

eurotech
— *our sustainability pathway*

reporting period:
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introduction

The **United Nations Global Compact**, established in 2000, **is the world's largest corporate sustainability initiative**.

It challenges businesses worldwide to adopt ten universally accepted principles that encompass human rights, labor standards, environmental protection, and anti-corruption efforts.

Through this initiative, companies are not only encouraged to align their operations and strategies with these principles, but also to take actions that advance societal goals as summarized in the United Nations' Sustainable Development Goals (SDGs).

Backed by influential business leaders, the UN Global Compact facilitates a culture of ethical business practices and transparency, empowering companies across more than 160 countries all over the world to implement and report on their sustainability efforts.

At Eurotech, our commitment has been unwavering **since 2009** as we continuously strive to meet and exceed the benchmarks set by the United Nations' SDGs.

The word that better describes the year that has just gone by is “tough”: 2024 saw us tackling a number of headwinds simultaneously, resulting in a real challenge for a company of our size that is still undergoing a transformation and hence is less resilient than others who are more on a stable set-up.

Long story short, the net outcome was a significant drop in revenues compared to 2023, to a level that does not represent the true potential of our strategic direction.

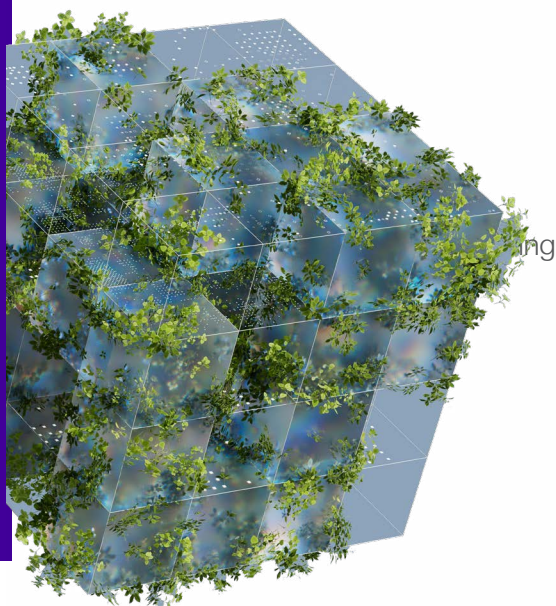
Indeed a disappointing outcome that drove our top line down and bottom line into negative performance.

Having said that, despite the important optimization of our costs we had to go through we were able to maintain our ability to execute the building blocks of our strategy and to stay committed to aligning our operations to the universal principles for corporate sustainability.

Looking to the mid-term future, Edge AI is set to become increasingly important in the digital market within the next few years. The fusion of IoT and Edge AI will happen, it's clear, morphing into Edge AIoT. This mutual fertilization of the two technologies will bring increased benefits as IoT collects the data that Edge AI needs, and Edge AI extracts additional value from IoT data. Ultimately, this enables a higher return for investments in digital infrastructures that by design aims at creating a better, more inclusive world.

This evolution will drive the need for increased **cybersecurity at the Edge**, **simpler solutions** to implement and **deploy at scale**, and the need to remote manage updates of operating systems, firmware and AI applications installed in the field.

This is exactly what we are good at and what our journey so far has prepared us for.



sustainable practices throughout our operations.

We invite you to explore the progress we made in the past year in our pursuit of sustainability.

Contained within this document are:

- **An overview of Eurotech's commitment to the Sustainable Development Goals, showcased through our specific actions and initiatives.**
- **Insights into our future plans and conclusions.**

sustainable development goals

EUROTECH'S COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS

AT EUROTECH, WE UNDERSTAND THE TRANSFORMATIVE POTENTIAL OF TECHNOLOGY IN SHAPING A MORE SUSTAINABLE FUTURE.

By embracing a holistic approach to sustainability, we strive to deliver innovative solutions that are not only economically viable and profitable but also aligned with global efforts to achieve net-zero emissions and meet environmental, social, and governance (ESG) targets across the full lifecycle of products and projects.

We believe that sustainability must be embedded as a core value rather than treated as an afterthought.

