Keytech Sustainability Report 2024

Summary

Letter to Stakeholders

In 2024, Keytech defined its first short-term sustainability strategy. This complements an initial **response-driven approach to sustainability**, which was useful for meeting improvement requests from the regulatory body, customers (ACN), and institutions. ESG initiatives are an integral part of the transformative process that Keytech is undertaking and have already generated important innovations in both our organizational model and business strategies.

Keytech's sustainability strategy will be developed on five fundamental pillars:

1) Corporate Culture, Internal Training, and **Leadership**;

2) ESG Governance and Communication **to stakeholders**;

3) **Concrete initiatives** that counter Climate Change, with an impact on the society around us;

4) ESG aspects in the **Supply Chain**;

5) Gender **Diversity** in both corporate culture and recruitment processes.

Each pillar is supported by specific operational levers that guide the concrete implementation of corporate policies.

Confirming the strong and growing investment in ESG topics, on **September 1, 2025**, the **Chief Sustainability Officer** was appointed (supported by the Corporate Communication & Sustainability Officer). In coordination with the Sole Director, this role is responsible for implementing the company's ESG policies and managing sustainability impacts. Additionally, within the Human Resources Department, the role of **Keytech IDEA (Inclusion, Diversity, Equity & Awareness) Director** was created, to whom a dedicated team for policies and programs in this field has been entrusted.

Keytech's Commitment to Energy Transition: Adopting Renewable Energy and Green Collaborations in its Offices

Aware of the growing need to reduce its environmental impact and promote sustainability as a strategic value, **Keytech** has made a concrete commitment to adopting renewable energy solutions in its corporate offices in **Naples, Rome, Bari, and Padua**. These locations were chosen as the starting points for an energy transition process that involves implementing sustainable solutions, such as using energy from renewable sources and adopting green technologies for energy saving.

The company's goal is to progressively reduce the consumption of non-renewable resources and its CO_2 emissions. This is in line with **European Directive 2009/28/EC** and national policies like the **National Integrated Plan for Energy and Climate (PNIEC)**, which aims to reach **Net Zero by 2030**. Within this framework, Keytech is evaluating various solutions, including the possible installation of photovoltaic systems and other green technologies, to increase the self-consumption of renewable energy in its offices.
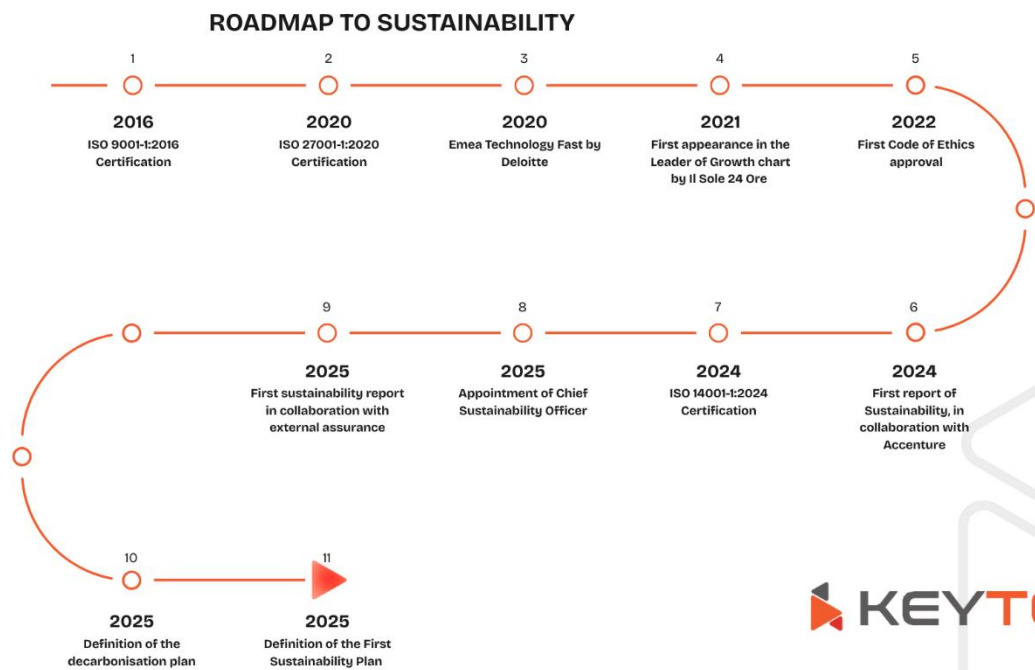
Regarding the **Catania office**, where Keytech operates in a coworking environment, the company is strongly committed to involving its partners in a shared path of energy transition. The goal is to collaborate with other corporate entities that share the same vision on sustainability and that adopt solutions aimed at using renewable energy, reducing waste, and optimizing resources. Keytech is therefore exploring the possibility of creating a collaborative ecosystem where partners, together with the company, can implement practices and technologies that support the transition to a low-carbon model. This initiative is perfectly in line with European and Italian regulations, including **Law 10/1991** on energy efficiency and **Directive 2018/851/EU** on the circular economy, which promote the responsible use of resources and the adoption of renewable sources.

