



PRESS RELEASE

METRIKS AI: BOARD OF DIRECTORS APPROVES CONSOLIDATED HALF-YEAR FINANCIAL REPORT AS OF JUNE 30, 2025

STRONG IMPROVEMENT IN MARGINS AND POSITIVE OUTLOOK FOR THE SECOND HALF

VALUE PROPOSITION STRENGTHENED BY ORGANIC GROWTH, M&A SYNERGIES, AND NEW HUMAN AI SOLUTIONS

2025–2027 STOCK GRANT PLAN APPROVED FOR EMPLOYEES AND COLLABORATORS

ESG COMMITTEE ESTABLISHED TO OVERSEE SUSTAINABILITY AND GOVERNANCE

Key consolidated results as of June 30, 2025:

- **Value of Production of EUR 3.874 million** (EUR 5.547 million in the pro-forma consolidated financial statements as of December 31, 2024).
- **EBITDA of EUR 0.981 million**, with an **EBITDA Margin of 25.3%**, significantly up from 17.9% in the pro-forma consolidated financial statements as of December 31, 2024.
- **EBIT of EUR 0.689 million**, with an **EBIT Margin of 17.8%** (vs. 11.3% in the pro-forma consolidated financial statements as of December 31, 2024).
- **Net Profit of EUR 0.371 million**, increasing compared to the full-year 2024 pro-forma (EUR 0.285 million). **Group Net Profit of EUR 0.359 million**, net of non-controlling interests.
- **Net Financial Debt positive (net cash) of EUR 2.215 million**, a marked improvement from a net financial debt of EUR 2.062 million in the pro-forma consolidated financial statements as of December 31, 2024.
- Consolidated **Equity** strongly increased to **EUR 5.831 million** (vs. EUR 1.310 million as of December 31, 2024), thanks to the capital increase linked to the listing.
- **Financial structure confirmed as solid**, with high liquidity and low leverage, supporting the Group's growth plans.

Milan, September 26, 2025 – **Metriks AI S.p.A. SB** (“**Metriks**” or the “**Company**”), an **AI Data Company** specializing in the development of B2B data-driven solutions enhanced by artificial intelligence, following a “Service as a Software” paradigm and a Human AI philosophy, announces that its Board of Directors, which met today, has reviewed and **approved the Consolidated Half-Year Financial Report as of June 30, 2025**, voluntarily subjected to limited audit review.

Tiziano Cetarini, CEO of Metriks, commented:

METRIKS AI S.p.A. SB

Registered office: Viale Andrea Doria, 7 - Milano

VAT No. / Tax Code: 12122690964

www.metriks.ai e-mail: info@metriks.ai ph: +39 333 320 4166

*“We are extremely satisfied with the results achieved in the first half of 2025, which show a **significant improvement in all economic-financial indicators and confirm the resilience of our business model**. During the semester, we successfully **completed our listing process on the EGM market**, strengthening the Company’s equity and financial structure. We also **integrated the newly acquired companies** – Polo Informatico and fconn – leveraging significant operational synergies and expanding our customer base. We continue to innovate our Human AI services and pursue both organic and external growth, consistent with our mission **to bring intelligence to enterprises**. Considering the **growing order backlog** and the expected contribution from recent acquisitions, we look to the second half of 2025 – historically stronger – with confidence, certain that we **can exceed our annual targets** and create sustainable value for all our stakeholders.”*

ECONOMIC-FINANCIAL RESULTS AS OF JUNE 30, 2025

In **H1 2025**, the Metriks Group recorded a **Value of Production of €3.874 million**. This performance, achieved in a complex macroeconomic context, highlights the Group’s ability to generate stable and recurring revenues, thanks to the balanced contribution of its **three business lines**: SaaS Solutions (€1.915 million revenues), Smart Factory (€0.228 million), and Embedded Advisory (€1.537 million). **Revenues** reflect the growing demand for digital transformation among SMEs.