That's why we actively support our partners in developing strategic roadmaps for adopting new technologies—accelerating their sustainability journeys by making responsible innovation a foundational priority.

Driving sustainable progress requires a willingness to rethink traditional technological paradigms.

At Eurotech, we challenge conventional approaches by leveraging advanced technologies across key areas such as digitized operations, digital product and service design, cloud computing, the Internet of Things (IoT), artificial intelligence (AI), advanced analytics, data sharing, and ecosystem management.

Our actions are aligned with the United Nations' 2030 Agenda for Sustainable Development, a global call to action adopted in 2015 to foster peace, prosperity, and resilience for both people and the planet.

At the heart of this agenda are 17 Sustainable Development Goals (SDGs), which serve as a blueprint for national, regional, and global initiatives through 2030. Eurotech is proud to play an active role in this global movement, helping organizations navigate the intersection of technology and sustainability to create long-lasting, positive impact.

IN 2024 EUROTECH'S PROJECTS AND ACTIVITIES HAD AN IMPACT ON THE FOLLOWING GOALS:

GOAL 3 | GOOD HEALTH AND WELL-BEING |

Ensure healthy lives and promote well-being for all at all ages.

This goal emphasizes the importance of universal access to healthcare, the reduction of health risks, and the promotion of mental and physical well-being throughout every stage of life.

GOAL 4 | QUALITY EDUCATION |

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

It aims to eliminate disparities in education by ensuring equal access to learning opportunities, enhancing literacy and numeracy, and fostering skills development from early childhood through adulthood.

GOAL 5 | GENDER EQUALITY |

Achieve gender equality and empower all women and girls.

This goal focuses on eliminating all forms of discrimination and violence against women and girls, ensuring equal participation in leadership, and promoting equitable access to resources and opportunities.

GOAL 13 | CLIMATE ACTION |

Take urgent action to combat climate change and its impacts.

Addressing the climate crisis through mitigation, adaptation, education, and increased resilience is at the heart of this goal. It calls for integrated climate policies and strengthened capacity to respond to environmental challenges.



3 GOOD HEALTH AND WELL-BEING



ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES.

SDG 3 focuses on universal access to healthcare, disease prevention, mental health, and well-being. It covers maternal and child health, infectious and non-communicable diseases, and affordable medicines and vaccines.

The COVID-19 pandemic exposed global health vulnerabilities, reinforcing the need for resilient, inclusive healthcare systems. Achieving SDG 3 is essential for sustainable development and requires renewed global commitment to health equity, prevention, and preparedness.

WHAT WE HAVE DONE

Recognizing stress as a prominent factor affecting well-being in the modern world, we have developed several initiatives to address the barriers to achieving a healthy work-life balance.

Our core focus is fostering an agile and flexible work culture, offering increasing support for smart working and remote work opportunities. We prioritize respecting the diverse cultural backgrounds of our employees while enabling them to maintain a harmonious work-life integration.

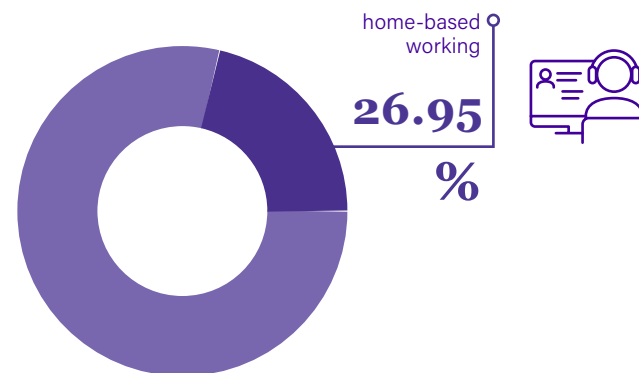
To ensure unity within One Eurotech, we enhanced internal communication methods to engage remote workers effectively. We recognized the importance of balancing work with caring responsibilities and provided flexible working time options.

We implemented measures to foster inclusivity, support remote employees, and accommodate their unique circumstances while maintaining a cohesive and collaborative work environment.

In 2024, at the Group level, we had an average of **26.95% home-based working** on total hours worked per employee.

