Target Price (€) 6.89 (7.14 pr.)



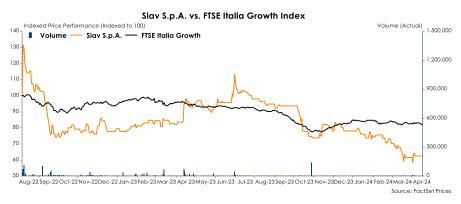


FY23: PAL and legislation's factors impacting revenues and margins
Sector: Technology Services

FY23 revenues at Euro 33.9 m and investment completed in the new platform. Siav, an Italian leading company in the Content Service Platform sector, reported FY23 results which showed revenues (VoP) of Euro 33.9 m essentially in line vs. Euro 33.8 m in 2022 and below our expectations (Euro 36.3 m). This outcome is mainly due to the postponement of certain important NRRP projects in the healthcare sector relating to the Local Public Administration business unit and the significant reduction of the R&D tax credit, consequently both the 50% cut in the rates recognized by current legislation and the reduction in R&D investments. EBITDA came in at Euro 5.3 m vs. Euro 5.8 m in 2022, despite, during 2023, the Group has implemented a path aimed at concentrating on the business lines with greater added value, characterized by a strong recursive nature of sales ("Software" component +14% vs. FY22 results, where more than 80% of the sales are to be considered recurring). The decrease in profitability, with an EBITDA margin on sales of 16.6% compared to 17.9% in the previous year, is also caused by the change in regulations in 2023 concerning the calculation of R&D grants. EBIT stood at Euro 0.9 m compared to Euro 1.8 m in FY22 after depreciations of Euro 4.4 m (Euro 4.1 m in 2022), mainly related to intangible assets of Euro 2.2 m (Euro 1.9 m), tangible assets and usage rights of Euro 2.2 m (Euro 2.1 m). Finally, Net income was of Euro -0.3 m partly caused by Subsidiaries' difficulties in generating sufficient profitability. On the balance sheet, net debt stood at Euro 19.6 m vs. Euro 16.5 in FY22 can be attributed more to the reduction in cash available for investment activities and the new internal organization. The management of AM OnPrem contracts was transferred to the newly established Inside Sales office, which postponed their renewal and invoicing (approx. Euro 6.3 m) to the beginning of 2024.

Commercial reorganization continues and an internal rationalization strategy is planned to increase efficiency and margins. In a still uncertain macroeconomic environment, the Content Service Platform market in Italy is expected to show an annual growth rate (CAGR 2024-2027) of 4.6%, according to "Gartner EAS Forecast 2024-27". Siav will continue with the commercial reorganization to increase the focus on the 'Enterprise' target market and an internal rationalization plan was prepared to revise organizational processes to reach cost efficiency. The recurring revenue growth trend will carry on with a focus on improving profitability and cash generation. Furthermore, in November 2023, SIAV announced that it had been awarded four lots of the CONSIP tender for the provision of application and support services in 'Digital Health - Management Information Systems' for Public Administrations. The impact of the order, which is expected to start in the financial year 2024 and will have a duration of approx. 24 months, is between Euro 8 and 10 m. Meanwhile, by the beginning of the 2H24, the new native cloud platform Connect will be released at one of the most important Italian financial institutions. Finally, the scouting of companies for appropriate M&A transactions will remain active to generate new synergies and enable the expansion of the range of products offered and the customer base.

Estimate revision and valuation. Based on the above, we decided to adjust our forecasts for FY24-25. We estimate sales at Euro 37.9 m (Euro 41.2 m prev.) and Euro 42.4 (Euro 46.2 m prev.) for 2024-25 respectively. Regarding profitability, we now expect an improvement in EBITDA margin of 19.6% and 21.1%, in line with the cost and process efficiency targets. We also added FY26 to our explicit forecasts. Updating our DCF and market multiple-based valuation model with our new estimates and market data, we obtained a new target price of Euro 6.89 p.s. (7.14 pr.). Our new target price offers an upside on the current stock price of 183%. At our target price, the stock would be trading at FY24E/25E EV/EBITDA multiples of 10.9x and 8.7x.





