PRESS RELEASE

SIAV PRESENTS THE 2025 SUSTAINABILITY REPORT: DIGITAL INNOVATION AND ESG AT THE HEART OF THE GROWTH MODEL

Around 300 digitalisation projects, around 10% of revenues invested in R&D, fully renewable electricity and more than 6,300 hours of training

Rubano (PD), 4 August 2026 – **Siav S.p.A. Società Benefit,** leader in Italy in the Document Management sector and listed on the Euronext Growth Milan multilateral trading facility, has published the **2025 Sustainability Report**, drawn up on a voluntary basis and in accordance with the European ESRS (European Sustainability Reporting Standards) standards provided for by the CSRD Directive (Corporate Sustainability Reporting Directive), which illustrates the path taken by the Company to integrate environmental, social and governance criteria into its business model, in the development of digital solutions and in risk management processes.

For Siav, **innovation and sustainability** represent two complementary dimensions of the same growth strategy. On the one hand, the company intervenes in its operation, through the use of renewable energy, the enhancement of people, the security of information and the strengthening of governance safeguards. On the other hand, it develops technologies that help businesses and the Public Administration to simplify processes, reduce the use of resources and adopt more efficient and sustainable organizational models.

The main results achieved in 2025 include:

- **Around 300 digitisation projects** carried out at public and private customers, contributing to an average reduction of **78% in paper use** at the customers surveyed;
- **Approximately 10% of revenues invested in Research and Development**, with a focus on artificial intelligence, machine learning and natural language processing;
- **304 employees**, of whom **303 were hired on a permanent basis** (99.7% of the workforce), and **6,317.5 hours of training** provided during the year;
- **100% of electricity purchased from certified renewable sources**, with **zero Scope 2 emissions** according to the market-based method and an **estimated reduction of about 99 tons of CO_2;**
- **100% of IT security incidents** managed without loss of data or information, confirming the robustness of cybersecurity and information protection systems;
- **Over 4,000 active customers**, a market share of about **12% in the** "Enterprise Content Management" and "Business Process Outsourcing" segments.

"*For Siav, innovation and sustainability represent a single path of growth. Digital transformation does not only mean making organizations' processes more efficient, but also concretely contributing to reducing the consumption of resources, enhancing human capital and generating lasting value for customers, people and the territory. We will continue to invest in research, artificial intelligence and skills* *development to accompany businesses and the Public Administration towards an increasingly digital and sustainable future*," commented **Nicola Voltan, CEO of Siav**.

During 2025, Siav consolidated its role as a digital transformation partner, implementing **around 300 digitization projects** for public and private organizations. The solutions developed by the Company have contributed to making customers' document and organizational processes more efficient. The analysis conducted among the sample interviewed shows an **average reduction of 78% in the use of paper**, confirming the concrete contribution of digitization to the reduction of resource consumption and the spread of more sustainable operating models. The Company also has a consolidated base of **more than 4,000 active customers** and a market share of approximately **12% in the** Enterprise Content Management and Business Process Outsourcing segments.

Innovation continues to be one of the main drivers of Siav's industrial strategy. In 2025, the Company has allocated **approximately 10% of revenues to Research and Development**, focusing investments on the evolution of solutions based on **artificial intelligence, machine learning and Natural Language Processing**. Key innovations include **process mining** systems, intelligent ETL **tools,** and **Sophia**, the conversational assistant integrated into the **Archiflow Nova** platform, designed to improve process automation, document management, and user support.

On the environmental front, Siav has confirmed its commitment to the energy transition by purchasing **electricity entirely from renewable sources certified with Guarantee of Origin**, the system that certifies the renewable origin of the energy purchased. This choice has made it possible **to eliminate indirect emissions associated with electricity consumption** (Scope 2 according to the market-based method), i.e. those that a company generates through purchased energy, avoiding **about 99 tons of CO_2** during 2025. Overall, the Group's energy consumption amounted to **1,052.87 MWh**. Total emissions amounted to **249.02 tonnes of CO_2 equivalent** according to the *location-based method*, which considers the average energy mix of the national electricity grid, and **175.52 tonnes** according to the *market-based* method, which instead takes into account the Company's actual choice to purchase energy from renewable sources. The focus on a more efficient use of resources is also reflected in waste management, with **2.46 tonnes of non-hazardous waste sent for recovery**, i.e. reused or recycled, and **1.52 tonnes destined for disposal**, without significant production of hazardous waste.

People continue to represent one of Siav's strategic assets. As of December 31, 2025, Siav had **304 employees**, of whom **303 were hired on a permanent basis**, equal to **99.7% of the workforce**, confirming an employment model oriented towards stability and the enhancement of skills. During the year, **6,317.5 hours of training** were provided, dedicated to the development of technical, consulting, linguistic and managerial skills, while the **gender pay gap** was reduced by **3.3 percentage points** compared to 2024. The Company has also confirmed, for the **third consecutive year**, the **UNI/PdR 125:2022** certification for gender equality, continuing the development of policies aimed at inclusion, equal opportunities and the enhancement of diversity.

Siav's commitment also extends to communities and the territory. During 2025, eight projects were carried out **to digitise the documentary and archival heritage** in collaboration with Italian cultural institutions, alongside corporate volunteering initiatives, orientation activities aimed at young people and social projects consistent with the status of **Benefit Corporation**, assumed in 2021, and with the aim of generating shared value for communities.

In terms of governance, Siav continues to strengthen its accountability, transparency and risk management facilities. The supervision of ESG issues is entrusted to the **Impact Manager**, a figure in charge of monitoring the integration of sustainability objectives into corporate activities. The integrated management system includes **ISO 9001 certification**, which attests to the adoption of processes oriented towards quality and continuous improvement, **ISO/IEC 27001**, an international standard for information security management, flanked by **ISO/IEC 27017** and **ISO/IEC 27018** certifications, dedicated respectively to the security of cloud services and the protection of personal data processed in a cloud environment. The Company is also certified **ISO 37001**, the international standard for the prevention of corruption, renewed in 2025 without remarks. Particular attention is also paid to IT security: during the year, **100% of cybersecurity incidents** were managed without any loss of data or information, confirming the effectiveness of the measures taken to protect company and customer data.

The 2025 Sustainability Report, prepared on a voluntary basis, is available on the Company's website, www.siav.com, Investor Relations / Sustainability section.

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This press release is available in the Investor Relations / Financial Press Releases section of the www.siav.com website and on www.1info.it.

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Siav S.p.A. Società Benefit, established in 1989 in Rubano (PD), is a leader in the Enterprise Content Management (ECM) and Business Process Outsourcing (BPO) sector. Since 2021, the Issuer has assumed the status of Benefit Corporation. The Company is at the top of an international group, active in particular on the Italian market, and has offices in Padua, Milan, Genoa, Bologna and Rome; it also operates in Switzerland and Romania. The Group boasts over 4,000 active customers, direct and indirect, both private and linked to the Public Administration, to whom an offer is provided divided into three segments: (i) proprietary software for document management (Archiflow, Silloge and Catflow), (ii) proprietary software and vertical solutions related to document management (MyCreditService, SAP dashboards and solutions dedicated to the healthcare world); (iii) outsourced professional services (dematerialization and B2B electronic invoicing). As of December 31, 2025, the Group achieved, at a consolidated level, revenues of Euro 35.7 million and EBITDA of Euro 9.3 million.

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