With these actions, Keytech intends not only to actively contribute to achieving its own environmental sustainability goals but also to raise awareness and involve its network of partners. This creates a positive impact that extends beyond individual offices and promotes a shared culture of sustainability.

Keytech and the Supply Chain

Keytech is preparing strategic measures to improve its supplier chain and will be at the forefront of supporting them as they themselves embark on a sustainable journey. Starting in 2026, a clause titled **KEy-SG** will be included in new supply contracts. Through this clause, we aim to establish a pact with our suppliers based on social values and ethical principles such as environmental protection and improving the social impact of their choices.

Roadmap

ROADMAP TO SUSTAINABILITY

1 — **2016**
ISO 9001-1:2016 Certification

2 — **2020**
ISO 27001-1:2020 Certification

3 — **2020**
Emea Technology Fast by Deloitte

4 — **2021**
First appearance in the Leader of Growth chart by Il Sole 24 Ore

5 — **2022**
First Code of Ethics approval

6 — **2024**
First report of Sustainability, in collaboration with Accenture

7 — **2024**
ISO 14001-1:2024 Certification

8 — **2025**
Appointment of Chief Sustainability Officer

9 — **2025**
First sustainability report in collaboration with external assurance

10 — **2025**
Definition of the decarbonisation plan

11 — **2025**
Definition of the First Sustainability Plan

KEYTECH

Highlights

Overview

- **Employees**: 107

- **Revenues/Turnover 2024-2025**: €9,237,528 - €9,540,844

- **Locations**: Rome, Bari, Naples, Padua, Catania, Granada

- **Research projects**

- **Product certification**

Environmental Protection Initiatives

Emigratis: Starting in 2023, Keytech introduced the Emigratis initiative, which allocates each employee an annual budget of €400 to promote internal mobility between the different operational offices during workdays. The goal is to strengthen a sense of belonging and the exchange of skills by creating opportunities for colleagues to meet and collaborate. At the same time, the initiative includes common-sense guidelines and promotes sustainable travel methods, encouraging the use of public transport as an alternative to private cars and thus helping to minimize air travel as a mode of transport. Emigratis is therefore a tool that integrates organizational well-being with a focus on the environment, in line with ESG priorities and sustainable corporate mobility goals.

Treedom: is a platform that allows you to plant trees remotely and follow their growth online, generating environmental, social, and economic benefits in the territories involved. The trees are planted by local communities, which gain support and development opportunities, while companies can contribute to offsetting their CO_2 emissions and promoting the protection of biodiversity. In 2022, Keytech planted fifty trees, giving them as gifts to its employees. The initiative also helps raise employees' awareness to contribute actively and with concrete actions, integrating environmental commitment with social responsibility and a sense of collective participation.

Onda Pulita (e.g., Plastic Free Legambiente and Fareverde)

Keytech promotes awareness among its employees and their families about the importance of reducing the human impact on beaches and marine ecosystems. The "Onda Pulita" (Clean Wave) communication initiative aims to show how daily behaviors, even seemingly small ones, can help limit plastic pollution and preserve coastal biodiversity. Through informational activities and discussion forums, *Onda Pulita* stimulates environmental awareness and shared responsibility, encouraging more sustainable and sea-friendly lifestyles. The ultimate goal is to generate a cultural change that strengthens the link between environmental protection, collective well-being, and social growth.

