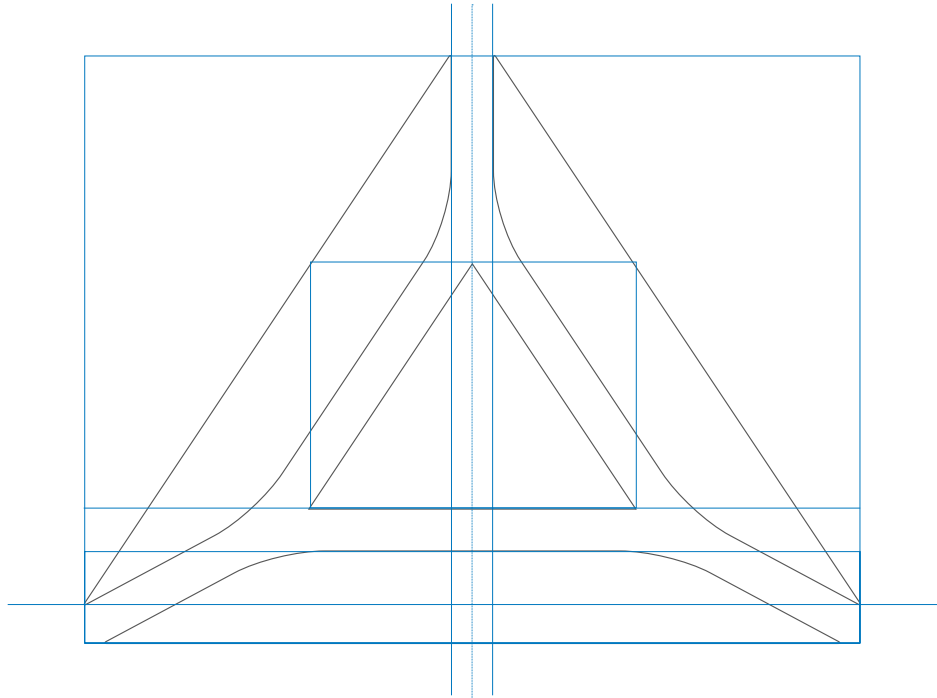


# Sustainability Report

RBM S.p.A.  
Reporting Year 2023







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# Letter to Stakeholders

The **Sustainability Report 2023** is an important milestone in RBM's history: a document that summarizes our strategic vision toward a more sustainable future and our commitment to transforming this vision into a concrete path of real, shareable goals.

The pages of this report juxtapose the practices already rooted in the present of our corporate culture with the long-term goals we continue to give ourselves, according to that culture of permanent innovation that has always distinguished us.

**Innovate to evolve** and **constantly evolve** as the path of choice toward sustainability. Because for RBM, the **living climate wellness** is the result of a future in which **technology and sustainability** are able to create increasingly decisive synergies.

A future possible through the development of products and services that meet the criteria of **effectiveness, efficiency and respect for the environment**, but above all through **governance** under the banner of **integrity, transparency** and **closeness to the territorial community** of which we are part.

These are the pillars around which we want to strengthen the dialogue with all our stakeholders, sharing objectives, aligning interests and inspiring increasingly ambitious standards to make sustainability an integral part of the way we do business.

Because the model we believe in is one that aims to **create long-term value** through virtuous behaviors capable of promoting competitive advantage and not excluding it.

In this document we talk about **environment, territory, people**, and each of these areas is about our sustainable growth: our **project for the future**. It is a dynamic project, which requires the propensity for continuous improvement and performance understood as the ability to achieve the goals we have set for ourselves, taking into account the scenarios of a market - and before that a world - in rapid and constant change.

It has a long way to go, and it is a road that will help strengthen our identity as a company that has always been oriented toward finding solutions capable of "**improving the quality of life**".

Today we are called upon to extend this approach of ours to issues of **responsible business management**, with even greater commitment and shared dedication.

That is why our **Sustainability Report** is not just a reporting tool, but an invitation to take part in this journey. The challenges ahead are crucial and ambitious, but we are confident that through continuous collaboration and discussion we will be able to realize **a sustainable future project** to improve people's lives.

I wish you enjoyable reading.

Guido Bossini  
President RBM S.p.A.

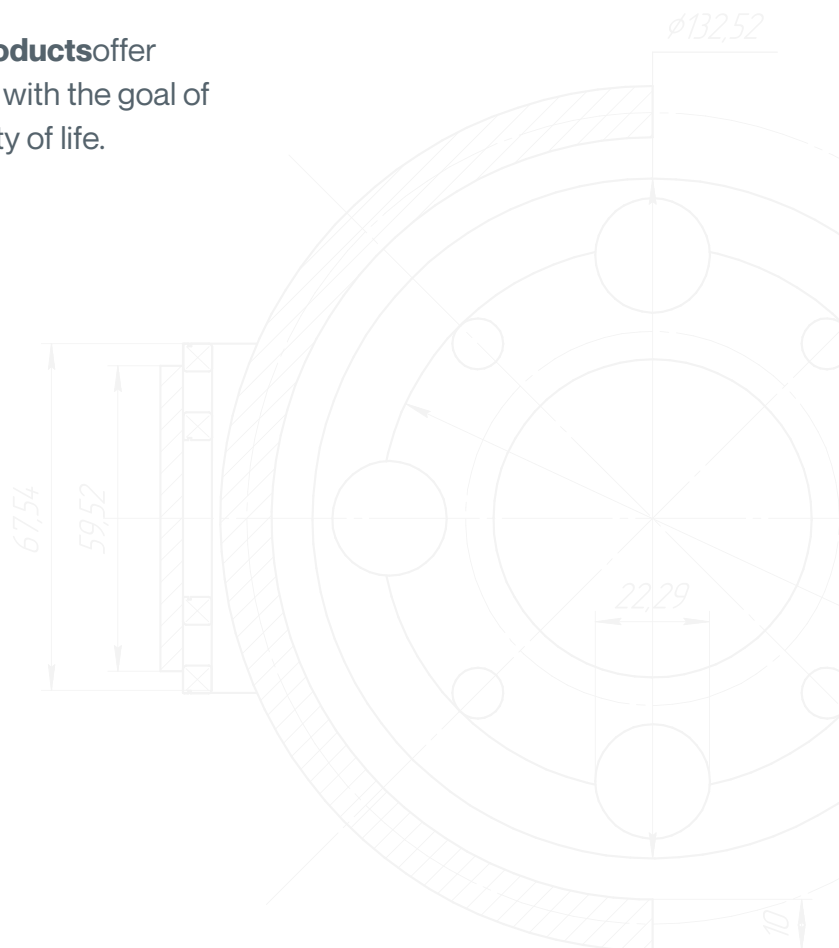
A handwritten signature in black ink, appearing to read 'Guido Bossini'.

# Our Mission

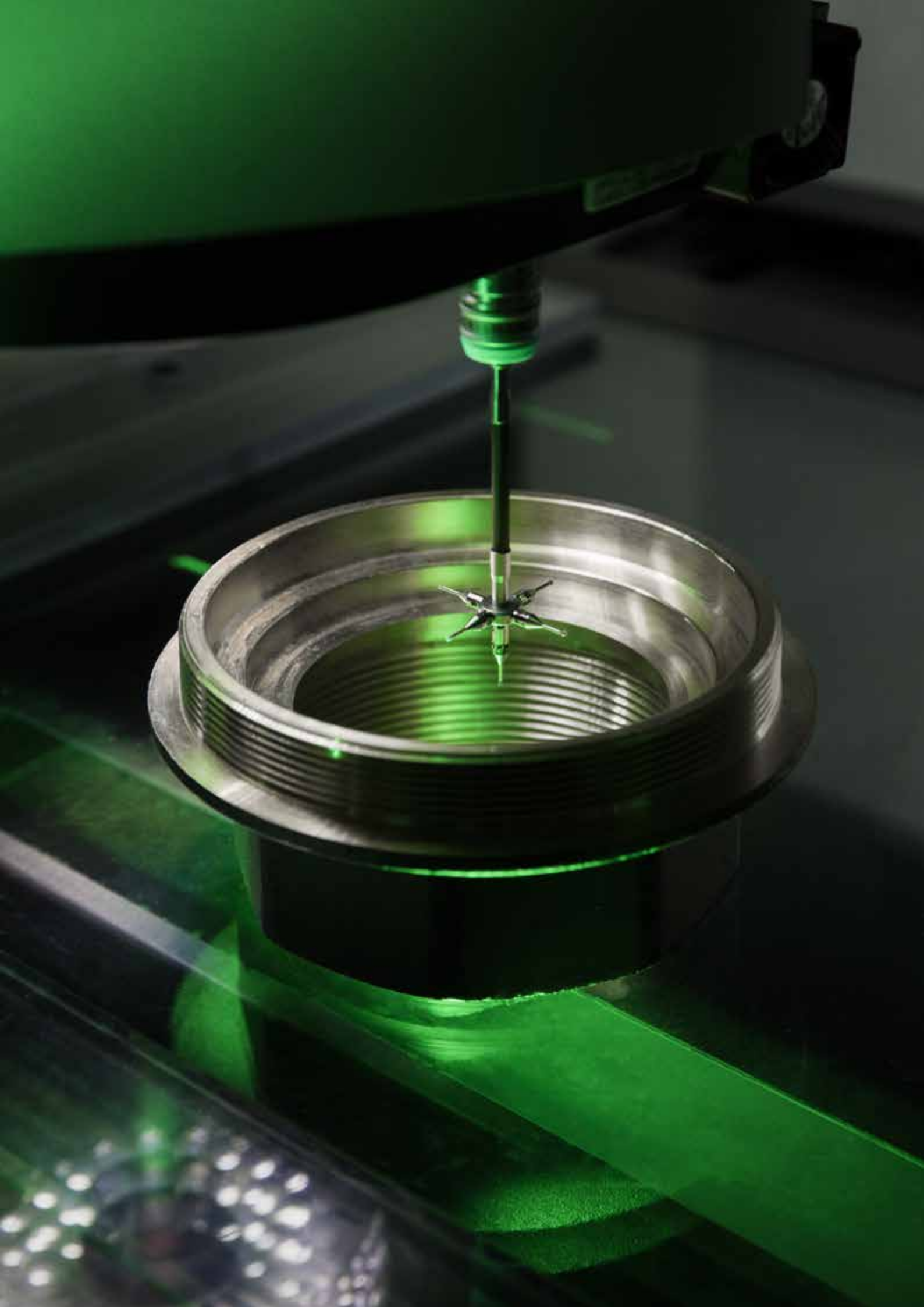
RBM is dedicated to the **design and production of innovative plumbing components and systems** designed to provide climate comfort, safety, efficiency and high performance.

We are committed to simplifying daily life through **solutions that are easy to install, convenient to use, and energy-saving oriented.**

Our **quiet and unobtrusive products** offer efficient and reliable operation, with the goal of improving our customers' quality of life.

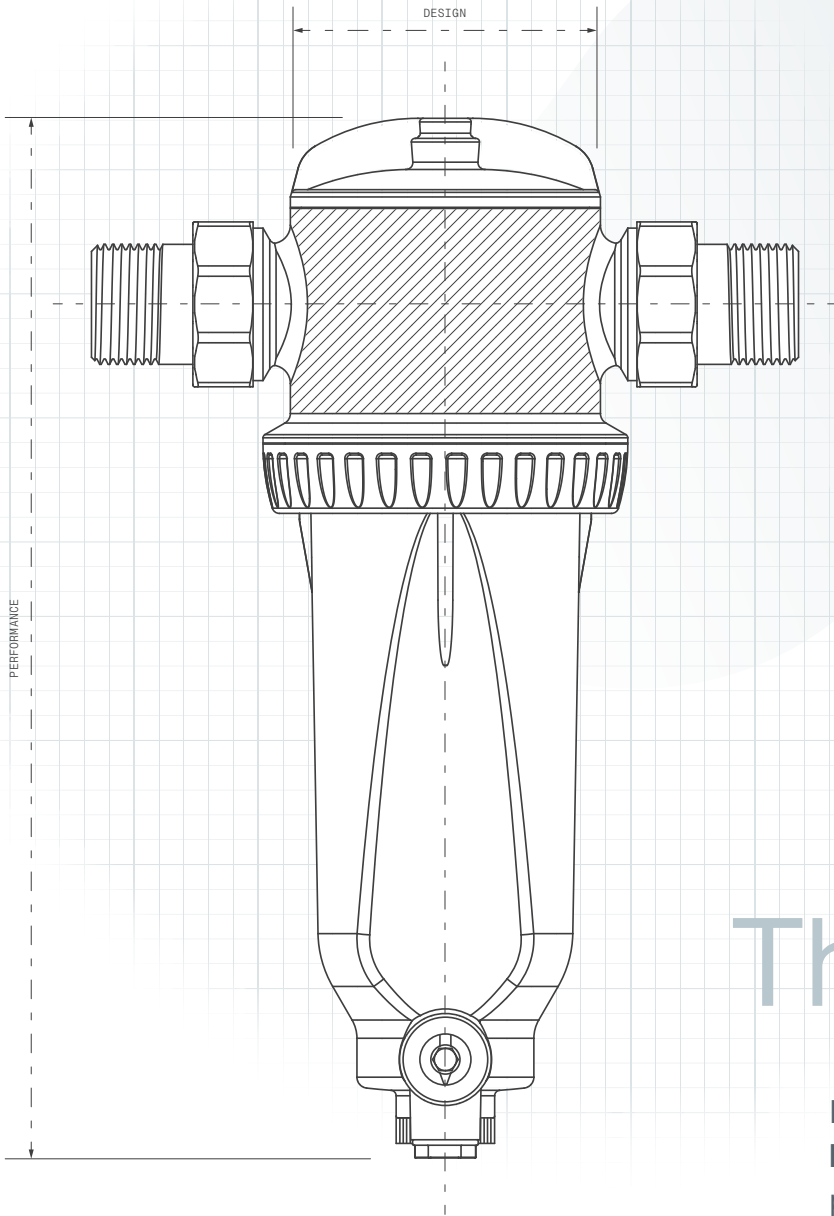








# Our Vision

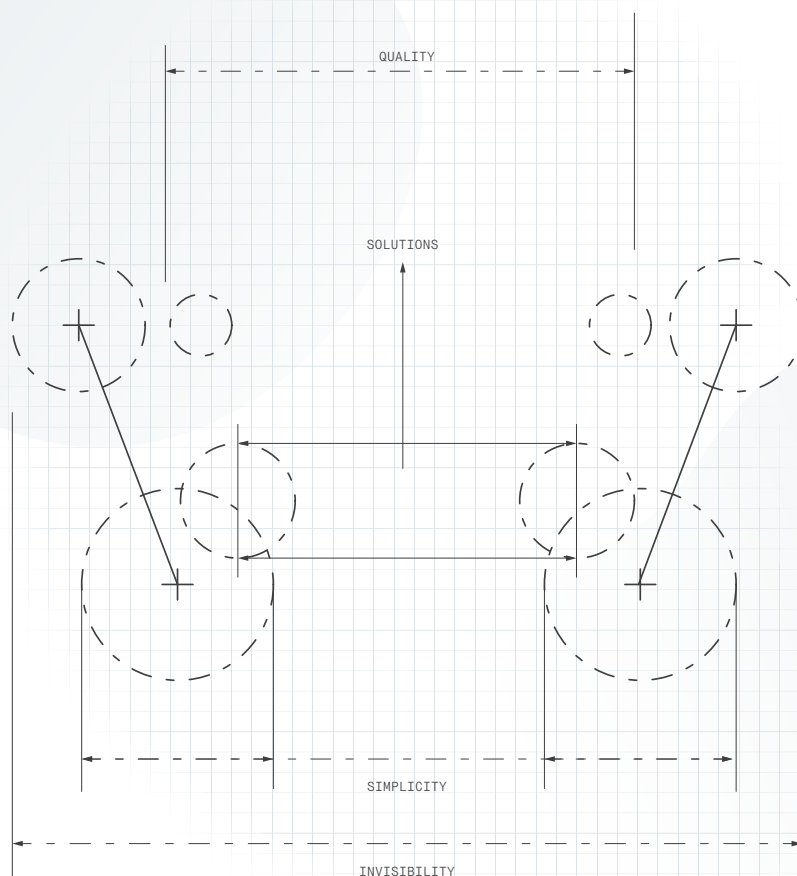
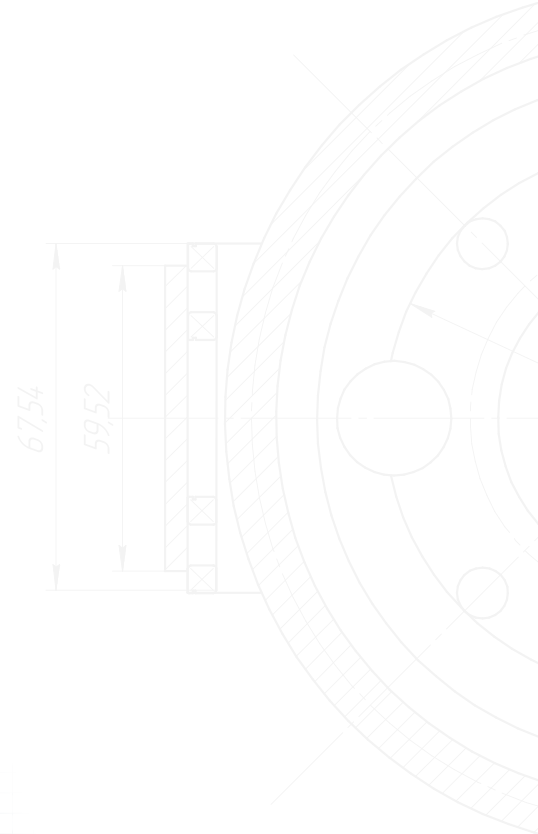


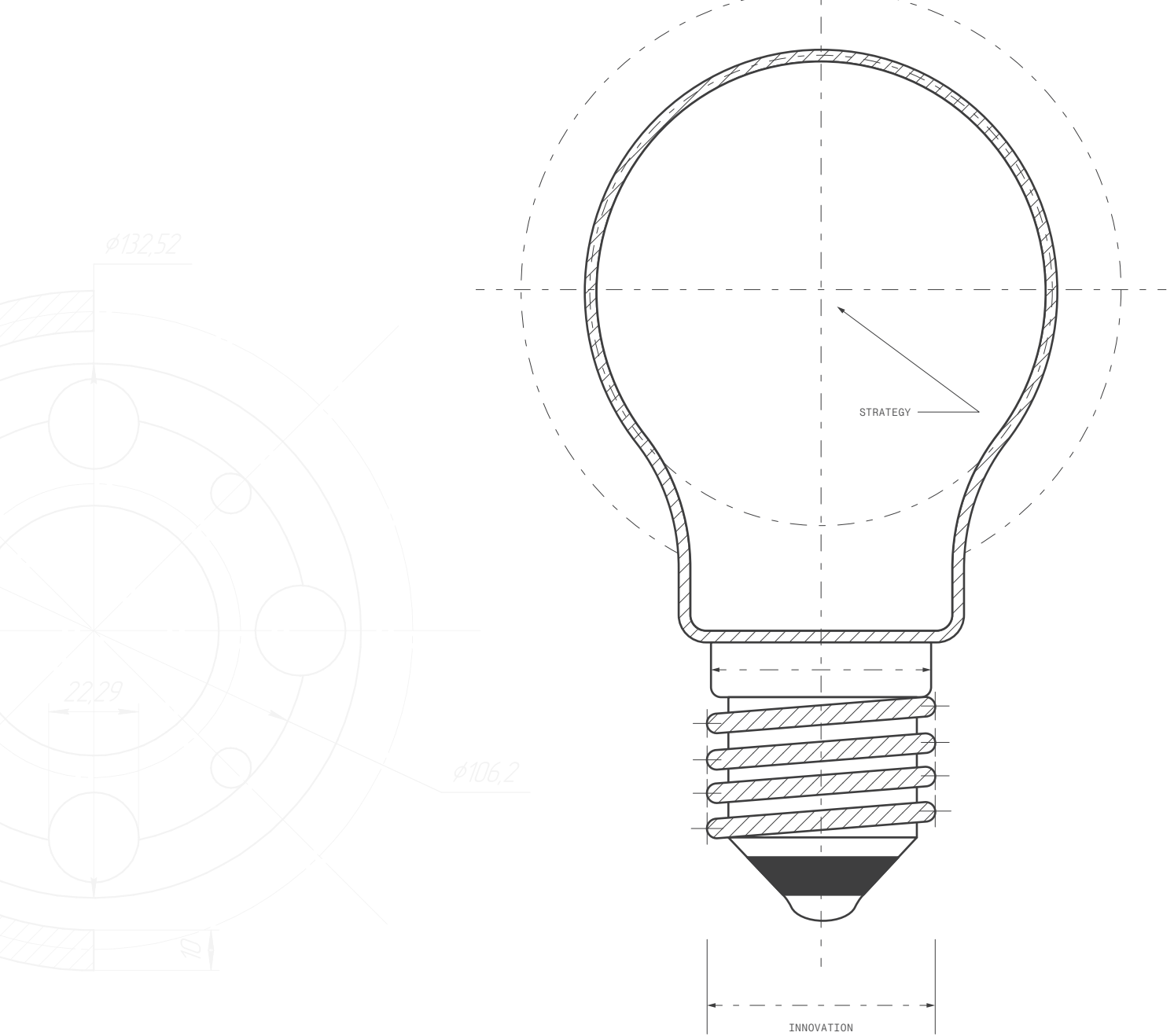
## The company

RBM designs and manufactures **highly innovative** components, plumbing systems and climate comfort solutions, which are characterized by **highly efficient and recognized performance**.

# Solutions

We have always focused on all those solutions that work invisibly and quietly, helping to **simplify and improve the quality of life**, with a focus on features that ensure maximum **ease of installation and use**.





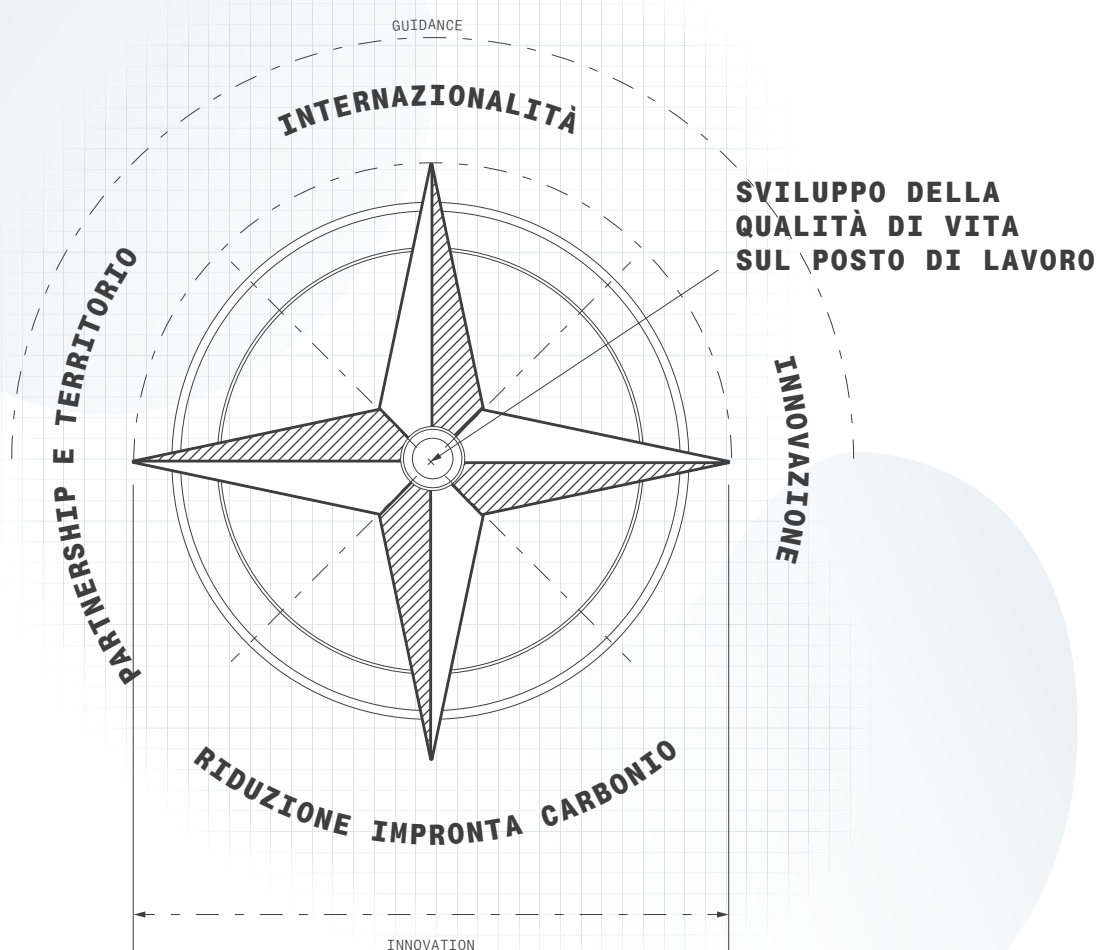
# CSR Policy

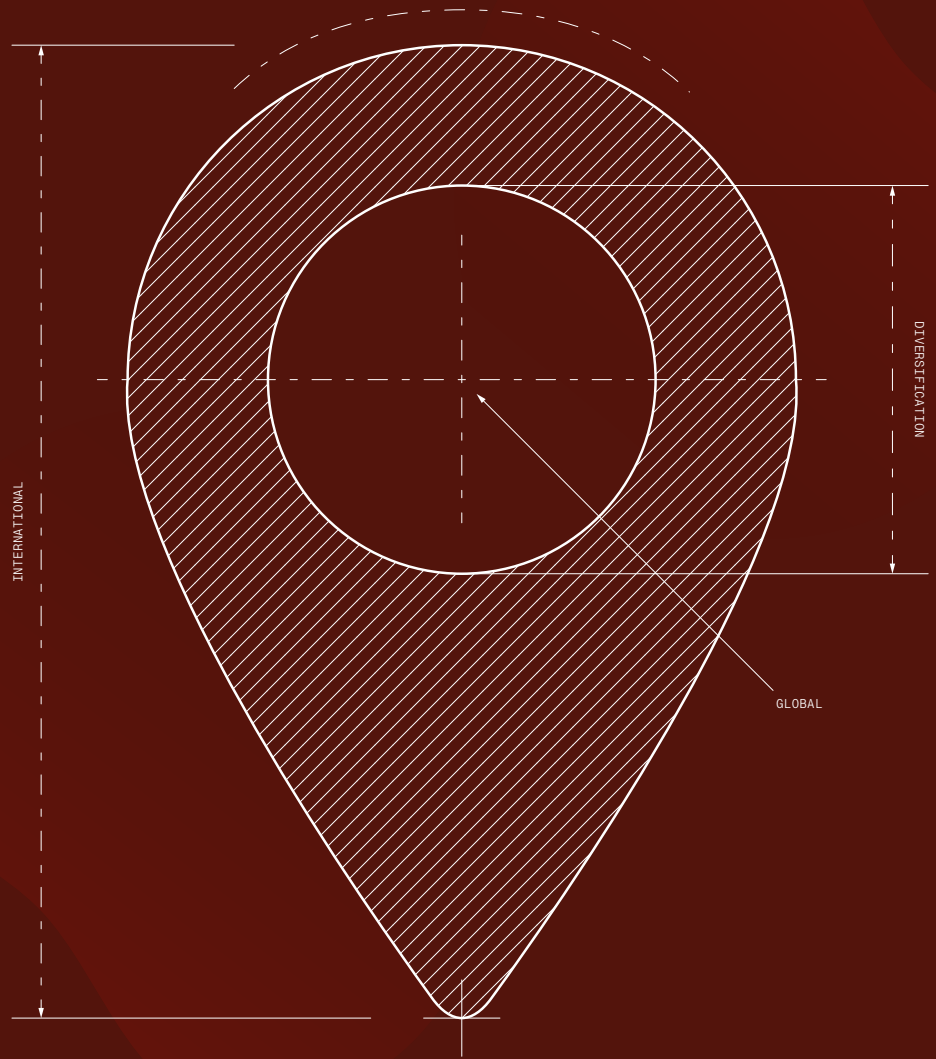
We are convinced that only by spreading the **culture of climate wellness** and working concretely to make it usable to every individual we will be able to **design a future** in which cutting-edge technology and sustainability support each other, increasing mutual value and shared benefits.

