



SUSTAINABILITY REPORT 2024

Presentation of the Report

The RCF Group is proud to present its first **Sustainability Report**, a clear and detailed document that offers all stakeholders a **transparent** and **structured** overview of our **economic, social, environmental** and **governance** performance.

This document aims to highlight the current state of the RCF Group and future improvement objectives, with the ambition to generate a positive and lasting impact for people and the planet. **The RCF Group** shares this journey with **transparency** and **responsibility**, confident that only through **collaboration** and **innovation** can we build a more sustainable future for all.



SUSTAINABILITY REPORT 2024



ETHICAL CODE



Drafted on a voluntary basis, the **Sustainability Report** aims to be clear, in-depth, and transparent, capable of providing a comprehensive view of the **financial and non-financial performance** of the RCF Group.

In addition to representing annual management results, the report intends to reflect the **strategic vision** and the **values** that guide the company.

Through a structured and detailed narrative, the document provides a complete overview not only of the objectives achieved but also of the **history, the evolution of the business, and the operational dynamics** that characterize the Group.

The intent is to ensure maximum transparency towards stakeholders and investors, clearly outlining the path taken to integrate ESG principles within the corporate strategy and future development model.

2024 marks a significant milestone for the **RCF** group, which proudly celebrates **75 years of activity**. It has been a particularly intense year full of initiatives. At the same time, the **RCF Academy** has continued to play a central role in professional training, offering **courses, webinars, and tutorials** to enhance skills in the audio industry.

Another great success of the year was the consolidation of the **RCF Arena**, which hosted significant events, contributing to strengthening the brand's prestige in the music and entertainment landscape.

The company has also invested in the **website**, making it more intuitive and user-friendly to improve the user experience. Finally, another important development concerned the expansion of logistics capacity with the enhancement of the **Bagnolo in Piano (RE) hub**, inaugurated in 2023, which allowed for optimizing operations management and ensuring greater efficiency in product distribution.



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1. HIGHLIGHTS 2024

265* Million €
Revenue

20
New products
launched

372.20 Mwh
Renewable energy
produced

Over 6
Participation in
industry fairs

140
Online and physical items

0
Confirmed
cases of
discrimination

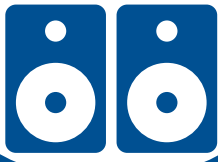
1.5 Million Total
bonus granted to employees

*The data also includes companies currently not included in the reporting perimeter.

2. COMPANY PROFILE



2.1 VISION, MISSION AND VALUES OF THE RCF GROUP



PASSION

Passion is the driving force that inspires the design of every product, creating a unique, engaging, and extraordinarily satisfying audio experience. Every speaker and component is conceived from scratch and developed in-house, with meticulous attention to every detail, to ensure uncompromised audio performance. The **RCF** group offers tailored solutions for musicians, sound engineers, rental companies, and service providers, as well as for architects and system integrators. Whatever the audio need, the **RCF** group is the ideal choice to transform every project into a flawless sound experience.



SOLUTIONS

The **RCF Group** aims to ensure **excellent audio performance** in every application, offering a superior experience for both listeners and users of its products. With over **70** years of experience and constant technological advancement, the company has developed distinctive **know-how** and solid foundations, establishing itself as an authoritative and reliable reference for professionals and enthusiasts in the **audio industry**.



INNOVATION

Design is an evolving process, driven by a holistic approach that integrates technological **innovation** and advanced material research. The development team works with a comprehensive vision, keeping the company at the forefront of the audio industry. This same philosophy is reflected in the modern production facilities, where every component is made through optimized processes to ensure increasingly high standards of quality and reliability. Every element is designed **in-house**, with total **control** over every stage of production.



VALUES

The **RCF** group boasts decades of experience in supporting clients and projects worldwide, offering expertise and tailored solutions for every audio need. The **Engineering Support Group** works in close synergy with the **Research and Development Department**, designing customized systems that integrate dedicated accessories for installation, signal processing, and custom mechanics.

2.2 THE HISTORY OF THE RCF GROUP

RCF was founded in **Reggio Emilia**, focusing on ribbon microphones and innovative transducers.



1949

RCF launches the center of excellence dedicated to **research and development on transducers**.



1960

RCF enters the home Hi-Fi market.



1970

RCF enters the **Touring** market with the **Touring and Theatre Series (TT+)**.