Consolidated EBITDA amounted to **€0.981 million** (25.3% of Value of Production), matching in just a few months the result achieved in the entire FY 2024. This translates into a **sharp increase in EBITDA Margin** (from 17.9% to 25.3%), attributable to efficiency measures undertaken. Operating costs were optimized: **Service Costs** (€1.564 mln) decreased year-on-year thanks to leaner internal processes and greater use of cloud solutions; Personnel Costs (€1.098 mln) were kept under control while still investing in key skills, with a lower incidence compared to the prior year. These measures, combined with a revenue mix oriented toward higher value-added services (software and data), **improved operating profitability**.

EBIT reached **€0.689 million**, with a **margin of 17.8%**, significantly up from 11.3% in 2024. After net financial charges of €0.109 million, Pre-tax Profit stood at €0.581 million. **Income taxes** amounted to €0.209 million. Consolidated Net Profit for H1 2025 was **€0.371 million**, already above the full-year 2024 result. **Group Net Profit** was €0.359 million net of minority interests.

From a **financial standpoint**, the Group shows a solid and balanced position. **Net Financial Debt** as of June 30, 2025 was positive (net cash) at **€2.215 million**, improving by €4.277 million versus December 31, 2024 (when negative at €2.062 million), thanks to strong cash generation and capital increase proceeds. **Gross financial debt** slightly decreased (€3.290 mln vs. €3.403 mln at end-2024) due to scheduled repayments and tight leverage control. **Group cash and equivalents** rose to €5.505 mln (from €1.341 mln at end-2024), supported by **IPO** proceeds and positive operating cash flow.

Consolidated Equity reached €5.878 mln (of which €5.830 mln attributable to the Group), nearly quadrupling from €1.338 mln as of December 31, 2024. This increase was mainly driven by the **capital increase** from the Euronext Growth Milan listing, which provided approximately **€4.2 mln** (including share premium), in addition to net profit generated during the semester. The equity structure is thus significantly strengthened and well-suited to support future development plans.

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SIGNIFICANT EVENTS IN H1 2025

- **M&A operations:** In **February 2025**, the Company finalized two major ICT acquisitions. On February 11, it acquired a 60% controlling stake in **fconn S.r.l.**, an innovative startup specializing in Industrial IoT, developer of the proprietary “Necto” platform for intelligent machine monitoring. On February 19, it acquired a 60% stake in **Polo Informatico S.r.l.**, a well-established ERP software provider for SMEs with over 600 active clients. Both deals include options for Metriks to reach 100% ownership in the future. These acquisitions expanded the Group’s scope and **strengthened vertical expertise** in industrial IoT and ERP solutions. Integration also continued for the **Advisory division** of **Rewind S.r.l.** (financial and sustainability consulting), acquired in late 2024, which brought skilled professionals and a complementary client portfolio into the Group.
- **IPO:** On **May 30, 2025**, Metriks AI S.p.A. successfully completed its IPO, debuting on **Euronext Growth Milan**. The offering included new ordinary shares priced at €1.80 each, raising approximately **€4.2 mln** gross from institutional and qualified investors. Listing represents a key milestone to secure resources for growth and enhance visibility in the financial community. The free float on Borsa Italiana is around 21.14% of share capital. The Company was also admitted to the “**Quota Lombardia**” program, granting a non-repayable contribution of up to €600,000 to cover IPO-related costs over the next three years (disbursement subject to reporting requirements).
- **Benefit Company and ESG initiatives:** During the period, Metriks continued to pursue its **benefit objectives** linked to its status as a Società Benefit. Advanced training programs in data science and AI for young talents (internal and external) continued, along with environmental sustainability initiatives (waste reduction systems, enhancement of Metriks Suite with ESG monitoring modules). These activities, consistent with its ambition to become “The Human AI Business Partner” for SMEs, reinforce Metriks’ ethical positioning and enrich its value proposition to clients and communities.
- **Stock Grant Plan:** During H1 2025, Metriks launched the implementation of the 2025–2027 Stock Grant Plan, within the share buyback program approved by the Shareholders’ Meeting on April 23, 2025 (18-month duration) and authorized by the BoD on May 21, 2025, disclosed to the market on June 18, 2025, through purchases on Euronext Growth Milan.