Price (€) 2.44 Market Cap (€ m) 22.38 EV (€ m) 42.02 As of April 16th, 2024 Share Data Market Euronext Growth Milan Reuters/Bloomberg SIAV.MI/SIAV:IM IT0005504128 9,170,625 N. of Shares Free Float 18.22% CFO Nicola Voltan **Financials** 2024E 2025E 2026E 32.09 37.87 42.41 47.50 (1.4%)18.0% 12.0% 12.0% Revenues (VoP) 33.88 38.25 42.84 47.98 YoY % 0.4% 12.9% 12.0% 12.0% **EBITDA** 5.34 7.50 9.06 11.32 EBITDA % 15.8% 19.6% 21.1% 23.6% **EBIT** 0.91 2.90 4.26 6.52 EBIT % 2.7% 7.6% 9.9% 13.6% **Net Income** (0.46)1.69 2.77 4.56 Net Debt 19.64 18.24 15.99 10.02 **Performance** 3M 6M Absolute % (2.8%) (17.8%) (20.0%) Relative (FTSE Italia (2.3%)(15.5%)(20.6%) Growth) 52-week High/Low 4.60 2.20 (Eu) Research Department $\overline{}$ **IRTOP CONSULTING** Luca Previtali





KEY FINANCIALS

Profit&Loss Statement		2021A	2022A	2023A	2024E	2025E	2025E
Sales		30.74	32.54	32.09	37.87	42.41	47.50
Revenues (VoP)		32.58	33.75	33.88	38.25	42.84	47.98
EBITDA		5.87	5.84	5.34	7.50	9.06	11.32
EBIT		2.24	1.76	0.91	2.90	4.26	6.52
Financial Income (charges)		(0.38)	(0.57)	(1.06)	(0.67)	(0.76)	(0.83)
Pre-tax profit (loss)		1.92	1.01	(0.35)	2.13	3.39	5.59
Taxes		(0.29)	(0.15)	(0.10)	(0.44)	(0.63)	(1.03)
Net profit (loss)		1.63	0.86	(0.46)	1.69	2.77	4.56
Balance Sheet							
Net working capital (NWC)		(1.13)	(0.29)	(1.11)	(0.64)	0.35	(0.53)
Fixed assets		26.29	29.14	32.50	32.90	32.53	32.00
M/L Funds		(2.35)	(1.85)	(1.81)	(2.40)	(2.50)	(2.50)
Net Capital Employed		22.81	26.99	29.58	29.87	30.38	28.97
Net Debt (Cash)		16.47	16.51	19.64	18.24	15.99	10.02
Equity		6.35	10.48	9.94	11.62	14.39	18.95
Cash Flow							
Net Profit		1.63	0.86	(0.46)	1.69	2.77	4.56
Non cash items		3.82	3.58	4.39	5.19	4.90	4.80
Change in Working Capital		(0.65)	(0.84)	0.82	(0.47)	(0.99)	0.88
Cash Flow from Operations		4.80	3.60	4.75	6.40	6.68	10.24
Capex		(14.20)	(6.92)	(7.79)	(5.00)	(4.43)	(4.27)
Operating Free Cash Flow		(9.40)	(3.32)	(3.04)	1.40	2.25	5.97
Other change in Equity		(3.78)	3.27	(0.09)	(0.00)	(0.00)	0.00
Free Cash Flow		(13.18)	(0.05)	(3.13)	1.40	2.25	5.97
Per Share Data Current Price (Euro)	2.44						
Total shares out fully diluted (m)	9.17						
EPS	,,	0.18	0.09	(0.05)	0.18	0.30	0.50
FCF		(1.44)	(0.01)	(0.34)	0.15	0.25	0.65
Ratios EBITDA margin		18.0%	17.3%	15.8%	19.6%	21.1%	23.6%
EBIT margin		6.9%	5.2%	2.7%	7.6%	9.9%	13.6%
Net Debt/Equity		259.4%	157.5%	197.6%	156.9%	111.1%	52.9%
Net Debt/(Net Debt + Equity)		72.2%	61.2%	66.4%	61.1%	52.6%	34.6%
Net Debt/EBITDA		2.81	2.83	3.68	2.43	1.77	0.89
Interest cover EBIT		5.97	3.12	0.85	4.34	5.57	7.84
ROE		25.6%	8.2%	(4.6%)	14.5%	19.2%	24.0%
ROCE		11.1%	7.1%	3.4%	11.2%		26.1%
ROCE		11.1%	7.1%	3.4%	11.2%	16.1%	26.1%
Growth Rates							
Sales		6.5%	5.9%	(1.4%)	18.0%	12.0%	12.0%
Revenues (VoP)		(4.6%)	3.6%	0.4%	12.9%	12.0%	12.0%
EBITDA		102.0%	(0.5%)	(8.6%)	40.5%	20.8%	25.0%
EBIT		135.0%	(21.5%)	(48.4%)	219.0%	47.0%	53.2%
Net Profit		116.1%	(47.0%)	(152.8%)	469.6%	64.1%	64.8%