1 SCONFIGGERE LA POVERTÀ	2 SCONFIGGERE LA FAME	3 SALUTE E BENESSERE	4 ISTRUZIONE DI QUALITÀ	5 PARITÀ DI GENERE	6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI
7 ENERGIA PULITA E ACCESSIBILE	8 LAVORO DIGNITOSO E CRESCITA ECONOMICA	9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE	10 RIDURRE LE DISUGUAGLIANZE	11 CITTÀ E COMUNITÀ SOSTENIBILI	12 CONSUMO E PRODUZIONE RESPONSABILI
13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO	14 VITA SOTT'ACQUA	15 VITA SULLA TERRA	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE	17 PARTNERSHIP PER GLI OBIETTIVI	OBIETTIVI PER LO SVILUPPO SOSTENIBILE

Keytech's workforce

- **Total employees: 107 (of which 30 are women)**
- **Employees belonging to protected categories: 7**
- **New hires since 2024: 32**
- **ESG training hours: 2024-2025 (2026 goal)**

Awards and Recognitions

In 2020, Keytech was included in the **EMEA Technology Fast 500** ranking compiled by Deloitte, an initiative that celebrates innovation and growth in IT companies, further evidence of the company's growth, but we haven't stopped there.

Since 2021, we have been featured in the **Growth Leaders** ranking compiled by *Il Sole 24 Ore*, for our continuous growth in the sector.

And with the increase in revenue, Keytech's social responsibilities and commitment also grow. In addition to having achieved gender equality certification, Keytech was awarded by Huawei in 2025 at the **"Tech by Her"** event, celebrating our commitment to gender equality and the empowerment of female talent in the tech world. In particular, the company stands out for its contribution to reducing the gender gap and promoting innovation in Southern Italy.

Last but not least, the recognition from our employees, which allowed us to obtain the **#HappyAtWork** certification in both 2024 and 2025: at Keytech, we are committed to promoting a serene environment where respect, passion, and values guide us in the goal of building a virtuous and sustainable company.

Environment commitment

- **Total energy consumption 2024** (all renewable)

- **Scope 1+2 emissions** (<1% of total)

- **Total kWh of electricity consumption from renewable sources**

GHG Inventory: GRI 305-1 Direct GHG emissions (Scope 1), GRI 305-2 Indirect GHG emissions (Scope 2), GRI 305-3 Other indirect GHG emissions (Scope 3)

Keytech is required to report 100% of the greenhouse gas (GHG) emissions that fall under its operational control. This control is defined as **when the organization has full authority to define and implement operational policies**.

This does not, however, imply the ability to make all management decisions autonomously: for example, significant investments in capital goods may require the approval of partners. Despite these limitations, the company still retains the responsibility and authority to **introduce operational policies**, which are the defining characteristic of operational control.

Report

Scope	Category	Reporting Year Emissions (tCO$_2$e)
1	Direct Emissions	1,24
2	Indirect Emissions (Location-Based)	7,85
2	Indirect Emissions (Market-Based)	-
1 + 2 (Location-Based)		9,09
1 + 2 (Market-Based)		1,24
3	Other Indirect Emissions	253,29
1 + 2 (Location-Based) + 3		262,38
1 + 2 (Market-Based) + 3		254,53

GRI 305-1 Direct GHG Emissions (Scope 1)

Scope 1 – Direct Emissions:

Keytech's direct emissions, classified as Scope 1 according to international standards, mainly derive from fuel consumption in company offices. The overall impact is very limited.

Scope	Category	Reporting Year Emissions (tCO$_2$e)	% of Total Market-Based Emissions
1	**Direct Emissions**	**1.24**	<1%
	Stationary Combustion		
	1,1 Fuel	-	
	Mobile Combustion		
	1,2 Vehicles	-	
	Fugitive Emissions	**1,24**	
	1,3 Refrigerants	1,24	

GRI 305-2 Indirect GHG Emissions (Scope 2)

Scope 2 – Indirect Emissions from Electricity

Scope 2 emissions represent the indirect emissions resulting from the electricity consumption in Keytech's offices. During the reporting period, electricity-related emissions were zero, contributing only marginally to the company's overall impact.