2006

RCF Academy is born.



2010

The launch of the line **HDL 20**, the best-selling product of **RCF** takes place.



2012

AEB industrial is born and begins operating under the dBTechnologies brand.



1974

RCF enters the market for **professional speakers**.



1990

AEB specializes in wireless microphones.



1995

RCF enters the console market with the **digital mixer M 18**.



2015

The acquisition of **EAW** (United States) and **DPA Microphones** (Denmark) takes place.



2018

The acquisition of the **Montarbo brand** takes place.



2019

RCF Arena, the largest venue.
for outdoor concerts in **Europe**
opens.



2022

RCF opens a new logistics
facility in **Bagnolo in Piano**.



2023

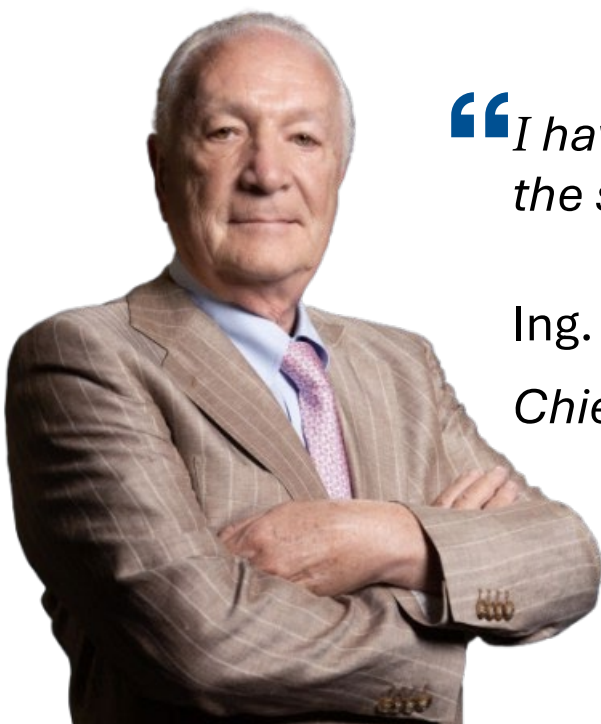
RCF celebrates its seventy-
fifth anniversary.