Source: Group Consolidated Data & PMI Capital Research Estimates







Estimate revision – Euro m

Income Statement	2022A	2023E Old	2023A	2024E Old	2024E New	2025E Old	2025E New	2026E
Sales	32.54	35.00	32.09	41.20	37.87	46.20	42.41	47.50
уоу	5.9%	7.6%	(1.4%)	17.7%	18.0%	12.1%	12.0%	12.0%
Revenues (VoP)	33.75	36.25	33.88	42.20	38.25	47.30	42.84	47.98
уоу	3.6%	7.4%	0.4%	16.4%	12.9%	12.1%	12.0%	12.0%
EBITDA	5.84	5.79	5.34	7.84	7.50	11.13	9.06	11.32
EBITDA margin on VoP	17.3%	16.0%	15.8%	18.6%	19.6%	23.5%	21.1%	23.6%
EBIT	1.76	1.49	0.91	3.24	2.90	6.33	4.26	6.52
EBIT margin on VoP	5.2%	4.1%	2.7%	7.7%	7.6%	13.4%	9.9%	13.6%
Net Profit	0.86	0.84	(0.46)	2.49	1.69	5.08	2.77	4.56
Net profit margin on VoP	2.6%	2.3%	(1.3%)	5.9%	4.4%	10.7%	6.5%	9.5%
EPS	0.09	0.09	(0.05)	0.27	0.18	0.55	0.30	0.50

Balance Sheet	2022A	2023E Old	2023A	2024E Old	2024E New	2025E Old	2025E New	2026E
Net Working Capital	(0.29)	0.12	(1.11)	0.02	(0.64)	(0.15)	0.35	(0.53)
Fixed net assets	29.14	31.43	32.50	31.86	32.90	31.53	32.53	32.00
Funds	(1.85)	(2.40)	(1.81)	(2.40)	(2.40)	(2.50)	(2.50)	(2.50)
Net Capital Employed	26.99	29.15	29.58	29.47	29.87	28.88	30.38	28.97
Net Debt (Cash)	16.51	17.69	19.64	15.10	18.24	8.57	15.99	10.02
Equity	10.48	11.47	9.94	14.37	11.62	20.31	14.39	18.95
Sources	26.99	29.15	29.58	29.47	29.87	28.88	30.38	28.97

Source: Group Consolidated Data for 2022-2023 and PMI Capital Research estimates for 2024-2026







VALUATION UPDATE

Based on our updated estimates and peers' multiple re-rating since our last update, we set a new target price of Euro 6.89 p.s. (7.14 pr.) providing an upside on the current stock price of 183%. Our valuation was obtained by weighing equally the DCF and the multiple comparison analysis. At our target price, the stock would be trading at FY24E/25E EV/EBITDA multiples of 10.9x and 8.7x.

