



Eurotech

— Our sustainability pathway

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The United Nations Global Compact, established in 2000, is the world's largest voluntary corporate sustainability initiative. It calls on companies worldwide to adopt ten universally accepted principles covering human rights, labor standards, environmental protection, and anti-corruption.

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

Supported by influential business leaders, the UN Global Compact fosters a culture of ethical business practices and transparency, supporting companies across more than 160 countries in implementing and reporting on their sustainability efforts.

At **Eurotech**, our commitment has remained steadfast since **2009**, and we continue to strive to meet and exceed the benchmarks set by the United Nations SDGs.

The year 2025 represented a period of significant transition, stabilization, and strategic recalibration for our Group. In a complex macroeconomic environment, we continued to invest in the optimization of our operations and in the development of technological solutions increasingly aligned with the universal principles of corporate sustainability.

Edge AI is set to play an increasingly important role in extracting value from data and, ultimately, in enabling the creation of digital infrastructures aimed at building a more inclusive and sustainable world.

This report provides an overview of our ongoing initiatives and our commitment to embedding sustainable practices across all our operations.

We invite you to explore the progress achieved over the past year in our sustainability journey.

Within this document, you will find:

- An open letter from our CEO.
- An overview of Eurotech's commitment to the Sustainable Development Goals.

Letter to stakeholders

Dear Stakeholders,

2025 marked a pivotal year for Eurotech as we launched a comprehensive transformation aimed at strengthening our industrial foundations, increasing operational discipline and restoring sustainable profitable growth.

Throughout this transformation, sustainability has remained a fundamental element of the way we create long-term value.

As Chief Executive Officer, I am pleased to reaffirm Eurotech's commitment to the principles of the United Nations Global Compact. These principles continue to guide our strategic and operational decisions, ensuring that technological innovation, environmental responsibility and sound governance evolve together in a coherent and integrated manner.

The actions implemented during the year have already begun to deliver tangible results. Despite a challenging macroeconomic environment across many of our end markets, we achieved a progressive improvement in operating profitability during the second half of the year, confirming the effectiveness of the strategic priorities, operational simplification and efficiency initiatives we have put in place.

At Eurotech, we believe that sustainable growth is achieved not only through innovation, but through disciplined execution and the consistent ability to transform strategy into measurable results.

At the same time, we accelerated our technological evolution, further strengthening Eurotech's positioning as a provider of Edge AIoT solutions. These solutions are becoming an increasingly important part of our portfolio, helping customers improve operational efficiency, optimize energy and resource utilization, and enhance the resilience of critical infrastructure across industrial, energy and transportation markets.

This transformation is supported by our industrial plan, Eurotech neXt, which defines a clear roadmap focused on quality growth, disciplined capital allocation and the strengthening of our competitive position in strategic vertical markets.

The successful capital increase represents another important milestone in this journey. It provides the financial resources needed to accelerate the execution of our strategy through continued investments in research and development, commercial capabilities and end-to-end technology platforms.

We recognize that long-term value creation requires an integrated approach to managing opportunities and risks, including those related to environmental, social and governance matters.

For this reason, we continue to strengthen the integration of ESG principles into our decision-making processes, actively contributing to the Sustainable Development Goals that are most relevant to our business, particularly those supporting industrial innovation, the energy transition and resilient infrastructure.

Looking ahead, we enter 2026 with stronger foundations, greater strategic focus and renewed execution discipline. Our priority remains clear: to continue transforming advanced technology into tangible value for our customers, shareholders and all our stakeholders, while building a stronger, more resilient and more sustainable Eurotech.

I would like to sincerely thank our employees, customers, partners and shareholders for their continued trust and support. Their commitment and collaboration are essential to the progress we are making and to the long-term success of our transformation.

Massimo Milan
Chief Executive Officer

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 helping organizations navigate the intersection of technology and sustainability to create long-lasting, positive impact.

In 2025 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.