# Our commitment to a responsible way of doing business is based on 5 pillars.

We intend to ensure governance under the banner of integrity of transparency and respect, with a view to spreading good business practices and inspiring new standards of sustainability.

That is why we have defined our cSR vision with a strategy based on **5 pillars**.

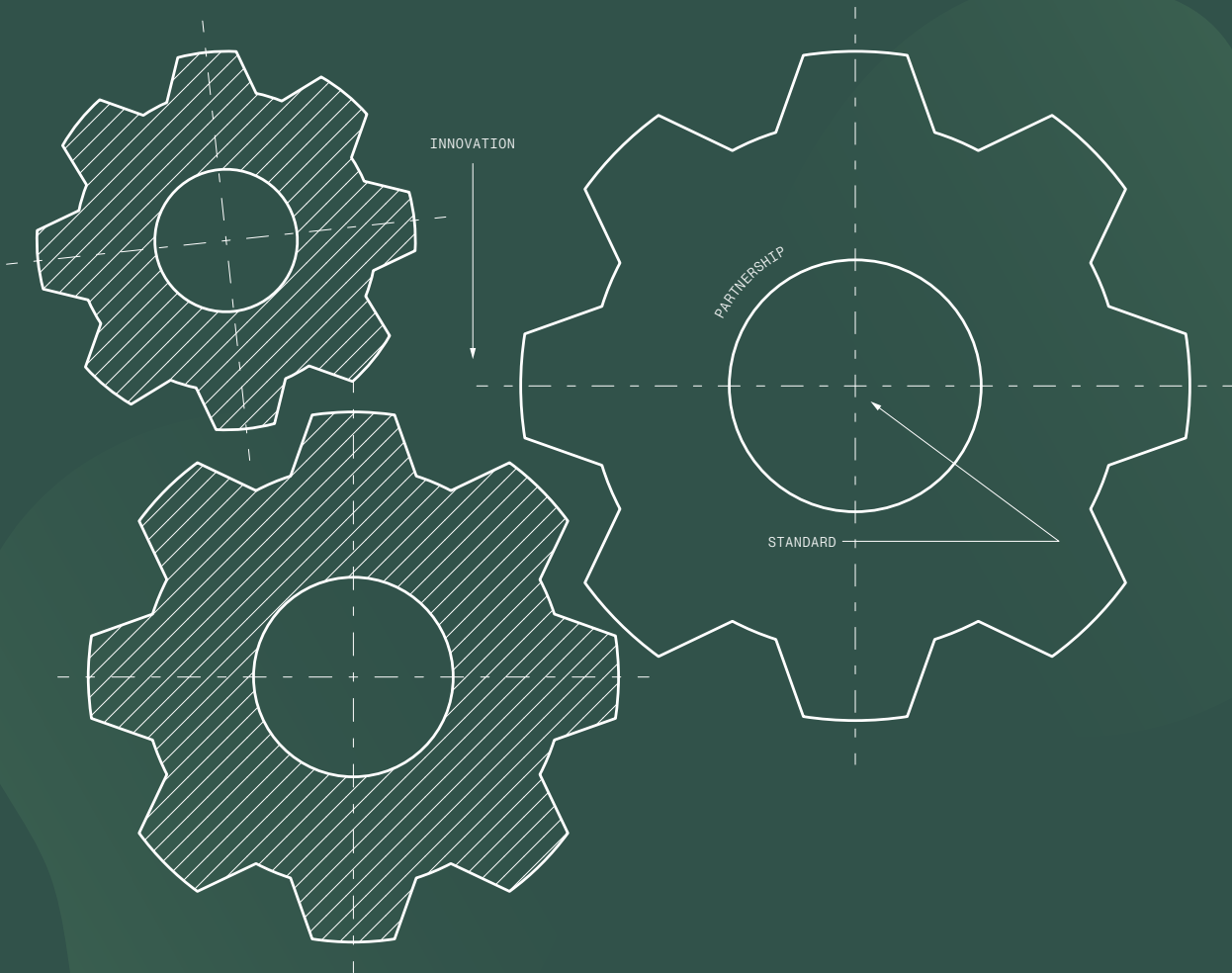




# 1. Internationality

Openness to international markets, both upstream and downstream, is essential to **geographically diversify the business**, distributing risk and investment across European and non-European markets.

This **international perspective** also allows one to learn about and compare different cultural contexts to develop **skills that are useful in a global and ever-changing environment**.



## 2. Innovation

**Energy conservation, production strategies and processes that reduce the impact on the environment are increasingly at the center.**

This approach to permanent innovation is growing and may include partnerships with major schools or with customers and suppliers to expand markets and enable new investments.

The research and development program is also aimed at responding to new market needs to improve production processes, products, and services with a view to making them **more effective, more efficient, and more environmentally friendly.**

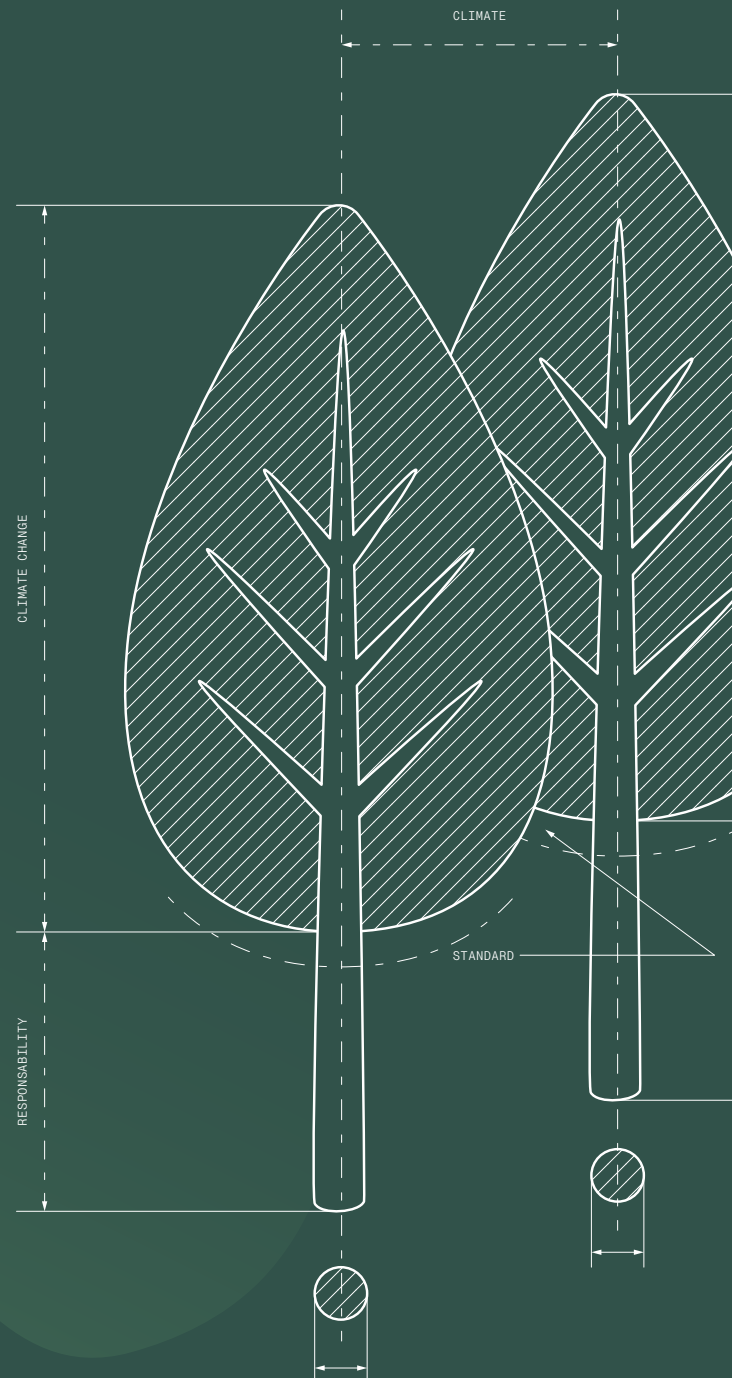


# 3. Reducing the footprint of carbon\*

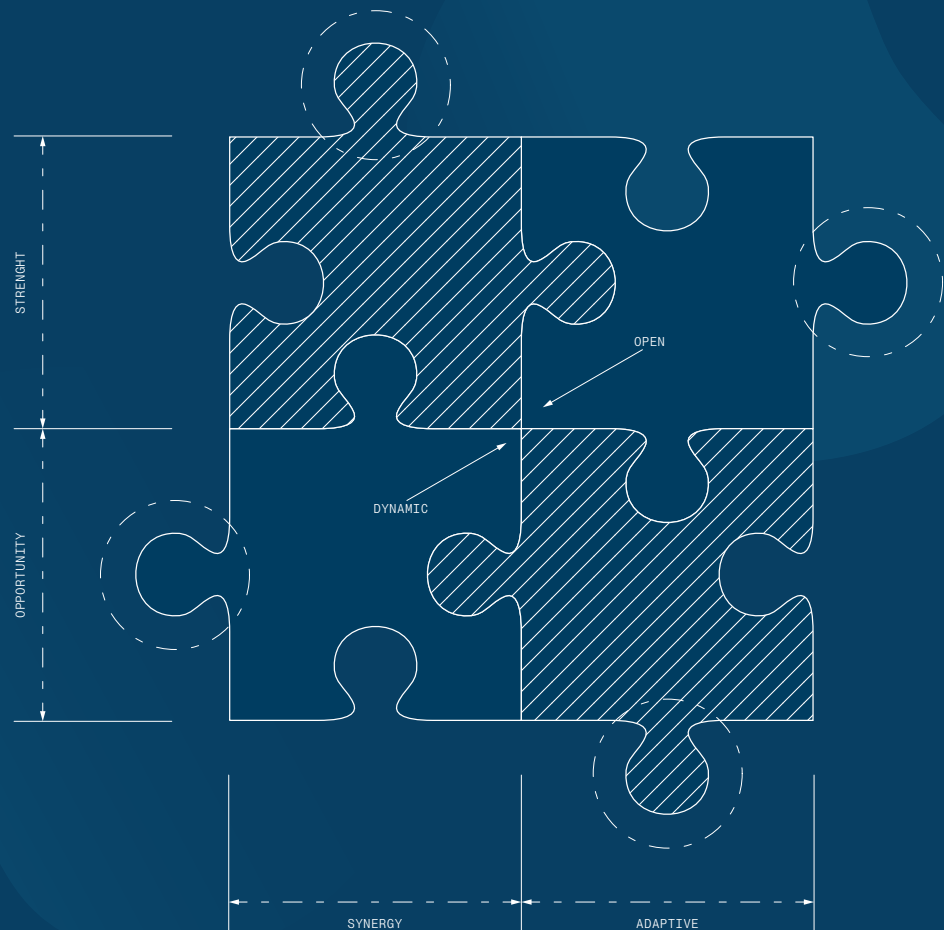
**Reducing the carbon footprint is part of the strategy to combat climate change** and is a responsible way to increase sales while improving environmental protection.

**The carbon footprint calculation takes into account all sustainability issues**, such as reduction of energy consumption, transportation, waste, circular economy, development of alternative building systems, etc.

Reducing the carbon footprint is part of the European goal of reducing  $\text{CO}_2$  emissions (Fit for 55).



\* In this sustainability reporting, Scope 1 (direct emissions) and 2 (indirect emissions by imported energy) emissions of RBM will be presented in the Environment chapter. Scope 3 emissions are not calculated.



## 4. Partnership and Territory

**Partnership** and **collaboration** among stakeholders are the keys to success in developing RBM in an open, dynamic and adaptive way.

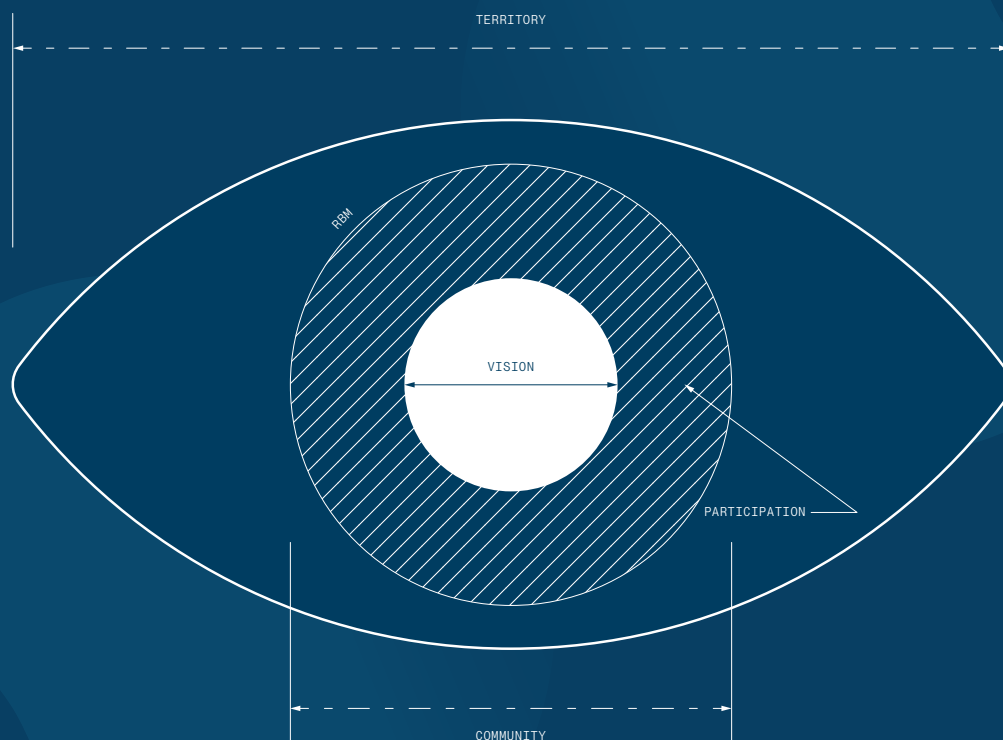
We want to raise awareness of the green transition among our partners, customers, suppliers, and subcontractors and encourage them to adopt good sustainability practices.

In addition, we are attentive to the context in which we operate: RBM is **close to its communities** through concrete support activities and by **participating** in and **promoting** social, cultural, and sports initiatives.

# 5. Development of quality of life in the workplace

**Quality of life in the workplace is essential** to keep our teams motivated and healthy in the long run.

We intend to provide a **safe and stimulating work environment**, where everyone can express their individual potential.

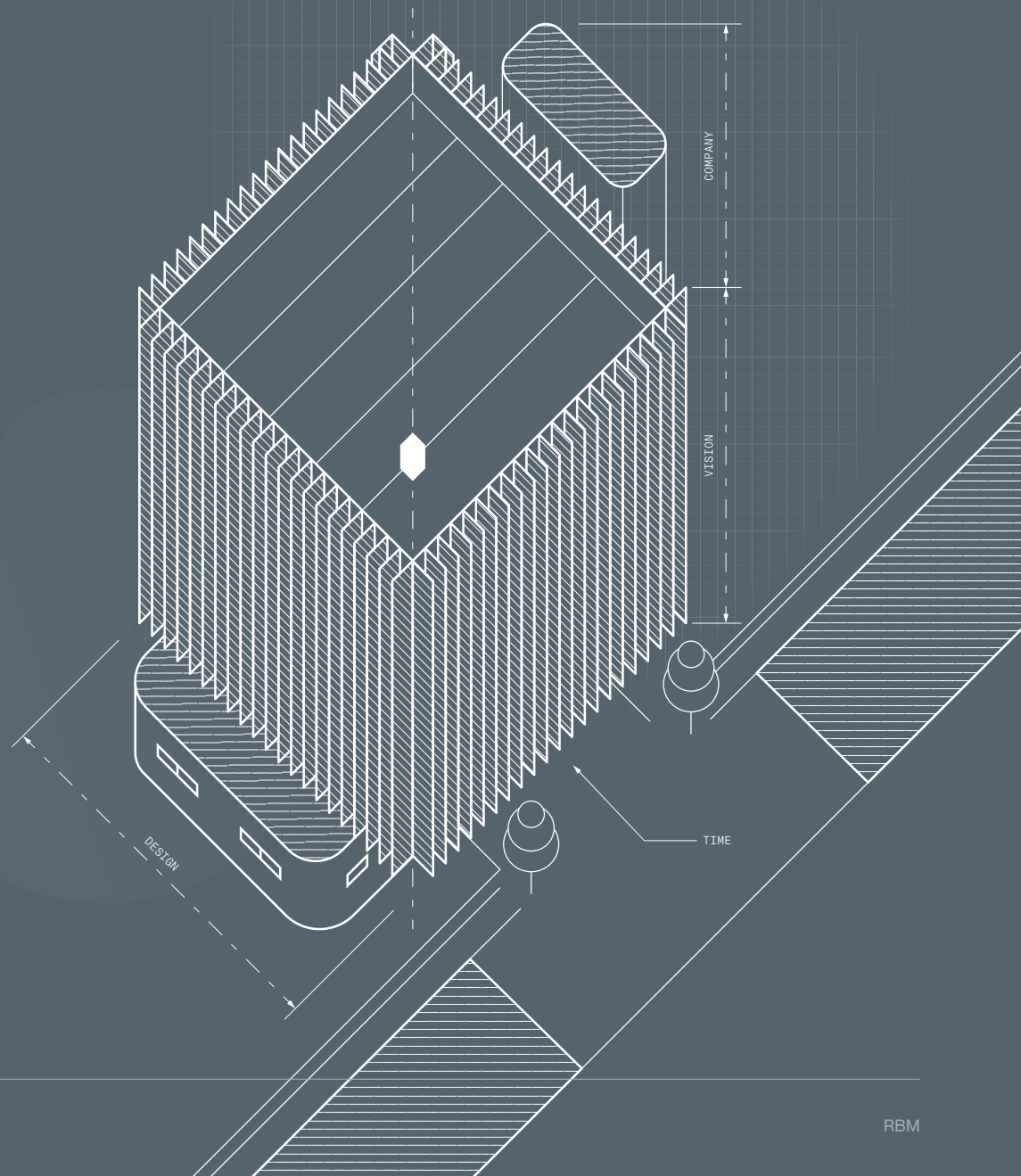


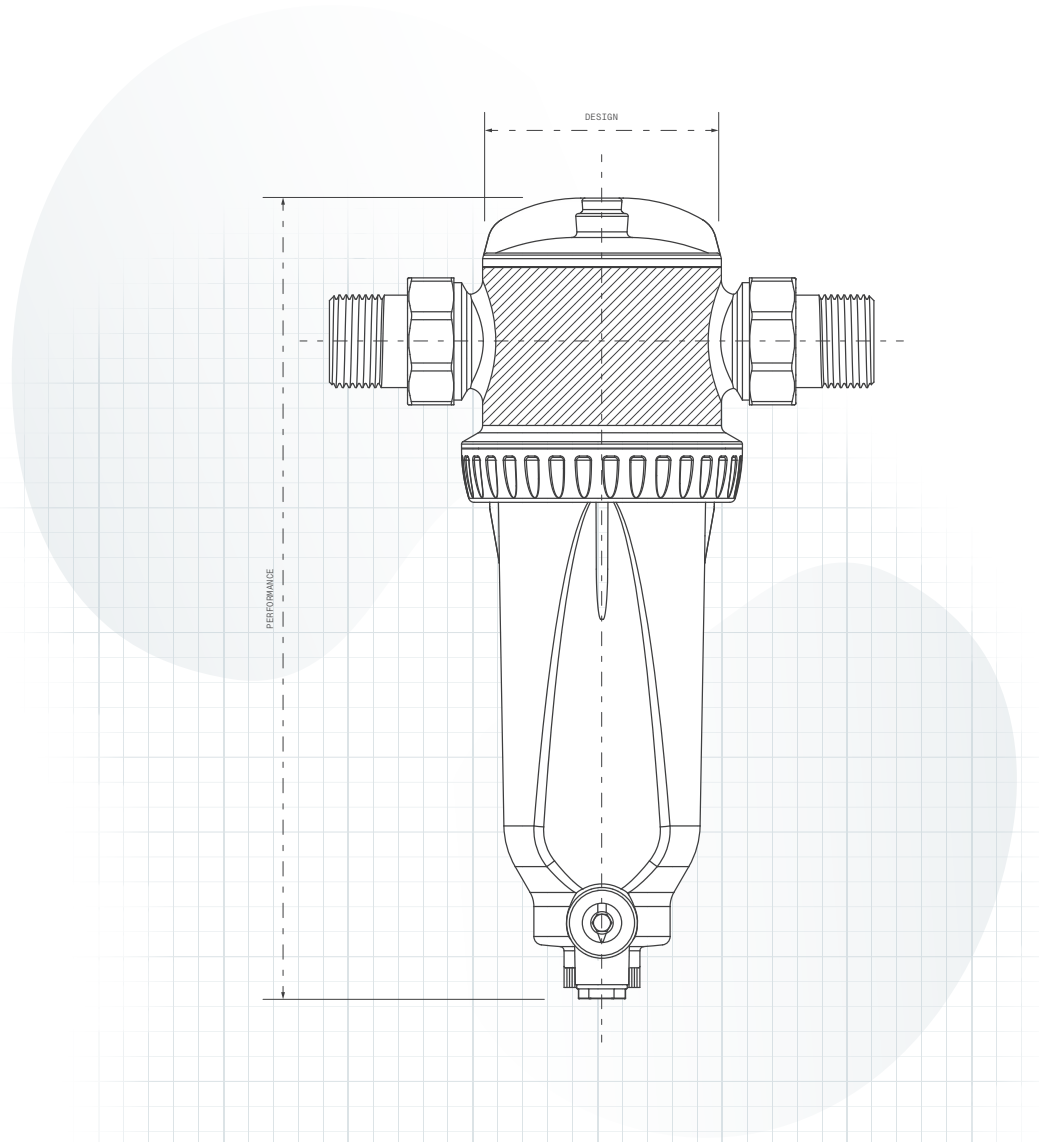
# About Us

RBM SpA was **founded in 1953 by the Bossini family** in Lumezzane. Over the years, the company has consolidated its position through constant evolution and growth.

Currently, RBM operates **five production plants in the province of Brescia**, three of which are dedicated to the molding and processing of semi-finished brass products, as well as to the assembly of components for plumbing systems, and two of

which are dedicated to the molding of polystyrene panels and the extrusion of polyethylene pipes, respectively. The company's global presence is strengthened by the presence of a representative office in **Romania** as well as several foreign subsidiaries located in **France, Belgium, China and Australia**. With a staff of more than 300 employees and contractors, RBM continues to expand its impact on the international market.





The products follow the highest quality standards and are designed to be easy to install and use.

RBM S.p.A. specializes in the **design and production of innovative plumbing components and systems**, which stand out for their effectiveness, efficiency and energy-saving orientation. The products follow high quality standards and are designed to be easy to install and use.

The company internally coordinates every stage of the production process, from the conception of the molds in the technical department to the

careful management of customer care processes, with the **aim of offering the highest quality level available on the market.**

The experience of RBM S.p.A. has been built through a constant evolution directed to respond to the transformations of the industrial world, promoting the design and production of technologically advanced systems and components. **The company is distinguished by its ability to anticipate market trends** and preside

over emerging and sensitive sectors for the future, such as climatic comfort, plumbing efficiency, and optimized management of fluid distribution.

Through continuous development of in-house expertise and a process of verticalization of production activities, RBM S.p.A. maintains **strict quality control over its products**, ensuring high and reliable standards for customers worldwide.

# Our History



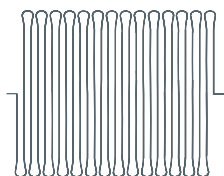
## 1953

**RBM was founded** in

Lumezzane by the Bossini family.

## 1999

The **RBM KILMA** division is established.



## 2004

The **RBM METIS** division is born.

## 1983

**RBM expands** and moves to S. Giovanni di Polaveno.



## 2000

Acquisition of **Sipla spa** (now Sipla Stampaggio srl), a company involved in molding plastics for third parties in the following sectors: electrical, plumbing, mechanical, medical, gas and automotive.

## 2006

The following is set

up the plant for the production of **insulating panels for radiant systems**.

## • 2007

The following is built the plant dedicated to the production of **polyethylene pipe**.



## • 2021

The showroom is inaugurated **in Milan in the Brera area**.

The new **MORE - the Wellbeing** division is born, to offer integrated systems that adapt to people's habits, needs and requirements, improving their quality of life: everything is connected, controllable and integrated, minimizing the time needed to adapt environmental conditions to new needs or changed external conditions.

## • 2018

The line for the production of **HIU** (Heat Interface Unit), **heat substations** used in the **district heating**.

## • 2010

The brand name is taken over GS Gnutti Sebastiano. Is born **RBM SFERIKA** which deals with the production and marketing of ball valves.

## • 2024

Drafting of RBM's **first sustainability report**.



## • 2019

Is created **RBM IBOX e R&D Lab**, with ample space for reception, showroom and laboratory.

# Business units

RBM provides high quality, durable products that offer safety to its customers, **operating in the following divisions:**

## HYDROTHERMAL DISTRIBUTION

In a hydrothermal system, The distribution system is that portion of the plant that receives service and/or thermal energy and conveys it to the emission system responsible for climatic comfort. Grouped in this division are all the products that allow separation between the various subsystems, connection and joining between products, relaying to utilities, energy sharing, and interfacing between centralized systems and thermally autonomous utilities.

## ENERGY EFFICIENCY

Plant system energy efficiency is the ability of the system to deliver the same service with less energy consumption. This can be achieved by better controlling everything that, for the same end comfort, allows the reduction of energy losses while maintaining the durability of the entire plant system. For these purposes, this division groups together all filters, valves and complementary accessories for controlling and regulating process variables such as flow, temperature, humidity and pressure, as well as the products needed to keep the plant healthy.





# CLIMATIC COMFORT

Climatic comfort can be defined as a condition of satisfaction with the environment around us, which coincides with the state in which feelings of heat or cold are not perceived.

In this division RBM encompasses components used in radiant air conditioning and ancillary equipment for controlling, regulating and correcting climate and air quality.



# SERVICE

The Service division includes spare parts related to the products of the previous divisions, as well as service and start-up services for equipment and systems.



# MORE

The More division is dedicated to the design of integrated systems and solutions for maximum climatic well-being.