We strongly believe in life-long learning approach; Eurotech delivered a comprehensive portfolio of professional training courses totaling **12,008 hours**, covering a wide spectrum of topics including **cybersecurity, product-specific workshops, IT certifications** (e.g., ISO/IEC 27001, IPC), PLM systems, CAD tools, onboarding programs, and advanced technical platforms such as Jira, **AWS**, and **NVIDIA technologies**.

A total of 161.5 hours were dedicated to sustainability-related training activities, including Whistleblowing Training, CSR self-learning course, and Ethics course.



4 QUALITY EDUCATION



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL.

Adopted in 2015, SDG 4 aims to ensure that all children and youth have access to quality education and lifelong learning. Key targets include universal literacy and numeracy, vital for building knowledge and skills.

To achieve this, there is a pressing need to expand and upgrade educational infrastructure—making learning environments safe, inclusive, and effective for everyone.

WHAT WE HAVE DONE

We have taken our specialism in IoT as the inspiration for our commitment to better support inclusive education.

Eurotech's expertise is rooted in the specialized knowledge possessed by highly educated individuals. We understand that not all individuals have equal access to opportunities.

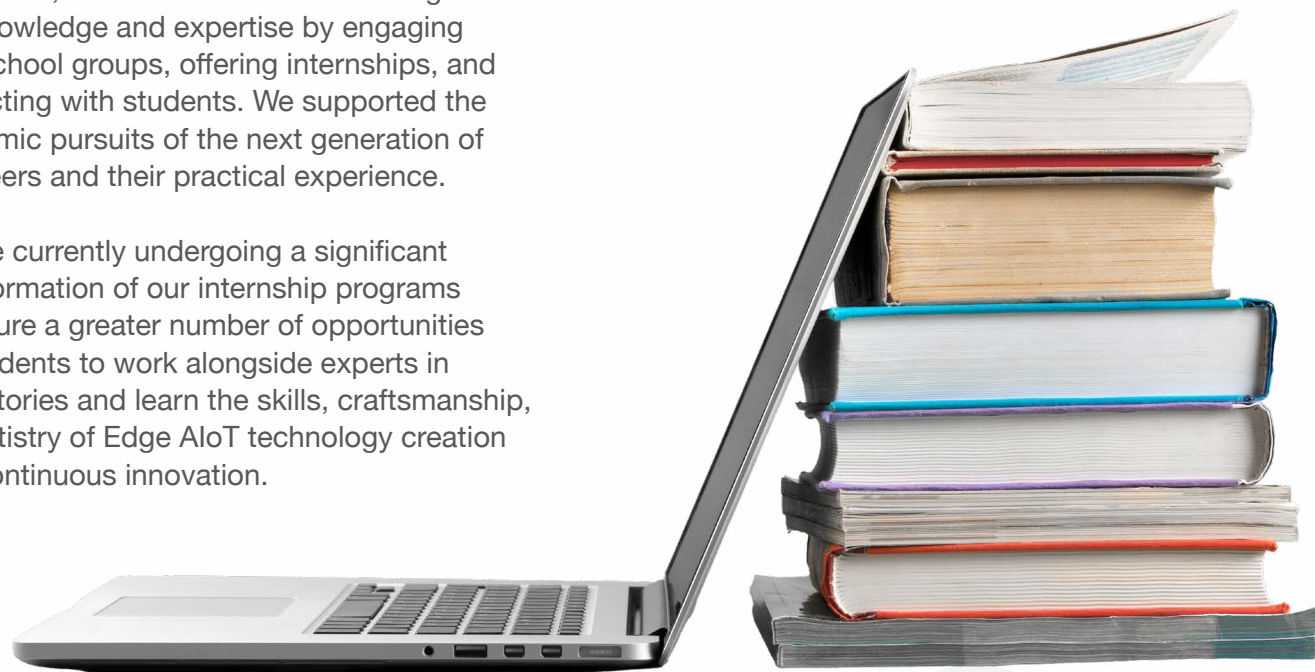
As a result, we are committed to sharing our knowledge and expertise by engaging with school groups, offering internships, and interacting with students. We supported the academic pursuits of the next generation of engineers and their practical experience.