2024

“*I have dedicated a lifetime to
the search for the perfect sound.*

Ing. Arturo Vicari
Chief Executive Officer



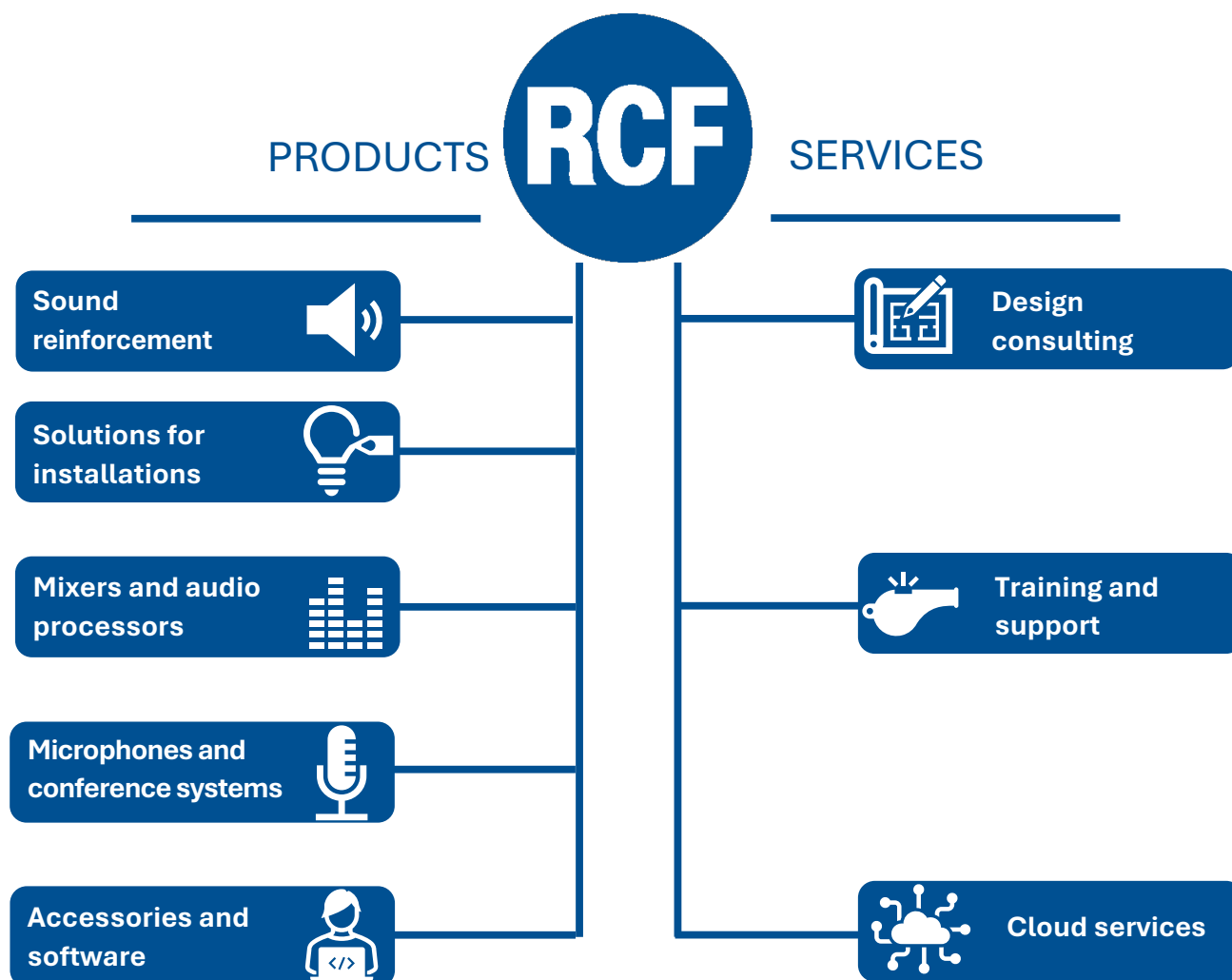


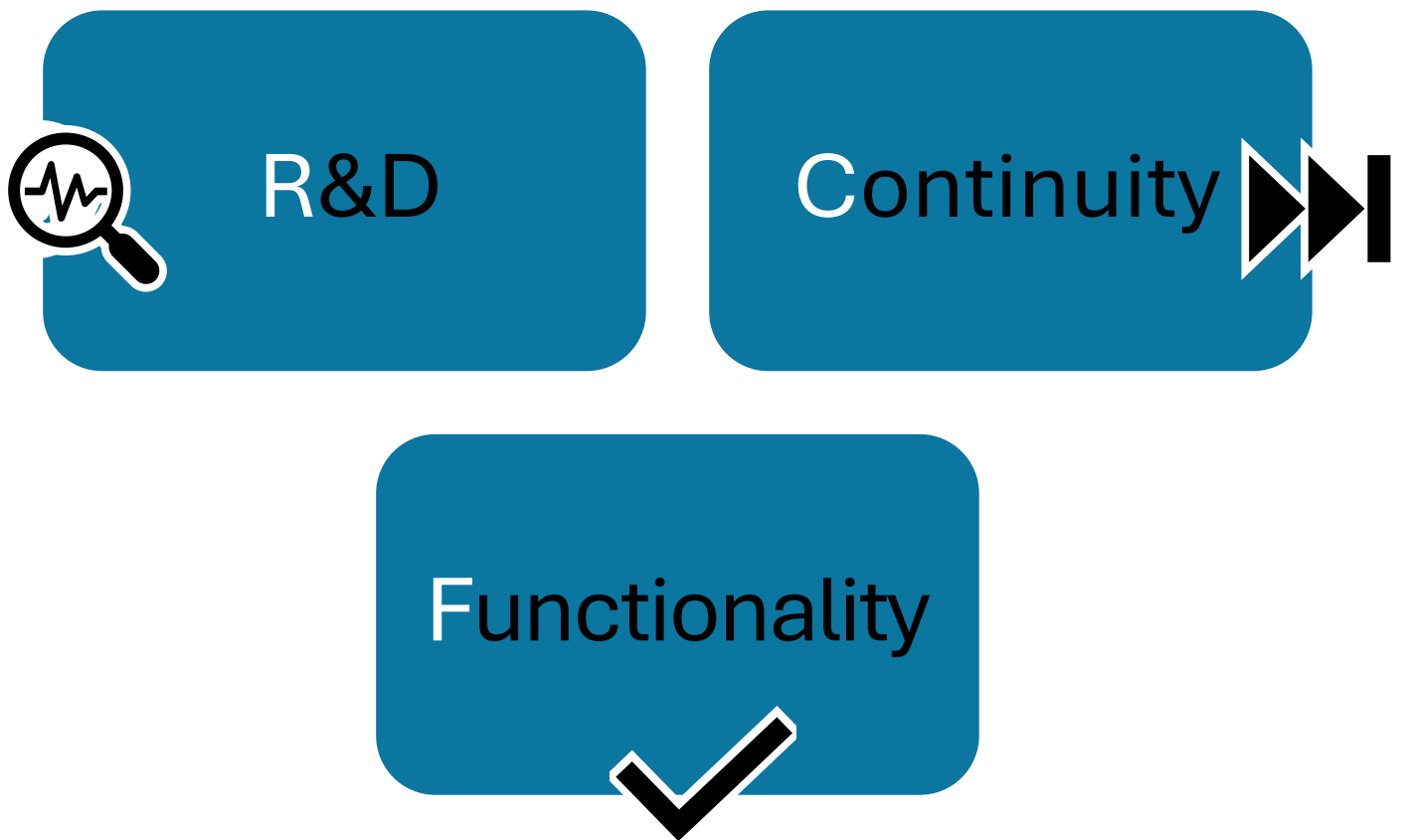
2.3 THE INDUSTRY OF THE RCF GROUP

For over **75** years, the **RCF** group has been a leader in the **professional audio** industry, recognized globally for its excellence **in electroacoustics** and **in electronics**, both analog and digital. Thanks to a constant commitment to **innovation**, it develops cutting-edge solutions for any sound application, ensuring superior performance and **reliability** without compromise.

The extensive catalog covers every aspect of the audio chain, offering products designed to meet the needs of sound engineers, architects, and system integrators. From powerful **speakers** to sophisticated signal processors, each component is designed to ensure maximum **quality** and **versatility** in every context.

Audio systems are present in a wide range of professional applications, ensuring impeccable sound reproduction in concerts, theaters, recording studios, airports, conference rooms, nightclubs, public spaces, clubs, cruise ships, and much more.





R of R&D

Thanks to constant attention **to technological innovation**, the **RCF Group** has managed, over the years, to design and launch **new products** continuously, in addition to **renewing** existing key products before they reached market maturity.

The **research and development** activity in the fields of electronics, mechanics, and acoustics takes place in the **two laboratories** located at the **RCF S.p.A.** headquarters in Reggio Emilia and **AEB Industriale S.r.l.** in Crespellano. These facilities are equipped with cutting-edge tools for **measurements** and **designs**, as well as **innovative software**.