# Highlights

+70

More than 70 years of experience  
in the plumbing industry

+370 kWp

Installed 1450 kWp photovoltaic system and  
expansion in 2023 by an additional 370 kWp

315

People in the RBM 2023 workforce

99%

of direct workers hired on a  
permanent basis

4000

More than 4,000 hours of training in 2023

16.000

More than 16,000 hours dedicated to research and  
development in 2023

# Events

of specialized training for installers

# Code of Conduct

Drafting of the first supplier code of conduct

# Code of ethics

present since 2016

# Our values and corporate social responsibility



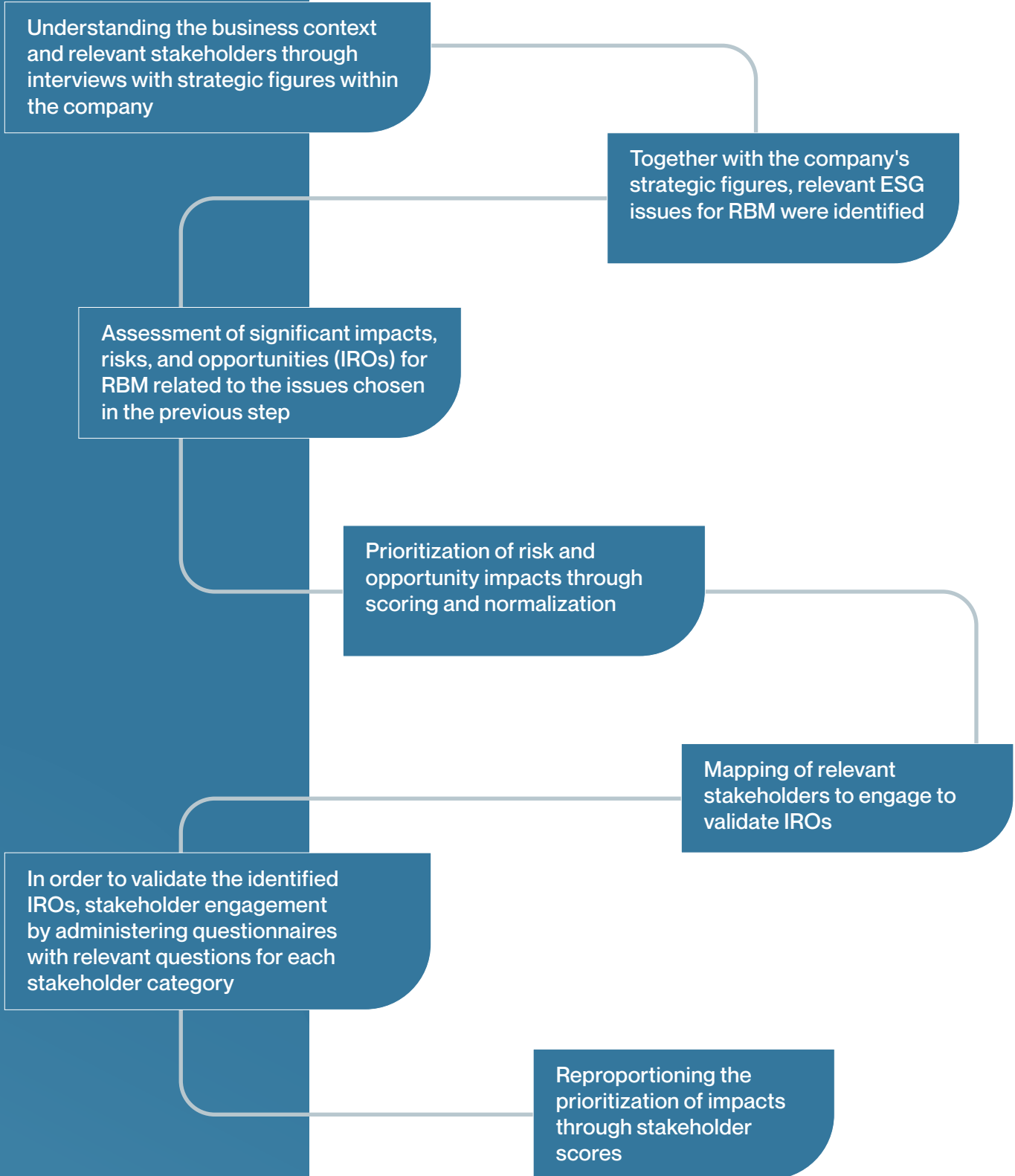
RBM is a company underpinned by solid values that guide day-to-day operations and business relationships. To sediment these values and share them with stakeholders, RBM has adopted a code of ethics. The document guides the behavior of the company and its employees, focusing on cornerstones such as legality, respect, honesty, fair competition, anti-corruption, and anti-money laundering. **The code of ethics thus represents a concrete commitment to ensure that every action within the company is transparent and respectful of laws, people, and business relationships with suppliers and customers at all levels.** RBM is committed to creating a work environment where everyone feels valued, treated fairly and can operate in an environment of integrity.

Attention to sustainability is another pillar of RBM's Code of Ethics. The company not only complies with environmental regulations, but **aims to promote sustainable practices**, both environmentally, socially and in terms of governance. RBM firmly believes in the importance of corporate social responsibility and is committed to reducing the environmental impact of its operations while ensuring transparent and accountable corporate governance.

Finally, the Code of Ethics places great responsibility on the company's top management figures, recognizing their role in **promoting an ethical culture within RBM**. Leaders are called upon to be examples of proper behavior, guiding their teams with clarity and justice. Adherence to these principles is essential to maintaining the trust and integrity of the company, and any violation can have significant consequences.

# Impacts and dual materiality of RBM

The process that led to the identification of impacts and thus the most strategic sustainability issues for RBM followed a **path declined in several steps.**



# The concept of materiality and the assessment of impacts

The basis for the sustainability report, according to <sup>ESRS</sup><sup>1</sup> (European Sustainability Reporting Standard), is the **identification of environmental, social and governance issues considered material to the company.**

**Material issues can be:**

Sustainability issues on which the company has exerted or could exert an **impact** positive or negative (with a focus on negative ones, as per related due diligence practices, or corporate responsibility) from an **inside-out perspective (materiality of impact)**

Sustainability issues that could pose **risks or opportunities** financially for the company, according to an **outside-in perspective (financial materiality)**

<sup>1</sup>ESRS European Sustainability Reporting Standard, contained in the delegated act of the European commission, dated 31/07/2023





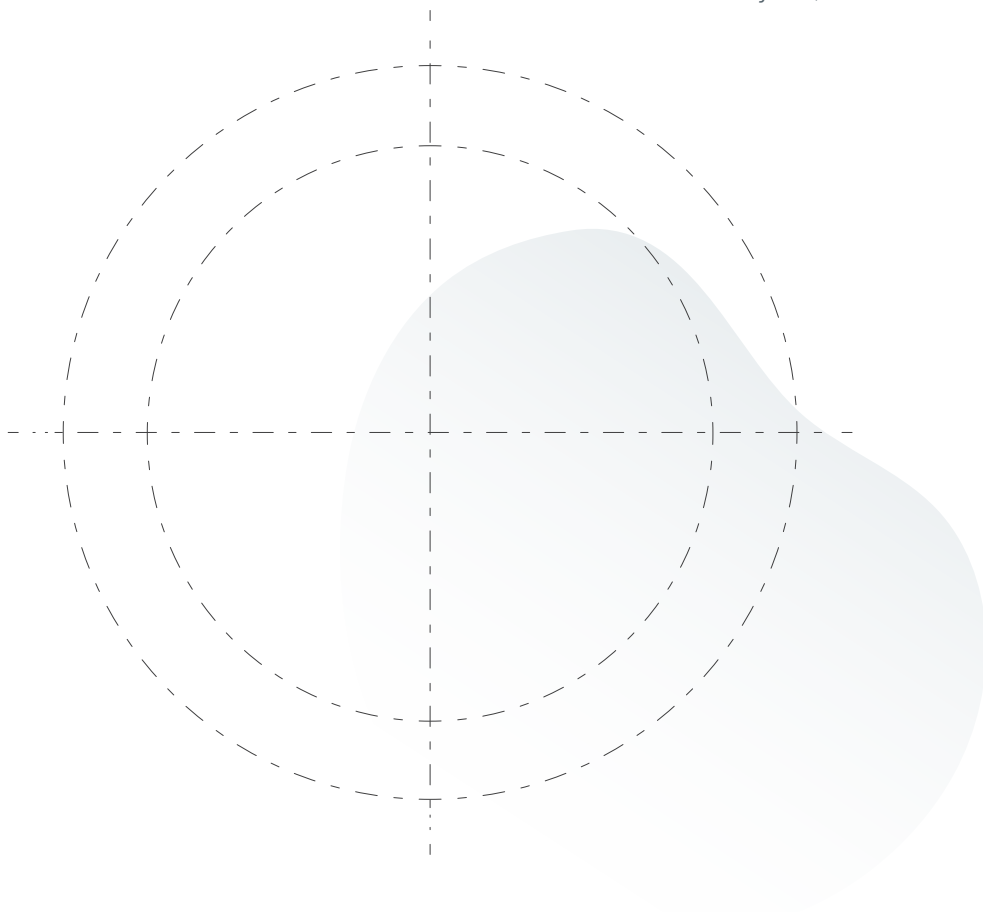
A given issue could be material according to one perspective or both.

In line with the GRI standards, RBM conducted, for its first Sustainability Report, an analysis of the materiality of the impacts that the company generates on the environment, the economy and the community (so-called impact materiality), flanking the approach provided by the GRI standards with that provided by the CSRD directive and the ESRS standards, approaching the qualitative study of financial materiality as well.

The analysis was developed starting with the study of the business context, followed by interviews with strategic figures and the analysis of stakeholders involved and strategic to the company.

This first phase revealed both the **impacts that RBM has or could have on the environment and people, as well as the financial risks and opportunities arising from sustainability issues.**

A time horizon was also identified for potential impacts, risks, and opportunities between short (within one year of the reporting period), medium (within five years), and long (beyond five years).



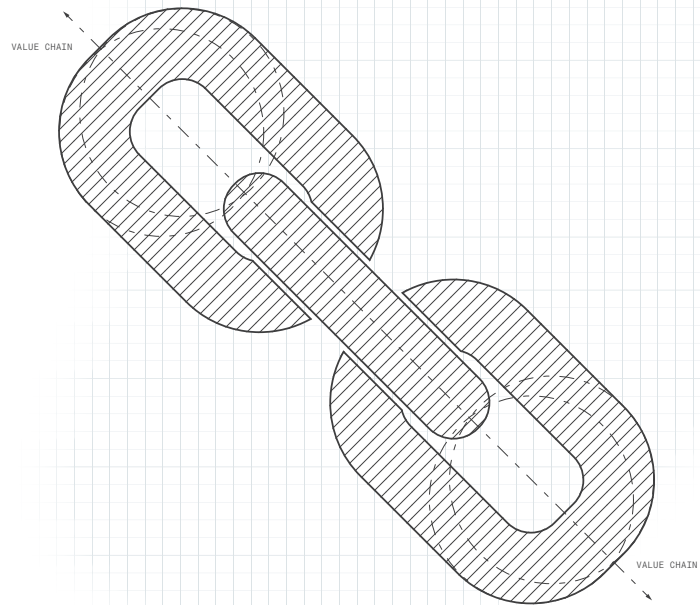
# Identification of Impacts

## (inside-out perspective)

As mentioned, by impacts we mean all those effects that RBM has or could have, on the world and/or people, including the value chain related to the business activity. **Actual impacts** are those that the company has or has already had, while **potential impacts** are those that are expected/expected, according to the time horizons mentioned above.

### The analysis revealed both positive and negative impacts.

In conducting the analysis, RBM aimed to move closer to the requirements of the recent directive related to non-financial reporting (CSRD, mentioned above), which provide, over the next few years, for the integration of the analysis of impacts by taking into consideration the supply chain both upstream and downstream of the company itself. For this reason, the following chapters will also outline some **impacts not directly attributable to the activity carried out at RBM, but related to the so-called value chain, which includes customers, suppliers, communities and end consumers.**



To determine a hierarchy of impacts and identify the most significant ones, **each impact was evaluated based on criteria established by the reporting standards.** As for potential impacts, they were evaluated according to their degree of magnitude (damage/benefit scale) and likelihood, while only magnitude was considered in the case of actual impacts.

A **rating scale of 1 to 4** was used for the **magnitude** and **probability** levels. The magnitude levels, in particular, were obtained by considering **magnitude** (how important the impact is in terms of benefit/damage), **magnitude** (how extensive it is), and, for negative impacts only, **irretrievable nature of the impact** (how feasible it is to restore the situation prior to the impact).

The highest value on the magnitude scale (4) implies that the impact, because of its magnitude, extent, or irretrievable nature, is particularly significant: the highest value is therefore the optimal one for positive impacts, while it is a strategic driver to guide mitigation choices when associated with negative impacts. For potential impacts, a level 4 probability indicates the high likelihood of the impact occurring.

# Identification of Risks and Opportunities (outside-in perspective)

In order to identify financial **risks and opportunities** relevant to the company, we focused on analyzing interdependent relationships with certain sustainability issues, such as the workforce, upstream and downstream chain, environment, and resource availability. From this basis, both the topics under analysis and the values of **potential magnitude and probability of occurrence** that constitute the criteria for risk and opportunity analysis were developed.

With a view to responding promptly and in advance to the needs of monitoring and analyzing these risks and opportunities, aware of their relevance in directing the company's strategic choices in order to enable it to be aware, competitive and transparent to its stakeholders, the main ones among these risks and opportunities were therefore identified, with a qualitative approach, with the intention of gradually extending the analysis to other topics and supplementing it with data, including quantitative data, that will become relevant in the future.

## Conclusion of the first part of the analysis (Pre-validation IRO)

In order to effectively compare the relevance of each impact, risk or opportunity with respect to RBM's business and to see the different levels of priority, the numerical values assigned in the first phase have been appropriately proportioned.

In the following Environment, Social and Governance chapters, it will be possible to find reference to the relevant IROs as well as the strategies implemented by the company to mitigate the negative effects or increase the benefits. A summary in tabular form of the numerical values assigned is placed in the appendix.

This initial phase of identifying IROs was followed by the phase of validating them through the involvement of stakeholders, who were engaged with the aim of probing their views with reference to potential impacts, risks and opportunities.

# Stakeholder engagement

The reporting standards and related implementation guides, issued in 2024, require the reporting company to **engage stakeholders**, i.e., those impacted by the company's activities, as well as "**users of the sustainability report**," i.e., existing and potential investors, banks, partners, governments, NGOs, etc.

Stakeholder engagement brings multiple benefits to the analysis of IROs carried out, including enabling RBM to understand how different categories of stakeholders perceive IROs themselves, and what priorities they see with respect to RBM's business reality.

Although the involvement and participation of stakeholders is a constant that is expressed through different modalities, including direct confrontation, survey and rating systems, supplier selection processes, and mutual feedback along the value chain, RBM assessed as fundamental, in order to identify the most relevant directions to achieve its objectives, the **direct involvement** of the various categories of stakeholders

through the administration of a questionnaire aimed at identifying the strategic nature of the various issues with reference to the reality of RBM and its value chain. A questionnaire was therefore administered to each category of stakeholder involved, which contained only those questions relevant to that category of stakeholder. In line with what was also mentioned by the implementation guide for<sup>EFRAG<sup>2</sup></sup>materiality analysis, it was in fact considered irrelevant to ask all questions to all stakeholders involved, given the different degree of interest and knowledge of the actors towards the issues analyzed.

For example, the communities in which RBM operates (e.g., municipalities where production sites are located) have an interest in answering questions related to their involvement, but do not have the tools to know the impact RBM has on employee and customer privacy management.

To proceed along the path of material issue analysis, it was then first necessary to select RBM's various stakeholders, which resulted in the identification of seven macrocategories. Two categories, specifically customers and trade associations, were further broken down into subcategories in order to more precisely probe their views. **The stakeholders involved by RBM are:**

## Workforce or their representatives

### Customers

*bis* - Installers

*ter* - Influencers (architects, designers, social media influencers, etc.)

**Affected communities** (PAs, schools, universities, research organizations, local associations, other non-institutional entities)

### Trade associations and industry partners

*bis* - Commercial and co-marketing partners

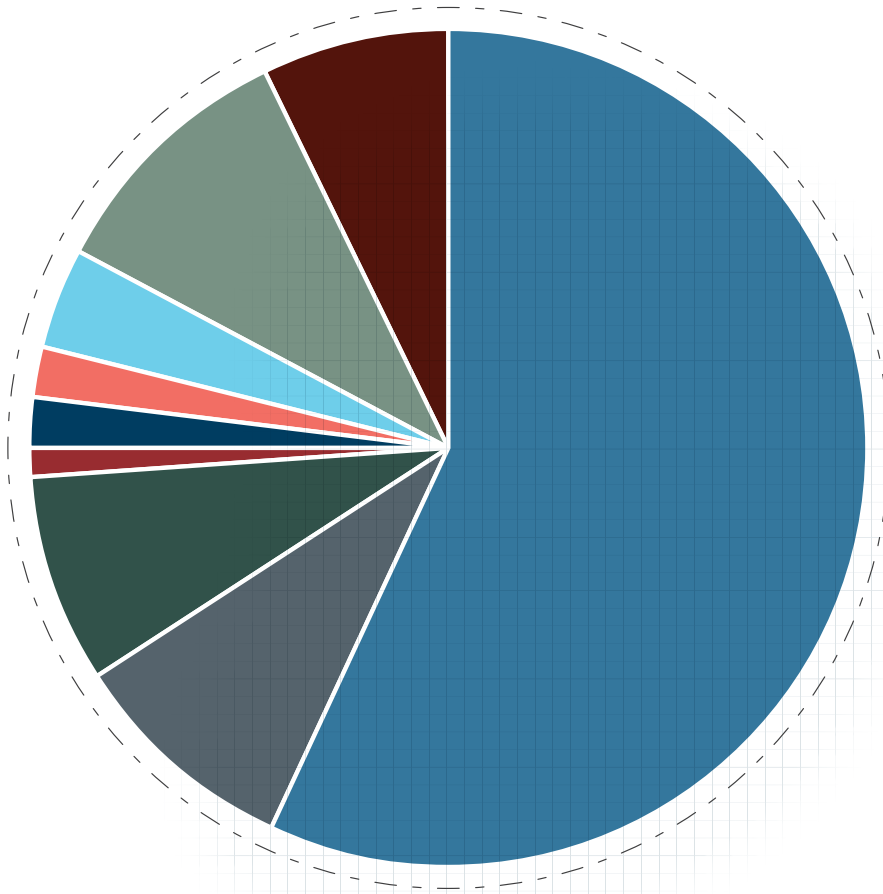
### Investors and banks

**Suppliers** (including staffing agencies)

### CDA and strategic internal figures

<sup>2</sup> EFRAG IG 1 - Materiality assessment implementation guidance. Par. 201 [https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment\\_final.pdf](https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment_final.pdf)

In the questionnaire, stakeholders were asked to attribute different levels of strategicity to each issue, according to a scale of 1 to 4. In order to gather as many insights as possible, space was also left for ideas and food for thought. A total of 219 stakeholders participated in the survey and about 46 left a final comment, of which 31 were from internal stakeholders (employees and CDA).



- **57%** Workforce or their representatives
- **2%** Affected communities
- **4%** Investors and banks
- **9%** Customers
- **0%** Trade associations and industry partners
- **10%** Suppliers
- **8%** Installers
- **2%** Business and co-marketing partners
- **7%** CDA's and strategic internal figures
- **1%** Influencer

# Post-validation impacts from stakeholders

The results of the questionnaires were used to **re-proportion the priority of each** identified IRO, so that the magnitude of the deviation of the stakeholder perspective from the analysis carried out internally could also be seen graphically. The score given by the stakeholders was then used to weight the potential magnitude of the IROs identified in the first phase. Below are the results obtained from this proportioning. Negative impacts or risks are shown in red, while positive impacts or opportunities are shown in green.

## Potential post-validation impacts

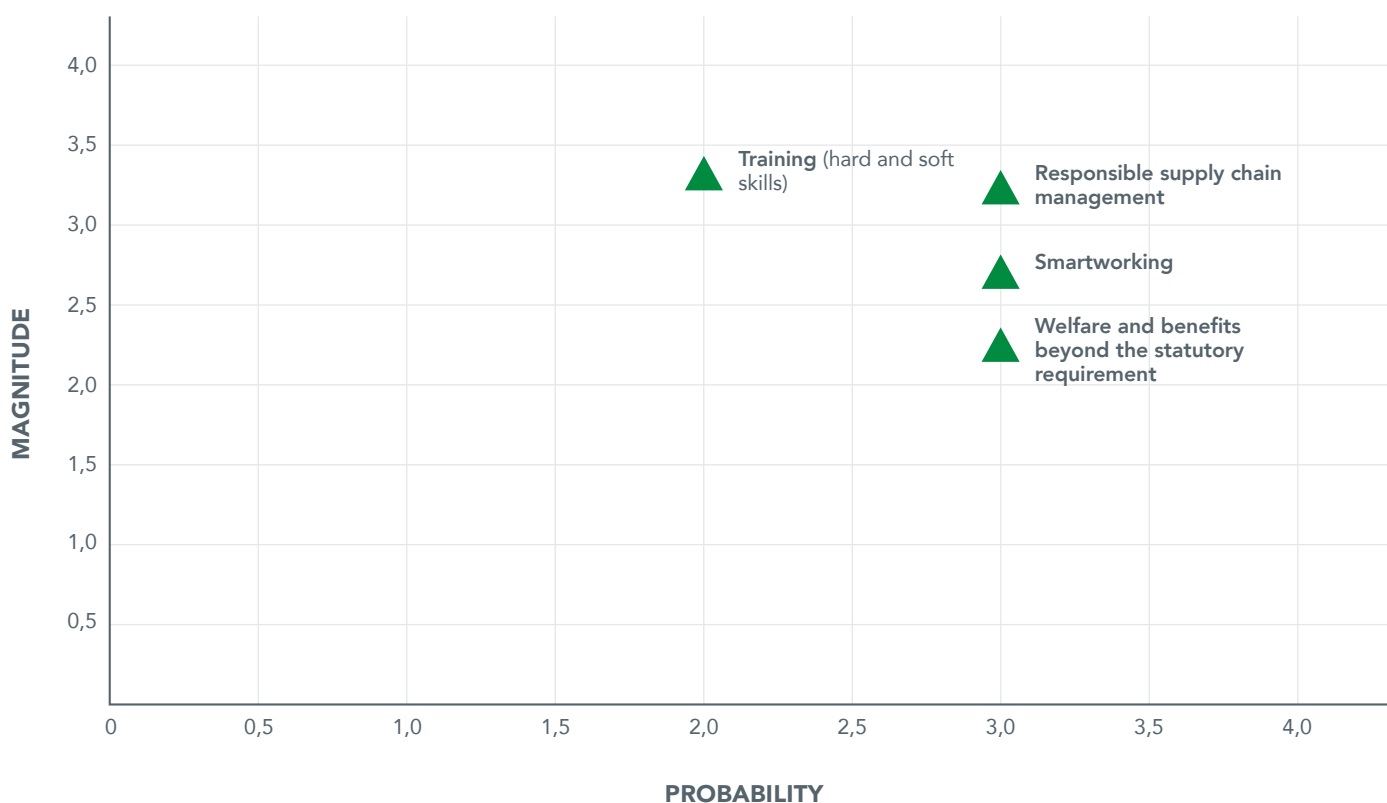


The following matrices, on the other hand, show details of the absolute number score assigned to potential magnitude and likelihood of impacts, risks and opportunities directly for as resulting from validation.

## Potential impacts **negative** post-validation

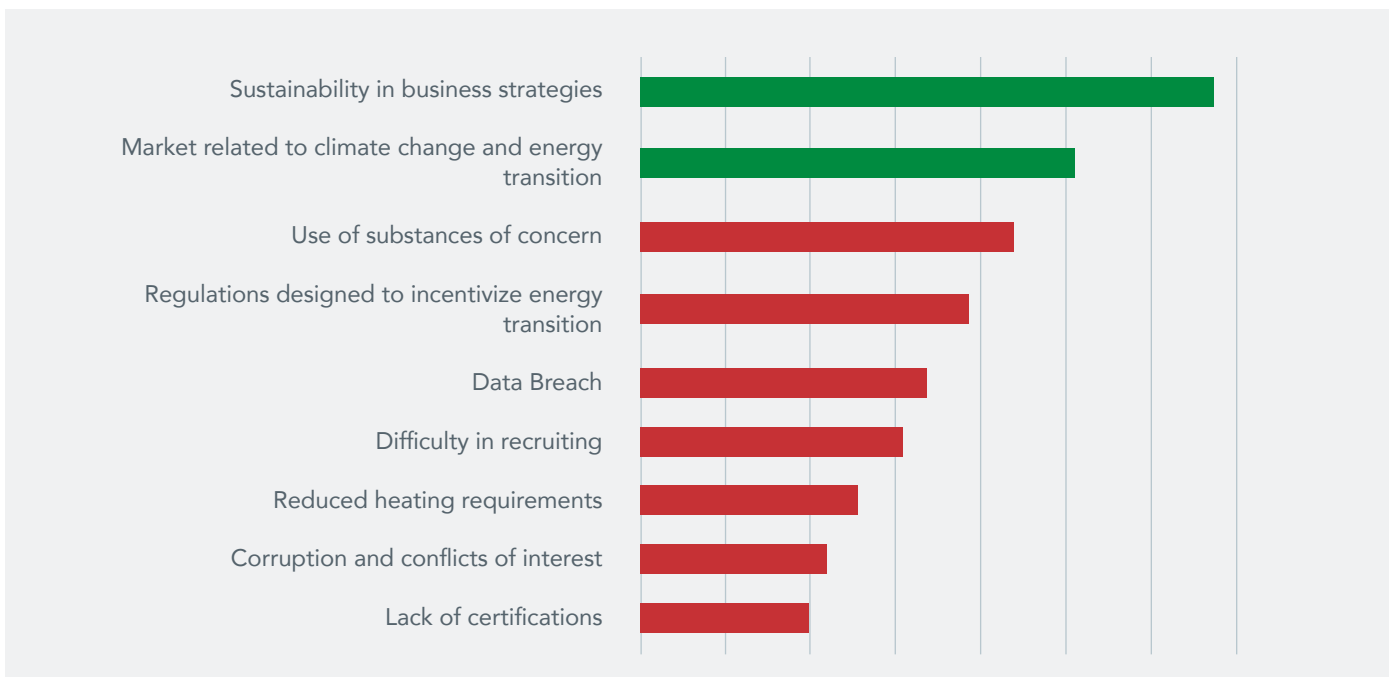


## Potential impacts **positive** post-validation



# Post-validation risks and opportunities from stakeholders

## Post-validation risks and opportunities

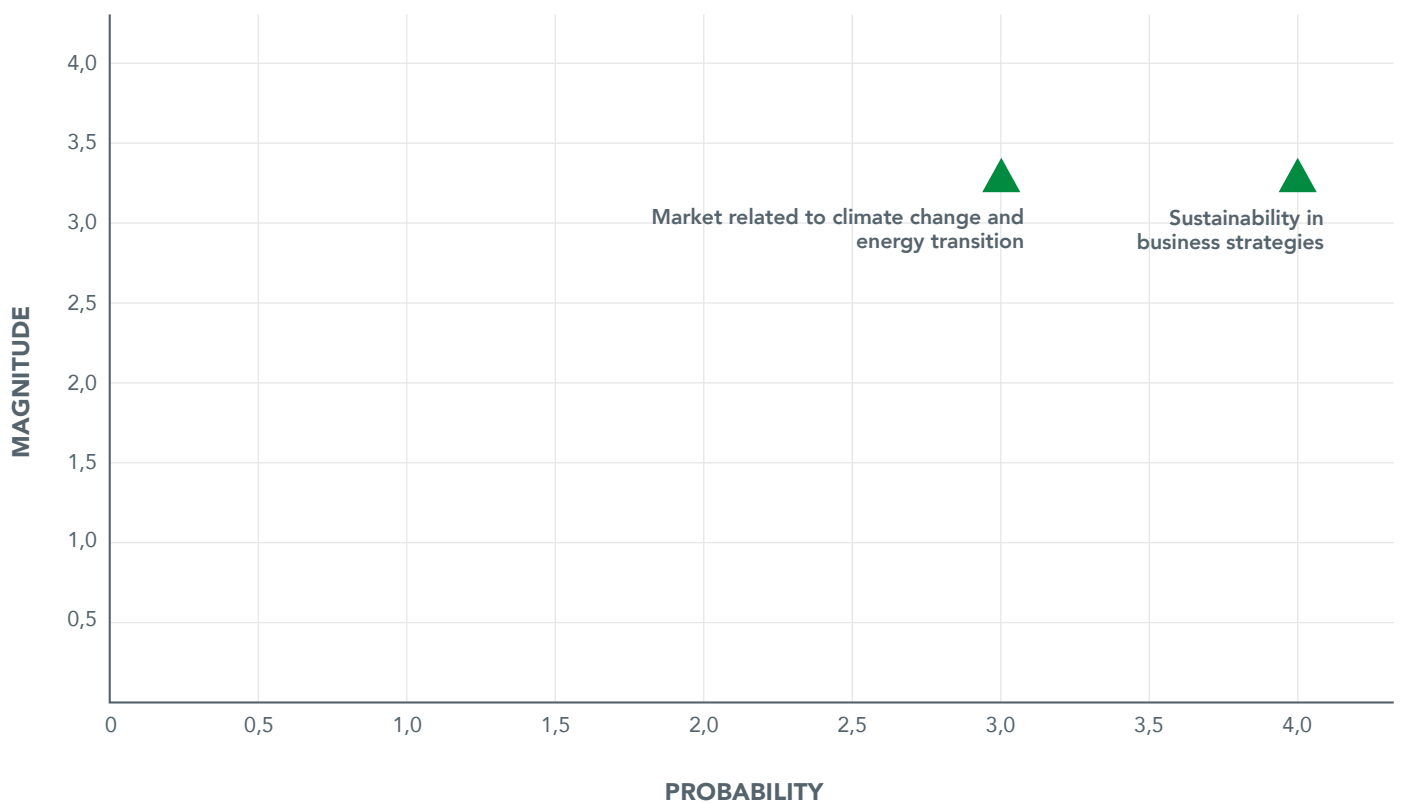




## Risks post-validation



## Opportunities post-validation



In general, it can be said that the prioritization of issues upstream of stakeholder engagement was validated, except for minor deviations.