We are currently undergoing a significant transformation of our internship programs to ensure a greater number of opportunities for students to work alongside experts in laboratories and learn the skills, craftsmanship, and artistry of Edge AIoT technology creation and continuous innovation.

ITALY

activated 5 alternance training initiatives for high school students for 948 hours

activated 2 university interns for 450 hours





ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.

SDG 5 recognizes that gender equality is essential to achieving sustainable development across social, economic, and environmental dimensions. It includes nine targets and 14 indicators—six focused on outcomes, such as ending discrimination and violence, and three on means of implementation.

These include ensuring equal access to economic resources, promoting empowerment through technology, and enforcing laws and policies that support gender equality.

WHAT WE HAVE DONE

Women in science, technology, engineering, and mathematics (STEM) education and careers still face challenges. Despite efforts to promote diversity, there needs to be more women pursuing STEM fields.

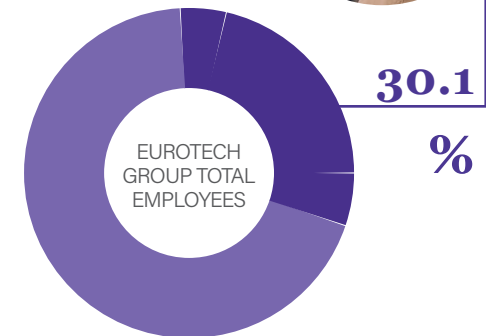
Girls and women may face societal stereotypes and biases that discourage their interest and participation in STEM subjects, resulting in fewer women entering tech-related fields. While the numbers illustrate the existing gender disparities in the tech world, it is crucial to acknowledge the positive changes taking place. Efforts to bridge the gender gap, promote diversity, and create inclusive environments are gaining momentum.

At Eurotech, we are working towards promoting diversity and inclusion in the tech industry.

In **2024**, **women represent 30.1% of the total workforce at the Group level within Eurotech.** While this is above average for the sector, our goal over the next few years will be to reduce the gender gap by supporting STEM outreach programs.

The underrepresentation of women in STEM education and careers remains a significant barrier to their participation in tech design and governance. And the pervasive threat of online gender-based violence - coupled with a lack of legal recourse - too often forces them out of the digital spaces they do occupy.

We can create a more equitable and thriving tech industry for all by working together.



13 CLIMATE ACTION



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.

SDG 13 calls for immediate efforts to limit and adapt to human-induced climate change. Adopted in 2015 as part of the 2030 Agenda, it emphasizes strengthening resilience, improving education on climate issues, and integrating climate measures into national policies and planning.

The goal also promotes international cooperation and capacity-building, especially for vulnerable and developing countries, to enhance their ability to respond to climate-related challenges.

WHAT WE HAVE DONE

At Eurotech, we monitor the consumption of electricity, natural gas, and stationary combustion at the Group level.

We are a low-emission technology company by design, but we have set ourselves the goal of monitoring carbon dioxide emissions due to these three factors. It is not a real Carbon Footprint analysis and certification, but it allows us to respect Goal 13 diligently.

The total emissions for Eurotech Group companies in 2024 are equal to 535,50 tCO₂eq.

Improving future environmental performance is an important goal; purchasing energy from certified renewable sources, where feasible, is just one of the various strategies and actions we adopted at group level.

In Advanet, the Group company based in Japan, the electricity consumption has steadily declined since 2011, thanks to efficient planning and the following actions implemented year after year. Introduction of air conditioning management rules to control the operation, time, and temperature of air conditioning

Improvements in production planning to reduce machine operation hours, therefore reducing energy consumption.

In addition, due to workspace optimization, we reduce electrical consumption due to lighting and air conditioning.



research, community involvement & recognitions

RESEARCH ACTIVITIES

Eurotech has always been committed to supporting research and innovation in key technology areas and is involved in research projects funded by national and European agencies, collaborating with academic partners and other leading players in the private sector to develop new concepts and technologies that shape our future.