The research and development activities in the loudspeaker sector, conducted by **RCF S.p.A.**, **AEB Industriale S.r.l.** and the subsidiary **EAW North America Inc.**, are highly synergistic. **AEB Industriale S.r.l.** boasts high expertise in the field of **electronic technology**, while **RCF S.p.A.** and **EAW North America Inc.** have established experience in the field of **sound** and in **electromechanical technology** for the production of **loudspeakers**. The integration of these complementary skills has allowed the **RCF Group** to further expand its product range.

By adopting a time-to-market oriented strategy, the **RCF Group** pursues a dual objective: **to develop new systems and innovative products from a technological standpoint** and **to apply the latest technological solutions to products already on the market**. According to management, the internalization of **Research and Development** allows for reducing the time between the conception and market introduction of a new product, optimizing production costs, avoiding resource dispersion, and ensuring the confidentiality of sensitive information.

Furthermore, the products of the **RCF Group**, where requested by customers, are certified in accordance with specific national and international standards (**CSA, UL, CCC**).

C for Continuity

All products are designed with the aim of ensuring a **long operational life** and constant **continuity**, even under **intensive and prolonged use**.

The RCF group constantly invests in **advanced technologies**, selecting **materials** of the highest **quality** and adopting rigorous production processes to ensure that each device is capable of **withstanding the typical stresses of the most demanding professional environments**.

As equipment intended for use in live events, studios, and permanent installations, the products must meet **high standards** in terms of **performance, robustness, and reliability**.

One of the key elements of the longevity of the products lies in the **integrated protection technologies**, developed to prevent failures and preserve the integrity of the components over time.