As sustainability themes are associated with the identified IROs (see table in the appendix for details), this allowed the sustainability themes to be established for reporting as per<sup>ESRS3</sup> standards.

In conclusion, the **material sustainability themes reported**, and thus the **sections** into which this sustainability report will be divided will be:

### E1 - CLIMATE CHANGE

Climate change

Energy

### E2 - POLLUTION

Pollution

Substances of concern or of high concern

Microplastics

### E3 - WATER RESOURCES

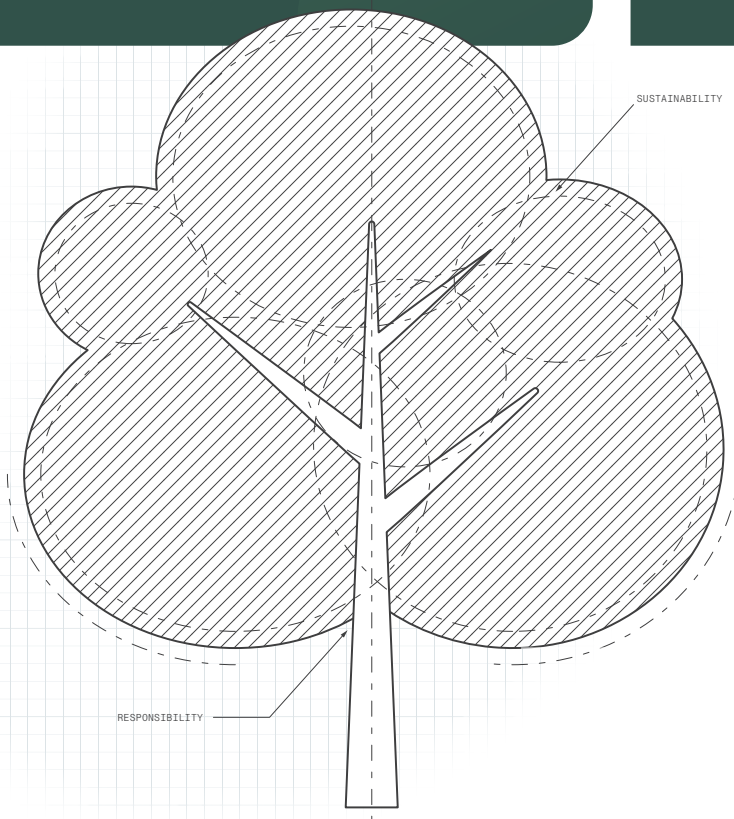
Water consumption

### E5 - RESOURCE USE and CIRCULAR ECONOMY

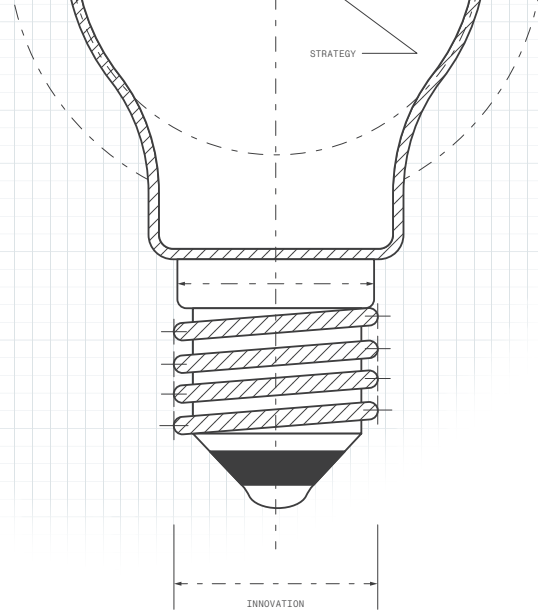
Inflows of resources

Resource outflows

Waste



<sup>3</sup> EFRAG IG 1 - Materiality assessment implementation guidance. Sec.3 [https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment\\_final.pdf](https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment_final.pdf)



### S1 - **OWN WORKFORCE**

- Health and safety
- Work-life balance and private life
- Corporate well-being
- Gender equality and equal pay for work of equal value
- Training and development of skills
- Secure employment
- Confidentiality

### S2 - **VALUE CHAIN WORKERS**

- Training and development of skills

### S3 - **AFFECTED COMMUNITIES**

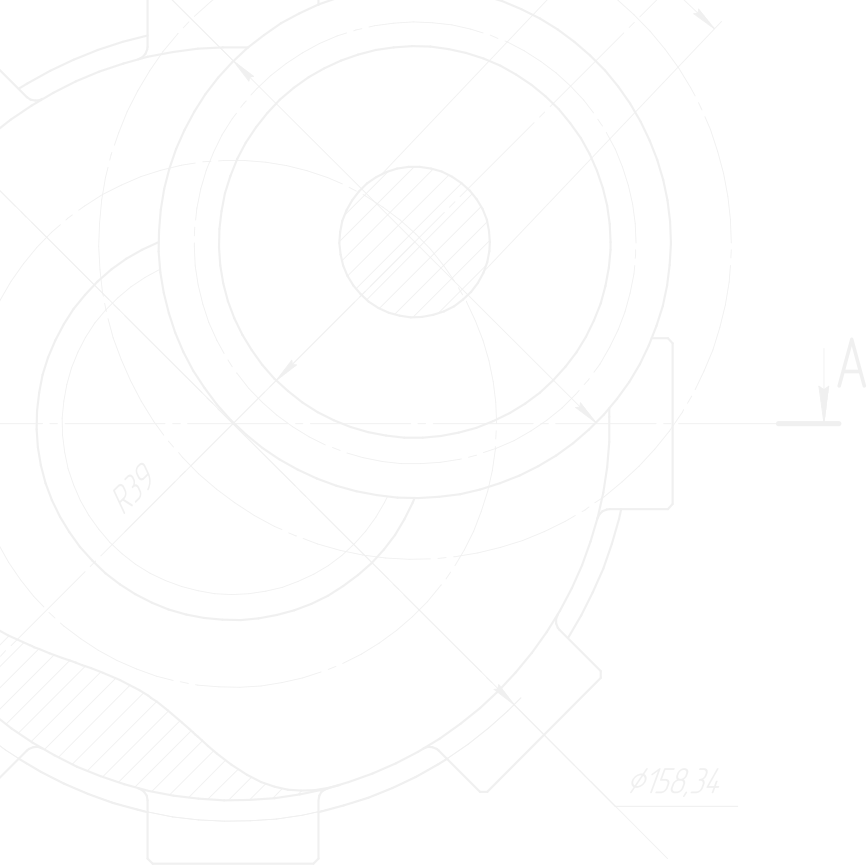
- Impacts related to the well-being of the community

### S4 - **CUSTOMERS AND END USERS**

- Access to information (quality)

### G1 - **CONDUCT OF THE ENTERPRISE**

- Enterprise culture
- Management of supplier relationships, including payment practices
- Corruption: incidents, prevention and detection including training
- Cybersecurity



RBM has embarked on a structured path that will enable the company to monitor, report and continuously improve its business practices in order to follow a path of sustainable growth. This commitment starts with this **sustainability report** and will be reinforced by **concrete actions in the ESG areas**, namely environmental, social and governance.

At the moment, RBM has several certifications inherent to the quality of its products, but it plans to extend its commitment to general objectives, with cross-cutting benefits on the business reality.

One of the main future tools of this path, which will see the light of day in the coming year, is the energy audit, designed to identify areas where energy efficiency can be improved both in production processes and in the company's premises. In addition, on the subject of social sustainability, **RBM is working to obtain UNI/PdR 125 certification, with the aim of implementing a management system that allows for rigorous and transparent monitoring of indicators related to diversity and inclusion within the company.**

Finally, RBM recognizes the importance of the 17 Sustainable Development Goals (SDGs) defined by the United Nations 2030 Agenda, signed by 193 countries in 2015. In this report, issues will not only be reported according to Global Reporting Initiative (GRI) standards, but will also be related to the related SDGs. This approach will allow for a clear assessment of how the actions taken by RBM during 2023 have contributed to the achievement of these global goals.

# The path to sustainability



# Sphere Environment



**RBM recognizes the critical importance of environmental sustainability in every aspect of its daily operations.**

Operating in an industry connected to water and energy use, the company is committed to developing advanced technological solutions that combine high performance with reduced energy and water waste, promoting a responsible and innovative approach.

The **Environment** chapter of RBM's first sustainability report will cover all **issues identified as material** in this sphere namely:

## E1 - CLIMATE CHANGE

Climate change

Energy

## E2 - POLLUTION

Pollution

Substances of concern or of high concern

Microplastics

## E3 - WATER RESOURCES

Water consumption

## E5 - RESOURCE USE and CIRCULAR ECONOMY

Inflows of resources

Resource outflows

Waste

# E1 - Climate Change

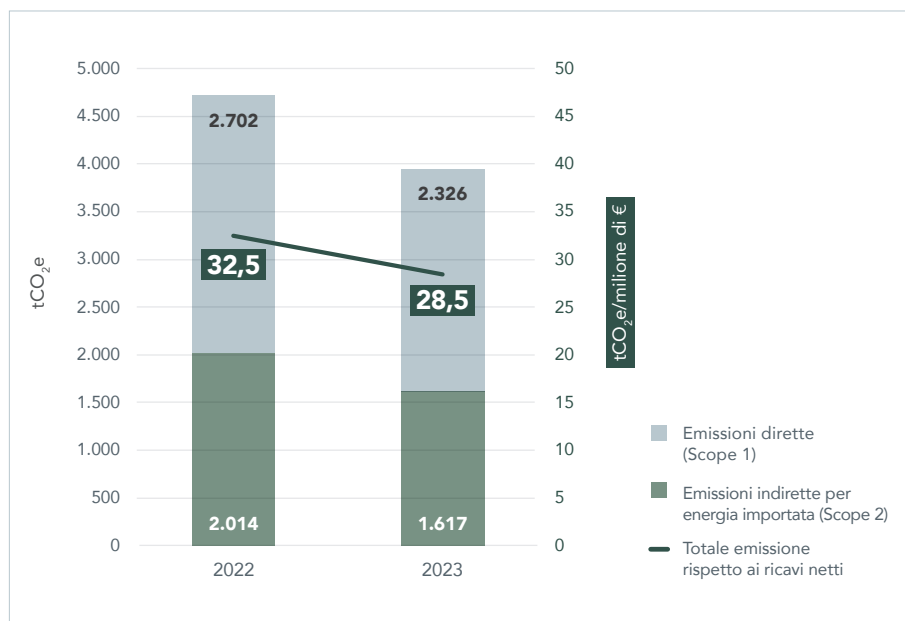
## Climate change



Any manufacturing company, by virtue of its activity, produces greenhouse gas emissions<sup>1</sup>. For its first sustainability report, RBM calculated its **direct emissions (Scope 1)**, related to the use of fossil fuels for production and heating, traction fuels, and any refrigerant gas leakage, and **its emissions for imported energy (Scope 2)**, related to the withdrawal of electricity from the grid. The calculation was done following the UNI EN ISO 14064 standard, which establishes the guidelines of organization carbon footprint reporting.

The graph below shows that **between 2022 and 2023 total emissions decreased from 4715 tCO<sub>2</sub>e to 3943 tCO<sub>2</sub>e**. This reduction in total emission contribution follows a similar trend to that for specific emissions. In fact, proportioning total emissions to <sup>net</sup>revenues<sup>2</sup>, there is a decrease, indicating that, for every million euros in revenues, fewer tons of CO<sub>2</sub> equivalent were emitted in 2023 than in the previous year (28.5<sub>tCO<sub>2</sub>e</sub> in 2023 and 32.5<sub>tCO<sub>2</sub>e</sub> in 2022, or 12.3% less between 2022 and 2023).

### Greenhouse gas emissions:

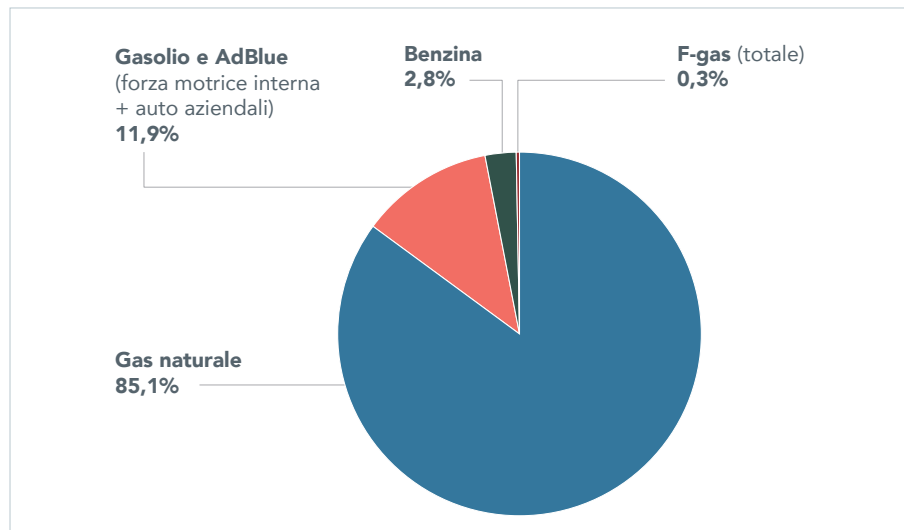


<sup>1</sup> § actual negative impact: contribution to global emissions

<sup>2</sup> Normalization made with a view to moving closer to the provisions that will be required by the CSRD

Looking only at direct emissions in 2023, which make up 59 percent of total emissions, it can be seen that **more than 85 percent can be attributed to natural gas use**, about 12 percent to diesel use, and the remainder to gasoline, LPG, and F-gas leakage.

#### Direct emissions (SCOPE 1):



RBM, by virtue of its business, is exposed to both **risks and opportunities related to climate change**. Being **specializing in climate comfort**, it must pay special attention to the **changes in the market** due to the global rise in temperatures and the adoption of **regulations that promote the energy transition**<sup>3</sup>. These two factors will have a direct impact on RBM, which may be required to revise part of its production to develop solutions that comply with regulations related to decarbonization, or to downsize its heating product lines<sup>4</sup>, favoring instead those intended for cooling. Conversely, in fact, the market offers an opportunity to expand the range of products that offer resilience toward climate change itself<sup>5</sup>. In the short term, RBM is aligning itself with the needs of installers, who demand increasingly flexible products. In the long term, too, the market will need flexible heating solutions that can meet heating and cooling needs resulting from significant daily temperature fluctuations, so the company has already taken action, through the creation of specific products, to respond to any deviations in demand. For example, the low-inertia panel produced by RBM, being more versatile and suitable for reacting to such temperature excursions, is one of the products that can be an opportunity to react to the change in the type of demand.

<sup>3</sup> § risk: regulations designed to incentivize energy transition

<sup>4</sup> § risk: reducing heating requirements

<sup>5</sup> § opportunity: market related to climate change and energy transition



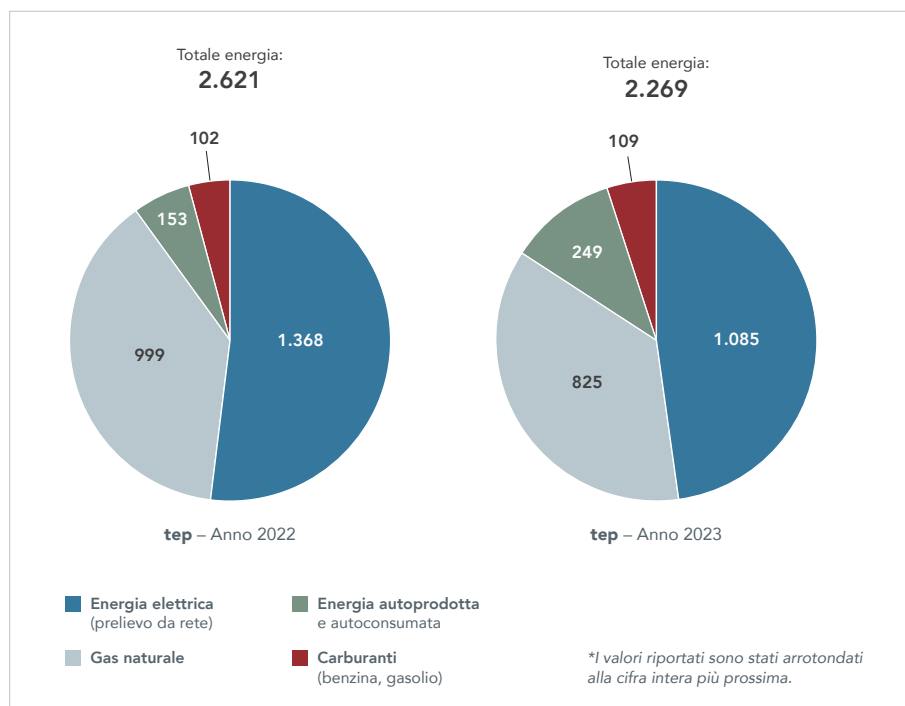
# Energy<sup>6</sup>



As mentioned in the previous section on emissions, RBM uses **various energy sources for its operations**. The graph below shows all energy carriers in use at RBM, whose own units have been converted to toe (tons of oil equivalent)<sup>7</sup> to be comparable with each other. In 2023, compared to 2022, there is a **marked decrease in toe used** (2269 toe in 2023 versus 2621 toe in 2022). The figure is in line both with the decrease in the total number of hours worked and, of course, with the mentioned decrease in scope 1 and 2 emissions.

Although the proportion of consumption of different energy sources is almost unchanged between 2022 and 2023, an **increase in self-consumption from photovoltaic plant** can be seen in 2023. RBM's photovoltaic plant, built between 2018 and 2019 has a capacity of 1.8 MW and serves the two production facilities located in Nave (BS). **In 2023, RBM consumed 1333 MWh of renewable electricity** from its plant, corresponding to 63% more than in 2022. In fact, in February 2023 the existing plant was upgraded through the addition of a new 300 kW photovoltaic plant section; this clearly allowed for higher self-production in the reporting year.

## Energy consumption (toe):



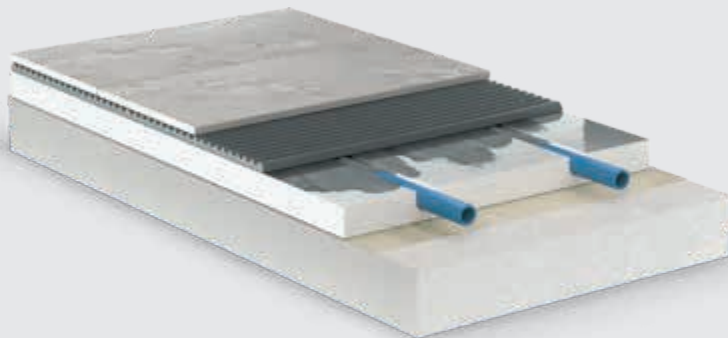
<sup>6</sup> Energy figures do not include the office in Romania, as this is an office whose energy consumption is included in the rent. In addition, consumption for the France and Belgium offices was assumed to be the same between 2022 and 2023. At the time of the calculation, the amount of electricity and gas withdrawn from these locations was not yet available; therefore, given the insignificance of the figure on the total, similar consumption to 2022 was considered in 2023.

<sup>7</sup> Tep (Ton Oil Equivalent) is a unit of measurement used to quantify energy. It represents the amount of energy released from the combustion of one ton of crude oil, equivalent to about 42 gigajoules or 11,630 kWh.



# More FTA / Futura

The revolutionary system  
of air conditioning **dry radiant**



# Simple, practical, efficient, versatile.

The revolutionary system with the **minimal total thickness** and the **maximum energy efficiency** ideal for renovations and new constructions.

When laid on the floor, More FTA / Futura does not need screed, consequently it has a very small overall footprint. It eliminates downtime on the construction site caused by waiting for the screed to dry and, as a result, ensures immediate walkability. Finally, thanks to the absence of the screed, it allows for installations with very low thermal inertia.

## ⊕ The advantages of the More FTA / Futura system

No need for cementitious **screed**

**Low thermal inertia:** heats up in just a few minutes

Large **savings**

Maximum **comfort**

Installation in **floor, wall and ceiling**

Can be used both in **heating** and in **cooling**

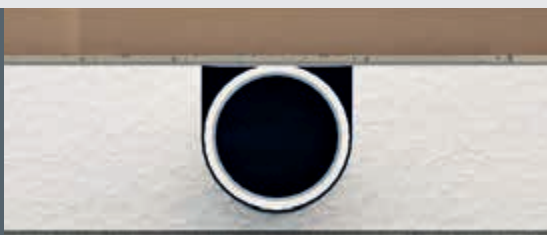
Total thickness **less than 35 mm**

Installation **simple e quick**

Ideal for renovations and new homes with **high energy efficiency**

High resistance to **concentrated loads**

Suitable for **all types of finishing**



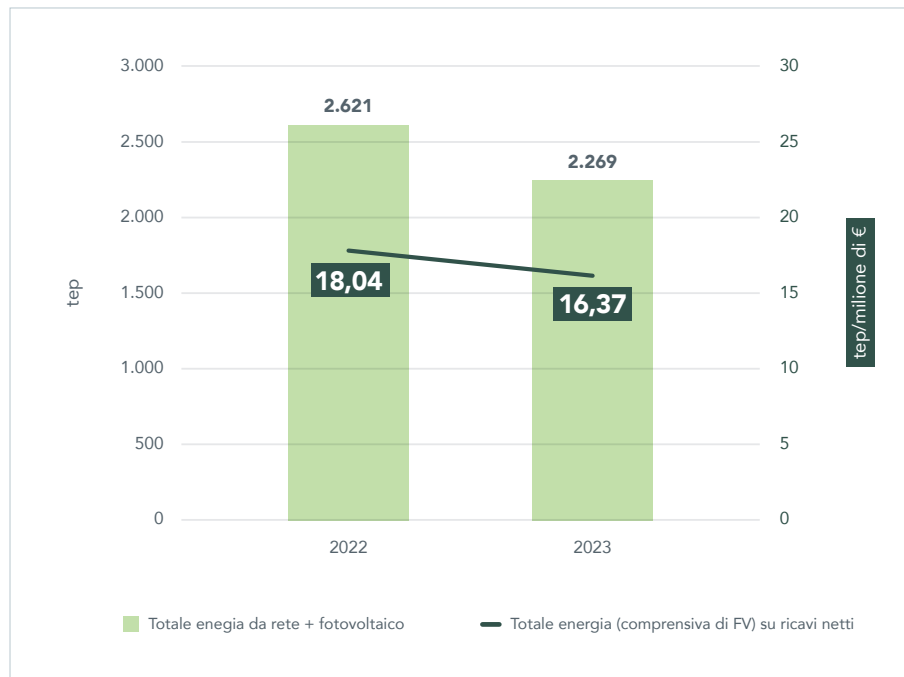
TOTAL THICKNESS

**31 mm**  
1:1 (scale)

UP TO  
**570 kg** concentrates

Similar to the reasoning on specific emissions, given the decrease in total electricity consumption, electricity consumption as a ratio of net revenues appears to have decreased slightly, as shown in the graph below.

#### Total and specific consumption:



Among the energy efficiency measures that have contributed to the reduction in consumption, in addition to the aforementioned upgrading of the photovoltaic system, there has been a **relamping project in the Italian offices**, i.e., the replacement of lighting fixtures, which was started in 2022 and completed in 2023. RBM is also weighing the possibility of electrifying the corporate fleet in order to further reduce consumption. To monitor these interventions and identify further possibilities for improvement, an energy **manager** is in charge of monitoring the energy indicators of the entire company. There is also an **energy diagnosis**, which is a systematic study of the company's energy performance, aimed at identifying strengths and critical areas on which to intervene to reduce consumption and make RBM increasingly energy efficient.

Looking at the company as a whole and the sector in which it operates, it is clear that energy efficiency is at the heart of RBM's business, which is concerned not only with climate comfort but also with offering **modern, state-of-the-art solutions in order to enhance the energy efficiency of civil and industrial buildings**.