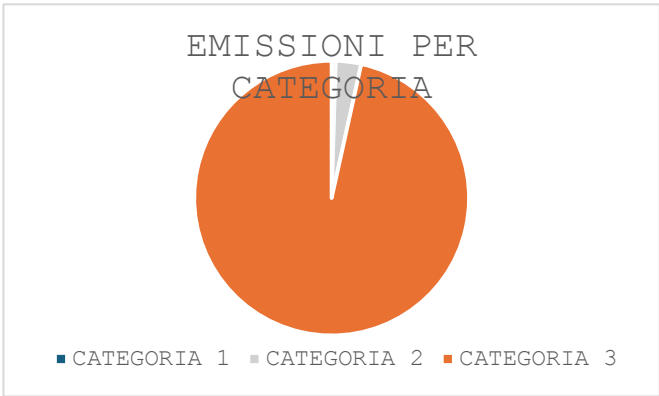| Scope	Category	Reporting Year Emissions (tCO$_2$e)	% of Total Market-Based Emissions
2	**Indirect Emissions**	**7,85**	3%
	Purchased Electricity	7,85	
	Vehicles		

305-3 Other indirect GHG emissions (Scope 3)

Scope 3 – Indirect Emissions from the Value Chain

Scope 3 emissions include all indirect emissions generated along Keytech's broader value chain, outside the company's direct control.

These emissions represent the main component of the overall climate impact, as highlighted by the data reported in the table.

Scope	Category	Reporting Year Emissions (tCO$_2$e)	% of Total Market-Based Emissions
3	**Other Indirect Emissions**	**253,29**	
	Purchased Goods and Services Total	**70,89**	**28%**
	Purchased Goods and Services	70,82	
	Water Supply	0,07	
	Capital Goods	**25,90**	**10%**
	Fuel- and Energy-Related Activities Total	**0,47**	
	FERA Electricity	0,47	
	Waste Total	**6,65**	**3%**
	Waste Generated in Operations	6,57	
	Water Treatment	0,09	
	Business Travel Total	**11,85**	**5%**
	Travel	11,42	
	Hotels	0,44	
	Employee Commuting and Homeworking Total	**137,53**	**54%**
	Commuting	50,08	
	Homeworking	87,45	

EMISSIONI PER CATEGORIA

■ CATEGORIA 1 ■ CATEGORIA 2 ■ CATEGORIA 3

GRI 305

5 OFFICES

0 EMISSIONS FOR 2030

GHG Report

100% RENEWABLE ENERGY

AWARNESS AND COMMUNICATION

100 CONSULTANT

Keytech's Scope 3 Roadmap for 2030

In the context of our ongoing commitment to sustainability, Keytech has developed a strategic roadmap to address indirect emissions (**Scope 3**) by 2030.

These emissions represent a fundamental area in our strategy to reduce environmental impact, as they include all business activities that occur outside of our direct control but which still have a significant impact on our carbon footprint.

Scope 3 reduction plan	Scope 3 reduction initiatives	Scope 3 Impact
Employee commuting	Reduction (Encourage public transport – e.g., train – / bike programs)	-15.6 tCO_2e
Business travel	Implement a travel policy that promotes the use of electric vehicles – target: by 2030, 50% of trips made with EVs.	-1.4 tCO_2e
Business travel	Keytech will implement a travel policy to reduce the number of flights, choose economy class, and shift to rail travel.	-1.3 tCO_2e
Capital goods	Engage capital goods suppliers in defining reduction targets.	-13 tCO_2e
Purchased Goods & Services (PG&S)	Reduction based on TreCuori commitments.	-8.4 tCO_2e
Purchased Goods & Services (PG&S)	Other categories of goods and services reduced by 2% annually.	-3.8 tCO_2e
	Total reductions	**-43.52 tCO_2e**

Emissions Offsetting from the Development of New Technologies and K Products (AI)

When Sam Altman, CEO of OpenAI, stated during the World Economic Forum that "a breakthrough is needed to curb the consumption of energy and drinking water linked to AI," he lifted the veil on one of the most significant paradoxes of our technological age. While we celebrate artificial intelligence as the solution to many of humanity's problems, we rarely stop to consider the environmental price we pay for this digital revolution.

Quanto inquina l'intelligenza artificiale? Il costo del progresso – SustainabilityAward.it [1]

Distributed between the Rome and Bari offices, the Keytech AI team (K-AI) plays a fundamental role as the nerve center for the technological evolution of K-Solutions products. For two years, the K-AI team has been ceaselessly studying cutting-edge solutions that allow our clients to overcome the challenges of digitalization, with the essential integration of AI functionalities.