The **solid and robust construction** represents another distinguishing factor: the products are designed to withstand **accidental impacts, vibrations, and difficult environmental conditions**.

This attention to build quality not only minimizes the **risk of failures**, but also ensures consistent reliability, extending the product life cycle.

F for Functionality

Reliability and **functionality** are the fundamental pillars on which every product is based, the result of **continuous innovation** and thorough **attention to detail**.

Each device is designed to offer a perfect balance between **advanced performance** and **ease of use**, ensuring **efficient, intuitive, and reliable** solutions for audio professionals.

The extensive product catalog covers **every aspect of the audio chain**, offering a wide range of **versatile and cutting-edge solutions**, designed to meet the needs of **sound engineers, architects, and system integrators**. From speakers to signal processors, from amplifiers to solutions for fixed and live installations, each product is made to **ensure excellent performance, reliability over time, and a flawless audio experience**, regardless of the context of use.

Thanks to the use of advanced technologies, the devices offer intelligent management of audio signals, ensuring clear and faithful reproduction even in the most critical conditions.

The integration of innovative solutions further enhances operational reliability.



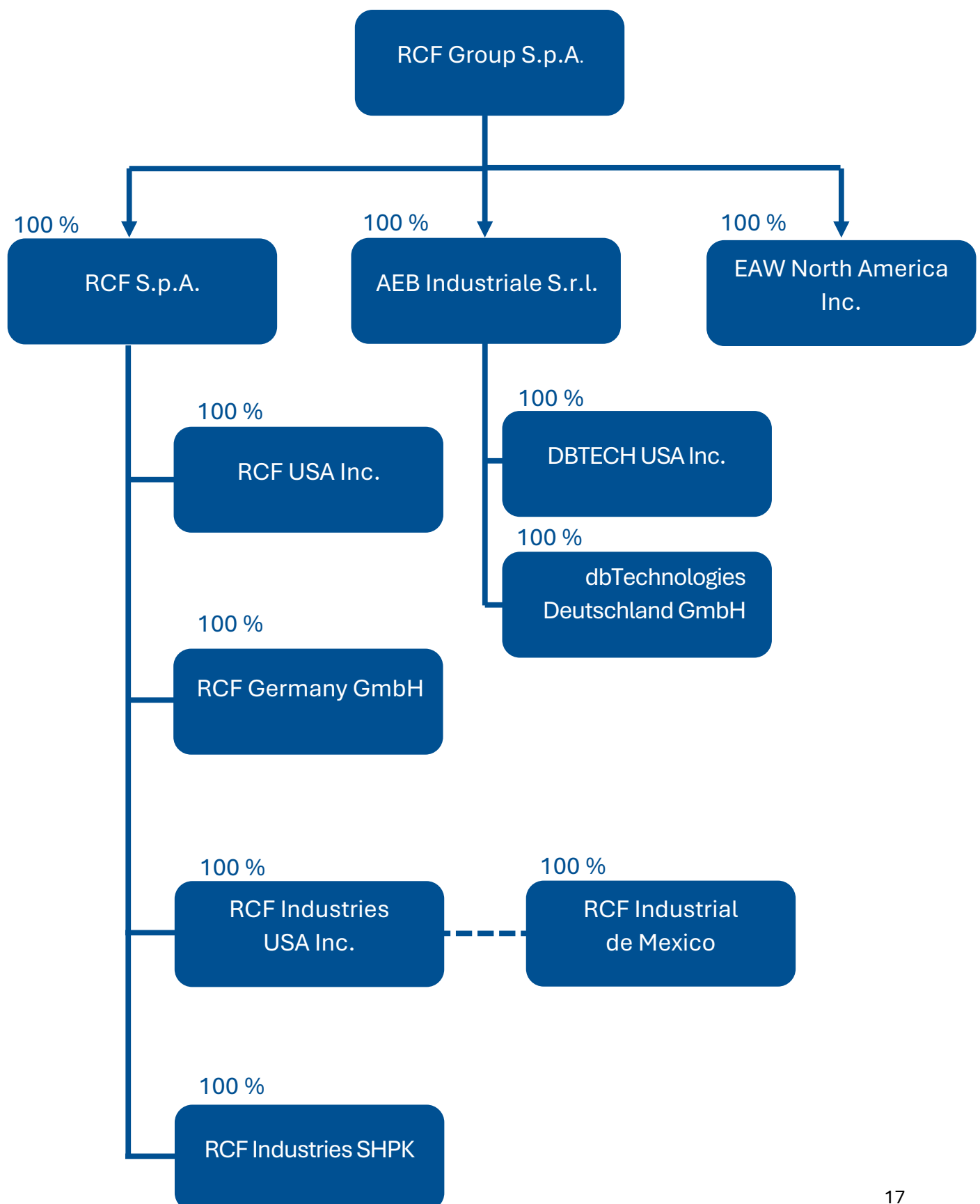


ARENA



2.4 THE COMPOSITION OF THE GROUP

The following chart presents the composition of the Group, highlighting the structure of the subsidiaries and their respective ownership percentages.



*RCF Industrial de Mexico consolidated by dominant influence

RCF NXL ACTIVE TWO-WAY ARRAYS

RCF

IX SERIES

2.5 RCF ARENA





The **RCF Arena** is an absolute Italian success story from an organizational and **acoustic** point of view. The largest outdoor music venue in Europe was born in the airport area, formerly known as **Campovolo**, hosts a modular capacity of **10,000 to 103,000** people and bears the name of the largest Italian professional audio company. The sound is the pride of the **venue: RCF Arena** is equipped with a total of **410 high-end loudspeakers** and approximately **2 megawatts of sound power**. The space, covered mainly by grass, includes all the services and amenities for event production, including a proper lawn slope of **5%** and a **"guitar pick"** configuration divided into **5 main areas** to ensure optimal visibility and acoustics. The stage is located at the lowest part of the Arena in a central position with a **viewing angle of 110°** – an optimal value to allow the audience full enjoyment of the events.

