

PRESS RELEASE

Relatech publishes the 2024 ESG Report

Increasingly deep integration of ESG principles into corporate strategy, processes and culture

*Sustainability centered on **the value of people, strategic ecosystem and Open Innovation.***

For the first time, a Carbon FootPrint Report to measure CO2 emissions

Milan, 4 November 2025 – **Relatech S.p.A.**, a leading company in digital solutions, has published the **2024 ESG Report**, the document that reports on all the activities carried out in the last year in the environmental, social and governance fields.

The fifth edition of the ESG Report testifies to the increasingly deep integration of ESG principles in the strategy, operational processes and corporate culture, describing in detail the initiatives thanks to which people are at the center of the organization's value chain through training programs, inclusion initiatives and organizational well-being policies; the positive impact generated on the community through responsible innovation initiatives and research and development projects; the involvement of stakeholders in sustainable growth and social responsibility for compliance with the objectives of the 2030 Agenda. In addition, Relatech has produced the first Carbon FootPrint Report, which analyzes the impact of greenhouse gas emissions in depth.

*"In the ESG Report we report the activities and initiatives developed by Relatech to contribute positively to environmental sustainability, support for the territory and the enhancement and respect of people," says **Pasquale Lambardi**, President of Relatech S.p.A. -. We illustrate and measure our ability to manage the business with regard to sustainability issues, giving continuity to a concrete commitment: integrating ESG factors into our daily actions. Today they are the substantial basis of our operational and business processes, the expression of a transparent responsibility towards stakeholders and the entire ecosystem of reference, made up of territories and people".*

"Relatech embraces the Digital Renaissance," continues Lambardi, "a vision that combines technology and the centrality of the person, placing innovation at the service of individual and collective well-being, ecosystem growth and the creation of sustainable value in the long term. In this paradigm, Relatech proposes itself as a bridge between the potential of technology and the real needs of people, contributing to circular models and a sustainable transition of production processes and services".

The business model. Relatech's mission is confirmed to support SMEs and large companies in Italy and abroad in the definition and development of digitization paths of their business model, through a complete and modular end-to-end offer in digital transformation, industrial automation and cybersecurity, based on advanced technologies such as artificial intelligence, cybersecurity, cloud, IoT and big data, as well as advisory, ICT training and data analysis services. During

2024, the Group recorded two important corporate events: the entry of the international fund Bregal Unternehmerkapital IV into the capital of Relatech S.p.A. and the subsequent delisting from the Euronext growth Milan market of Borsa Italiana, which mark the beginning of a new path of strategic development and strengthening, oriented towards sustained and long-term growth.

The Carbon Footprint Report. Relatech has launched a structured process of measurement, management and reporting of its greenhouse gas emissions, creating its first Carbon Footprint Report in support of the ESG Report. Overall, 2024 emissions amounted to 6,159 tonnes of CO₂ equivalent, highlighting that the organisation's greatest climate impact is not generated within the direct perimeter of control, but along the supply chain and in the life cycle of the products and services offered. These results will guide Relatech's future environmental strategies, oriented towards the reduction of indirect emissions, the optimization of internal processes and the integration of sustainability criteria in the selection of suppliers and in the working habits of employees.

Open Innovation and strategic ecosystem. Relatech collaborates with universities, research centers and technology partners to develop advanced digital solutions with a view to Open Innovation. The company has established a strategic ecosystem with 5 international offices and 9 Italian hubs to create territorial value and promote innovation throughout the supply chain of stakeholders. Over the last year, Research and Development activities have focused on issues with a high social and environmental impact, such as bio-sustainable agriculture, energy saving solutions, support for frail patients and patients with sensory disabilities, optimization of territorial mobility with reduction of CO₂ emissions, traceability of materials for recycling and correct disposal, systems for remote monitoring of patients in neuro-motor rehabilitation.

The value of the person. Today the Relatech Group has about 700 talents. Human value is at the forefront of the value chain and is also one of the pillars in terms of sustainability. Relatech promotes a culture oriented towards employee well-being, personal growth and collaboration between teams through team building initiatives, corporate welfare and training courses. For the company's people, the strengthening of the health and safety system continued in 2024, the organisation of work was made more flexible and continuous training programmes were consolidated. These include ReCoach, the internal coaching path for the development of individual and team potential, the growth of managerial and relational skills, awareness, decision-making capacity and well-being, which has also led to the result of 60 certified coaches among employees and 11 Coaches qualified for classroom training.

Governance. Relatech adopts an ethical governance model, ensuring responsible management by actively involving the Board of Directors, the Audit Committee and the Supervisory Body. It promotes transparency, legality and social responsibility, integrating sustainability into strategic decisions. The company adopts the MOG 231 organizational model which guarantees compliance with current legislation. It has adopted a code of ethics, which emphasizes legality, transparency, fairness and respect for people and the environment. It has activated secure whistleblowing channels to protect and support ethical reporting and prevent the risk of wrongdoing, as well as internal control systems with risk protocols and a catalogue of crimes to ensure compliance.



#BuildYourDigitalFuture

For more information: [ESG Report 2024](#)

[Relatech](#) is a leading provider of enabling digital solutions, active in the markets of Digital Transformation, Industrial Automation and Cybersecurity, supporting SMEs and large companies in their innovation and digital transformation paths, both in Italy and abroad. It offers end-to-end solutions — from the first digital interactions with the outside world to industrial automation — based on advanced technologies such as Artificial Intelligence, Cybersecurity, Cloud, IoT and Big Data, as well as Advisory, ICT Training and Data Analysis services, promoting responsible innovation and sustainable growth. Thanks to a robust R&D ecosystem and strategic partnerships — including Microsoft — the company is leading companies towards a Digital Renaissance, in which technology is accessible and enabling for all.

This press release is online at www.relatech.com (Investor Relations/Press Releases section).

Press Contacts

Relatech S.p.A. – Communication Office

Rossella Caiazza - Italia | rossella.caiazza@relatech.com | T: +39 02 2404909 | Viale Ercole Marelli, 165 - 20099 Sesto San Giovanni (MI)

D'I Comunicazione – Press Office of Relatech S.p.A.

Piero Orlando, po@dicomunicazione.it T: +39 335 17 53472

Stefania Vicentini, sv@dicomunicazione.it | T: +39 335 5613180