SIGNIFICANT EVENTS AFTER JUNE 30, 2025

On July 14, 2025, Metriks Group signed a binding agreement for the acquisition of a majority stake in **Fanizza Group S.r.l.**, a company specialized in providing turnkey ICT solutions for the digitalization of SMEs and professionals, which reported a Production Value of Euro **1.712 million** as of December 31, 2024. The closing of the transaction is expected by year-end. The integration will enable Metriks

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to strengthen its positioning in the field of enterprise resource planning (ERP) software and office IT services (hardware and technical support), generating significant commercial synergies with Polo Informatico and further expanding its footprint in Central Italy. With the addition of Fanizza, the Group's customer base will exceed 1,500 clients. At the same time, Metriks has launched the commercialization of new proprietary solutions in Artificial Intelligence and automation (Machine Learning modules and advanced data analytics tools).

OUTLOOK

The strong H1 performance and strengthened equity position from the IPO allow Metriks to confirm a **positive outlook** for full-year 2025. In the second half, the Company will focus on commercial expansion of its integrated digital solutions portfolio and on consolidating synergies from recent acquisitions. Ongoing initiatives, including the strengthening of technology partnerships and opening of new local offices, aim to support revenue growth and market penetration. The Group's solid equity base and financial flexibility also provide resources to pursue further external growth opportunities and targeted R&D investments and to pursue M&A policies in line with its growth strategy. Despite a complex macroeconomic scenario, management remains confident in continuing along a profitable growth path, leveraging internal know-how, continuous innovation, and the rising recognition of the Metriks brand nationwide.

DOCUMENTATION FILING

The Consolidated Half-Year Financial Report as of June 30, 2025 will be made available to the public within legal deadlines at the registered office of Metriks AI S.p.A. Società Benefit (Milan), in the Investor Relations section of the Company's website, and on Borsa Italiana's website, Euronext Growth Milan > Documents. This press release is also available on the Company's website and has been distributed through the authorized dissemination system eMarket SDIR.

2025–2027 STOCK GRANT PLAN FOR EMPLOYEES AND COLLABORATORS

The Board of Directors of Metriks AI S.p.A. has also approved the vesting conditions of the “**2025–2027 Stock Grant Plan**” for employees and collaborators. This incentive plan – already adopted by the BoD as a tool to align management, employee, and shareholder interests – aims to **boost performance and foster the retention of key resources**. In line with best market practices, the Plan includes specific vesting conditions linked to economic-financial performance targets, growth metrics, and qualitative indicators tied to strategic projects for each beneficiary. These conditions ensure transparency and consistency with industry standards, enhancing the Plan's attractiveness and talent retention.

Main features of the Plan – The 2025–2027 Stock Grant Plan provides for the free allocation of **up to 1,000,000 new ordinary shares of Metriks AI**, distributed in three annual tranches over **2025–**

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2027. Each right grants entitlement to one free ordinary share upon vesting (December 31, 2025, 2026, and 2027 for the I, II, and III tranches, respectively), subject to achieving set targets. Upon achieving (and exceeding) targets, each beneficiary will be granted their proportional allocation, provided they remain employed/collaborating with the Group. Annual targets (e.g., revenue and margin growth, product development, etc.) are defined consistently with the Company's industrial plan.

To implement the Plan, the BoD resolved to use a free capital increase (ex art. 2349 c.c.) up to €20,000 nominal value through the issuance of the aforementioned 1,000,000 new shares (already authorized by the Shareholders' Meeting of April 23, 2025). A dedicated earnings reserve of €20,000 was set aside from the Extraordinary Reserve to cover the capital increase. The full regulations of the 2025–2027 Stock Grant Plan are available on the Company's website in the Investor Relations section. The adoption of this Plan underscores Metriks' commitment to valuing its strategic human capital, aligning management goals with shareholder interests, and supporting long-term sustainable growth.

ESG COMMITTEE ESTABLISHMENT

At the same meeting, the Board of Directors unanimously approved the establishment of an **ESG (Environmental, Social & Governance) Committee** within the BoD. This decision reflects both increasing market and EU regulatory focus on sustainability, and the Company's need to establish a dedicated body to oversee these areas.

The ESG Committee will propose ESG guidelines to be integrated into industrial plans, oversee non-financial reporting, and evaluate risks and opportunities related to the ecological transition and sound corporate governance. It will also promote dialogue with stakeholders and ensure continuous alignment with regulations and international best practices.