In terms of capacity, quality of enjoyment, communication routes, and accommodation capacity, RCF Arena has no equals on the entire continent.

A large crowd of people is seen from behind, looking towards a brightly lit stage at night. The stage is illuminated with intense blue and white lights, with numerous laser beams fanning out across the dark sky. The crowd is dense, and many people are holding up their phones to capture the scene. The overall atmosphere is one of a major concert event.

The **RCF Arena** is equipped with the most modern technologies for the best concert performance. The **RCF TT+** audio system, part of the flagship line of large RCF systems for live events, consists of a main system at the sides of the stage, with **4 line arrays** covering the front and a further **10 systems distributed** on permanent metal towers, which can also be used as supports for video and lighting equipment. The **sound coverage** is designed for the best sound coverage to each seat, no matter the distance from the stage. At the same time, the orientation of the system is optimized to ensure the **lowest noise impact** towards the inhabited areas of the city.

“ Giving our name to **RCF Arena** is a source of pride for us, but also a **mission**, and a **commitment**. We have a strong bond with this region and we intend to take care of it in the best possible way. With the completion of this wonderful project, we bring **innovation**, **technology**, and our sound to our home in **Reggio Emilia**.



3. 2024 PERFORMANCE

The analysis of revenue for the year 2024 highlights revenues of **265 million euros**.

With reference to the **geographical distribution of revenue**, the **largest share** is attributable to the **EMEA area**, which represents **49%** of the total, of which 20% is made up of Italy and Germany. Next is the **AMERICAS** area with **34%** driven by the USA at 27%, and finally **APAC**, which accounts for **17%**.

The areas that contributed most to the growth of 2024 were the United States and Germany for direct markets and South America and India for distributed markets.

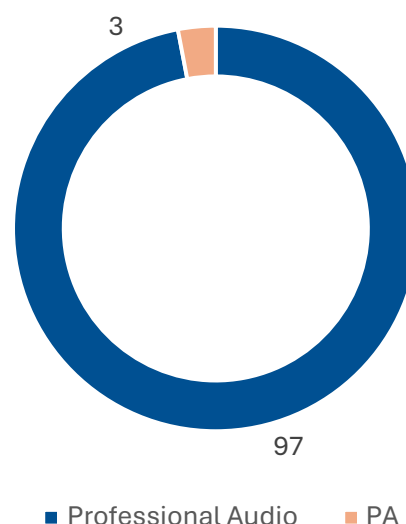
Regarding the breakdown of revenue in the Group's business sectors, **97%** is attributable to the **"Professional Audio"** segment, dedicated to the design, production, and marketing of loudspeakers and professional audio systems aimed at a mid-high market segment; **3%** is attributable to the **"PA"** segment concerning products and systems for public sound reinforcement.