Valuation Summary

Method	Weight	Price (Eu p.s.)	Equity Value (Eu m)
Multiple analysis EV/EBITDA, P/E, EV/SALES 23/25	50%	7.44	68.24
DCF (WACC 8.96% and g 1.0%)	50%	6.35	58.20
Target Price	100%	6.89	63.22

Source: PMI Capital Research Estimates

DCF Model

DCF Valuat	ion	
Euro m		
WACC	8.96%	
g	1.0%	
Sum of PV 2024-26 FCFs	9.56	12.2%
Discounted terminal value	68.76	93.3%
Enterprise Value	78.33	
Net Debt (FY23)	19.64	
Minorities (FY23)	0.48	
Equity Value	58.20	
N. of outstanding shares (m)	9.17	
Fair Value p.s. (Euro)	6.35	

Source: PMI Capital Research Estimates







Multiples Comparison

Following our peers, both Italian and International, and comparable analysis, we evaluated the company by using the 2023E-25E EV/Sales, EV/EBITDA, and P/E market multiples of the peers considered.

	Market		Sales	Sales	EBITDA	2023E-2025E CAGR
Companies	Cap	Price		YoY	% (on sales)	
			2023E	23/22	2023E	Sales
Italian Peers						
Cyberoo	142.06	3.43	20.00	11.1%	45.0%	24.5%
Expert.ai	102.01	1.48	32.60	3.2%	(0.9%)	10.9%
Growens	101.29	6.58	73.60	(28.8%)	0.3%	8.0%
MAPS	28.49	2.30	27.50	5.4%	18.2%	10.1%
Neosperience	37.83	1.82	24.03	7.3%	29.5%	23.5%
Doxee	19.66	2.28	25.21	(6.0%)	(3.9%)	13.5%
Relatech	86.71	2.00	100.00	53.0%	17.5%	11.4%
Average	74.01	2.84	43.28	6.4%	15.1%	14.6%
International Peers						
Fabasoft	213.40	19.40	81.75	18.1%	26.2%	12.8%
Esker SA	1,093.96	181.00	178.56	12.3%	16.6%	13.1%
Average	174.71	100.20	130.15	15.2%	21.4%	13.0%
SIAV	22.38	2.44	32.09	(1.4%)	16.6%	15.0%

Source: FactSet data as of April 16th, 2024, and PMI Capital Research Estimates for SIAV

EV/S Companies			ALES EV/EBITDA				P/E		
Companies	23E	24E	25E	23E	24E	25E	23E	24E	25E
Italian Peers									
Cyberoo	5.92	5.40	4.36	13.15	11.25	8.44	35.73	24.33	17.59
Expert.ai	2.48	3.19	2.81	n.a.	14.09	9.80	n.m.	n.m.	49.33
Growens	1.25	1.41	1.30	n.m.	n.m.	n.m.	n.a.	n.a.	n.a.
MAPS	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	32.86	12.43	8.85
Neosperience	2.18	1.93	1.43	7.37	6.36	4.65	36.40	22.75	10.11
Doxee	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	57.00
Relatech	1.07	0.92	0.82	6.09	4.75	3.93	10.96	8.16	6.64
International Peers									
Fabasoft	2.54	2.18	1.94	9.71	8.45	7.54	25.03	23.52	20.86
Esker SA	5.32	5.31	4.59	31.94	28.21	22.32	73.41	52.49	40.09
Average	2.96	2.91	2.46	13.65	12.19	9.45	35.73	23.95	26.31
SIAV	1.31	1.11	0.99	7.87	5.61	4.64	n.m.	24.93	15.20
Premium/Discount to Peers	(55.8%)	(61.8%)	(59.8%)	(42.3%)	(54.0%)	(50.9%)	n.m.	4.1%	(42.2%)

