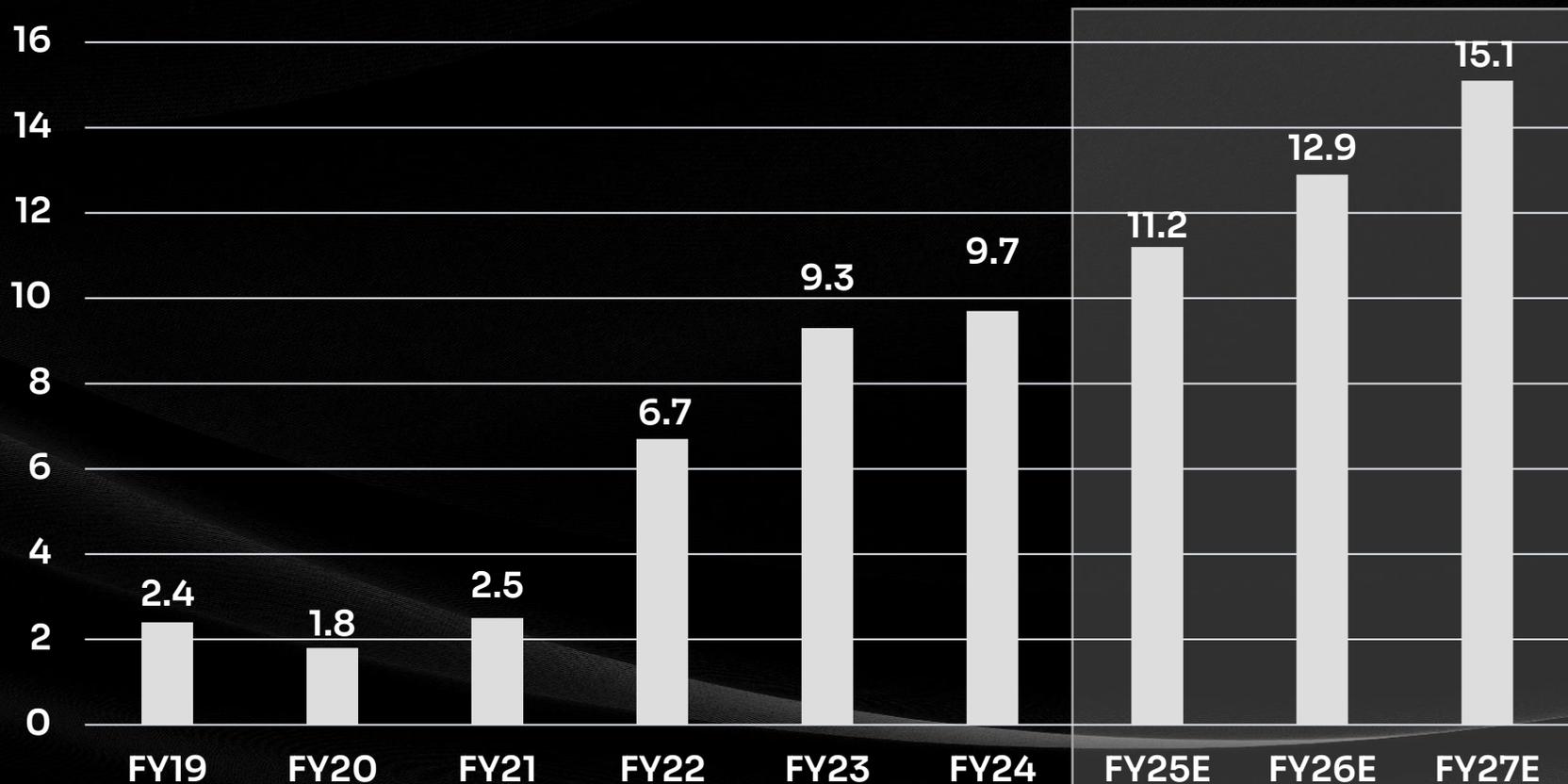
DATA & EXPECTATIONS



EBITDA & EBITDA MARGIN 2019 – 2027

DATA & EXPECTATIONS

MLN €



Market
Consensus

Ebitda Margin %

36.51%

24.68%

23.44%

38.35%

42.15%

38.86%

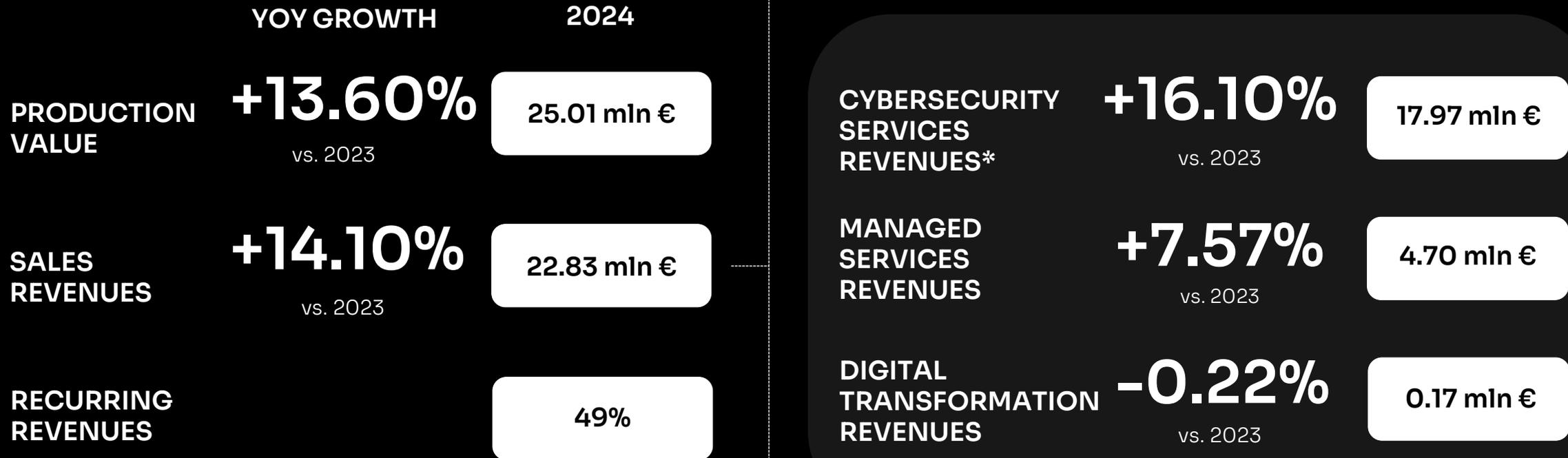
39%

39.2%

40.1%



CYBEROO SALES & REVENUES 2024



CYBEROO HIGHLIGHTS 2024

	YOY GROWTH vs. 2023	2024
PRODUCTION VALUE	+13.60%	25.01 mln €
EBITDA	+4.73%	9.72 mln €
EBITDA MARGIN	-3.29pp	+38.86%
NET PROFIT	+10.43%	4.38 mln €
NFP (CASH)	-99.53%	-18k €



STRENGTHS CYBEROO

DOUBLE-DIGIT GROWTH SALES

despite an uncertain economic environment.

DOUBLE-DIGIT GROWTH IN CYBERSECURITY REVENUES

In line with the market.

DOUBLE-DIGIT GROWTH IN NET PROFIT

HIGH EBITDA MARGIN

despite sustained investments in 2024 for the new product line and expansions in Spain and Poland.

TECHNOLOGICAL INNOVATION AND ADVANCED USE OF AI

High-tech services, with a strong investment in research and development and an advanced use of AI applied to cybersecurity.

PROXIMITY TO THE EUROPEAN MARKET

Technologies and services developed and managed entirely in Europe, supporting the European entrepreneurial fabric in a competitive context dominated by non-European technologies.



POINTS OF IMPROVEMENT CYBEROO

1

Related Parties

2

Trade receivables

3

NFP



RELATED PARTIES

Cyberoo is committed to **reducing intra-group relationships to marginal levels**, further consolidating its transparency strategy and strengthening the solidity of the market.