The Board granted the CEO full powers to formally establish the ESG Committee. Its creation represents another step in Metriks' **path toward embedding sustainability in its governance**, reaffirming the Company's commitment to combining technological growth and innovation with environmental and social responsibility, consistent with its mission as a Società Benefit.

This press release is available on the Company's website <https://www.metriks.ai/investor-relations> under Investor Relations / Financial Press Releases.

Metriks AI S.p.A. Benefit Corporation (<https://www.metriks.ai/>) is an **AI Data Company and Benefit Corporation**, committed to transforming data into tangible value for businesses and society, with the mission to "bring intelligence to enterprises." Our Human AI philosophy puts people at the center and drives Metriks' vision as "**The Human AI Business Partner**": a single partner that integrates technology and Artificial Intelligence with Human Talent, offering companies comprehensive and continuous support. With our data-driven approach, we develop innovative **Service as a Software** solutions in **Technology, Sustainability, and Finance**, helping businesses make strategic decisions, improve performance, and tackle future challenges.

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Contacts Metriks

Viale Andrea Doria 7 - Milano

www.metriks.ai

Tommaso Bartoli – Investor Relator Manager

+39 329 092 0724

tommaso.bartoli@metriks.ai

Euronext Growth Advisor

illimity Bank

Via Soperga 9 - 20124 Milano

+39 0282849699

metriks@illimity.com

Alice Notarnicola – Communication Manager

+39 340 166 3668

alice.notarnicola@metriks.ai

Media Relations

Barabino & Partners

Office: +39 02/72.02.35.35

Stefania Bassi – s.bassi@barabino.it 335 62 82 667

Elena Magni – e.magni@barabino.it 348 478 74 90

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Annexes:

Reclassified Income Statement (Amounts in Euro)	30/06/2025	31/12/2024
	Consolidated	Pro-Forma
Revenues from Sales and Services	3,679,995	5,546,769
Capitalized Internal Work	166,984	110,200
Other Revenues and Income	27,706	44,599
Value of Production	3,874,685	5,701,567
Cost of Raw Materials, Consumables and Goods	(163,100)	(295,290)
Service Costs	(1,564,090)	(2,158,616)
Costs for Use of Third-Party Assets (leases/rents)	(49,671)	(139,919)
Personnel Costs	(1,097,559)	(1,964,813)
Change in Inventories of Raw Materials, Consumables and Goods	29,821	19,730
Other Operating Expenses	(49,265)	(144,171)
EBITDA	980,822	1,018,489
<i>EBITDA Margin %</i>	<i>25.3%</i>	<i>17.9%</i>
Amortization of Intangible Assets	(264,707)	(316,715)
Depreciation of Property, Plant and Equipment	(26,618)	(57,000)
Impairment of Current Assets	0	0
Impairment of Fixed Assets	0	(1,000)
Provisions	0	0
EBIT	689,497	643,774
<i>EBIT Margin %</i>	<i>17.8%</i>	<i>11.3%</i>
Financial Income	619	7,047
Financial Expenses	(109,160)	(131,451)
Foreign Exchange Gains (Losses)	(105)	(16)
Net Financial Income (Expenses)	(108,647)	(124,420)
Losses on Disposals of Financial Fixed Assets	(26)	(2,000)
Profit Before Taxes (EBT)	580,824	517,354
<i>EBT Margin %</i>	<i>15.0%</i>	<i>9.1%</i>
Income Taxes	(209,462)	(232,812)
Net Profit (Loss) for the Period	371,362	284,542
<i>Net Profit Margin %</i>	<i>9.6%</i>	<i>5.0%</i>
Net Profit Attributable to Owners of the Parent	359,314	284,542
Net Profit Attributable to Non-controlling Interests	12,049	