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 balanced work-life integration.

To ensure effective collaboration across the Group, 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 2025, at the Group level, home-based working represented 15.7% of total working hours.**

We strongly believe in a life-long learning approach; **Eurotech delivered a comprehensive portfolio of professional training courses totaling 3,534 hours.**

Training activities covered **workplace health and safety**, including general and specific safety training, emergency preparedness, electrostatic discharge protection, and environmental compliance. Employees also participated in courses related to **corporate governance, ethics, GDPR, organizational compliance, responsible business conduct, sustainability awareness, and onboarding programs.**

Technical training focused on cybersecurity and cyber resilience, artificial intelligence and NVIDIA technologies, cloud computing, software development methodologies, open-source technologies, Linux, Kubernetes, Python, Java, product engineering, thermal simulation, telecommunications technologies, and internal product academies. These initiatives support the continuous development of competencies required to address evolving technological, regulatory, and market challenges while fostering a culture of innovation, responsibility, and professional growth across the Group.

Starting from end February 2025, the Group adopted temporary workforce support measures, which continued into the first months of 2026, reflecting its commitment to managing a challenging business environment responsibly while preserving jobs and retaining key skills within the organization.

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 leveraged our expertise in IoT and Edge AI as the inspiration for our commitment to supporting inclusive education and skills development.

Eurotech's expertise is rooted in the specialized knowledge and experience of highly skilled professionals.

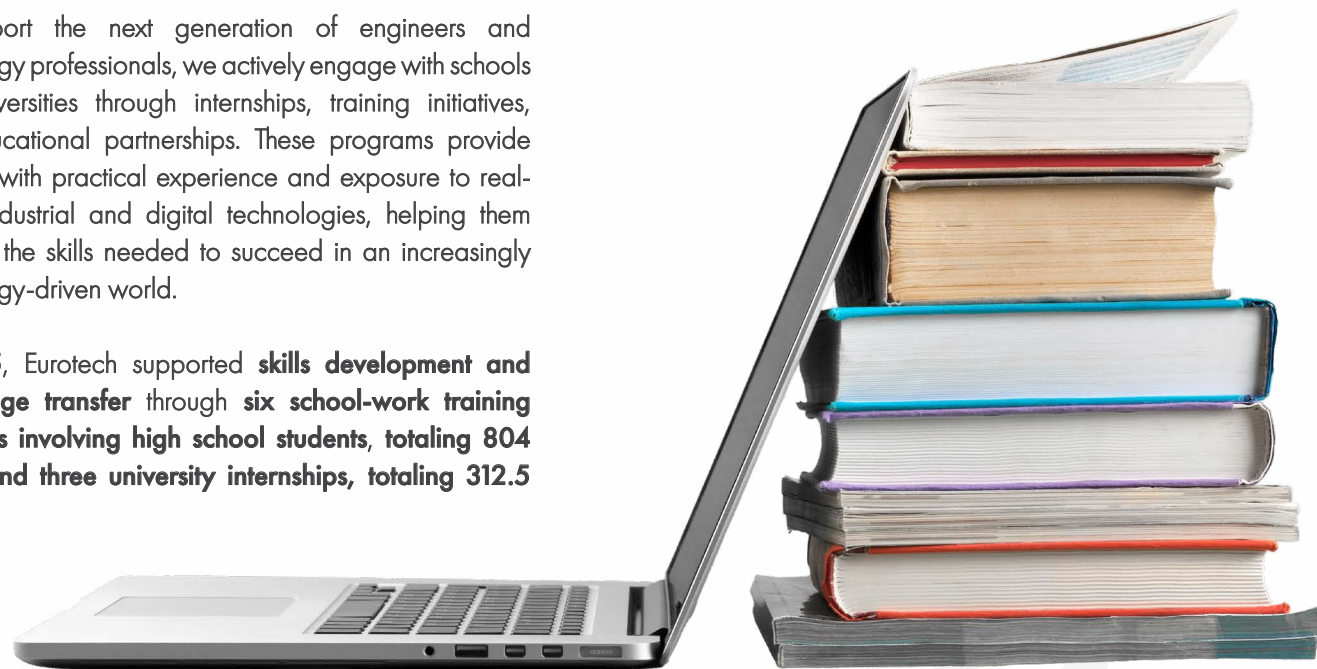
We recognize that access to education, technical training, and career opportunities is not equally available to all, and we are committed to helping bridge this gap by sharing our knowledge and fostering the development of future talent.