This process is part of the rationalization and optimization of the Group's activities, in line with the path of strengthening transparency and governance.

From July 1st, 2024

Sedoc Digital Group S.r.l., the main shareholder and one of the main business partner, acquires Cyberoo solutions through the national distribution system.

June 19, 2025

Cyberoo S.p.A. has acquired 100% of the share capital of Cyberoo Global AL sh.p.k. (Albania), specialized in VNOOC services and software development, and Cyberoo Global UA 1.1c (Ukraine), active in MSSP services and software development, as well as a business unit of Cyberoo Global S.p.A. dedicated to innovative software solutions and cybersecurity. Bringing these activities into Cyberoo's scope is a strengthening and complement to what Cyberoo already does in cybersecurity and will enable continued support for Cypeer Keera's development and management activities.

July 22, 2025

Proposed resolution of the Extraordinary Shareholders' Meeting of Cyberoo on the merger by incorporation of MFD International S.r.l, a wholly owned subsidiary. The transaction aims to rationalize and simplify the structure of the Group resulting in cost reduction and greater management efficiency.



FOCUS ON TRADE RECEIVABLES

MACROECONOMIC ENVIRONMENT UNSTABLE

The growing complexity of the economic scenario, marked by high interest rates, inflation, geopolitical tensions and sectoral crises (e.g. automotive) has exacerbated the phenomenon of payment instalments. This dynamic involves all the main reference markets, including Poland and Spain.

CUSTOMERS PAY, BUT THEY ARE DELAYING

Companies pay, but today they are more cautious about committing upfront liquidity and prefer deferred payments, aligning them with their amortization flows. To meet this need, two practices have been consolidated in the distribution model:

- Non-recourse invoice discounting through factoring companies, Cyberoo collects the full amount and the distributor assumes the entire credit risk against short deferrals requested by partners on the upfront payment;
- Deferred payment - payment in several tranches, the distributor honors the payment to Cyberoo following the flow of receipts made by the partner in 36 or 60 months. This mechanism can generate temporary mismatches between the invoicing issued by the company and the payments received, generating a credit exposure.

