

<p>Informazione Regolamentata n. 20162-41-2023</p>	<p>Data/Ora Inizio Diffusione 27 Giugno 2023 19:52:43</p>	<p>Euronext Growth Milan</p>
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Societa' : RELATECH

Identificativo : 178715

Informazione  
Regolamentata

Nome utilizzatore : RELATECHN02 - SANTORO

Tipologia : 2.4; REGEM

Data/Ora Ricezione : 27 Giugno 2023 19:52:35

Data/Ora Inizio  
Diffusione : 27 Giugno 2023 19:52:43

Oggetto : RELATECH: PUBLICATION OF ESG 2022  
• 2021-2023 STOCK GRANT PLAN  
TARGETS YR2022 • DEFINITION OF  
COMPENSATION IN KIND BTO  
ACQUISITION

*Testo del comunicato*

Vedi allegato.

## PRESS RELEASE

- **PUBLICATION OF ESG 2022 FINANCIAL STATEMENTS**
- **VERIFIED THE ACHIEVEMENT OF CERTAIN TARGETS UNDER THE 2021-2023 STOCK GRANT PLAN WITH REFERENCE TO THE FINANCIAL YEAR 2022**
- **DEFINITION OF COMPENSATION IN KIND WITH REFERENCE TO THE ACQUISITION OF BTO**

Milan, 27<sup>th</sup> June 2023

**Relatech S.p.A.**, *Digital Enabler Solution Know-how (DESK) Company* listed on the Euronext Growth Milan market (Ticker: RLT), is proud to announce the publication of its third Group ESG Report. This report, which accounts for the fiscal year 2022, highlights the company's ongoing commitment and significant achievements in pursuing sustainability in several key aspects, Human Value, Environment, Research Projects, Strategic Ecosystem, without neglecting the importance of having a responsible Governance and Business.

**The ESG 2022 Report** represents a transparent commitment to sustainability and corporate social responsibility. The companies that joined the Relatech Group in the reporting year 2022 have also been included in the scope of analysis, and through this report, the Group communicates to its ecosystem of stakeholders, including investors, employees, customers and communities, the progress achieved and the challenges faced in pursuing sustainable growth.

Distinctive factors that emerged in the ESG 2022 Report include:

1. **Human Value:** Relatech recognises the fundamental value of people and is committed to promoting an inclusive, safe and healthy working environment through training and development programmes, wellness initiatives and diversity and inclusion policies. Relatech places its employees at the centre of its sustainable strategy and promotes the wellbeing of the individual through training actions that are not only professional but also and above all for the wellbeing of the individual. For this reason, it is about three years ago that Relatech launched the internal coaching project ReCoach, which has involved more than 30% of the Relatech Group's employees and becomes a concrete manifestation of the 12 Corporate Values, the cardinal principles of corporate identity and ethics, with the ultimate aim of further enhancing the potential and soft skills of the individual and the group by fostering a healthy development of the company.

2. **Open Innovation and Research:** Relatech together with its ecosystem constantly invests in Open Innovation, and through collaborations with universities and research centres, numerous projects have been realised to develop innovative and sustainable solutions for environmental and social challenges. Some of the topics are, for example, bio-sustainable agriculture, systems for monitoring and optimising city mobility, reductions in emissions and energy consumption, and in the field of healthcare, applications investigating how to improve the support of frail and sensory impaired patients. In-house research and collaborations with academic institutes and industrial partners have led to important achievements in carbon reduction, energy efficiency and natural resource management.
  
3. **Strategic Ecosystem:** Relatech Group starts from the conviction that sustainability goes beyond the organisation's boundaries and is committed to building a strategic ecosystem with partners, suppliers, customers, with the aim of activating a circular value chain, also by building Innovation Hubs around its offices both nationally and internationally. Through collaborations, knowledge sharing and community engagement, the company aims to promote innovation and the adoption of sustainable practices across the industry.

**Pasquale Lambardi, Chairman of Relatech's Board of Directors** commented: *"We are excited to present the Group's ESG 2022 Report, which testifies to our ongoing commitment to responsible and sustainable growth both economically and in business, always taking into account Environmental, Social and Governance issues. The United Nations' Agenda 2030, which identifies 17 interconnected goals as a strategy to achieve a better and more sustainable future for all, makes us increasingly aware of the importance of addressing global challenges and spurs us to work tenaciously to create a positive impact on people, communities and the planet. The ESG 2022 Report outlines the roadmap to follow and monitor the group's progress and is for us just the beginning of a broader journey that aims to create an Ecosystem of stakeholders taking common action and working together for a sustainable future."*

The **ESG 2022 Report** is available on the company's website on the Sustainability page ([link](#)).