# E2 - Pollution

## Pollution



Regarding **significant emissions of pollutants**, including dust, polycyclic aromatic hydrocarbons, NOx, CO, chromium, and others, RBM, being subject to single environmental authorization (AUA) at the Polaveno plant, regularly monitors its emission points. Only this plant is subject to analysis, because of the specific processing carried out there: the machine shop and two production departments are located here, one dedicated to the molding and shredding of brass components, and the other to the production of polystyrene insulation panels. Because of the activity and other indicators related to production volumes, RBM needs to monitor Polaveno's significant emissions. Analyses for 2022, the latest available, show **values consistently below legal limits**.

RBM has identified a positive impact with reference to pollution prevention, as the company offers **acid condensate neutralizing filters** in its product range, which are not products that have to be installed by law, but which are able to **prevent the spillage of hazardous substances**, produced by residential boilers, to soil and groundwater<sup>8</sup>.

### NT1

Acid condensate neutralizing filter for condensing boilers



- + **Combats the corrosion** of acid condensate
- + **Resistant to chemicals** dissolved in water vapor that condenses in the boiler
- + **Quick and easy maintenance**

<sup>8</sup> § Effective positive impact: filters that prevent groundwater pollution

## Substances of concern or extreme concern

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The issue of "Substances of Concern or Extreme Concern" is among the application requirements that the delegated act containing the ESRS requires a company to analyze and, if deemed material, report on. As previously mentioned, with a view to maximum due diligence, RBM has considered **analyzing also the impacts that affect its supply chain**, and not only what happens within the company's walls. For this, it has identified among the impacts related to the issue of pollution that the production process of the plumbing sector may require the use of certain substances listed within the REACH regulation. Specifically, RBM employs some components subjected by its suppliers to the nickel-plating process, a process that is essential to give products, especially those subject to use in wet environments, more resistance to<sup>corrosion</sup><sup>9</sup>. In this regard, the possibility of resorting to nickel plating for such components using trivalent chromium, which is much less impactful than hexavalent chromium, is under study. The use of the latter is still permitted within legal limits, as guaranteed by RBM's suppliers, and is in fact currently the most commonly used by companies belonging to the sector. Such a substantial change will require a not inconsiderable collective effort on the part of RBM's upstream value chain and the entire industry sector in which it operates.

In addition, brass, a metal alloy composed mainly of copper (Cu) and zinc (Zn) and other metals in smaller quantities, such as lead, is in general use in the plumbing industry, a substance whose use may be restricted by regulations in the various states, although not covered by REACH<sup>10</sup>. Beginning in the 1990s in the United States and Canada, and later in Europe and Italy, standards related to residual lead content in water intended for human consumption and, consequently, also in metal components, including brass, that come into contact with water have been introduced. These standards identify limits with reference to both the percentage of surface area of the component in contact with water and the amount of lead it contains.

While already operating in full compliance with the limits in force for all treated alloys, as a strategy to mitigate the risk arising from a possible lowering of the limits imposed by the regulations with reference to this issue, RBM is already making albeit limited use of brass with a low lead content (thus also lower than the legal limits) and conducting a feasibility study for the adoption of machinery capable of expanding its use, in addition to offering a part of its products in plastic, naturally free of metal residues of any kind.

<sup>9</sup> § actual negative impact: polluting materials in the supply chain

<sup>10</sup> § risk: use of substances of concern

# Microplastics

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Microplastics are one of the critical issues that are being monitored by RBM, especially in relation to the value chain. RBM during the production cycle **does not produce microplastics**; however, it does produce polyethylene components for plumbing use that can be installed in various industrial and private settings. **Polyethylene has a useful life of up to several decades**, and if handled and disposed of improperly, after serving its purpose, **it could release microplastics into the environment**.

Microplastics are very small pieces of plastic (<5 millimeters) that are divided into primary and secondary microplastics. Primary microplastics result from, among other things, washing synthetic garments or tire abrasion, while secondary microplastics result from the **degradation and fragmentation of larger plastic objects**.

The criticality of microplastics is mainly related to their massive presence in the marine environment in recent decades. In fact, microplastics can be swallowed by marine fauna and, via the food chain, arrive directly in the food consumed by humans, leading to health problems, including serious ones. For this reason, it is necessary to pay attention to the topic and consequently the issue of the **disposal of plastic components**<sup>11</sup>.

Many of RBM's products are composed of different materials; this brings additional critical issues when sorting and disposing of RBM's products. The company is working to adapt to the **labeling requirements** aimed at optimal downstream waste management, such as those stipulated by France through the affixing of the **triman logo**, which indicates how to dispose of both packaging and products. In addition, it adheres to **Polieco**<sup>12</sup>, an Italian national consortium for the recycling of polyethylene waste goods. The consortium brings together companies that produce or use or import or recycle polyethylene and deals with the management and recycling of waste plastics used in infrastructure (e.g., piping), promoting sustainable practices and innovation in the sector. Joining Polieco enables companies to contribute to a circular economy and access resources for plastic waste management and compliance with environmental regulations.

<sup>11</sup> § Potential negative impact: disposal of plastic components

<sup>12</sup> Polieco: <https://www.polieco.it/Home.aspx>

# E3 - Water Resources

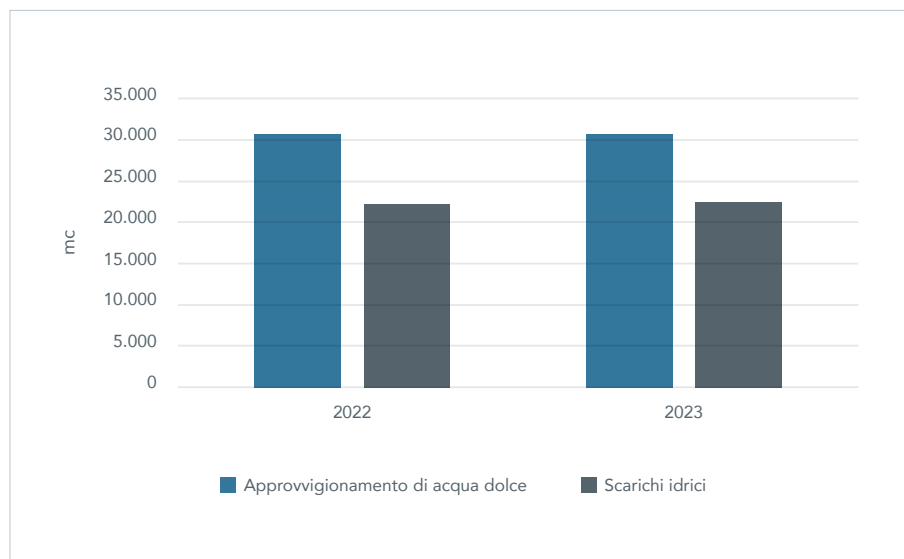
## Water consumption



RBM has always been active in the plumbing and heating sector, and thanks to its research and development laboratory, it is the creator and manufacturer of **numerous products capable of preventing water waste and leakage**. The flagship of this product range is the stop leak, an electronic water leak detector that can interrupt the water flow in case of leakage in order to prevent flooding or <sup>excessive</sup> consumption<sup>13</sup>.

Water also turns out to be a material issue for RBM because of **the use of water in the production process**. Unlike industrial companies operating in the same sector, RBM also deals internally with the polyethylene molding process, which is particularly intensive from the point of view of <sup>water use</sup><sup>14</sup> as it is required at different stages. RBM monitors its water consumption and discharge on an annual basis: below is the trend for the past two years, which has seen roughly equal water supply and discharge in terms of <sup>volume</sup><sup>15</sup>. In fact, in 2022 RBM withdrew about 30,754 m<sup>3</sup> of water from the aqueduct, while in 2023 about 30,777 m<sup>3</sup>. Some of the water is used for emulsions and fed back into the production cycle through **closed-loop machines**, being disposed of only when no longer usable. The percentage of water discharged is similar in the two years under consideration: in 2022, water discharges corresponded to 72.4 percent of the total withdrawal (22,261 m<sup>3</sup>), while in 2023 it corresponded to 73.3 percent (22,548 m<sup>3</sup> in 2023), indicating **similar water use and management over the two-year period**.

### Fresh water and drains:



<sup>13</sup> § Positive actual impact: Water loss prevention products

<sup>14</sup> § Actual negative impact: water consumption

<sup>15</sup> Water data does not include Romania location and France location



# E5 - Resource use and circular economy

## Resource inflows and outflows

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The theme of resource inflows touches on all types of product inputs to RBM. This includes **raw material**, which is mainly composed of **brass and plastic**.

RBM has chosen to produce some parts (e.g., some valves) with brass instead of plastic, despite the fact that the use of plastic is still indicated and even cheaper, in order to increase the useful life of the product and help avoid the problems associated with the production, use, and disposal of plastic, mentioned above.<sup>16</sup>.

In reverse to resource inflow, resource outflow has to do with all products leaving RBM. In this sense, RBM is committed to **improve the duration**, which is already very extensive, **of its products, but also to provide ancillary products that optimize the longevity of other related products**<sup>17</sup>. Indeed, among its products RBM has **magnetic defangment filters** for boilers that can capture all impurities in the system, preventing them from circulating and thus preventing wear and tear and possible damage, especially to circulators and heat exchangers.

<sup>16</sup> § effective positive impact: choice of raw materials

<sup>17</sup> § effective positive impact: improving the life of third-party components

# Stop Leak



Leak detector



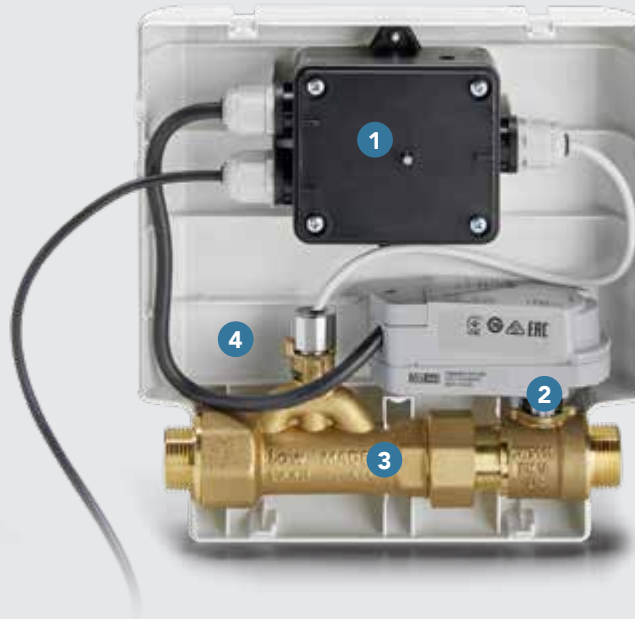
The future of home protection, designed to detect even the most minute leaks, preventing flooding and costly damage.

The Stop Leak system represents the result of the latest water leak detection technology: it is **the only system capable of discriminating leaks on the order of 0.2 l/h**, slightly less than a table glass. In plumbing systems it is always difficult to be able to identify leaks of this magnitude, which in the long run can cause even serious damage. Similarly, it also protects the system from the occurrence of flooding caused by faults or forgetfulness.

Stop Leak, like the circuit breaker for the electrical circuit, intervenes to **prevent any damage** to the home. Its technology determines whether normal water withdrawal or abnormal consumption is occurring within the system. Once normal operation is ruled out, the system intervenes by closing the shut-off valve, cutting off the water supply. The programmable controller, located inside of the dwelling, will signal on the display the presence of probable water leakage.

Stop Leak system consists of: flow sensor, motorized shut-off valve, and programmable regulator.

- 1 Programmable regulator
- 2 Shut-off assembly
- 3 Leak detection block with flow sensor
- 4 Containment box



PROTECTION OF SYSTEM  
FROM BREAKAGE AND/  
OR LEAKAGE



PREVENTION OF WATER  
LEAKAGE DAMAGE



SAVINGS ON  
CONSUMPTION

## + The benefits for the user

**Protection of the system** from breakage and/or leakage

**Prevention from damage** due to water leaks

**Avoidance of litigation** following a leakage problem

**Savings** on consumption

**Benefits to the community** (water resource savings)

Possibility of **negotiation of the insurance premium**

**Simplicity of programming**

## + Advantages for the installer

**Ease of installation**

Guarantee of a **increased safety of the installation**

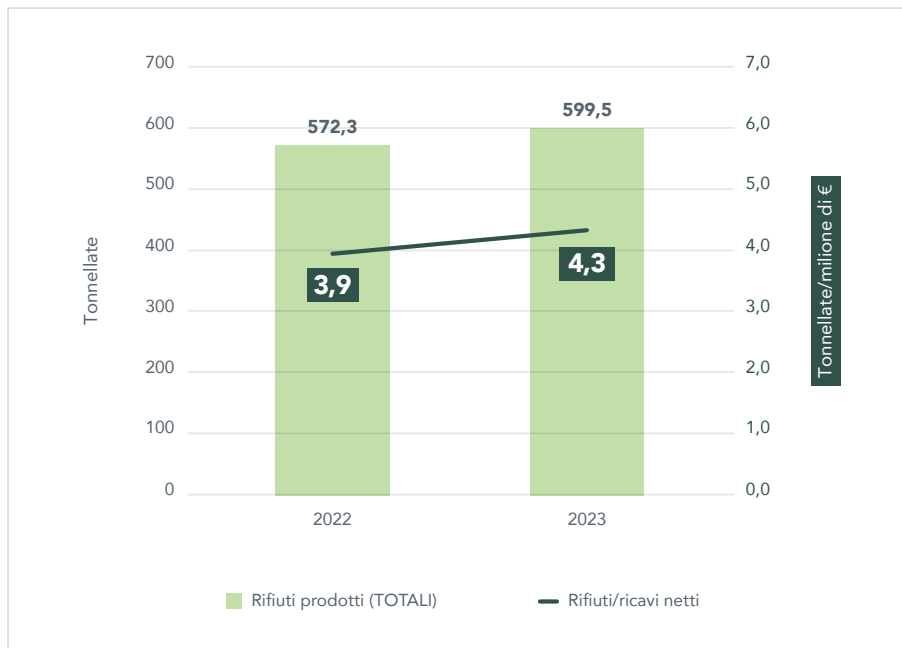
**Protection against possible errors** of installation

**Loyalty** of the end customer

# Waste

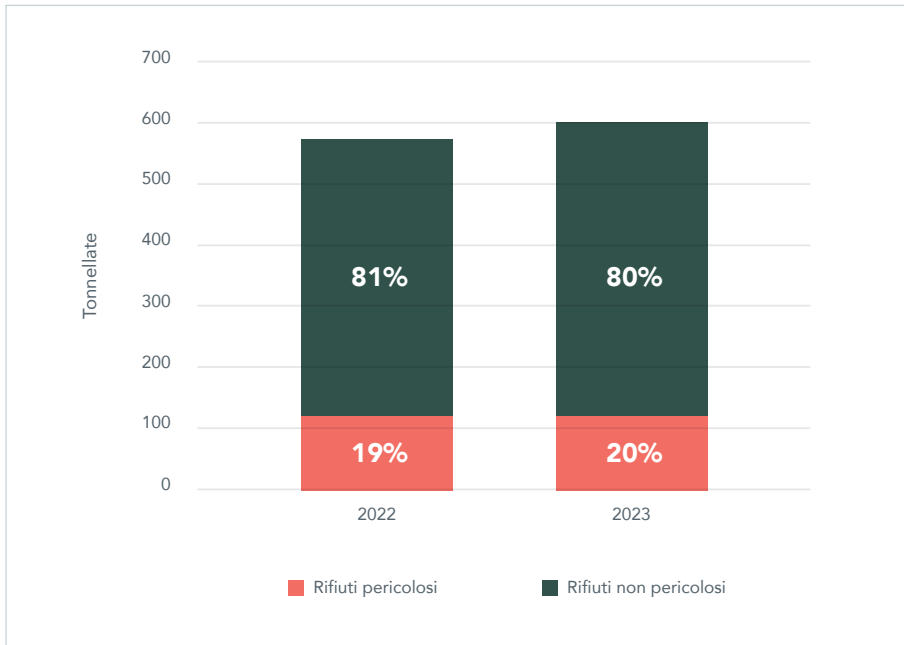
As a manufacturing company, RBM also counts **waste production** among its material issues. Looking at the trend of waste production, it is possible to see an **increase** not only in the absolute value of **waste produced**, but also in the value related to net revenues. In 2023, 5% more waste was produced than in the previous year (599 tons vs. 572 tons in 2022). **For every €1 million, 4.3 tons of waste was produced in 2023**, compared to 3.9 tons produced in 2022.

## Trends in waste production:

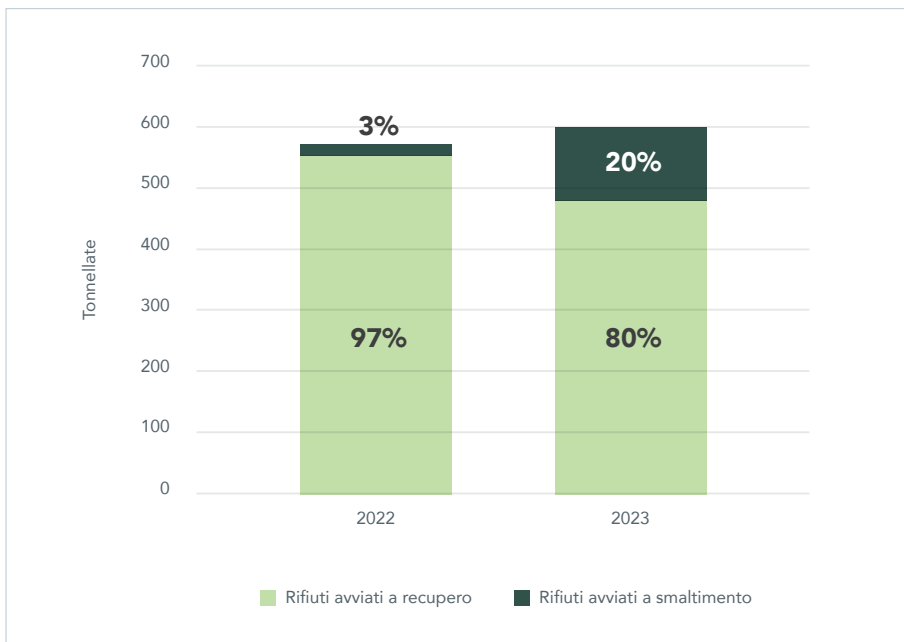


RBM also produces a fraction of **hazardous waste**<sup>17</sup>, the proportion of which in the total can be observed in the following graph for the two-year period under consideration. **The proportion of hazardous waste increased** by 8 percent (from about 111 t in 2022 to about 119 t in 2023). The portion of waste sent for disposal also increased (in 2023 this waste was 7 times as much as the waste sent for disposal in 2022).

**Hazardousness of waste:**



**Destination of waste:**



Finally, there are plans to **install recycling bins in offices** in order to raise employees' awareness of the collection of the municipal waste fraction as well.

<sup>18</sup> § Actual negative impact: waste production

# Social Sphere

In common perception, sustainability tends to be associated only with environmental aspects. In reality, **a company looking at sustainability cannot ignore the analysis and monitoring of the social aspects** on which it has or could have an impact or, vice versa, which could affect its business. For this reason, RBM is committed to reporting on its performance in the social sphere, in order to fully understand its positioning and establish possible goals and strategies for improvement in this area. The staff and communities involved represent primary stakeholders for RBM, which works daily to ensure health, safety, well-being and inclusion both inside and outside the company. The **Social** chapter of RBM's first sustainability report will address all **issues considered material** in this area, including:

## S1 - OWN WORKFORCE

- Health and safety
- Work-life balance and private life
- Corporate well-being
- Gender equality and equal pay for work of equal value
- Training and development of skills
- Secure employment
- Confidentiality

## S2 - VALUE CHAIN WORKERS

- Training and development of skills

## S3 - AFFECTED COMMUNITIES

- Impacts related to the well-being of the community

## S4 - CUSTOMERS AND END USERS

- Access to information (quality)

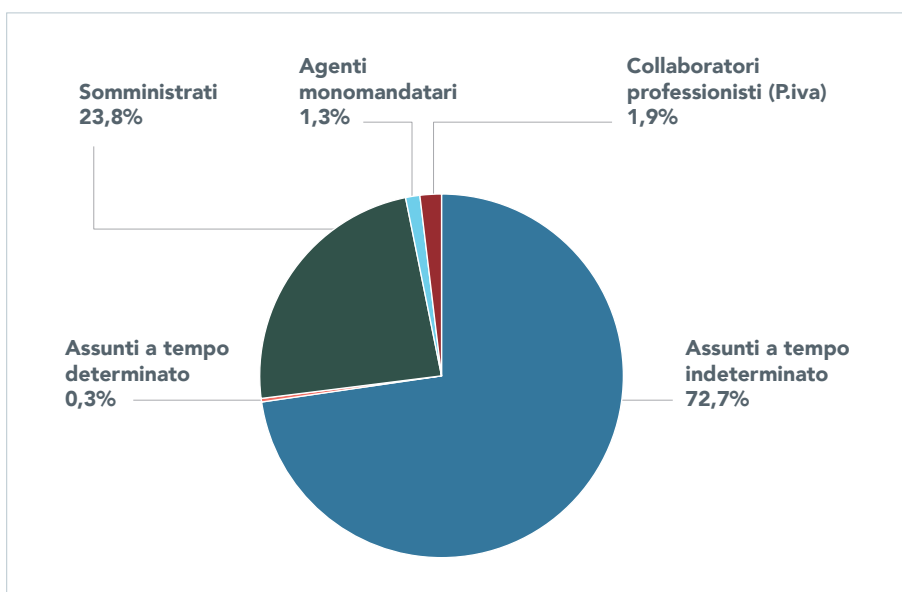
# S1 - Own workforce

## Secure employment



RBM provides secure employment as a<sup>solid1</sup> and growing company in terms of workforce, with an average company seniority of more than 20 years. RBM's workforce (counts by total heads, i.e., all active contracts in the year) in 2023 was 315<sup>people2</sup>. About 73 percent of the workforce holds a permanent contract, while about 24 percent of the workforce is administered. RBM also employs one person on a fixed-term contract (0.3% of the total), 4 one-firm agents (1.3% of the total), and 6 professional employees on VAT (1.9% of the total).

### Composition of the workforce by contract type (2023):



<sup>1</sup> § effective positive impact: secure and stable employment

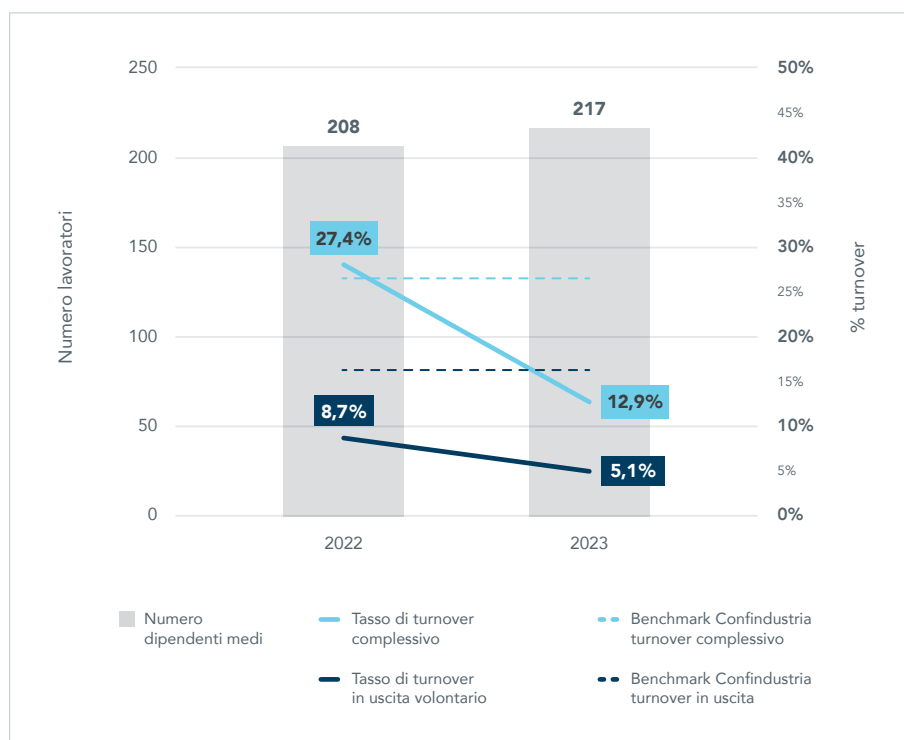
<sup>2</sup> In this count, we refer to the total head count of the entire workforce, including direct employees, temporary workers, one-man agents, and VAT-registered professionals working exclusively for RBM.

Focusing only on direct employees, 99.6 percent of the workforce is hired on a permanent basis.

To understand the employment stability of a company, it is good practice to also delve into turnover and hiring trends in general. Looking at the number of average direct employees, there has been an increase, from 208 to 217, and a gradual **decrease in turnover**, as shown in the graph below. Overall turnover<sup>3</sup> has decreased, from 27.4 percent in 2022 to 12.9 percent in 2023. This is much lower than the available benchmark for the manufacturing sector,<sup>4</sup> which identified an average turnover rate of 26 percent. The average outbound turnover rate according to the same analysis (16.7 percent for manufacturing) is also higher than the outbound turnover rate for RBM<sup>5</sup>, which was 8.7 percent in 2022 and 5.1 percent in 2023. This result is a positive sign, highlighting the effectiveness of the *retention* strategies implemented by the company, which contribute to making RBM an attractive workplace.

However, given the technical specificity of the sector, the company is aware of the difficulties in finding highly qualified professionals for strategic positions<sup>6</sup>. In fact, as highlighted by the most recent Confindustria Brescia analysis, "9 out of 10 manufacturing companies in Brescia struggle to find the professional figures they are looking for" due to a mismatch between the professional figures sought and those available on the market<sup>7</sup>. For this reason, RBM relies on specialized agencies to select the most suitable candidates and is committed to maintaining a high level of attractiveness for new candidates through thorough interviews and ensuring adequate placement paths.

#### Direct Turnovers:



<sup>3</sup> Overall turnover rate calculated as: (number of entries year n + number exits year n) / direct employee counts per average head year n.