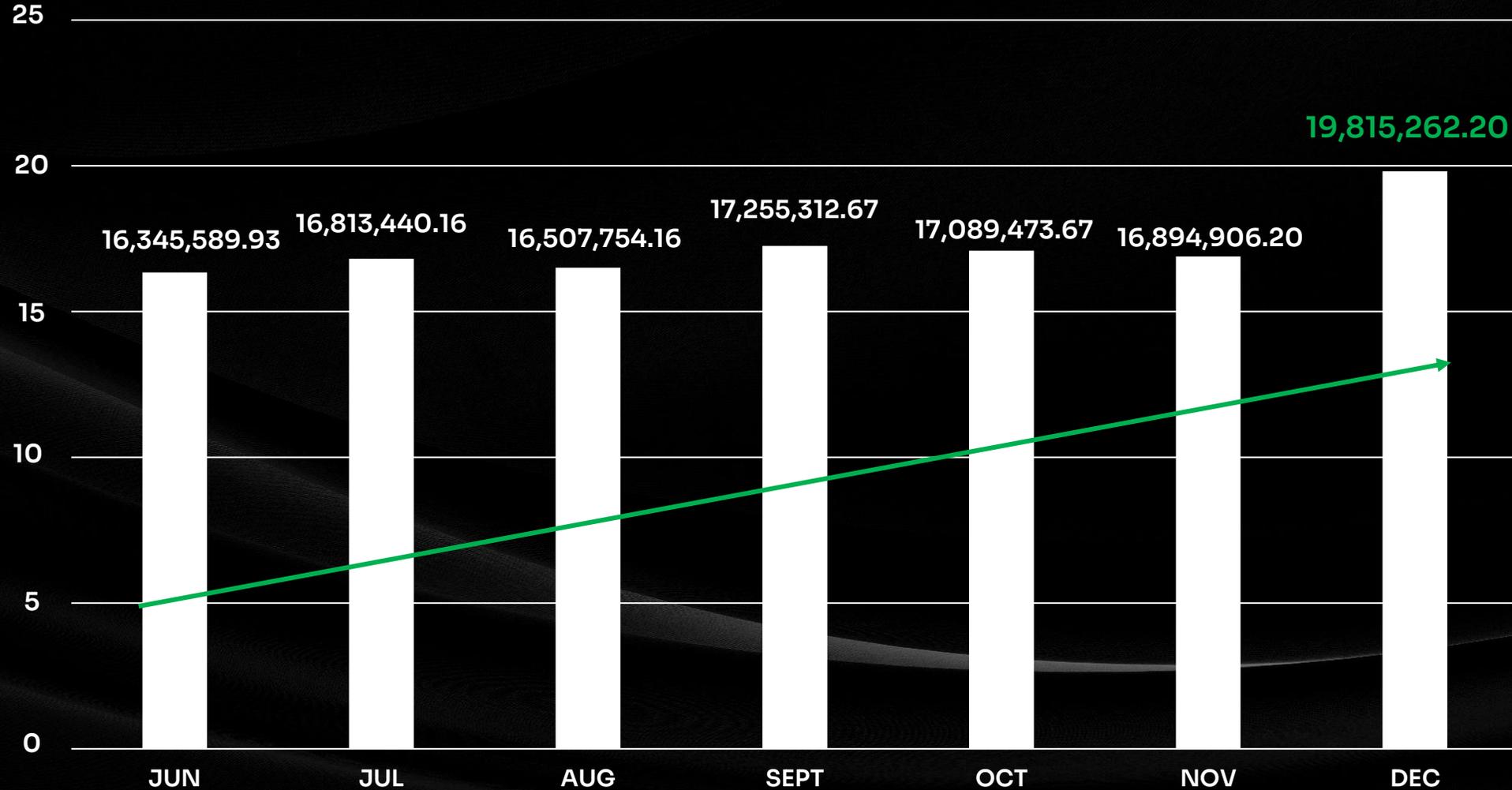
STRONG SEASONALITY

Cyberoo's operating model has a strong billing seasonality in the last quarter of the year, with a significant peak in December. This dynamic, which concentrates almost 50% of turnover on the last months of the year, naturally means that the deadlines of the invoices issued accrue in the first months of the following year, obviously increasing credit exposure to customers.