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Reclassified Balance Sheet (Amounts in Euro)	30/06/2025	31/12/2024
	Consolidated	Pro-Forma
Intangible Assets	3,021,292	2,473,859
Tangible Assets	241,336	258,873
Financial Assets	602,025	641,097
Invested Capital	3,864,653	3,373,829
Inventories	49,551	19,730
Trade Receivables	3,113,603	1,435,965
Trade Payables	(1,867,599)	(491,468)
Net Working Capital – Commercial	1,295,556	964,226
Other Current Assets	38,593	34,116
Other Current Liabilities	(365,311)	(287,775)
Net Tax Assets/Liabilities	(312,743)	(182,766)
Accruals and Deferrals	(360,334)	(24,468)
Net Working Capital	295,761	503,334
Employee Severance Indemnities	(492,849)	(472,407)
Provisions for Risks and Charges	(4,598)	(4,598)
Net Invested Capital	3,662,967	3,400,158
Cash and Cash Equivalents	(5,504,870)	(1,340,993)
Financial Liabilities	3,289,746	3,403,104
Net Financial Debt	(2,215,124)	2,062,112
Share Capital	184,091	140,000
Legal Reserve	2,000	1,076
Other Reserves	5,285,324	1,118,989
Net Profit/(Loss) for the Year	359,314	49,522
Group Equity	5,830,729	1,309,588
Non-Controlling Interests – Capital and Reserves	35,314	28,458
Non-Controlling Interests – Net Profit/(Loss)	12,049	0
Non-Controlling Interests	47,362	28,458
Total Equity and Liabilities	3,662,967	3,400,158

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Consolidated Cash Flow Statement (Amounts in Euro)	30/06/2025	31/12/2024
A, Cash flows from operating activities (indirect method)		
Net profit (loss) for the period	371,362	21,946
Income taxes	209,462	14,957
Interest expense/(income)	108,647	11,782
(Dividends)	0	0
(Gains)/losses from disposal of assets	0	0
1) Profit (loss) before income taxes, interest, dividends and gains/losses from disposals	689,471	48,685
<i>Adjustments for non-cash items not affecting net working capital</i>		
Provisions to funds	59,834	18,170
Depreciation and amortization of fixed assets	291,325	107,537
Impairment losses (write-downs)	26	0
Other non-cash adjustments	(534,325)	(2,702)
Total adjustments for non-cash items not affecting net working capital	(183,141)	123,005
2) Cash flow before changes in net working capital	506,330	171,690
<i>Changes in net working capital</i>		
Decrease/(increase) in inventories	(49,551)	0
Decrease/(increase) in trade receivables	(2,955,644)	(89,302)
Increase/(decrease) in trade payables	1,721,298	86,248
Decrease/(increase) in prepaid expenses and accrued income	(747,346)	(9)
Increase/(decrease) in accrued expenses and deferred income	1,098,477	9,212
Other changes in net working capital	78,136	126,765
Total changes in net working capital	(854,631)	132,914
3) Cash flow after changes in net working capital	(348,301)	304,604
<i>Other adjustments</i>		
Interest received/(paid)	(108,647)	(11,782)
(Income taxes paid)	0	(6,019)
Dividends received	0	0
Use of provisions	0	(11,369)
Total other adjustments	(108,647)	(29,170)
Net cash from operating activities (A)	(456,947)	275,434
B, Cash flows from investing activities		
Property, plant and equipment	(15,406)	(1,806)
(Investments)	(15,406)	(1,806)
Proceeds from disposals	0	0
Intangible assets	(617,637)	(130,000)
(Investments)	(617,637)	(130,000)

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Proceeds from disposals	0	0
Financial fixed assets	0	(25,000)
(Investments)	0	(25,000)
Proceeds from disposals	0	0
Current financial assets (non-fixed)	0	(100,000)
(Investments)	0	(100,000)
Proceeds from disposals	0	0
Net cash used in investing activities (B)	(633,044)	(256,806)
C, Cash flows from financing activities		
Borrowings	1,081,657	(37,536)
Increase (decrease) in short-term bank borrowings	0	4,986
New loans received	1,500,000	0
Loan repayments	(418,343)	(42,522)
Equity	5,106,676	(623)
Capital increase for cash	5,171,600	(623)
Sale (purchase) of treasury shares	(64,924)	0
Dividends paid (and interim dividends)	0	0
Net cash from financing activities (C)	6,188,333	(38,159)
Net increase (decrease) in cash and cash equivalents (A ± B ± C)	5,098,342	(19,531)
Total cash at beginning of period	244,794	138,765
Cash at beginning of period	119,234	-
Cash at beginning of period of consolidated companies	125,561	-
Total cash at end of period	5,343,136	119,234

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