In 2024, Eurotech research and engineering teams were involved in several important research projects at the European level, including:

Arrowhead AfPVN:

The ambition of the Arrowhead fPVN project is to double European industrial productivity by applying transformative, autonomous, and evolvable information interoperability for resilient and adaptive production value networks. Hence, the project will provide autonomous and evolvable interoperability of information through machine-interpretable content for fPVN stakeholders.

The resulting technology is expected to enhance manufacturing productivity and flexibility significantly. Autonomous and evolvable interoperability will be achieved through a common project technology based on three pillars: the microservices paradigm, the adoption of major industrially accepted data models, and automatic translation between these data models.

The common technology will be validated and verified through several use cases covering production value networks in the semiconductor, automotive, aerospace, process industry, and energy production domains. The results are expected to have a considerable impact on the efficiency of both local and global production value networks, thanks to substantial cost and time reductions for setting up, operating, and managing interactions within the production value network. Eurotech contributes to these objectives by developing enabling technologies in the area of edge computing to support the AI requirements of the translators and

in the area of IoT integration to ensure the continuum from the edge to the cloud required by production value networks. H2TRAIN is a European R&D project focused on advancing health, well-being, and sport monitoring by integrating cutting-edge 1D and 2D materials (such as carbon nanotubes and graphene) into smart wearable biosensors and AI-powered IoT systems.

It responds to key challenges by developing seamless, secure, and energy-efficient technology for real-time, non-invasive monitoring of physiological and biochemical markers. The project is structured around ten technology demonstrators and three use cases: Remote Assisted Living (RAL), Intelligent Adaptive Sport Coaching (IASC), and Remote Post-Surgery and Rehab Monitoring (RPS&RM). H2TRAIN combines wearable biosensors, energy harvesting systems, and embedded intelligence to enable continuous, remote healthcare monitoring. It aims to detect stress, fatigue, and other key biomarkers (like cortisol,

lactate, glycemia, pH, C-reactive protein) through sensors integrated into textiles and wearables. Moreover, it leverages edge-to-cloud computing, ensuring data privacy, low latency, and seamless operation.

The edge computing components support AI algorithms for local analysis, reducing the need for cloud-based processing and enabling real-time, individualized monitoring. A major innovation lies in integrating graphene-based biosensors into textile-based platforms using scalable and low-cost fabrication methods, such as screen printing.

These biosensors offer enhanced sensitivity, stretchability, and reusability. Another breakthrough is the development of next-generation supercapacitors and RF energy harvesters, which ensure the autonomous operation of IoT devices, a critical requirement for long-term deployment in healthcare and sports contexts. The project also addresses key system-level challenges, including secure data transmission, user-friendly interfaces, and open system architectures for future extensibility.

Eurotech plays a strategic role in developing and integrating the edge computing platforms which acts as a middleware between wearable devices and cloud systems, especially for the Remote Assisted Living use case. Eurotech is responsible for implementing the AIoT (Artificial Intelligence of Things) architecture for edge intelligence, enabling secure, plug-and-play integration of sensors into cloud services, ensuring data compression, latency optimization, and quality-of-service guarantees across the edge-to-cloud continuum, and contributing to the fleet management and lifecycle support of the embedded hardware, ensuring durability, scalability, and centralized control.

With its expertise in embedded computing and system integration, Eurotech ensures that the innovations are not only technically advanced but also commercially viable and ready for deployment in real-world healthcare and sports ecosystems.

Electronic Component and Systems Strategic Research and Innovation Agenda (ECS-SRIA):

A radical digital transformation is ongoing and strongly influencing how we live and how we work. The innovations that lie at the heart of this transformation are founded on the rapid developments of Electronic Components and Systems (ECS) and on ECS-based applications. The ECS-SRIA establishes the strategic priorities and technical pathways to enable European industry to become stronger and more competitive, thereby having a significant and beneficial impact on society and the economy.