Source: FactSet data as of April 16th, 2024, and PMI Capital Research Estimates for SIAV







INDUSTRY COMPARISON

SIAV Spa (SIAV-IT): PMI Capital Research estimates and Factset Data

EGM Sector: average data for listed on EGM included in the Technology Services sub sector: Almawave (AIW-IT), Circle (CIRC-IT), Cyberoo (CYB-IT), DigiTouch (DGT-IT), Doxee (DOX-IT), Expert.ai (EXAI-IT), Growens (GROW-IT), MAPS (MAPS-IT), Neosperience (NSP-IT), Relatech (RLT-IT), SIAV (SIAV-IT).

Industry Peers: average data for a selected group of industrial peers (see tables below)

Euronext Growth Milan: average financial and market data for all the companies listed on EGM, reported price performance data are related to the FTSE Italia Growth Index.

		Technology Services		XS0072
	SIAV	EGM Sector	Peers Avg	FTSE Italia Growth
Key Financials 2022 (Euro m)				
Revenues (VoP)	33.75	38.47	57.98	49.51
EBITDA	5.84	4.39	7.47	7.86
EBITDA %	17.3%	11.4%	12.9%	15.9%
EBIT	1.76	0.26	5.46	4.20
EBIT %	5.2%	0.7%	9.4%	8.5%
Earnings	0.86	(.69)	0.87	2.38
Earnings %	2.6%	(1.8%)	1.5%	4.8%
Net Debt	16.51	6.21	2.88	5.75
ND/EBITDA	2.83	1.41	0.39	0.73
FY21-23 Revenues CAGR	2.2%	22.7%	20.1%	24.1%
FY22-24 Revenues CAGR	7.9%	12.7%	10.2%	12.2%
Market Data				
Market Cap	22.38	66.14	202.82	38.41
EV	42.02	72.35	114.22	43.29
Free Float	18.2%	43.1%	49.7%	32.9%
ADTT YTD (Eu k)	8.58	147.49	268.02	56.16
Market Multiples (x)				
EV/Sales 2023	1.31	2.09	2.96	2.07
EV/Sales 2024	1.11	1.76	2.91	1.40
EV/Sales 2025	0.99	1.51	2.46	1.03
EV/EBITDA 2023	7.87	31.18	13.65	10.50
EV/EBITDA 2024	5.61	12.21	12.19	6.64
EV/EBITDA 2025	4.64	9.80	9.45	5.29
EV/EBIT 2023	46.28	16.99	25.20	13.18
EV/EBIT 2024	14.51	11.20	19.17	11.51
EV/EBIT 2025	9.87	10.51	17.36	8.25
P/E 2023	n.m.	24.61	35.73	23.34
P/E 2024	24.93	18.08	23.95	29.01
P/E 2025	15.20	16.86	26.31	14.21
Earnings Yield	n.a.	4.1%	2.8%	4.3%
Stock Performance				
1D	0.0%	(1.3%)	(1.3%)	(1.0%)
1W	0.0%	(1.8%)	(2.4%)	(1.2%)
1M	(2.8%)	(4.8%)	(5.4%)	(0.5%)
3M	(17.8%)	0.3%	3.9%	(2.8%)
6M	(20.0%)	1.8%	9.9%	0.8%
YTD	(20.0%)	(0.5%)	18.1%	1.0%
1Y	(34.1%)	(2.9%)	4.7%	(14.4%)

Source: FactSet and PMI Capital data as of April 16th, 2024, Group data and PMI Capital Research estimates for SIAV







SIAV IN BRIEF

Group Description

Siav Spa is a leading Italian software company and a Benefit Company specializing in the Enterprise Content Management (ECM) and Business Process Outsourcing (BPO) segments and operates in the market with three business lines:

- 1. <u>Software Platforms for Information and Process Management</u>: Archiflow, Connect, and Frame form the backbone of Siav's suite, enabling robust management of both information and processes.
- Software and Vertical Solutions: Siav offers a range of specialized platforms tailored to specific
 industries and needs. From Silloge, a cloud-native solution for the public sector, to Checker for Quality
 & Audit Management, and MyCreditService, a fintech platform addressing supply chain finance and
 crisis management, SAP dashboards for the integration of billing active and passive cycles, and
 Solutions dedicated to the Healthcare, HR, or Legal sectors.
- 3. <u>Outsourcing Services</u>: Siav's expertise extends to dematerialization and substitute conservation of documents, facilitated by their proprietary solution, Virgilio. Additionally, Siav provides B2B electronic invoicing services, further enhancing efficiency and compliance for its customers.

The company was founded in Rubano (Padoa) in 1989 by Alfieri Voltan, current Chairman, and operates on the national and international territory with several offices in Italy (Padua, Milan, Genoa, Bologna, and Rome) as well as in Switzerland and Romania. Siav's technological solutions are sold directly or indirectly through a network of Partners to Enterprise and PA customers in "On-premise" or "SaaS" mode, in the cloud, or through mixed configurations. In addition, SIAV plans to develop an AI strategy starting from information automation and arriving at Reliable information using learning models and algorithms.

Strategy

SIAV's Group aims to continue growing thanks to continuous technological innovation and a go-to-market strategy and creating competitive advantage through:

- Growth strategy: Increasing average revenue per customer (especially recurring revenues) with a focus on SaaS and AI, while enhancing commercial penetration.
- Focus on Profitability: increasing margin to boost operational cash generation.
- Improving internal organization: making the internal structure more efficient and effective by optimizing processes and costs.
- Capital allocation: investing in assets or projects with the potential to generate significant profits.
- Recovery of infrastructure tariffs and Public Administration service tariffs.
- Development of M&A activities in an internationalization context.

Key Financials - Euro m



Source: Group Consolidated Data

Group structure



Source: Company presentation & PMI Capital Research Elaboration







SIAV on Euronext Growth Milan

IPO

Trading Market: Euronext Growth Milan – Borsa Italiana SpA

Date: August 04th. 2022 Price: Euro 3.00

Capital raised: Euro 5.01 m Capitalisation: Euro 27.51 m

SHARES (as of April 16th, 2024)

Code: SIAV

Bloomberg: SIAV:IM Reuters: SIAV.MI

ISIN ordinary shares: IT0005504128

Shares: 9,170,625 Price: Euro 2.44

Performance from IPO: (18.7%) Capitalisation: Euro 42.02 m Free Float: 18.22% EGA: Integrae SIM S.p.A. Specialist: Integrae SIM S.p.A.

WARRANT 2022-2025

Alphanumeric Code: WSIAV

ISIN: IT0005504094

Issued warrants: 1,670,000.

Exercise ratio: 1 new instrument every 4 warrants held.

Exercise periods:

1st exercise period 10/07/2023 - 24/07/2023. exercise price Euro 3.30 - N° Warrant exercised: 2,500.

2nd exercise period 08/07/2024 - 22/07/2024. exercise price Euro 3.63 3rd exercise period 07/07/2025 - 21/07/2025. exercise price Euro 3.993

Number of outstanding Warrants on April 16th, 2024: 1,667,500

Ownership

Shareholder	%
Taco Holding Srl*	52.59%
Alfieri Voltan	2.58%
Marinella Zanco	4.05%
Federica Bo	4.05%
Nicola Voltan	4.05%
Matteo Voltan	4.05%
Own Shares	2.38%
Others	8.05%
Market	18.22%
Total	100.00%

^{*} Company associated with the Voltan Family

Source: Group presentation

STOCK PERFORMANCE











DISCLAIMER

UPDATES: This Research is an update coverage made by IR Top Consulting S.r.l. (IR Top) on SIAV SpA (the "Company"). Update frequency might depend on circumstances considered to be important (corporate events and changes of recommendation, etc.) or on further advisory commitment. Last Research on the same Company was released on October 10th, 2023. Opinions and estimates of this Research are as the date of this material and are subject to change. Information and opinions have been obtained from sources public and believed to be reliable, but no warranty is made as to their accuracy or correctness. Past performances of the Company are not guarantee of future results. During the last 12 months, the following indications have been disseminated:

Date	Target Price	Market Price	Validity Time
17 April 2024	6.89	2.44	12 months
10 October 2023	7.14	3.49	12 months
04 May 2023	7.45	3.65	12 months
11 October 2022	6.38	3.0	12 months
05 September 2022	6.47	4.0	12 months

VALUATION METHODOLOGY (HORIZON: 12M): IR Top obtained a fair value using different valuation methodologies including Discounted Cash Flow method and Multiple-based models. Moreover, IR Top used a proprietary model, "EGM Positioning rating", which incorporates a number of variables selected by IR Top based on research of "Osservatorio ECM Euronext Growth Milan", managed by IR Top and focused on research about performance of Companies listed on Euronext Growth Milan. Detailed information about the valuation or methodology and the underlying assumptions and information about the proprietary model used is accessible at IR Top premises.

RESEARCH TEAM:

Luca Previtali (Analyst)

No other people or companies participated or anyhow contributed to the Research, Neither the members of the research team, nor any person closely associated with them have any relationships or are involved in circumstances that may reasonably be expected to impair the objectivity of the Research, including interests or conflicts of interest, on their part or on the part of any natural or legal person working for them who was involved in producing the Research.

INTERESTS INVOLVED AND CONFLICTS: This document has been prepared by IR Top, Partner Equity Markets of Italian Stock Exchange, on behalf of the Company according to a contract, under which IR Top undertook to prepare this report expressing only independent, fair and balanced views on the Company. The fees agreed for this Research do not depend on the results of the Research.

This Research has been disclosed to the issuer to which the Research, directly or indirectly, relates before its release. It is incumbent on the Company to provide timely and constructive feedback on draft Research prior to publication. It is IR Top's sole discretion as to whether comment and feedback from the Company is incorporated into the Research prior to publication and where it is. a further iteration to the draft will be sent to the Company for comment.

IR Top is also engaged in investor relations services in the interest of the Company and might occasionally be involved in other consulting activities intended to increase the value of the Company. In any case. Chinese Walls and other information barriers are in place to avoid the exchange of confidential information between the Equity Research Department and other services areas; employees and advisors involved in such services have restrictions preventing them from the access to confidential information that cannot be published.

IR Top restricts research analysts from performing roles, which could prejudice the independence of their research. In particular:

- they are permitted to attend and speak at widely attended conferences or other widely attended events at which IR Top colleagues and clients, among others, may also be present, provided that their independence may not be affected. These widely-attended conferences/events may include some investor presentations by clients of investor relations services.
- Analysts are also permitted to attend and speak at conference calls or meetings between analysts and bankers, investors or customers in which are discussed Research reports already published or general view on specific sectors. In such cases, at the start of that meeting, bankers, investors or customers need to be clarified that the discussion cannot involve the communication of privileged information to the analyst as the analyst would be prohibited from producing new research report on the companies whose privileged information has been disclosed.

Members of the Research Team do not receive salaries, commissions, bonuses or any other form of compensation based upon specific investment banking transactions or securities' performances.

A part from Anna Lambiase (CEO and founder of IR Top) being on the Board of the Company, IR Top and the members of the Research Team do not have any further interest or conflict of interest directly or indirectly related with the Research, the Company or the securities, that may reasonably be expected to impair the objectivity of the Research.

There are no other interests or conflicts of interest of any person belonging to the same group of IR Top that are: (a) known, or reasonably expected to be known, to the persons involved in the production of the recommendation; or (b) known to persons who, although not involved in the production of the recommendation, have or could reasonably be expected to have, access to the recommendation prior to its completion.

In any case, as a general Policy, nobody of the Research Team nor IR Top is allowed to have a financial interest in the securities of the client company or serve as an officer. director or advisory board member of the client company.