<sup>4</sup> Confindustria labor survey 2022. December 2022. <https://www.confindustria.it/home/centro-studi/temi-di-ricerca/valutazione-delle-politiche-pubbliche/dettaglio/Indagine-Confindustria-sul-lavoro-2022>

<sup>5</sup> Voluntary exit turnover rate calculated as: voluntary resignation exits (thus excluding retirements and contract expirations) year n / direct employee counts per average head year n

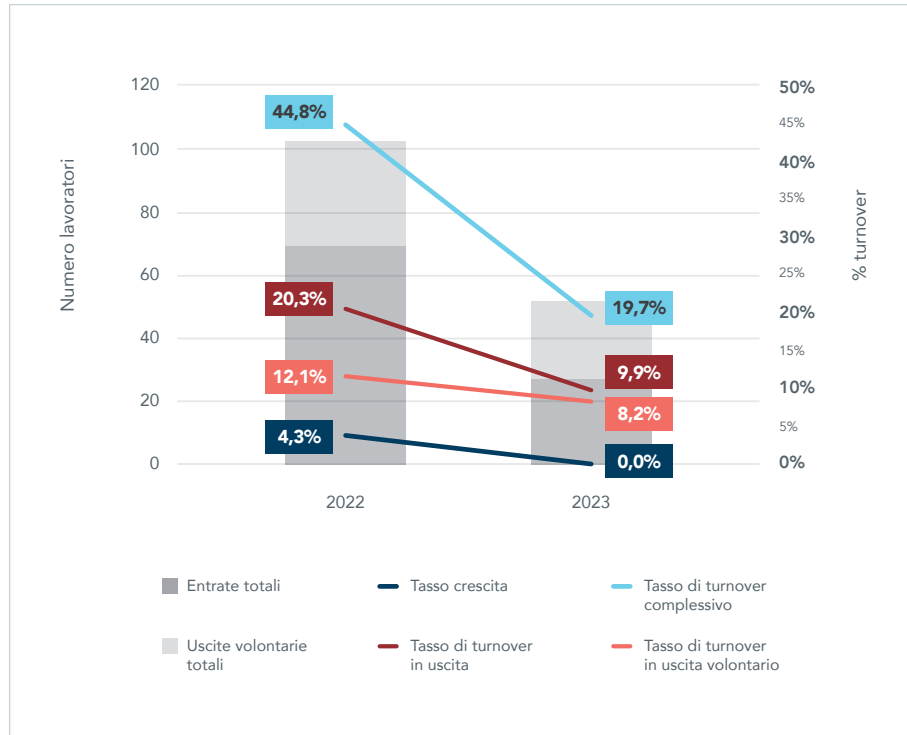
<sup>6</sup> § risk: recruiting difficulties

<sup>7</sup> Confindustria Brescia, May 2, 2024: <https://www.confindustriabrescia.it/contenuto/confindustria-brescia-9-aziende-manifatturier-11446>



Extending the analysis to administered employees, **the decreasing trend in turnover rates is confirmed:** in 2023, the overall turnover<sup>rate8</sup> fell from 44.8 percent in 2022 to 19.7 percent. The overall<sup>outgoing</sup> turnover<sup>9</sup> also decreased from 20.3 percent in 2022 to 9.9 percent in 2023, with the voluntary exit<sup>rate10</sup> falling from 12.1 percent to 8.2 percent. As the graph shows, the growth<sup>rate11</sup> of the workforce remained zero, showing that hiring was balanced by exits.

**Overall turnover (direct + administered):**



<sup>8</sup> Overall turnover rate calculated as: (all hires year n + all exits year n)/employee counts per head average year n

<sup>9</sup> Exit turnover rate calculated as: all exits year n/employee counts per head average year n

<sup>10</sup> Voluntary exit turnover rate calculated as: all voluntary exits (thus excluding retirements and contract expirations) year n/employee counts per head average year n

<sup>11</sup> Growth rate calculated as: (all entries year n - all exits year n)/employee counts per head average year n

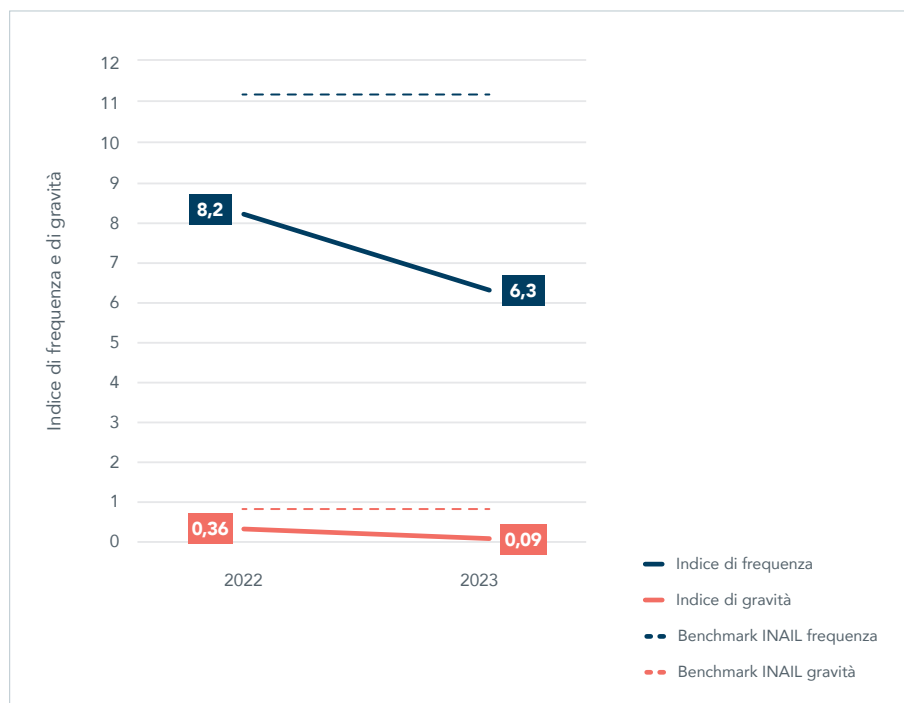
# Health and safety



RBM attaches the utmost importance to protecting the health and safety of its employees, considering it an absolute priority. The company takes advanced preventive measures to minimize risks and ensure a safe working environment in accordance with current regulations. The technical planning of workplaces, the proper use of equipment, and the adoption of responsible behavior are fundamental elements that RBM applies on a daily basis in order to ensure the safety of operators. In accordance with the regulations in force in each nation where the company operates, in Italy Legislative Decree 81/2008, each employee is actively involved in complying with company regulations and properly using protective equipment, thus helping to prevent accidents and safeguard health in the workplace.

Between 2022 and 2023, there was a decrease **in the number of accidents** (from 4 to 3), with a decrease in both frequency and severity. RBM has a lower accident frequency index than the INAIL benchmark for Brescia industries in the sector (ATECO code 24). Specifically, INAIL notes a non-serious accident frequency index of 10.6 and a total frequency index of 11.2 for RBM's industry. The accident severity index at RBM is also significantly lower than the INAIL's baseline, which reports a severity index of 0.84 for the same sector.

## Accident frequency and severity index:



<sup>12</sup> § actual negative impact: occupational injuries

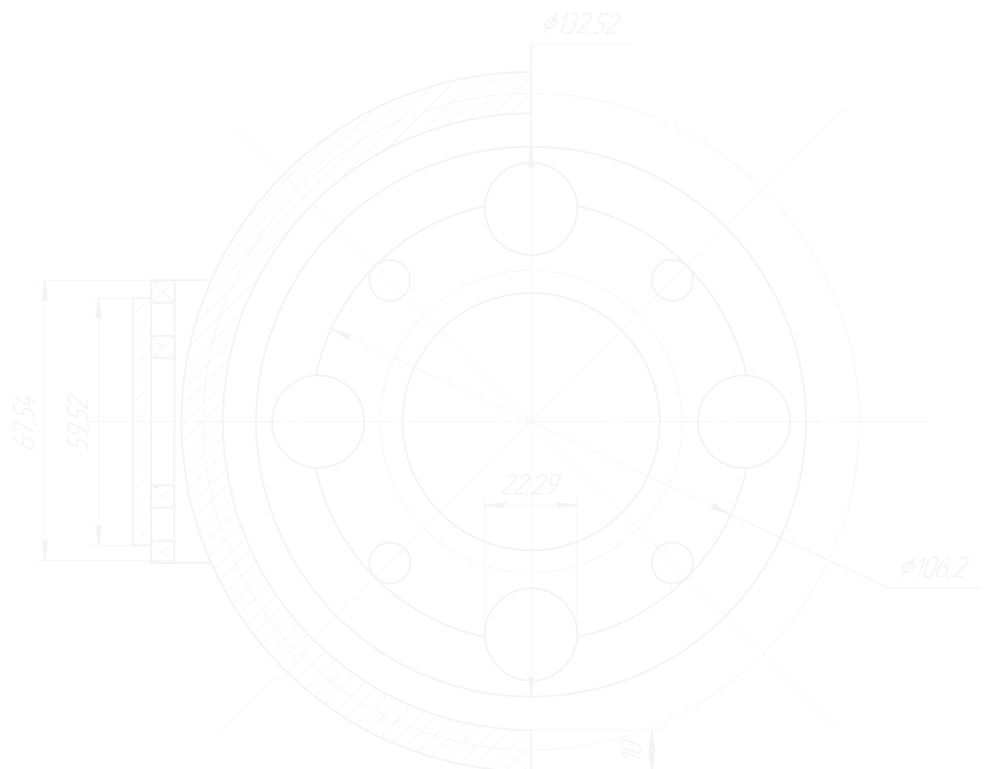
<sup>13</sup> Frequency index calculated as: (number of accidents/hours worked)\*1,000,000

<sup>14</sup> Severity index calculated as: (total days of injury\*1,000)/hours worked

<sup>15</sup> INAIL, three-year reference period: 2019-2021

However, RBM recognizes the importance of managing the risk of accidents<sup>16</sup> and is committed to providing ongoing training on this issue while ensuring strict compliance with current regulations.

Each plant undergoes periodic audits to assess its regulatory compliance and adherence to the company's safety standards. During the temporary phase in which the various corrective actions are developed, there is an increased safety-related risk, but this is stemmed through constant monitoring, dialogues with the relevant authorities to develop the best prevention strategies, and the installation of the necessary Collective Protection<sup>17</sup>.



<sup>16</sup> § potential negative impact: occupational injuries

<sup>17</sup> § potential negative impact: phases adjustment of production sites

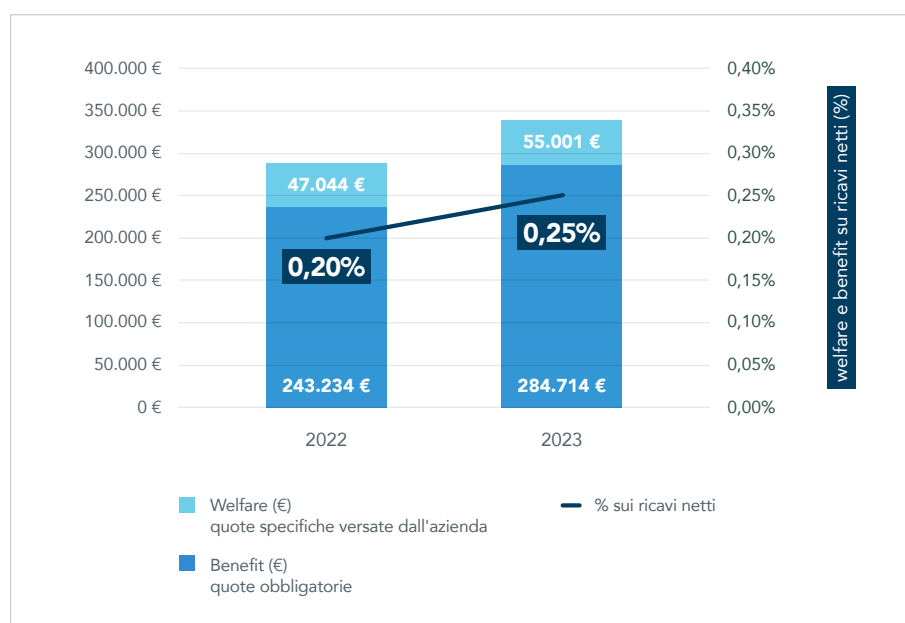
# Work-life balance and corporate well-being



Corporate **well-being** is a crucial element in ensuring the long-term sustainability of a company, as it contributes to a positive work environment, fostering professional development, employee engagement and improving the quality of working life. To maintain attractiveness and competitiveness in a dynamic and ever-changing work environment, companies are incentivized to offer their employees guarantees of an ever-improving work-life balance. RBM recognizes the importance of the issue and pays attention to the needs of its employees and, to this end, is considering the possibility of formalizing and structuring smartworking arrangements for professionals who are suited to perform their duties remotely (e.g. clerical tasks)<sup>18</sup>. At present, a few employees are doing remote work days, but only for specific needs.

A variety of indicators that contribute to the **mental and physical well-being of employees** fall under the macro-theme of corporate well-being, including the provision of employee welfare and benefits. Currently, about 85 percent of RBM's corporate population is covered by corporate welfare, including employees in France and Belgium. Welfare provided to employees falls under the provisions of the National Collective Bargaining Agreement or equivalent foreign contract to which RBM is subject, but it is supplemented for some employees, depending on performance, by a portion of a fee paid voluntarily by the company (in the chart, the latter is the item "specific fees paid by the company"). All employees, except managers, receive a welfare share. Between 2022 and 2023, RBM paid out an ever-increasing proportion of welfare and benefit shares, both in absolute value and as a proportion of net revenue. In fact, in 2022, RBM paid out about 0.20 percent of its net revenues toward its employees' welfare accounts, and 0.25 percent in 2023<sup>19</sup>.

## Welfare and employee benefits (% of net revenues):



<sup>18</sup> § potential positive impact: smartworking

<sup>19</sup> § actual positive impact: welfare and benefits beyond the statutory requirement

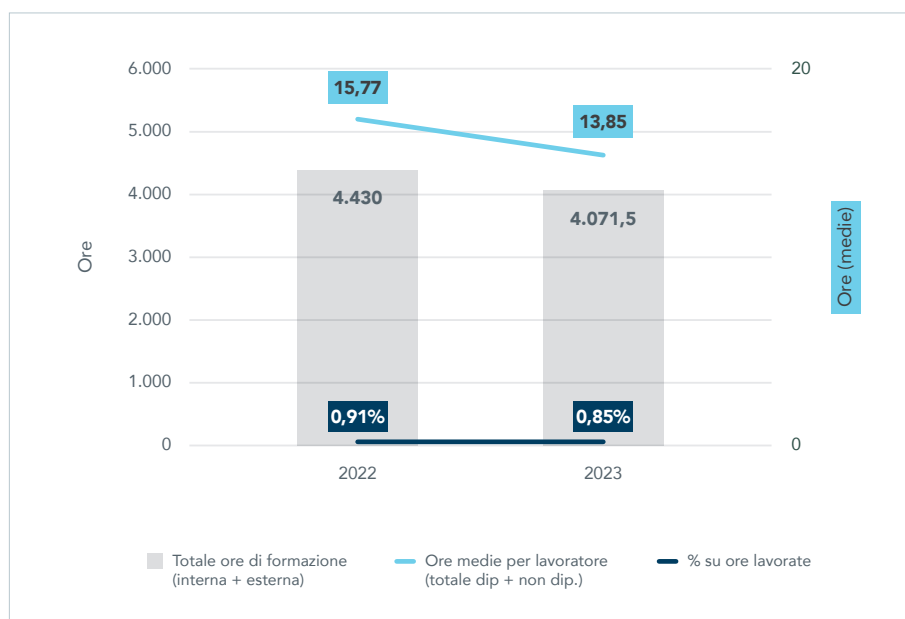
# Training and skills development



Quality training will increasingly be the **driver of internal skills growth and development** and is considered a relevant issue by all stakeholders inside and outside RBM. The company is committed to offering adequate training plans to its employees, ensuring mandatory health and safety training, but also moments dedicated to transversal topics, *onboarding*, and job-specific training.

Between 2022 and 2023, the total amount of hours dedicated to training received by staff decreased from 4430 total hours to 4071 hours (-8%). Proportionally, average hours per employee as well as hours devoted to training compared to hours worked have seen a decline, down 12 percent and 6 percent, respectively. One of the reasons for this decline is that in 2022, unlike in 2023, many employees renewed their mandatory health and safety training, which, having a multi-year periodic deadline, is not provided annually.

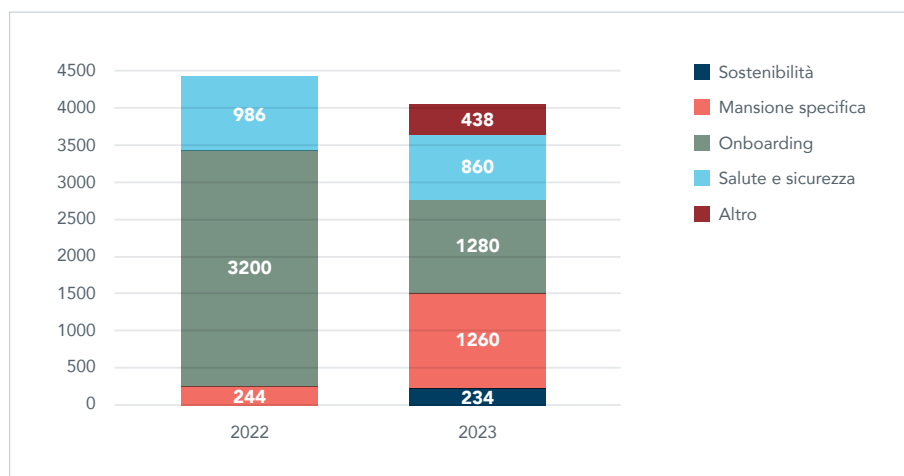
## Training provided:



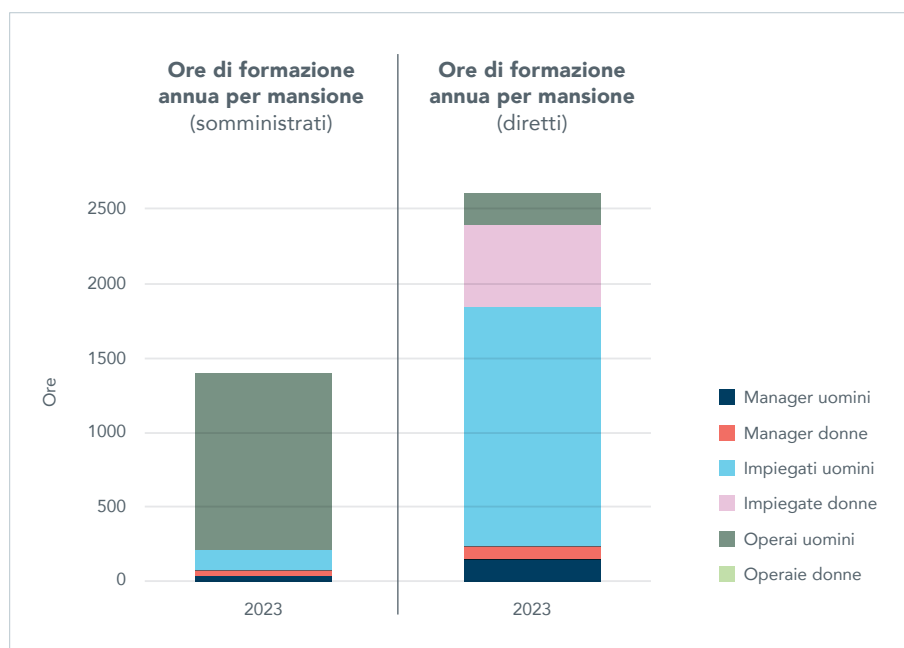
In terms of **training** hours by subject, cumulatively, between external and internal training, RBM's direct and administered employees in 2022 received mostly general training at the same time as the onboarding process. By contrast, in 2023, training touched on several areas, including sustainability. There were 18h of internal training (9 resources involved) and 216 hours of external training (6 resources involved) (234h total) on the topic of sustainability, and a substantial number (1260) of hours dedicated to job-specific training were provided.

RBM wants to invest more and more in training in order to maintain and improve internal skills. It therefore plans to enhance its training offerings with courses on both hard skills, i.e., technical skills, and soft skills, i.e., more relational and <sup>transversal</sup> skills.<sup>20</sup> The training plan will be prepared annually and in agreement with the heads of the various areas, in order to map training needs and offer courses with high added value for the figures concerned.

### Hours of training by subject:



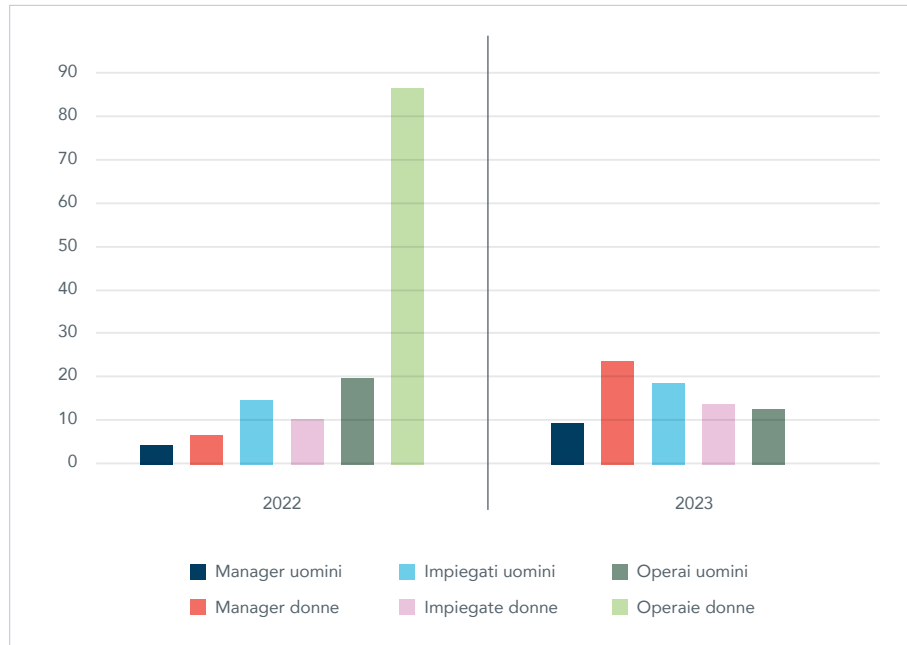
Regarding **training by job description**, the charts below show the amount of training hours received by men and women with the same contractual classification.



<sup>20</sup> § Potential positive impact: training (hard and soft skills)

Looking at the hours of training by job description (regardless of the type of contract, thus considering both administered and direct) it is possible to see that in 2023, in general **the average hours provided to the different jobs are increasing**, except in the case of blue and white-collar workers, as highlighted by the next graph.

**Average hours of training by job description** (direct + indirect):



## S2 - Workers in the value chain

### Training and skills development



RBM's training is not limited to its own internal staff, but is also extended outside the company in order to create a know-how exchange network for users and installers of plumbing products as well. Specifically, RBM organizes **specialized training** days where installers and other users are trained on the proper selection and use of <sup>RBM21</sup> products.

<sup>21</sup> § Effective positive impact: specialized training

# Gender equality and equal pay for work of equal value and measures against violence and harassment in the workplace

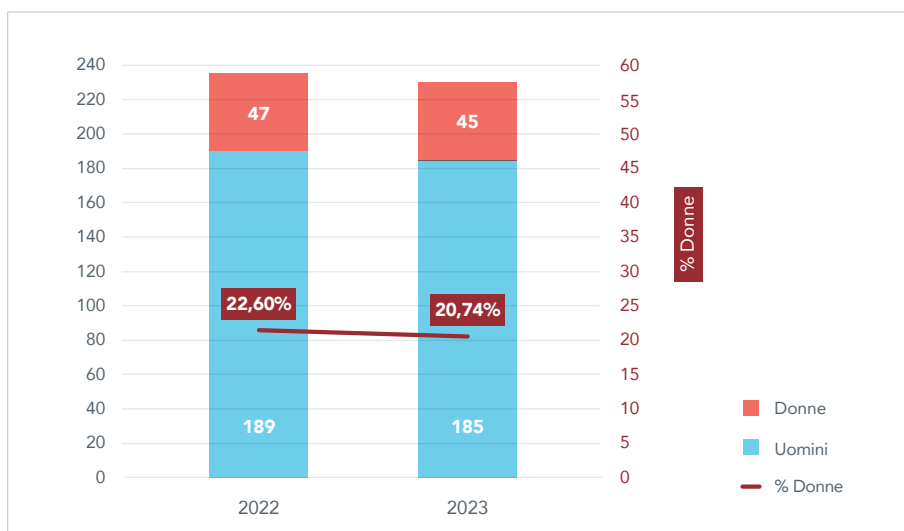


Ensuring equal opportunity and equal pay is a goal that RBM has set to consolidate and maintain over the long term. At the moment, as in most Italian production realities, a gender gap is recognized, from the point of view of equal pay, the distribution of top positions between men and women, and the general presence of the female gender within<sup>production</sup>realities,<sup>22</sup> but RBM has set itself the goal of **closing this gap** through dedicated policies and continuous monitoring. As evidence of this, the company has embarked on the path to certification for **UNI PdR 125**, an Italian standard that establishes a management system on gender equality, and allows monitoring and evaluation of qualitative and quantitative KPIs that contribute to the maintenance of equal opportunities in companies.

Obtaining certification, a goal for 2024, will set in motion a system that will also allow for the detection of incidents of discrimination through<sup>reporting</sup><sup>23</sup> and the evaluation of corrective actions in an internal equal opportunity committee set up for this purpose.

Regarding the distribution of the corporate population, when looking at direct employees, it can be seen that in the two-year period under consideration, the majority of the corporate population is male (78 percent of the total direct employees in 2022 and 80 percent of the total in 2023).

## Employees by gender (direct):



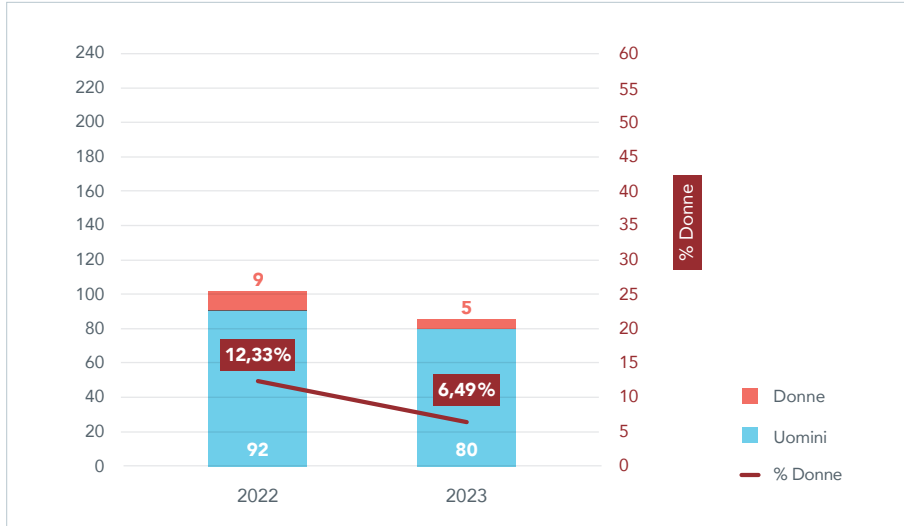
<sup>22</sup> § actual negative impact: gender gap

<sup>23</sup> § potential negative impact: gender discrimination

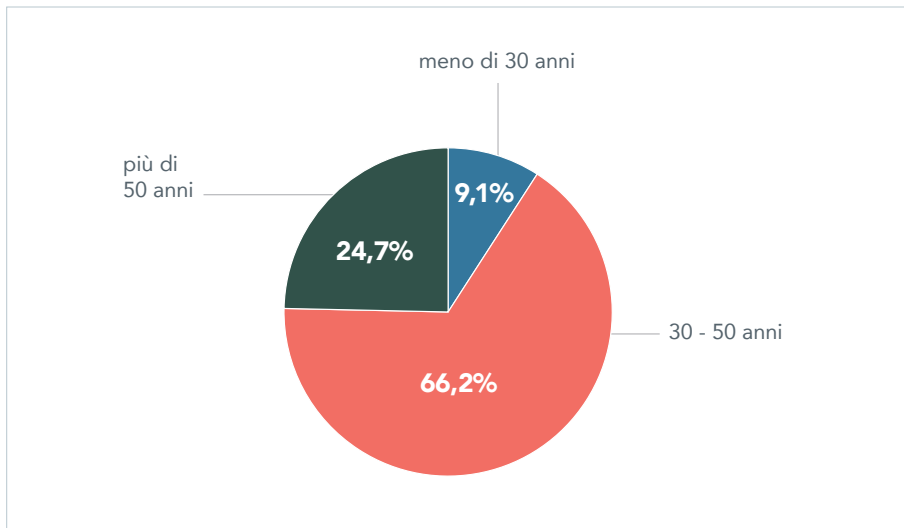


Even when looking at indirect employees, which include temporary workers, one-man agents, and VAT-registered professionals who work exclusively for RBM, and who, on average, accounted for 26 percent of the workforce in 2023, it can be seen that the majority were men, with the percentage of women being roughly halved between 2022 and 2023.