The **data reported on this page** also includes **companies excluded from the reporting perimeter**. For a detailed description of the criteria adopted and the companies considered within the perimeter, please refer to section ["4.1 Criteria for the preparation"](#).

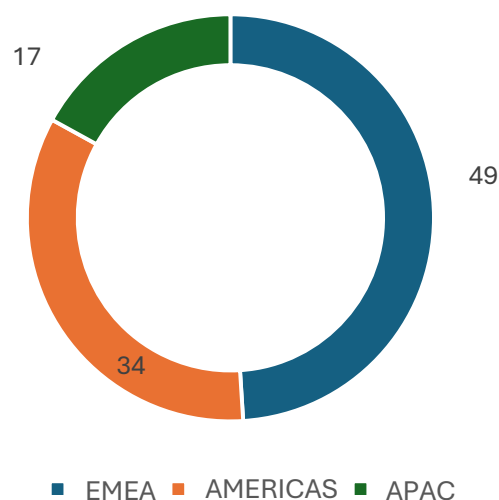
265 Million €

Revenue 2024

Revenue breakdown by product sector (%)



Revenue breakdown by geographical area (%)



EMEA: includes Europe, Middle East and Africa

UK APAC: includes Asia and Oceania



4. GENERAL INFORMATION (ESRS 2)



4.1 BASIS FOR PREPARATION

BP-1 General basis for preparation

The **2024 Sustainability Report** of the **RCF Group** has been prepared on a **voluntary** basis, with the aim of providing an overview of the **impacts, risks** and **opportunities** related to the Group's activities in the **environmental, social** and **economic** fields with reference to the reporting period **January 1, 2024 –December 31, 2024**. The scope of consolidation includes, in addition to the parent company RCF Group S.p.A., the controlled companies:

-  RCF S.p.A
-  AEB Industriale S.r.l.;
-  EAW North America Inc.

For the purposes of this document, the term "RCF Group" will refer to the aforementioned companies

For a more detailed view of the group's structure and foreign participations, please refer to the specific section: 2.4 "The Composition of the Group".

The sustainability report covers the main value chain of the RCF group, including impacts, risks, and opportunities upstream, downstream, and in its own operations.

The extent to which policies, actions, metrics, and objectives extend beyond its own value chain varies depending on the nature of the issue and is specified within the thematic ESRS (European Sustainability Reporting Standards)

BP-2 Disclosures in relation to specific circumstances

Regarding the specific circumstances of the preparation of the sustainability report, it is highlighted that:

The time horizons considered in the sustainability report are aligned with those applied in the consolidated financial statements and defined by ESRS 1. Short-term as applied within the consolidated financial statements coincides with one year; medium-term is the period up to five years from the end of the short-term reference period; long-term is defined as a period longer than five years.

The 2024 Sustainability Report has been prepared on a **voluntary basis** and **is not** subject to external assurance.

Excluded from the reporting perimeter are RCF Germany GmbH, DBTECH USA Inc., dB Technologies Deutschland GmbH, RCF Usa Inc., RCF Industrial de Mexico, RCF Industries Usa Inc. and RCF Industries SHPK due to the complexity in obtaining consistent data. We will seek to expand the scope of our reporting as our data management systems develop further.

4.2 GOVERNANCE OF THE GROUP



This chapter highlights the information that allows for the understanding of the processes, controls, and governance procedures established to monitor, manage, and control **sustainability issues**.

The Board of Directors

The **Board of Directors** is composed of five members, four of whom have executive roles and one non-executive. The directors are elected by the **shareholders' meeting**, which can appoint a number of members ranging from a minimum of five to a maximum of nine. Their term lasts for **three financial years** and ends on the date of the meeting convened for the approval of the financial statements relating to the last year of their term.