Analysts must not undertake personal transactions on financial instruments that are object of the investment research or that relate to the same industry. Exceptions may be made with the prior approval of IR Top's CEO in special circumstances such as for disposal of (a) positions already held before the employment or before the implementation of the company policy, or when initiating coverage and (b) positions obtained as a result of the issuer extraordinary activities. By the way, when analysts hold instruments to which Equity Research relates, they are required to disclose their interests in Research reports. Any trades that analysts make must be in line with their recommendation(s), contained in the last published Research. An analyst is prohibited from producing a Research on an issuer if the analyst carries out activities for which he receives compensation from the issuer. If an analyst's household member / relative / relative in-law (within the second degree) serves in such a high capacity for the issuer (i.e. manager or director), the analyst has to inform IR Top's CEO and the analyst will cease covering the issuer.

POLICY: IR Top has in place a "Joint conflict management policy" in order to effectively manage any conflicts of interest, and an "Equity Research Policy", in order to rule research services in compliance with Parliament Regulation (EU) no.596/2014 and Commission Delegated Regulation (EU) no. 958/2016 on Market Abuse.

IR Top has adopted the "Joint conflict management policy" in accordance with best practice regarding "information barriers" to restrict the flow of information to prevent the misuse of information and/or prevent any conflicts of interest arising from other activities of IR Top. A copy of these policies is available to the recipient of this Research upon making a request to IR Top by e-mail.

DISCLAIMER: This report has been prepared solely for information purpose and is not intended as an offer or solicitation with respect to the purchase or sale of any financial products. It should not be regarded as a substitute for the exercise of the recipient's own judgment. IR Top does not accept any liability for any direct, consequential or indirect loss arising from any use of material contained in this report. This document may only be reproduced or published together with the name of IR Top. Opinions and estimates in this Research are as at the date of release and are subject to change without notice to the recipient. Information and opinions have been obtained from sources believed to be reliable. but no representation or warranty is made as to their accuracy or correctness. Past performance is not a guarantee of future results. The investments and strategies discussed in this Research may not be suitable for all investors. In any case, you should consult your investment advisor. This document is intended for distribution only to E.U. "qualified investors" and to "qualified counterparties" resident in Italy, within the meaning of article 2(1)(e) of the prospectus directive (directive 2003/71/EC) and Consob Reg. 16190. as subsequently amended and supplemented; its distribution in USA. Canada. Australia. Japan is

In Italy. this document is being distributed only to. and is directed at qualified investors within the meaning of article 100 of legislative decree no. 58 of 24 February 1998. as amended, and article 34-ter, paragraph 1, letter b), of Consob regulation on issuers no. 11971 of May 14, 1999, provided that such qualified investors will act in their capacity and not as depositaries or nominees for other shareholders, such as persons authorized and regulated to operate in financial markets, both Italian and foreign.

DISTRIBUTION: In the United Kingdom, this document is not for distribution to persons that would be defined as private customers under rules of the FSA; it is for distribution only to persons who: (i) have professional experience in matters relating to investments falling within article 19(5) of the financial services and markets act 2000 (financial promotion) order 2005 (as amended, the "financial promotion order"). (ii) are persons falling within article 49(2)(a) to (d) ("high net worth companies, unincorporated associations etc.") of the financial promotion order, (iii) are outside the United Kingdom, or (iv) are persons to whom an invitation or inducement to engage in investment activity (within the meaning of section 21 of the FINANCIAL SERVICES AND MARKETS ACT 2000) in connection with the issue or sale of any securities may otherwise lawfully be communicated or caused to be communicated (all such persons together being referred to as "relevant persons").

This document is not addressed to any member of the general public and under no circumstances should this document circulate among, or be distributed to (i) a member of the general public. (ii) individuals or entities falling outside the definition of "qualified investors" as specified above or (iii) distribution channels through which information is or is likely to become available to a large number of persons.