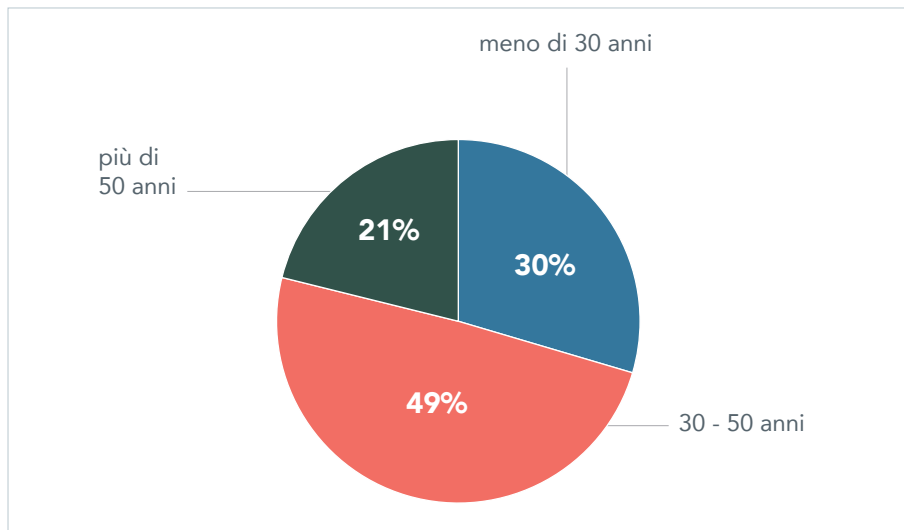
**Employees by gender (indirect):**



On the other hand, as for the breakdown of employees by age group, if only direct employees are considered, about 66 percent of employees are between 30 and 50 years old, about 9 percent are under 30, and the remainder are over 50. **Direct employees by age group** (as of December 31, 2023):



As can be guessed, hiring through administered contracts (the main category as far as indirect employees are concerned) mainly concerns young people: in fact, those under 30 make up almost a third of administered workers, while about 50 percent are between 30 and 50 years old. 21 percent of those administered are over 50. **Indirect employees by age group** (as of December 31, 2023):



One of the indicators used to measure the evolution of gender equality in the company is that concerning the use of parental leave. With reference to this issue, data were collected regarding compulsory maternity or paternity leave, as per Legislative Decree 151/01 for Italian locations. The data on parental leave also include the foreign locations included in the reporting scope of this sustainability report. These data were collected and aggregated together with those of the Italian offices, taking into account the regulations in force in the respective countries, in order to ensure a consistent comparison. 100% of eligible parents in 2022 and 2023 took it and then returned to work. In 2022, parental leave involved 11 men and 2 women, while in 2023 it involved 8 men.

## Confidentiality



RBM, aware of the risk associated with a possible personal data breach, pays special attention to the issue of confidentiality of personnel data, which is closely related to the use of IT systems<sup>24</sup>. **The company has not recorded any privacy violations in the two-year period under consideration**, nevertheless it intends to formalize the access control policy already in place, in order to put in writing procedures already established and widespread. Attention to the issue is constant and transversal: internal audits with specialists are organized every two years in order to follow regulatory developments and adjust procedures. All company figures potentially affected by the privacy issue (especially IT department, marketing department, etc.) are involved in refresher and training sessions.

<sup>24</sup> § Potential negative impact: processing of personal data

# S3 - Affected Communities

## Impacts related to community welfare



RBM has a deep connection with the territory and the community in which it has operated for over 70 years. Attention to all stakeholders is a key element for the long-term success of the company, which, aware of this, incorporates objectives aimed at community welfare into its development plan.

In particular, RBM invests in **bringing new talents into the world of work** through numerous curricular and extra-curricular internships (9 in 2022 and 8 in 2023), offering boys and girls the chance to gain their first work experience alongside professionals. To support education and young people, the company has also established scholarship funds to be disbursed in 2024 for deserving male and female students in the area and/or sons and daughters of <sup>employees</sup><sup>25</sup>. Scholarships are provided for high school or college graduates who plan to pursue university studies or for students who have completed secondary school with excellent grades. For the future, the company plans to establish a welfare plan with funds also to support the right to study specifically for the sons and daughters of employees, as well as the formalization of funds to support after-school or <sup>summer</sup>recreational groups<sup>26</sup>.

In addition to these initiatives, RBM regularly contributes to **supporting local communities** with donations and sponsorships to sports associations and cultural and welfare foundations. In 2022, RBM organized a charity sports event to raise funds for the oratory in Nave (BS), a concert inside its facilities, and participated in fundraising for the purchase of an innovative system consisting of an ultrasound scanner and neuronavigator for the neurosurgery oncology department. In 2023, the company repeated some **successful activities** from 2022, such as participation in the Brescia International Book Fair and company visits for secondary school students, and also introduced **new initiatives**, including a company open day, which gave employees the opportunity to introduce the company to their families.

In 2023, RBM allocated about €97,000 in donations and sponsorships, nearly tripling the previous year's contributions of €<sup>33</sup>,000.<sup>27</sup>

<sup>25</sup> § Real positive impact: community scholarships

<sup>26</sup> § potential positive impact: welfare and benefits beyond the legal obligation

<sup>27</sup> § actual positive impact: value creation in the community

# S4 - Customers and end users

## Access to quality information

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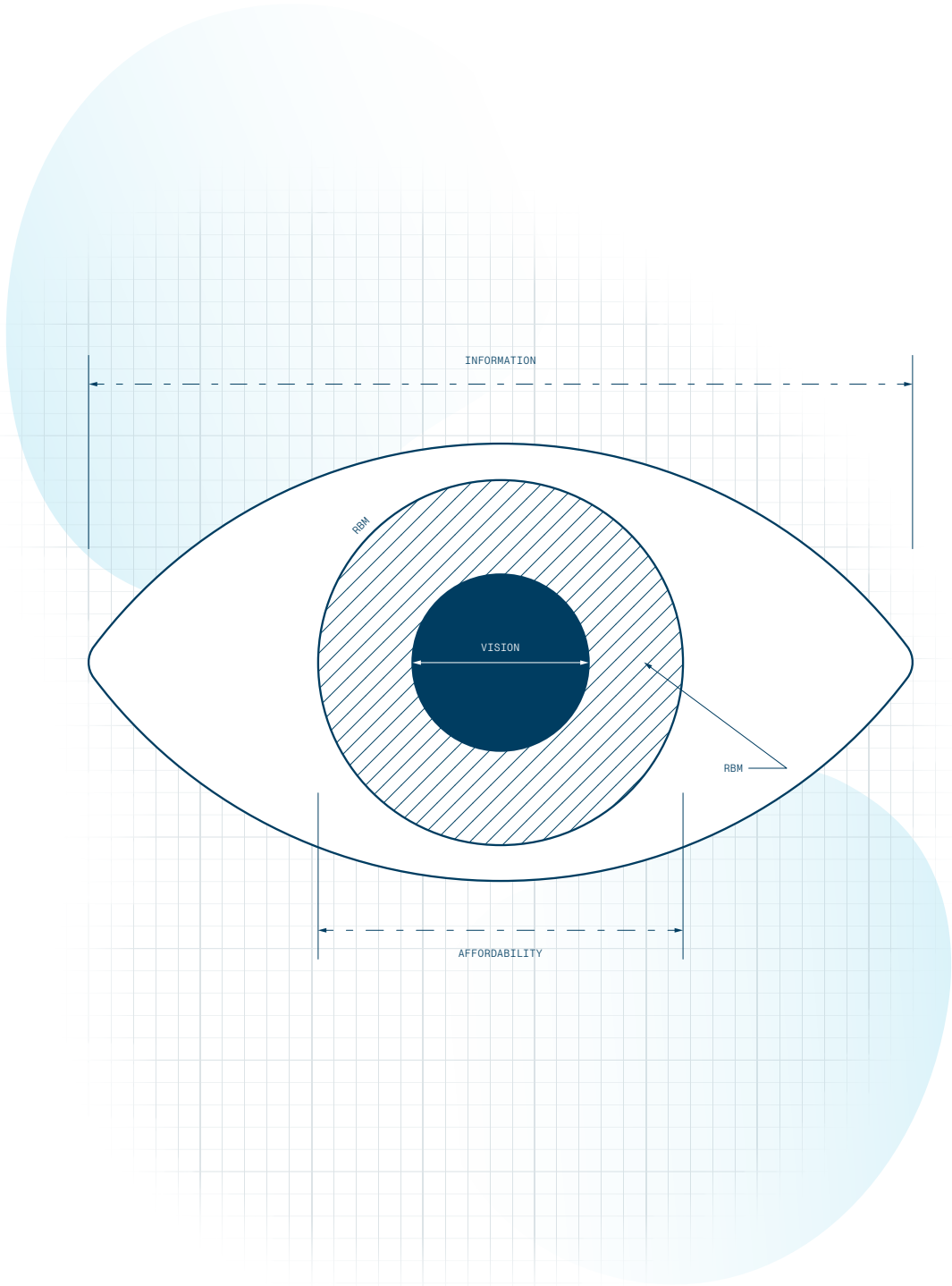
RBM considers it essential that **information** about its products, governance, and the company in general is **accessible, reliable, and of high quality**. To this end, the company has implemented an internal procedure whereby all information is thoroughly checked by specially trained personnel before it is published on official channels or used for product user<sup>training28</sup>. For this, all product data sheets are available on RBM's website, and for potentially harmful products, safety data sheets are also available.

In order to ensure an excellent customer *experience*, RBM invests and intends to invest, on the one hand, in product certifications, and on the other hand, in transparency of information regarding packaging. Specifically, with regard to the magnetic filtration product family, RBM is considering taking the certification route to obtain an EPD (Environmental Product Declaration), which is an official document that certifies through a Life Cycle Assessment (LCA) analysis information on the environmental performance of products.

Where required by customs regulations or requested by the customer, all products leaving RBM are marked with the manufacturer's logo (RBM or other manufacturer if imported) and, again in line with current customs regulations, the preferential and non-preferential country of origin of the product is indicated. RBM, however, is also committed to communicating information regarding the entire product supply chain to customers who request it.

Lastly, with regard to packaging, RBM is moving to modify packaging for the Italian market so that it shows proper disposal practices directly on the packaging (as per legal requirements) and to include information regarding the disposal of products and packaging on the data sheets.

<sup>28</sup> § effective positive impact: transparent communication



# Governance Sphere

RBM adopts governance based on transparency and accountability, knowing that sound management that is attentive to stakeholder interests is critical to meeting market challenges. With a focus on integrity and regulatory compliance, RBM integrates sustainable practices into business decisions, ensuring a balanced approach between economic growth and attention to social and environmental impact. This governance model reflects the company's commitment to building informed and resilient management with the goal of creating lasting value. The chapter **Governance** of RBM's first sustainability report will address all the **issues considered material** in this area, including:

## G1 - CONDUCT OF THE ENTERPRISE

Enterprise culture

Management of supplier relationships, including payment practices

q Corruption: incidents, prevention and detection including training

Cybersecurity

# G1 - Conduct of the business

## Enterprise culture

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In the *European Sustainability Reporting Standards (ESRS)*, the concept of **corporate culture** refers to the values, behaviors and practices that guide a company's activities. It represents an essential element in the integration of sustainability within business strategies and day-to-day decision-making. Corporate culture requires the adoption of transparent, ethical and accountable shared governance, which are key factors for achieving the sustainable development goals set by European regulations and for strengthening the trust of the stakeholders involved.

RBM promotes its corporate culture, based on the guiding principles of internationalization, sustainability, research and development, and partnership through its **code of ethics**. Approved by the Board of Directors, the code of ethics acts as an essential guide for the company, directing its daily activities and relations with stakeholders toward behavior that is integral, transparent and compliant with regulations. These guiding principles reflect RBM's commitment to continuously innovate and contribute to the creation of a solid and resilient company. The Code of Ethics emphasizes the importance of transparent and responsible governance, aiming for sustainable development in harmony with the environment and society.

The Code also establishes clear rules for the conduct of employees and collaborators, with a strong focus on compliance with laws, protecting corporate reputation, fighting corruption, and respecting human rights. The centrality of workplace safety and the importance of non-discrimination is reiterated. Any behavior contrary to the principles of the Code can lead to disciplinary action, which can be reported by all stakeholders through official channels (*whistleblowing*), thus ensuring that all of RBM's activities comply with national and international ethical and regulatory standards.

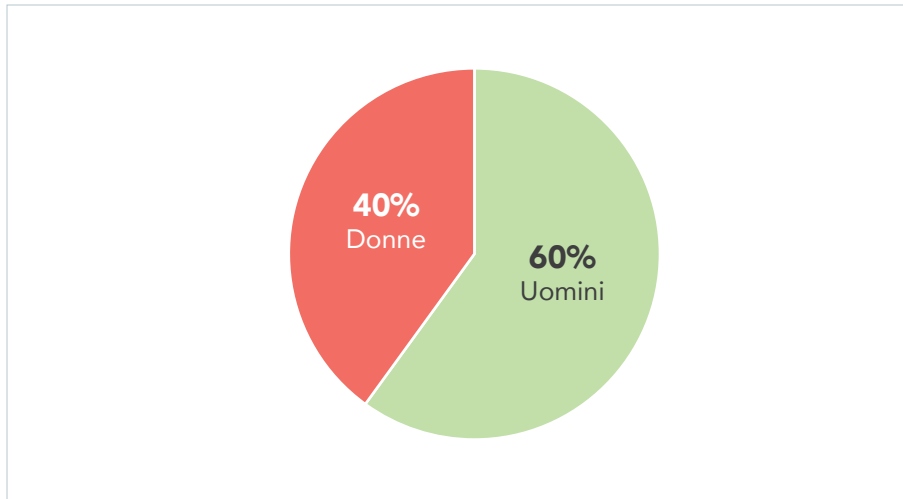
Scan the QR Code or click on it to view the **code of ethics**



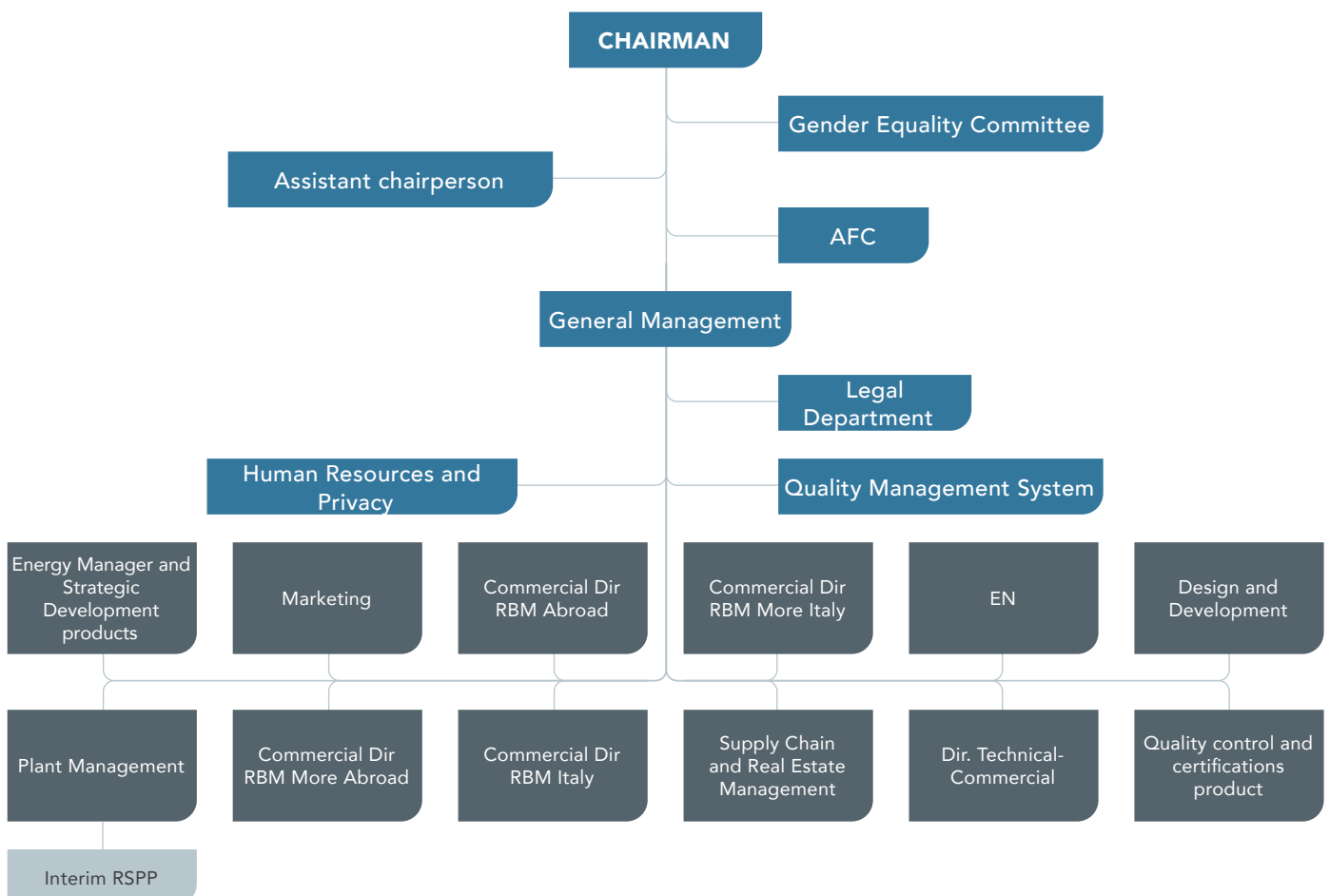
## The Board of Directors and the management of ESG impacts, risks and opportunities

The Board of **Directors** (BoD) of RBM is the highest corporate governing body. It is appointed by the shareholders' meeting and meets monthly to determine the strategic direction of the company. The BoD is composed of **3 men and 2 women**.

### Composition of RBM's BoD (2023):



### General organizational chart:





The members of the BoD are **constantly informed about the** company's<sup>ESG</sup> performance and are active participants in conducting some environmental, social, and governance projects. In fact, during the monthly meeting, not only are projects already underway evaluated, but new projects and initiatives are proposed, in order to respond promptly on the one hand to the ever-changing needs arising from the market push, and on the other hand to the requests of lenders<sup>1</sup>.

Specifically, RBM is currently considering expanding its internal management system and in general its set of<sup>certifications2</sup> in order to further emphasize its commitment to this end. In fact, RBM is considering acquiring ISO 14001 certification, which establishes an environmental management system for organizations, and the Model of Organization and Management according to Legislative Decree No. 231/2001 (MOG 231), which establishes an internal management system to reduce the risk of crimes being committed for the benefit or interest of the company.

The design of this sustainability report is managed by a figure with the (non-exclusive) role of ESG manager, supported by specific internal contacts, who deal with the issues relevant to each sphere (environmental, social and governance).

<sup>1</sup> § opportunities: sustainability in corporate strategies

<sup>2</sup> § risk: absence of certification

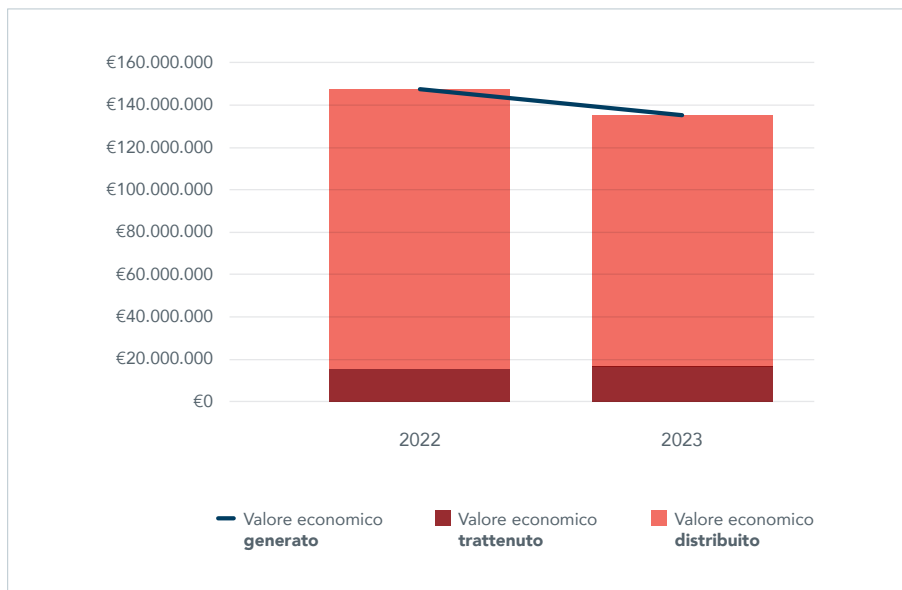
## Economic value generated, distributed and retained

To get a first impression of the company's economic and social impact, RBM follows the distinction between Economic Value Generated and Economic Value Distributed, based on the International Non-Financial Reporting Standards (GRI Standards). These two indicators respectively represent the wealth created by the company in the conduct of its business and its redistribution to the different stakeholders who have contributed to generating it, primarily employees and collaborators. The GRIs define the two concepts as follows:

- **Directly generated economic value:** refers to revenues from the company, such as net sales, revenues from financial investments and sales of assets, as well as changes in inventories.
- **Distributed economic value:** refers to operating costs, employee wages and benefits, payments to capital suppliers, payments to the government, and investments in the community.

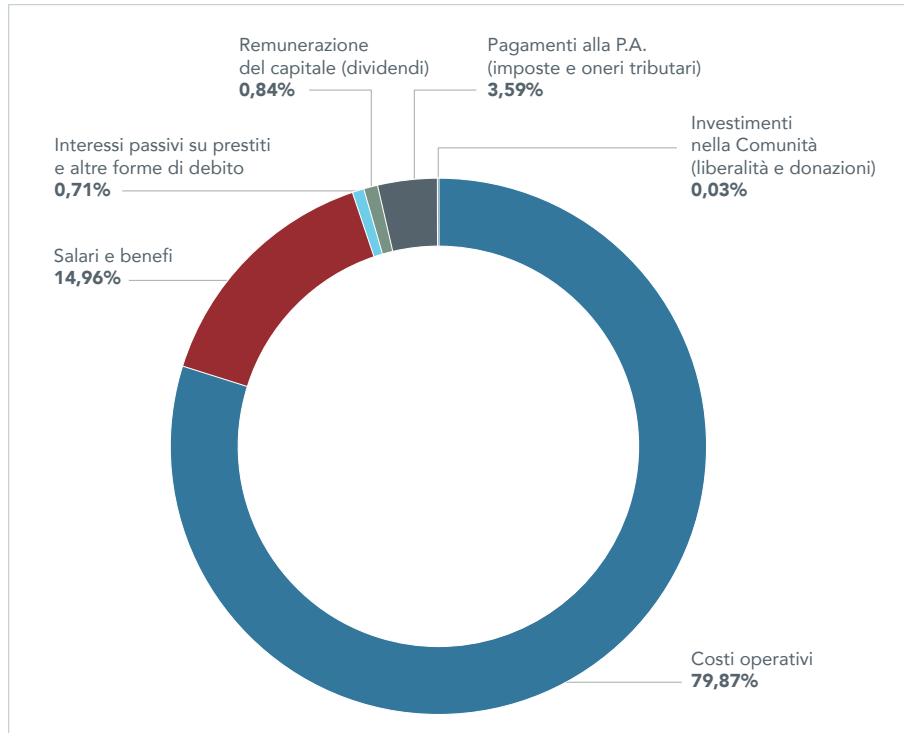
In 2022, the generated Value produced by RBM was 147 million euros, of which approximately 131 million was redistributed among employees, suppliers, shareholders, lenders, and public entities. The portion of value retained by the company amounted to about 10.7 percent of the generated Value. In 2023, Economic Value Generated dropped by 8.2 percent (€135 million in 2023), aided by the decrease in turnover and inventories. Distributed Economic Value also saw a similar decrease, from 131 million € in 2022 to about 119 million € in 2023 (a decrease of 9.9%). The portion of Retained Value was slightly higher in 2023 than in 2022 (12.4 percent of the value generated in 2023).

### Economic value generated, distributed and retained:



In contrast, the following graph shows the breakdown of distributed value: most of it was directed to incurring operating costs (about €95 million, or about 80 percent of the distributed value). About 15 percent was spent on salaries and benefits, while nearly 3.6 percent was spent on payments to the public administration. This was followed by return on capital (0.84%), interest expenses on loans and other forms of debt (0.71%), and donations and gifts (0.03%)

#### Breakdown of distributed economic value:

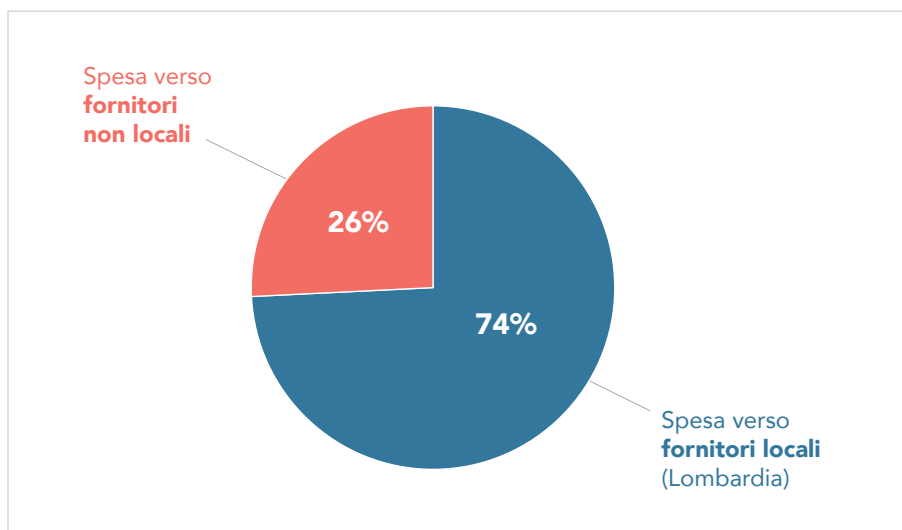


# Supplier relationship management, including payment practices



**Supplier relationship management** is crucial for any productive company because the efficient conduct of business depends on it. RBM's upstream supply chain consists mainly of suppliers of **brass, aluminum, polystyrene, and polyethylene**. There are no particular dependencies on specific suppliers, so it is possible to say that the supply chain is quite diversified. 90% of the value is purchased in Italy and 74% from local companies, i.e., companies from Lombardy. In 2023, spending toward suppliers was more than €95 million.