FOCUS ON TRADE RECEIVABLES

MLN €



SEDOC'S TRADE RECEIVABLES



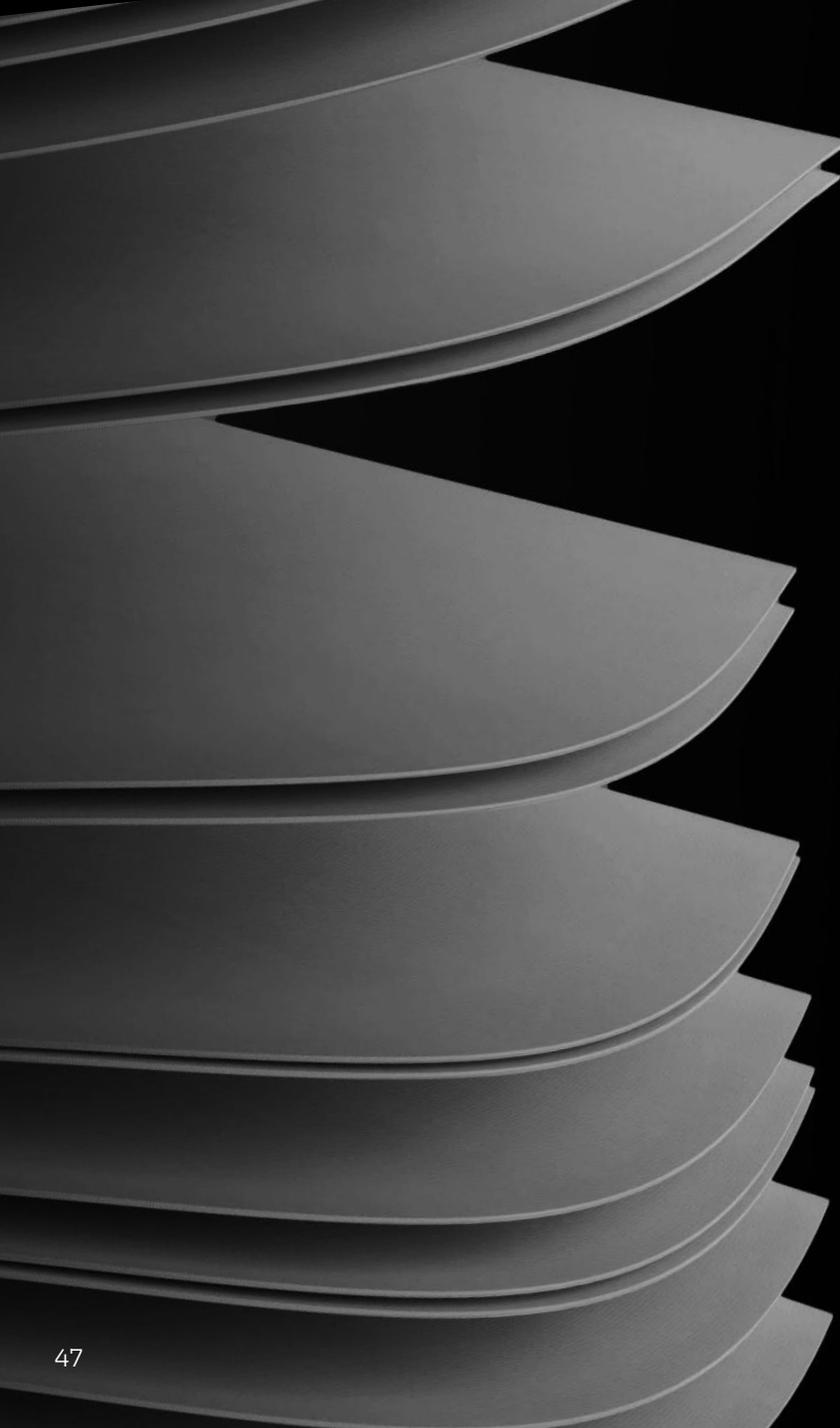
Sedoc Digital Group the main shareholder and one of the main business partner, acquires Cyberoo solutions through the national distribution system starting July 1st, 2024. This method will facilitate the reduction and consequent extinction over time of Sedoc overdue credit to Cyberoo, through the repayment plans already defined.

Sedoc's receivables are expected to be fully settled within 3 years. Sedoc's historical sales contribution also led to an increase in receivables over time due to a prolonged collection period, rising from Eu3.8mn in 2021 to Eu10.1mn in 2023.

However, Cyberoo has implemented a repayment plan (including interest ranging between 3 to 3.5%) with Sedoc, which is progressively reducing credit exposure, with Sedoc's receivables declining from Eu14.2mn in 1H24 to Eu11.5mn in FY24. In fact, payments as of December 2024 have been honoured, suggesting a progressive de-risking of Cyberoo's credit exposure.

Cyberoo also expects the outstanding balance to be fully cleared within the next three years.





NET FINANCIAL POSITION

The Net Financial Position (NFP) was mainly influenced by the investments made in 2024 and the seasonality of sales.

However, longer collection times had a bigger impact than in previous years due to economic uncertainty and the difficulties of many companies in sustaining up-front payments. To cope with this situation, the Company is working on new financing arrangements for its partners.



SUSTAINABILITY REPORT HIGHLIGHTS 2024

HUMAN CAPITAL

- 105** employees (+11.7% compared to 2023)
- 21%** female employees (compared to 15% in the sector)
- 99%** permanent contracts
- 97%** full-time contracts
- 62%** employees between the age of 30 and 50
- 100%** Senior Managers hired by the local community

ENVIRONMENTAL CAPITAL

- 65%** of waste produced by the Group
- 2,5%** reductions in direct and indirect CO2 emissions (Scope 1 and Scope 2)
- 41%** water withdrawals



THANK YOU!



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Podcast: Italiani Above the Rest



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