## **Stock Grant Plan 2021 - 2023**

The Company announces that, today, the Board of Directors of the Company, has verified the achievement of certain objectives set forth in the "Stock Grant Plan 2021 - 2023" incentive plan with reference to the financial year ending 31 December 2022 and has assigned to the Chairman and Chief Executive Officer, Pasquale Lambardi, nr. 258,109 treasury shares held by Relatech and to the Vice Chairman, Gianni Franco Papa, nr. 60,000 treasury shares held by Relatech.

## **Definition of compensation in kind with reference to the acquisition of BTO**

Further to what was communicated on 28 October 2022 in relation to the acquisition of 80% of the share capital of BTO S.p.A., the company announces that today an agreement was reached to determine the compensation in kind, which envisages the payment, to a non-operating shareholder and within thirty days from today's date, of a total of 270,000 Relatech treasury shares valued at the price of EUR 5 each. As part of the agreement, Relatech has agreed to waive the lock-up commitments initially agreed upon in relation to the aforesaid shares on condition that the aforementioned non-operating shareholder completes a sale of the same shares to be carried out off-market, with the aim of benefiting from a consequent increase in the Company's free float.

Finally, it should be noted that net of the shares granted under the aforesaid stock grant plan, and of those that will be granted to the non-operating shareholder as consideration in kind in the context of the acquisition of BTO, the Company would hold 749,131 treasury shares.

## ***Insight "Materiality analysis 2022"***

*Following the entry into force of the new GRI standards (1 January 2023), Relatech has adapted its reporting system with particular effect on the materiality analysis: if previously the analysis was based on the **study of the relevance** of each theme (e.g. "Ethics and integrity in the conduct of business", "Combating climate change and emissions management", etc.) from the point of view of the company itself and its stakeholders, the new standards are now oriented towards **impact materiality**, focusing on the **assessment of non-financial impacts** that, in the case of Relatech, are not financial. ) from the point of view of the company itself and its stakeholders, the new regulation moves towards impact materiality, focusing on the assessment of the non-financial impacts that Relatech and its group companies and value chain generate or could generate on the **economic, environmental and social spheres**. For the stakeholders of the Relatech ecosystem, the materiality issues whose impacts are very likely to be significant are "Respect for human rights and protection of workers", "personnel training" within the social responsibility category; instead, within the "product responsibility" category, the issues of "technological innovation and digitalisation" are relevant, as well as the Group's offer in terms of "cybersecurity".*

This press release is online at [www.relatech.com](http://www.relatech.com) (Investor Relations/Press Release section) [www.emarketstorage.com](http://www.emarketstorage.com).

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*Relatech (ticker RLT ISIN IT0005433740), Digital Enabler Solution Know-how (DESK) Company listed on the Euronext Growth Milan market since June 2019, has been active for over twenty years in Digital Enabler frontier technologies, such as Cloud, Cybersecurity, IoT, Big Data, Blockchain, Machine Learning. Relatech is the reference partner for Digital Innovation of companies and leads a group of companies highly specialized in Digital Enabler Technologies united by the common mission of supporting customers in the digital transformation process. Relatech constantly invests in Open Innovation with an intense R&D activity carried out by internal hubs in collaboration with universities and national research centres. Thanks to the RePlatform digital platform and the know-how deriving from the ecosystem of scientific and technological partners, Relatech develops digital services and solutions capable of innovating the business model of its customers, guaranteeing sustainable business growth for all those companies that see in the process of digital innovation the key to current and future success.*

## **Contacts**

### **ISSUER**

#### **Relatech S.p.A. - Investor Relations**

Michele Santoro | [investor@relatech.com](mailto:investor@relatech.com) | T: +39 02 2404909 | Via Ercole Marelli, 165 - 20099 Sesto San Giovanni (MI)

### **EGA**

**BPER Banca S.p.A.** | [relatech@bper.it](mailto:relatech@bper.it) | T: +39 02 7274 9229 | Via Mike Bongiorno 13 - 20124 Milano

### **SPECIALIST**

**MIT SIM S.p.A.** | [trading-desk@mitsim.it](mailto:trading-desk@mitsim.it) | T: +39 02 30561 276 | C.so Venezia,16 - 20121 Milano

### **INVESTOR & MEDIA RELATIONS ADVISOR**

**IR Top Consulting** | [ir@irtop.com](mailto:ir@irtop.com) | T: + 39 02 4547 3883/4 | Via Bigli, 19 - 20121 Milano

### **MEDIA RELATIONS ADVISOR**

**Barabino & Partners** | +39 02 72 02 35 35 | Via Foro Buonaparte, 22 – 20121 Milano | Elisa Jandolo Cossu – [e.jandolocossu@barabino.it](mailto:e.jandolocossu@barabino.it) T: +39 3499398398

Fine Comunicato n.20162-41

Numero di Pagine: 6