## Spending toward suppliers:



RBM wants to ensure fair payment practices for suppliers and above all wants to set in motion a virtuous circle of sharing the ethical environmental, social and governance principles in which it<sup>believes</sup><sup>3</sup>. Therefore, in 2023 it drafted and began sending its first supplier code of conduct to its suppliers.

<sup>3</sup> § Potential positive impact: responsible supply chain management

RBM's **supplier code of conduct** is built on the ethical principles the company believes in and wants to spread. It sets ethical guidelines and reiterates the legal principles that must be adhered to by RBM's suppliers. The document establishes the obligation to comply with local and international laws, the prohibition of illegal labor practices such as forced and child labor, and the commitment to ensure a safe and healthy work environment for all employees of companies along the supply chain. It also emphasizes the importance of non-discrimination and respect for human rights.

The code also requires suppliers to adopt business practices that protect the environment and promote transparent and responsible management of their operations. It is essential that suppliers commit to these principles, as their fulfillment is an integral part of contractual relations with RBM. This code not only helps establish ethical business relationships, but also strengthens the reputation and trust in RBM's business reality.

Scan the QR Code or click on it to view the **supplier code of conduct**



RBM's value chain does not end with suppliers, but continues after the corporate production process and also includes RBM's downstream stakeholders: customers and users.

## Corruption: incidents and prevention and detection including training



**Combating corruption** is crucial to a company's long-term sustainability because it promotes transparency, integrity and accountability. Establishing a business management system in which there is no room for corruption increases investor confidence, improves business reputation, and promotes responsible development. In addition, a corruption-free business environment contributes to the equitable distribution of resources, ensuring that investments are geared toward positive social and environmental goals.

RBM reaffirms its commitment against corruption in its code of ethics and has established the **whistleblowing** channel, which can receive anonymous (or non-anonymous) reports and give feedback on them to the whistleblower, guaranteeing complete privacy, as per legal provisions according to Legislative Decree 24/2023. In addition, as mentioned above, the company intends, in the medium term, to have the MOG231, a corporate management system that establishes protocols that prevent crimes and violations of legal regulations, particularly in the area of bribery and administrative liability, in order to be able to promptly detect and react to possible cases of corruption and conflict of <sup>finterest</sup><sup>4</sup>. In the 2022-2023 biennium, no operations have been assessed for corruption risk.

<sup>4</sup> § Risk: corruption and conflicts of interest

# Cybersecurity

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Although **cybersecurity** is not among the issues that ESRS considers to be directly attributable to sustainability, it is almost imperative for a company operating today to consider the risks associated with the digital world, which are intertwined with the issue of protecting the confidentiality of stakeholder data, already mentioned. In today's environment, the risk of *data breaches* is indeed a real risk that companies have to deal with and one that entails<sup>substantial</sup>costs<sup>5</sup>. RBM intends to be better prepared to deal with it; therefore, it has instituted specific procedures and is planning further actions to increase its level of cybersecurity.

To ensure the security of digital data, although there is no specific "Access Control Policy" document, several measures are put in place to **ensure security and proper access to data**. Access to files from servers and corporate applications is assigned according to the role occupied by each user, while access to server rooms is restricted to authorized personnel. Each employee is required to follow the directions of the disciplinary document on the use of computer systems, which, together with the "on/off boarding policy," defines the guidelines regarding access to systems and data management by all personnel, both those entering and leaving the company. Internal audits are also conducted every two years with a privacy consultant so that the effectiveness of procedures can be checked. These policies help strengthen security and compliance in business operations.

As a result of these procedures, RBM has not received any reports of data loss, cybersecurity anomalies, or the opening of phishing emails.

Nonetheless, the company wants to **further fortify its protection system**, so it has undertaken an assessment, through external consultants, aimed at identifying risk areas and possible improvement actions, to go along with the plan to establish an insurance policy suited to the company's risk index.

<sup>5</sup> Risk: data breach

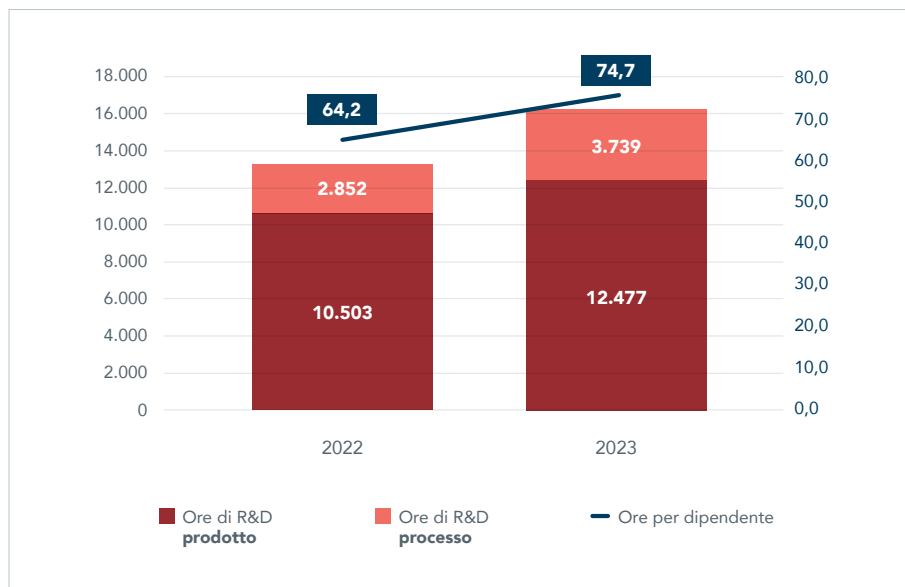
# Research and development



Similar to the issue of cybersecurity, **R&D** is also not explicitly addressed by the GRI or ESRS frameworks. However, RBM believes that the research and development work carried out in-house is crucial, as it stems from the need to ensure increasingly high product environmental performance. This is evidenced by the numerous hours invested in this area.

A total of more than 13,000 hours were invested in research and development in 2022 and more than 16,000 in 2023. Most hours were devoted to research and development for products (79% of hours in 2022 and 77% of hours in 2023). There are 17 employees engaged in research and development in 2022 and 2023 - in various capacities.

## Hours devoted to research and development (product + process):



# Methodological note

Through its first Sustainability Report, RBM intends to report and communicate to stakeholders the **company's environmental, social and governance sustainability performance over the past few years**, with particular reference to the financial year 2023.

The document has been prepared following the "with reference to" option of the GRI Standards "Global Reporting Initiative" (GRI Standards), updated to 2023. However, the approach taken in the processes of studying ESG impacts, materiality analysis and stakeholder engagement was set with a view to moving closer to the guidelines dictated by the new European Union directive on sustainability reporting, namely the CSRD (Corporate Sustainability Reporting Directive), and related standards (ESRS).

In this context, both impacts-positive and negative, actual and potential-generated by the company were mapped, as well as financial risks and opportunities, from a dual materiality perspective. These analyses enabled the identification of ESG issues relevant to the organization, which were then explored within the relevant chapters.

Principles of materiality, inclusiveness, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness were followed in drafting this statement.

Individual topics are presented with reference to the **reporting period from January 1, 2023 to December 31, 2023**, but information for the previous two years can also be found within the document.

**The disclosures in this sustainability report have been prepared for RBM S.p.A. and include, unless otherwise indicated, the locations shown opposite.**





● **NAVE (BS) HEADQUARTERS**

The Nave site includes **3 plants and the head office**. Here are located the machining, finishing and assembly departments, the warehouse receiving and shipping goods the pipe unwinding department, the pipe extrusion department, and finally the showroom and R&D Lab.

● **POLAVENO (BS) SITE**

The Polaveno site includes three departments: the mechanical workshop, the brass component stamping and blanking department, and the polystyrene insulation board production department.

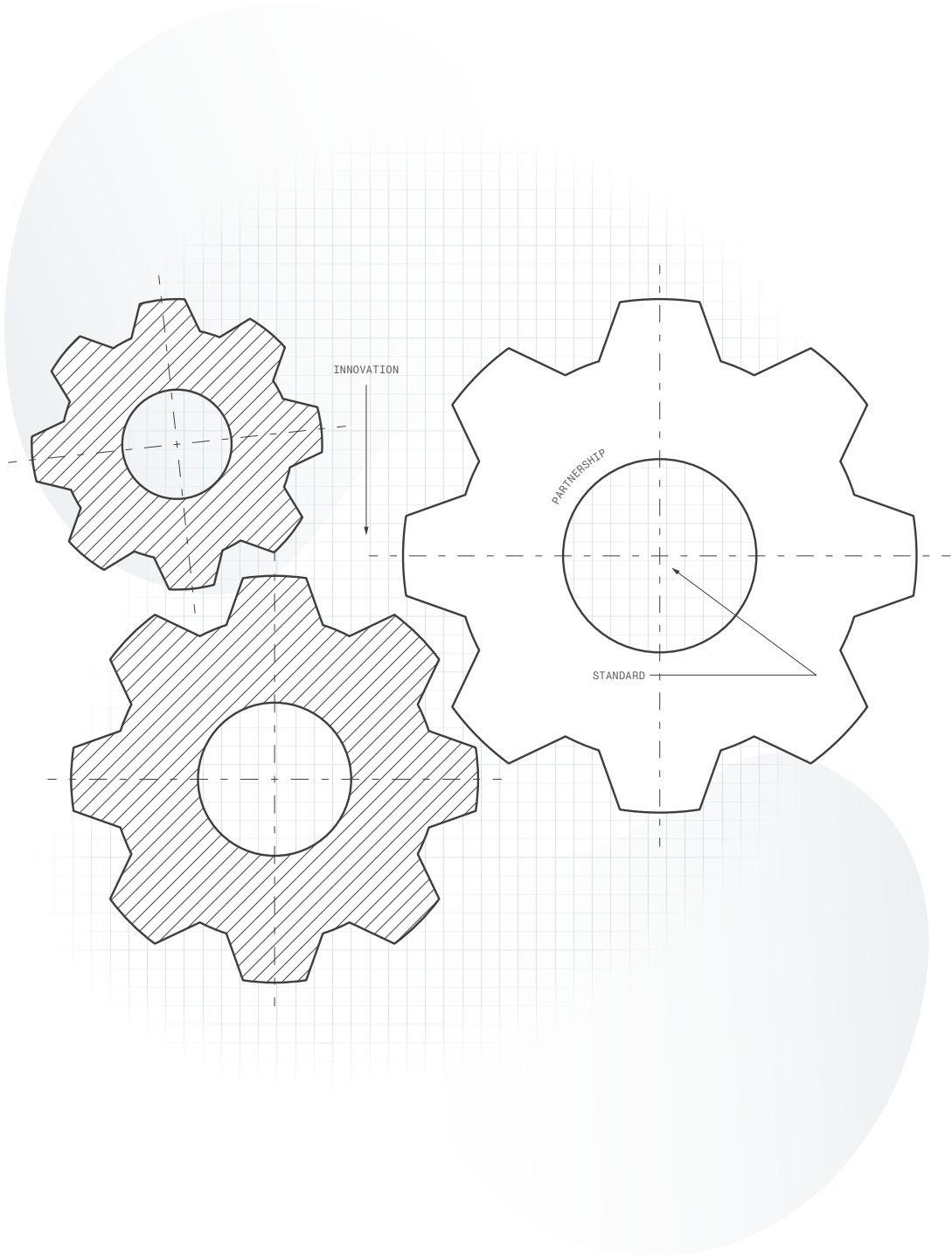
● **HEADQUARTERS IN FRANCE**  
Mainly commercial office

● **MILAN SHOWROOM**

● **HEADQUARTERS IN ROMANIA**  
Representative office

● **OFFICE IN BELGIUM**  
Mainly commercial office

# Appendix



# GRI content index

**Usage Statement:** RBM SpA has reported the information mentioned in this GRI content index for the period from January 1, 2023 to December 31, 2023 following the "with reference to" option of the GRI Standards.

**GRI 1 used:** Foundation 2021

GRI STANDARDS	REPORTING	REFERENCE
<b>GRI 2: General Disclosure 2021</b>	2-1 Organizational Details	Methodological note; Sphere governance
	2-2 Entities included in the organization's sustainability report	Methodological note
	2-3 Reporting period, frequency and point of contact	Methodological note
	2-4 Review of disclosures	<i>Any changes are indicated in the text</i>
	2-6 Activities, value chain and other business relationships	Business units; Management of supplier relationships, including payment practices
	2-7 Employees	S1-Owned labor force
	2-8 Non-employee workers	S1-Owned labor force
	2-9 Governance structure and composition	The board of directors and the management of ESG impacts, risks, and opportunities
	2-10 Appointment and selection of the highest governing body	The board of directors and the management of ESG impacts, risks, and opportunities
	2-11 Chairman of the highest governance body	Letter to stakeholders
	2-12 Role of the highest governing body in overseeing the management of impacts	The board of directors and the management of ESG impacts, risks, and opportunities
	2-13 Delegation of responsibility for managing impacts	The board of directors and the management of ESG impacts, risks, and opportunities
	2-14 Role of the highest governing body in sustainability reporting	The board of directors and the management of ESG impacts, risks, and opportunities
	2-25 Processes to remedy negative impacts	<i>Strategies to remedy any negative impacts are outlined in the text</i>
2-26 Mechanisms for requesting clarification and raising concerns	Corruption: Incidents and prevention and detection including training	
2-29 Approach to stakeholder engagement	Stakeholder engagement	

GRI STANDARDS	REPORTING	REFERENCE
<b>GRI 3: Material Issues 2021</b>	3-1 Process for determining material themes	Impacts and dual materiality of RBM
	3-2 List of material themes	Impacts and dual materiality of RBM
	3-3 Management of material themes	Impacts and dual materiality of RBM
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Economic value generated, distributed and retained
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending made to local suppliers	Supplier relationship management, including payment practices
<b>GRI 205: Anti-Corruption 2016</b>	205-1 Operations assessed to determine risks related to corruption	Corruption: Incidents and prevention and detection including training
<b>GRI 302: Energy 2016</b>	302-1 Internal energy consumption within the organization	Energy
	302-3 Energy Intensity	Energy
	302-4 Reduction in energy consumption	Energy
<b>GRI 303: Water and Effluent 2019</b>	303-3 Water withdrawal	E3-Water resources
	303-4 Water discharge	E3-Water resources
	303-5 Water consumption	E3-Water resources
<b>GRI 305: Emissions 2016</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Climate Change
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	Climate Change
	305-4 Intensity of greenhouse gas (GHG) emissions	Climate Change
	305-5 Reduction of greenhouse gas (GHG) emissions	Climate Change
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste
	306-3 Waste generated	Waste
	306-4 Waste not landfilled	Waste
	306-5 Waste sent to landfill	Waste

GRI STANDARDS	REPORTING	REFERENCE
<b>GRI 401: Employment 2016</b>	401-1 Recruitment of new employees and employee turnover	Secure employment
	401-2 Benefits for full-time employees that are not available to temporary or part-time employees	Work-life balance and corporate well-being
	401-3 Parental Leave	Gender equality and equal pay for work of equal value and measures against workplace violence and harassment
<b>GRI 403: Occupational Health and Safety 2019</b>	403-5 Worker training on occupational health and safety	Training and skills development
	403-9 Workplace injuries	Health and safety
<b>GRI 404: Training and Education 2016</b>	404-1 Average number of training hours per year per employee	Training and skills development
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity in governance bodies and among employees	Gender equality and equal pay for work of equal value and measures against workplace violence and harassment; The Board of Directors and the management of ESG impacts, risks and opportunities
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community involvement, impact assessments and development programs	S3-Communities Affected

# Tables IRO

The following list is inclusive of ESRS theme, associated topic and related IRO. Actual impacts, potential impacts, risks and opportunities are included, and the relevant macro-topic and ESRS topic to which it pertains is specified.

ESRS	TOPIC	TITLE IRO	IRO	IMPACT TYPE	IMPACT NATURE	MAGNITUDE	PROBABILITY
<b>E1 CLIMATE CHANGE</b>	E1 - Climate change mitigation and adaptation	Contribution to global emissions	Impact	Effective	Negative	2,33	
	E1 - Climate change mitigation and adaptation	Reduced heating requirements	Risk			2,77	2
	E1 - Climate change mitigation and adaptation	Regulations designed to incentivize energy transition	Risk			2,77	3
	E1 - Climate change mitigation and adaptation	Market related to climate change and energy transition	Opportunity			3,61	3
	E1 - Energy	Household energy efficiency	Impact	Effective	Positive	2	
<b>E2 POLLUTION</b>	E2 - Pollution (of air, water, soil, living organisms and food resources)	Filters that prevent groundwater pollution	Impact	Effective	Positive	1,5	
	E2 - Substances of concern or extreme concern	Use of substances of concern	Risk			3,1	3
	E2 - Substances of concern or extreme concern	Polluting materials in the supply chain	Impact	Effective	Negative	1,33	
	E2 - Microplastics	Disposal of plastic components	Impact	Potential	Negative	3,31	3
<b>E3 WATER AND MARINE RESOURCES</b>	E3 - Water Consumption	Water consumption	Impact	Effective	Negative	2	
	E3 - Water Consumption	Water loss prevention products	Impact	Effective	Positive	1,5	

ESRS	TOPIC	TITLE IRO	IRO	IMPACT TYPE	IMPACT NATURE	MAGNITUDO	PROBABILITY
<b>E5 RESOURCE USE AND CIRCULAR ECONOMY</b>	E5 - Resource inflows, including resource use	Choice of raw materials	Impact	Effective	Positive	2	
	E5 - Resource Outflows	Durability improvement of third-party components	Impact	Effective	Positive	1,5	
	E5 - Waste	Waste generation	Impact	Effective	Negative	2,33	

ESRS	TOPIC	TITLE IRO	IRO	IMPACT TYPE	IMPACT NATURE	MAGNITUDE	PROBABILITY
<b>S1 OWN WORKFORCE</b>	S1 - health and safety	Workplace injuries	Impact	Effective	Negative	1,33	
	S1 - health and safety	Workplace injuries	Impact	Potential	Negative	3,10	2
	S1 - health and safety/E2 - Air water and soil pollution	Phases of adapting production sites	Impact	Potential	Negative	3,10	2
	S1 - Work-life balance	Smartworking	Impact	Potential	Positive	3,34	3
	S1 - Corporate well-being*	Welfare and benefits beyond the legal requirement	Impact	Potential	Positive	3,51	3
	S1 - Corporate well-being*	Welfare and benefits beyond the legal requirement	Impact	Effective	Positive	2,5	
	S1 - Gender equality and equal pay for work of equal value	Gender gap	Impact	Effective	Negative	2,33	
	S1 - Training and skills development	Training (hard and soft skills)	Impact	Potential	Positive	3,61	2
	S1 - Measures against violence and harassment in the workplace	Gender discrimination	Impact	Potential	Negative	3,25	1
	S1 - Secure employment	Secure and stable employment	Impact	Effective	Positive	3	
	S1 - Secure employment	Difficulties in recruiting	Risk			2,44	4
	S1 - Confidentiality	Processing of personal data	Impact	Potential	Negative	2,52	1
	<b>S2 VALUE CHAIN WORKERS</b>	S2 - Training and skills development	Specialized training	Impact	Effective	Positive	1



ESRS	TOPIC	TITLE IRO	IRO	IMPACT TYPE	IMPACT NATURE	MAGNITUDO	PROBABILITY.
<b>S3 AFFECTED COMMUNITIES</b>	S3 - Impacts related to community well-being	Community value creation	Impact	Effective	Positive	2	
	S3 - Impacts related to community well-being	Community scholarship	Impact	Effective	Positive	1	
<b>S4 CUSTOMERS AND END USERS</b>	S4 - Access to (quality) information	Transparent communication	Impact	Effective	Positive	2	

<b>G1 CONDUCT OF BUSINESS</b>	G1- Corporate culture	Lack of certifications	Risk			3,17	2
	G1- Corporate culture	Sustainability in business strategies	Opportunity			3,56	4
	G1- Supplier relationship management, including payment practices	Responsible supply chain management	Impact	Potential	Positive	3,44	3
	G1 - Corruption: incidents and prevention and detection including training	Corruption and conflicts of interest	Risk			3,52	3
	G1 - Cybersecurity*	Data Breach	Risk			2,63	1

\*topic added because it is relevant to business reality, but originally not on the list of TOPICs according to ESRS.

# Data Tables

## Environment

ENERGY CONSUMPTION				
GRI 302-1	UdM	2022	2023	
<b>Electricity</b>	kWh	8.131.021	7.136.530	
<i>*Of which drawn from the grid</i>	kWh	7.315.266	5.803.514	
<i>*Of which self-generated</i>	kWh	815.755	1.333.016	
<b>Electricity</b>	toe	1.521	1.335	
<b>Natural Gas</b>	Sm3	1.194.886	986.507	
<b>Natural Gas</b>	toe	999	825	
<b>Diesel fuel</b>	l	100.094	103.107	
<b>Diesel fuel</b>	toe	86	89	
<b>Gasoline</b>	l	20.750	27.299	
<b>Gasoline</b>	toe	16	21	
<b>Total consumption</b>	<b>toe</b>	<b>2.621</b>	<b>2.269</b>	

EMISSIONS				
GRI 305-1.2	UdM	2022	2023	
<b>Natural Gas</b>	tCO <sub>2</sub> e	2.385	1.979	
<b>Diesel fuel</b>	tCO <sub>2</sub> e	269	276	
<b>Gasoline</b>	tCO <sub>2</sub> e	48	64	
<b>F-gas leakage (total)</b>	tCO <sub>2</sub> e	0	7	
<b>Total scope 1 emissions</b>	tCO <sub>2</sub> e	2.702	2.326	
<b>Total scope 2 emissions (location-based)</b>	tCO <sub>2</sub> e	2.014	1.617	
<b>Total scope 1 + scope 2 emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>4.716</b>	<b>3.943</b>	

## WATER CONSUMPTION

GRI 303-3.5	UdM	2022	2023
<b>Total water consumption</b>	m3	30.754	30.778
<i>Of which withdrawn from aqueduct</i>	m3	30.754	30.778
<i>Of which withdrawn from well</i>	m3	0	0
<b>Water discharges</b>	m3	22.261	22.549

## WASTE

GRI 306-3,4,5,6	UdM	2022	2023
<b>Waste generated</b>	ton	572,3	599,5
<i>Of which hazardous</i>	ton	111	120
<i>Of which sent for reuse</i>	ton	na	na
<i>Of which sent for recovery</i>	ton	557	480
<i>Of which sent for disposal</i>	ton	15	120

# Data Tables

## Social

STAFF				
GRI 401-1	UdM	2022	2023	
Number of direct employees (average head count)	-	208	217	
Number of temporary employees (average head count)	-	73	77	
Number of inputs (direct + indirect)	-	69	29	
Number of exits (direct+indirect)	-	57	29	
Overall turnover rate (direct+indirect)	%	45%	20%	
Number of entries under 30 (direct+indirect)	-	28	9	
Number of exits under 30 (direct+indirect)	-	19	9	
Exit turnover rate under 30 (direct+indirect)	%	40%	22%	

CONTRACTS (counts per average head)				
GRI 2-7	UdM	2022	2023	
<b>Permanent</b>	-	232	229	
<i>Of which women</i>	-	45	44	
<b>Fixed-term</b>	-	4	1	
<i>Of which women</i>	-	2	1	
<b>Temporary</b>	-	91	75	
<i>Of which women</i>	-	8	4	
<b>Single-agent agents</b>	-	4	4	
<i>Of which women</i>	-	0	0	
<b>VAT professionals working only for RBM</b>	-	6	6	
<i>Of which women</i>	-	1	1	
<b>Full-time</b>	-	315	294	
<i>Of which women</i>	-	38	34	
<b>Part-time</b>	-	22	21	
<i>Of which women</i>	-	18	16	

**CLASSIFICATION OF PERSONNEL - DIRECT**

GRI 401-1 | GRI 2-7 UdM 2022 2023

*By age group (as of 12/31)*

Employees < 30 years old	-	21	20
Employees between 30 and 50 years old	-	140	145
Employees > 50 years old	-	48	54

*By gender (counts per total heads)*

Women	-	47	45
Men	-	189	185

**CLASSIFICATION OF PERSONNEL AT - INDIRECT**

GRI 401-1 | GRI 2-7 UdM 2022 2023

*By age group (as of 12/31)*

Employees < 30 years old	-	26	21
Employees between 30 and 50 years old	-	39	35
Employees > 50 years old	-	9	15

*By gender (counts per total heads)*

Women	-	9	5
Men	-	92	80

# Data Tables

## Social

INJURIES				
<b>GRI 403-9</b>	UdM		2022	2023
<b>Hours worked (direct + indirect)</b>	Hours		487.740	478.393
<b>Number of injuries</b>	-		4	3
<b>Days of injury</b>	days		174	41
<b>Frequency index</b>	-		<b>8,20</b>	<b>6,27</b>
<b>Severity index</b>	-		<b>0,36</b>	<b>0,09</b>

TRAINING (DIRECT + INDIRECT)				
<b>Gri 404-1,2,3</b>	UdM		2022	2023
<b>Total hours of training</b>	<b>Hours</b>		<b>4.430</b>	<b>4.072</b>
<b>Hours per employee</b>	Hours/employee		15,77	13,85

*By topic*

<b>Health and safety</b>	Hours		986	860
<b>Sustainability</b>	Hours		0	234
<b>Specific job description</b>	Hours		244	1259,5
<b>Onboarding</b>	Hours		3200	1280
<b>More</b>	Hours		0	438

## WELFARE

GRI 401-2	UdM	2022	2023
Workers with access to welfare	-	26	25
Workers with access to benefits		239	251
Welfare	€	47.044	55.001
Benefits	€	243.234	284.714

## TRAINEESHIPS

	UdM	2022	2023
Number of curricular internships	-	5	4
Number of extra-curricular internships	-	0	0
ASC/PCTO projects	-	4	4
Total internships	-	9	8
Number of interns hired	-	0	0

# Data Tables

## Governance

### ECONOMIC PERFORMANCE

GRI 201-1	UdM	2022	2023
<b>Turnover</b>	€	159.508.154	147.126.180
<b>Profit</b>	€	8.292.695	8.656.306
<i>Reclassification of financial statements</i>			
<b>Economic value generated</b>	€	147.410.878	135.347.245
<i>Of which distributed</i>	€	131.583.760	118.556.512
<i>Of which retained</i>	€	15.827.118	16.790.733

### COMPOSITION OF THE BOARD OF DIRECTORS

GRI 2-9	UdM	2022	2023
<b>Total number of members</b>	-	4	5
<i>Composition by age group</i>			
<b>&lt; 30 years old</b>	-	0	0
<b>Between 30 and 50 years</b>	-	1	0
<b>&gt; 50 years old</b>	-	3	5
<i>Composition by gender</i>			
<b>Women</b>		2	2
<b>Men</b>		2	3



## SUPPLIERS

GRI 204-1	UdM	2022	2023
<b>Total expenditure to suppliers</b>	€	108.075.606	95.684.940
<b>Of which to local suppliers (Lombardy)</b>	€	79.994.262	71.017.091

## RESEARCH AND DEVELOPMENT

	UdM	2022	2023
<b>Employees engaged in R&amp;D (product and process)</b>	-	17	17
<b>Hours devoted to R&amp;D activities (product)</b>	hours	10.503	12.477
<b>Hours dedicated to R&amp;D activities (process)</b>	hours	2.852	3.739
<b>Hours in collaboration with research organizations</b>	hours	261	211





 | MORE 

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