To support the next generation of engineers and technology professionals, we actively engage with schools and universities through internships, training initiatives, and educational partnerships. These programs provide students with practical experience and exposure to real-world industrial and digital technologies, helping them develop the skills needed to succeed in an increasingly technology-driven world.

In **2025**, Eurotech supported **skills development and knowledge transfer** through **six school-work training initiatives involving high school students, totaling 804 hours, and three university internships, totaling 312.5 hours.**

Through these experiences, students had the opportunity to work alongside experienced professionals, gain hands-on exposure to advanced technologies, and deepen their understanding of innovation in areas such as Industrial IoT, Edge Computing, and Artificial Intelligence.

We remain committed to strengthening our educational partnerships and expanding opportunities for students to collaborate with our teams, supporting knowledge transfer, innovation, and the development of future generations of technology professionals.



5 GENDER EQUALITY



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 continue to face significant challenges. Despite ongoing efforts to promote diversity and inclusion, women remain underrepresented in many STEM disciplines and technology-related professions. Societal stereotypes, unconscious biases, and structural barriers can still discourage girls and women from pursuing STEM education and careers, contributing to the gender gap across the technology sector.

While these challenges persist, positive change is underway. **Efforts to promote equal opportunities, increase diversity, and create more inclusive workplaces are gaining momentum across industries.**

At Eurotech, we are committed to fostering a diverse and inclusive work environment where individuals can contribute and grow regardless of gender, background, or experience. **In 2025, women represented 26.5% of the Group's total workforce.** While this figure reflects the broader challenges associated with attracting female talent in highly specialized technology fields, we remain committed to reducing the gender gap over time through inclusive recruitment practices, professional development opportunities, and initiatives that encourage greater participation in STEM education and careers.

The underrepresentation of women in STEM education and careers remains a significant barrier to their participation in technology design, innovation, and leadership. Addressing this challenge requires the collective efforts of businesses, educational institutions, policymakers, and communities.

By working together to promote inclusion, equal opportunities, and access to STEM education, we can contribute to building a more diverse, equitable, and innovative technology sector for future generations.

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 across the Group. As a technology company, our environmental footprint is inherently limited compared to many industrial sectors; nevertheless, we believe that measuring and monitoring energy consumption and related greenhouse gas emissions is an important step toward continuous improvement and responsible business practices.

While this activity does not constitute a formal Carbon Footprint assessment or certification, it enables us to track our environmental performance over time, identify opportunities for improvement, and support informed decision-making.

In 2025, the Italian headquarter recorded approximately 217,95 tCO₂eq associated with electricity and natural gas consumption, supplied through a 100% renewable electricity contract. At the same time, **Advanet**, the Group's Japanese subsidiary, **continued its commitment to reducing the environmental impact of its operations through the adoption of renewable electricity contracts.**

During 2025, approximately 14% of its electricity consumption was sourced from certified renewable energy. The Head Office and Factory operated under renewable electricity agreements covering part of their

electricity demand, while the Tokyo Office continued to be supplied through a 100% renewable electricity contract. These initiatives contributed to reducing electricity-related greenhouse gas emissions and supported the Group's broader commitment to sustainable energy management and climate action.

Improving environmental performance remains an important objective for the Group.