This continuous work not only completes our offering but also promotes the Keytech image, highlighting our strong propensity for innovation.

Quoting the Sustainability Awards article, the environmental impact of this progress cannot be ignored. This is why Keytech is collecting data for 2025 to calculate its own impact over this almost-concluded two-year period and to prepare concrete measures and actions aimed at offsetting the CO_2 emitted and reaching Net Zero in 2030.

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[1] https://sustainabilityaward.it/quanto-inquina-lintelligenza-artificiale-il-costo-del-progresso/#:~:text=La%20consapevolezza%20dell'impatto%20ambientale,sostituibili%20con%20alternative%20meno%20energivore.

Community and Territory

Keytech strongly believes in a sense of community and in feeling like part of the productive and social fabric of the cities and regions where our offices are located. This is why, year after year, we are increasingly involved in public events and private collaborations with local organizations and entities.

1. We participated in Race For the Cure in both **Bari** and **Rome** in 2025, an initiative by Kenon Italia that raises funds for breast cancer research.

2. Following the sports activities in our office locations, our Sicilian colleagues participated in Corri Catania.

3. In **Bari**, we collaborated with the 'Dalla Luna' association, which allowed us to do team building with their members by kneading flour from our sponsor and client Casillo to make delicious pasta and sweets.

4. With Dalla Luna, we also created an Inclusivity Gala, a private event whose proceeds were donated to the association and which also included a Padel tournament at Mesh.

5. In both 2024 and 2025, we participated in 'Il libro possibile' (The Possible Book), a cultural event held in **Polignano a Mare** since 2002. An initiative by the Artes cultural association, its goal is to bring culture to public squares and make it accessible to everyone.

6. In June 2025, we inaugurated Key-art, a photo exhibition curated by Fausto Moretti and set up in our **Rome** office. All proceeds from the sale of the paintings were entirely donated to the 'Gli Insuperabili' association, based in Rome. The exhibition was attended by members of Gli Insuperabili, their tutors, and friends of our colleagues and the association.

7. Our Sicilian colleagues personally went to receive the Huawei – Techbyher award at an event held in **Catania**. This Huawei project aims to promote female leadership and combat the gender gap in the world of technology and innovation, with a particular focus on Southern Italy.

8. PugliaTechs is a volunteer-led non-profit community launched in late 2024 by local entrepreneurs with international experience. Their mission is to transform Puglia into a globally connected hub for high-growth, AI-based companies. **Keytech spoke as a presenter** at the Puglia Tech-talks held at the LUM University in **Casamassima** (BA) on the topics of XR, AI, blockchain, SaaS, and digital transformation.

9. We consistently collaborate with Porta Futuro in **Bari**, having done so on two occasions:

   ○ A Recruiting and Inclusion Event: EU Diversity Month

- The 'As Is' Event – AI applied to business processes at Keytech, Casillo, and Master, with the participation of the Chamber of Commerce of **Bari** and Puglia Techs.

10. In **Padua**, our Team Manager and head of the office, **Gianluca Didonè**, had the opportunity to share Keytech's story and values in a Story Time interview.

11. In **Naples**, Keytech participated in the Naples leg of the ECON ESG Roadshow, an event that focused on the key role of data and technological innovation in the sustainable transition of businesses.

12. On July 2nd in **Naples**, the first meeting of the 'Laboratory for Mapping Sustainability Practices and Stakeholders' was held. Titled 'State of the Art and Operational Perspectives,' it was promoted by **Keytech** in collaboration with the **University of Naples 'Parthenope'**.

We explored **ESG**, **sustainability reporting, materiality**, and the operational perspectives for integrating them into business processes.

13. In the **Veneto** region, our colleagues contributed to the training of students from the University of Mestre.

14. In **Rome**, we had the pleasure of participating in the CVATLUNCH, organized by the **Department of Civil, Computer, and Aeronautical Technologies Engineering** at the University of Rome TRE. The event, hosted at the beautiful Spazio Rosselini, was a valuable opportunity to meet young talents and discover their visions.

15. In **Rome**, Keytech was the subject of a new episode of the podcast 'Esperti del Settore' (Industry Experts), an editorial format created to narrate, highlight, and explore innovation and growth experiences within the productive fabric of the Lazio Region. The episode's theme was 'AI: How it's changing your company.'