The 2024 release, prepared in 2023, was edited by more than 300 international experts and reflects the state-of-the-art and future vision of the digitalization solutions based on ECS. Based on an analysis of the major applications fields where Europe must maintain and/or develop its leadership and of its current and foreseeable technology capabilities, this ECS-SRIA aims to identify the main focus areas for

research and innovation in Europe in the domains of Electronic Components and Systems and Key Digital Technologies for the next 10–15 years. To achieve these objectives, it must reflect the dynamics of our industry, characterized by continuous technological advances and the invention of new applications at an ever-increasing pace. This continuous process will enable all ECS stakeholders to remain constantly aware of emerging new technologies, potential game-changers, and the evolving long-term vision of the industry.

Eurotech is a member of the core team that defines year-by-year ECS-SRIA and has contributed to many chapters on topics related to embedded and cyber-physical systems, AI, Edge computing, IoT integration platforms and digitalization solutions. Eurotech is strongly involved in this initiative, which serves as the reference point for the ECS research over the next decade.

Eurotech has chaired the ECS-SRIA 2022 and 2023 editions and, following a rotation process is co-chairing the 2024 and 2025 editions. The ECS-SRIA is the reference document for the KDT and Chips Joint Undertaking, the largest Public Private Partnership in Europe promoting and funding ECS research and innovation as part of the European Chips Act.

awards & recognitions

Throughout the years, Eurotech has received numerous awards and has been recognized by leading industry analysts as a key player in high-performance embedded computing and a pioneer in Industrial IoT (IIoT) platforms.

These recognitions are the result of a deep understanding of market needs and a visionary strategy to enable Industrial IoT and, more recently, Edge AI applications. Our comprehensive and integrated portfolio of hardware, software, and services provides the technological foundation needed to deliver secure, scalable, and reliable solutions across mission-critical sectors.

The strategic role played by Eurotech within the IIoT ecosystem has been further strengthened in 2024 through continued recognition by both analysts and end users. Our ongoing commitment to open standards, security, and interoperability has made us a trusted partner for customers and system integrators looking to accelerate digital transformation while reducing complexity and risk.

Voice of the customer:

PUR 2024 IoT Platforms Rankings

In 2024, Eurotech was once again ranked as a “Champion” in the Professional User Rating (PUR) for IoT Platforms, conducted by techconsult. This annual survey collects insights from over 2,500 IT professionals and decision-makers, providing a comprehensive view of the real-world performance of IoT platform providers. Our top-tier position in this ranking reflects the trust and satisfaction of our customers in our ability to support their edge and IoT deployments with innovative products, strong services, and a deep understanding of industrial requirements.

This recognition underscores our long-term focus on enabling open, sustainable, and enterprise-ready IoT architectures.

By prioritizing modularity, cyber resilience, and ease of integration, Eurotech continues to empower organizations in manufacturing, energy, transportation, and utilities to modernize their infrastructure and deploy next-generation edge intelligence solutions.



awards & recognitions

Recognition from leading analysts Eurotech Included In Gartner Magic Quadrant for the Fifth Time Eurotech has also been included in the 2024 Gartner Magic Quadrant for Global Industrial IoT Platforms for the fifth consecutive year. This sustained inclusion marks an important milestone and further validates our strategic positioning in the market. The report recognizes vendors that enable industrial enterprises to leverage advanced IIoT capabilities, including secure device connectivity, data management, edge processing, and analytics.

Our consistent presence in the Magic Quadrant demonstrates the robustness of our offering and the strength of our vision for the future of industrial digitalization. It also reflects our commitment to delivering vendor-agnostic, secure-by-design solutions that reduce time-to-market and total cost of ownership for complex industrial applications.

By combining our expertise in rugged hardware design, edge orchestration, device lifecycle management, and secure provisioning, we enable our customers to implement zero-touch, scalable, and future-proof IoT architectures—capable of handling the growing demands of Industry 4.0, AI at the edge, and sustainable innovation.

Our ecosystem of partners—including AWS, Arm, NVIDIA, and Intel—plays a key role in enhancing our capabilities and ensuring the highest levels of integration and performance across our platforms.

This synergy further strengthens our position as a trusted enabler of digital transformation and reinforces our role as a cornerstone of the industrial IoT landscape.



next steps & conclusions

Eurotech firmly believes sustainability is an ongoing process beyond individual projects, and that sustainable development has become a critical priority as the global business landscape evolves.