In December 2025, 10 electric vehicle (EV) charging stations were installed at InoNet 10 to support the charging of employees' and visitors' electric vehicles. Following installation and commissioning activities, the charging stations became operational and available for use from the beginning of 2026.

To support this commitment, Eurotech continues to evaluate and implement measures aimed at reducing its environmental impact, including energy efficiency initiatives, the adoption of renewable energy solutions where feasible, and the promotion of responsible resource management practices across its global operations.

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, with academic partners and other leading players in the private sector to develop new concepts and technologies shaping our future.

In 2025 Eurotech research and engineering teams were involved in several important research projects at European level including:

NexTArc is a European R&D initiative **advancing data- and AI-driven smart technologies**, with a strong focus on bridging urban and industrial spaces, promoting sustainable living, and enabling sustainable industrial production. By addressing these interconnected domains, the project aims to enhance sustainability and climate resilience across Europe, both in private and professional environments. At its core, **NexTArc fosters the adoption of trustworthy edge AI and IoT solutions across three complementary and interrelated**

application domains: Smart, Sustainable and Liveable Neighbourhoods (SLN) in urban environments; Smart, Sustainable and Transparent Industrial Spaces (STI); and Trustworthy and Eco-friendly Multimodal Connectivity (TEM), covering both intra- and inter-mobility of people and goods. **The project brings together a diverse ecosystem of 38 partners across 10 countries, promoting cross-fertilisation of ideas through a comprehensive innovation framework structured around four key modules: cyber-resilience at chip level, low-power embedded AI, high-performance and dependable computing, and a holistic edge-to-cloud solution stack enabling trustworthy services.**

This approach aligns closely with the ambitions of the **EU Chips Act** and broader European digital and green transition strategies. **NexTArc pursues six strategic objectives:** accelerating AI adoption while strengthening connectivity readiness; achieving significant performance and efficiency gains, including a **40% increase in data transmission rates** and a **30% reduction in energy consumption**; reinforcing cyber-physical security in line with European regulatory frameworks; advancing open and secure hardware and software architectures;

embracing evolving open-source ecosystems and industry standards; and delivering a portfolio of key innovations that position Europe at the forefront of sustainable, trustworthy digital technologies.

Within this framework, **Eurotech** plays a key role in **advancing edge-to-cloud IoT integration**, enhancing cloud-based solutions for the acquisition and management of heterogeneous data streams from sensors to edge AI systems, particularly in the urban mobility domain. Its contributions also include supporting the **integration and validation of technologies in the smart bus use case**, ensuring efficient edge-to-cloud integration, data processing and high-performance edge computing capabilities.

Arrowhead AfPVN

The Ambition for Arrowhead fPVN project is **doubling of the 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 projected to substantially impact manufacturing productivity and flexibility.

Autonomous and evolvable interoperability will be achieved through common project technology based on three pillars: microservices paradigm, adoption of major industrially accepted data models, and automatic translation between the data models.

The common technology will be validated and verified several use cases covering the production value networks in semiconductor, automotive, aerospace, process industry, and energy production domains. The results are expected to considerably impact the efficiency of both local and global production value networks thanks to substantial cost and time reduction for setting up, operating, and managing the interactions within production value network.

Eurotech contributes to these objectives developing enabling technologies in the area of edge computing, to support the AI requirements of the translators, and in IoT integration to ensure the continuum from the edge to the cloud required by the production value networks.

H2TRAIN is a European R&D project focused on advancing health, wellbeing, 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, ensuring autonomous operation of IoT devices, critical 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 sport 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 sets the strategic priorities and technical pathways to enable European industry

to become stronger and more competitive, and to have a significant and beneficial impact on society and the economy. The **2026 release, prepared in 2025**, 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 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 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 continual technological advances and new applications being invented at an ever-increasing pace. This continuous process will enable all ECS stakeholders to be constantly aware of new emerging 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 the ECS-SRIA and contributed to many chapters on topics

related to embedded and cyber-physical systems, AI, Edge computing, IoT integration platform and digitalization solutions.