As a responsible organization, we have established a long-term sustainability journey and developed a comprehensive roadmap for the years to come.

We recognize the intrinsic link between sustainability and innovation, which forms a robust and inseparable relationship.

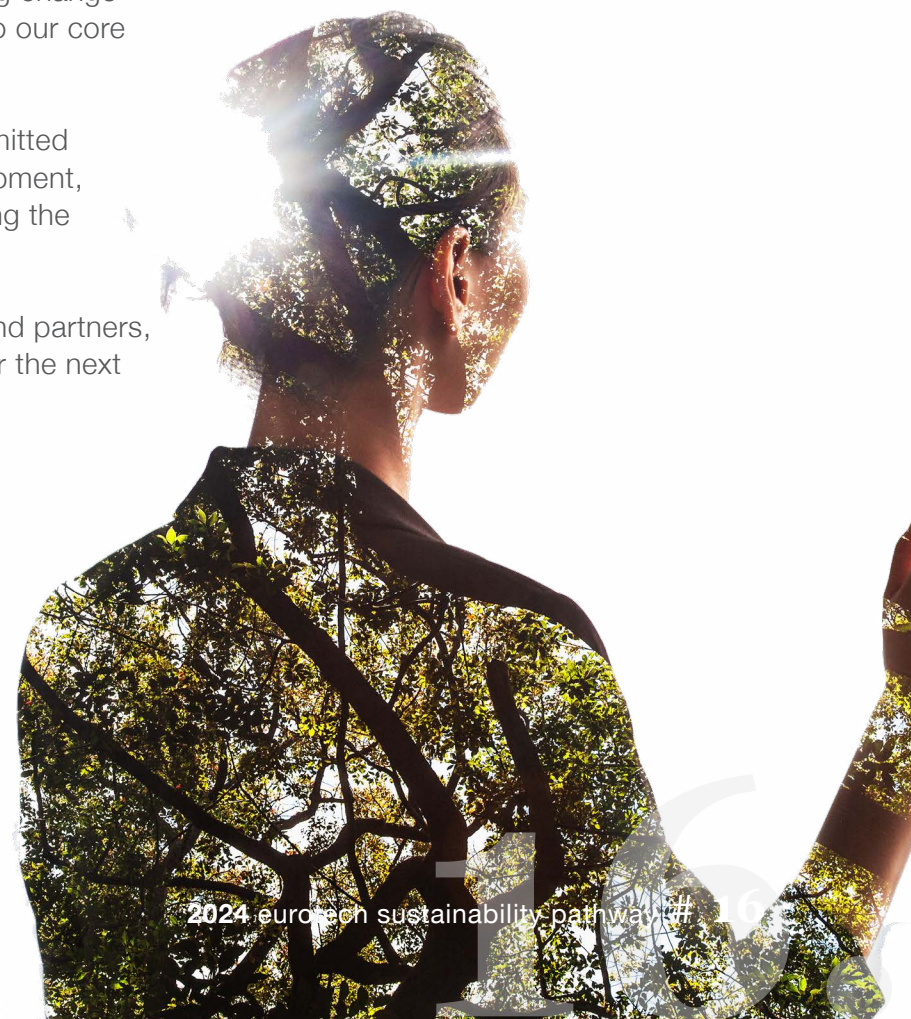
In line with our commitment to a sustainable future, we strive to positively impact the world, embracing alternative approaches and leveraging digital technologies to drive progress toward a circular economy.

Our mission is clear: to facilitate a more sustainable digital future. We understand that our actions today have far-reaching implications, and we are resolute in contributing to a greener and more socially responsible world.

Through our ongoing sustainability initiatives and strategic partnerships, we aim to lead by example, championing responsible practices and creating value for all stakeholders. We are committed to achieving meaningful and lasting change by embedding sustainability into our core business operations.

Eurotech is proud to be a committed promoter of sustainable development, driving innovation and embracing the challenges that lie ahead.

Together, with our customers and partners, we can shape a better future for the next generations.



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