Eurotech is strongly involved in this initiative, that represents the reference point for the ECS research in the next decade: Eurotech has chaired the ECS-SRIA 2022 and 2023 and, following a rotation process, is co-chairing the editions 2024, 2025 and 2026, to take again the lead in 2027. 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

Eurotech's commitment to innovation, quality, and customer-centricity continues to be recognized by industry stakeholders and end users. Through the development of secure, scalable, and interoperable edge computing and Industrial IoT solutions, the Company supports organizations in their digital transformation journeys while promoting operational efficiency, cybersecurity, and long-term sustainability.

Recognition from End Users

In 2025, Eurotech was recognized as a Champion in the Professional User Rating (PUR ES) for IoT Platforms conducted by techconsult GmbH. The study is based on feedback from IT and engineering professionals who evaluate vendors across several criteria, including product capabilities, innovation, customer support, cybersecurity, and overall customer satisfaction.

This recognition reflects Eurotech's ongoing commitment to delivering reliable and secure edge-to-cloud technologies that help customers manage increasingly complex industrial environments. It also highlights the value of the Company's open

and interoperable approach, which enables organizations to integrate digital technologies while maintaining flexibility and reducing implementation risks.

Advancing Innovation Through Partnerships

Collaboration is a key element of Eurotech's strategy for creating sustainable and future-ready digital solutions. Throughout 2025, the Company continued to strengthen partnerships with leading technology providers to accelerate the adoption of Edge AI, Industrial IoT, and cloud-native architectures.

Eurotech further expanded its collaboration with Arm, leveraging energy-efficient computing architectures that support high-performance edge applications while optimizing power consumption. These technologies contribute to the development of more sustainable digital infrastructures across industrial and critical infrastructure sectors.





We continued collaboration with Amazon Web Services (AWS), integrating cloud and edge capabilities to enable secure data management, remote operations, and scalable deployment of industrial IoT applications. These solutions help organizations improve operational efficiency while supporting data-driven decision-making.

In addition, Eurotech strengthened the relationship with NVIDIA, enabling advanced artificial intelligence applications at the edge. By bringing AI processing closer to where data is generated, customers can reduce latency, optimize resource utilization, and enhance operational responsiveness while maintaining control over sensitive data.

Together with the ecosystem of technology and integration partners, Eurotech remains committed to developing solutions based on open standards, cybersecurity by design, and interoperability.

These principles help customers build resilient digital infrastructures that support innovation, resource efficiency, and sustainable industrial growth.

Through continuous innovation, collaboration, and engagement with stakeholders, Eurotech contributes to the advancement of responsible digital technologies that support economic development and industrial sustainability.

Next steps & conclusions

As Eurotech enters a new phase of transformation, sustainability remains a key element of its long-term strategy and value creation model.

The Group recognizes that technological innovation, environmental responsibility, and social progress are increasingly interconnected and essential to building resilient and competitive businesses.

Eurotech will continue to embed sustainability principles across its operations, products, and decision-making processes. Through the execution of the Eurotech neXt strategic plan, the Company aims to strengthen its role as a trusted technology partner, enabling customers to accelerate digital transformation while addressing some of the most pressing global challenges related to resource efficiency, infrastructure resilience, cybersecurity, and innovation.

At the Group level, we remain committed to developing secure and interoperable Edge AI and Industrial IoT solutions that contribute to more sustainable and intelligent systems across critical sectors, including industry, transportation, energy, and aerospace.

At the same time, we will continue to promote a responsible and inclusive corporate culture, with a strong focus on people, environmental stewardship, ethical conduct, and equal opportunities.

Building on the progress achieved to date, Eurotech is committed to further strengthening these priorities over the coming years, ensuring that sustainability remains embedded in its business practices and long-term development.

Sustainability is not a destination but a continuous process of improvement, adaptation, and accountability.





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