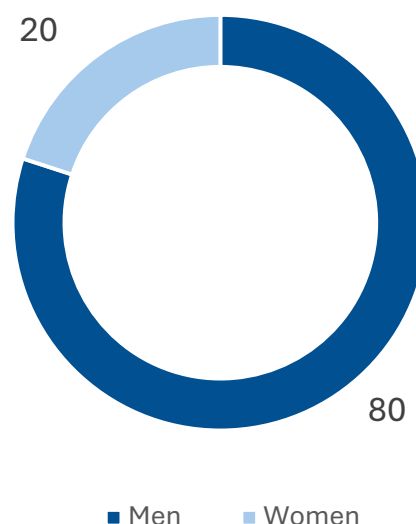
The Board plays a central role in the **strategic management and operational organization of the Group**, defining business guidelines and making all necessary decisions to achieve the set objectives. Only those acts that, by express provision of law or as established by the **Articles of Association**, are reserved for the shareholders' meeting are excluded. Its functions include the approval of strategic guidelines, monitoring of business performance, and supervision of operational activities to ensure sustainable growth consistent with the Group's mission.

Within the Board, a **chairman** and a **vice president** are appointed, tasked with coordinating and facilitating the board's work. Currently, the Board of Directors does not include independent members.

The current directors are:

- Alfredo Macchiaverna (Chairman);
- Arturo Vicari (CEO);
- Remo Morlini (Managing Director);
- Mauro Macchiaverna (Managing Director);
- Chiara Vicari (Director without delegated powers).

Composition of the Board of Directors (%)



The Board of Statutory Auditors

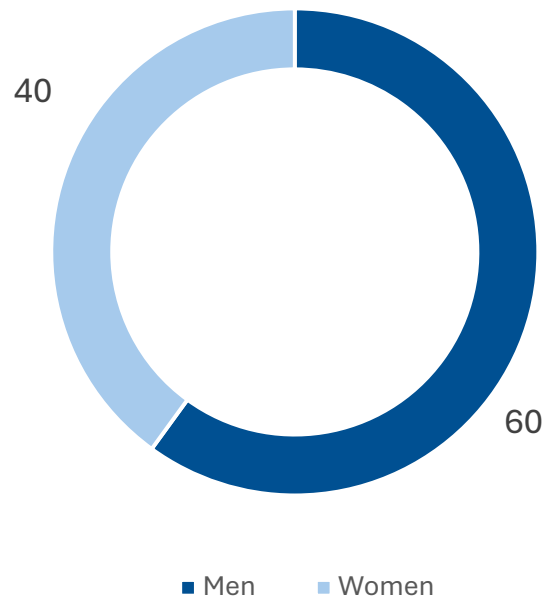
The **Board of Statutory Auditors** is composed of three members plus two substitutes, without distinction between executive and non-executive members.

The auditors are appointed by the **shareholders' meeting**, which determines their composition. Their term lasts for **three financial years** and concludes with the meeting convened for the approval of the financial statements relating to the last year of their term.

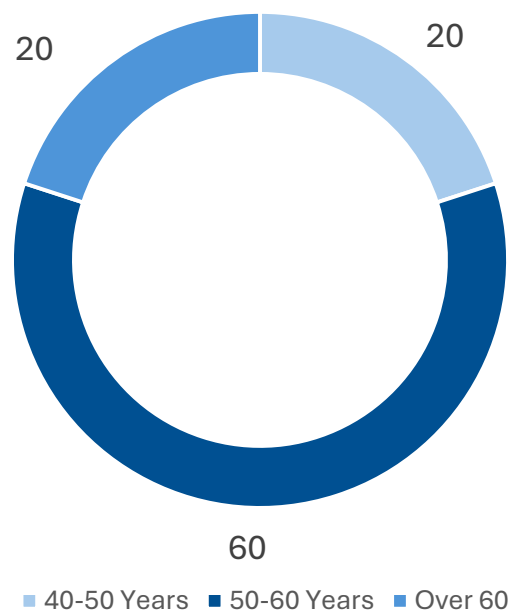
The auditors currently in office are:

- o Massimiliano di Maria (Presidente);
- o Mario Delucchi (Standing Auditor);
- o Paola Pizzetti Standing Auditor);
- o Paolo Solari (Substitute Auditor);
- o Laura Lasagna (Substitute Auditor).

Composition of the Board of Auditors (%)



Demographic Distribution of the Board of Auditors (%)



The Environmental, Social & Governance (ESG) Committee

Appointed by the Board of Directors in October 2024, the Environmental, Social & Governance (ESG) Committee consists of five members.

The committee was established with the aim of carrying out investigative, propositional, and advisory functions regarding sustainability and long-term energy transition scenarios, thus meaning the processes, initiatives, and activities aimed at overseeing the Company's commitment to sustainable development along its value chain.

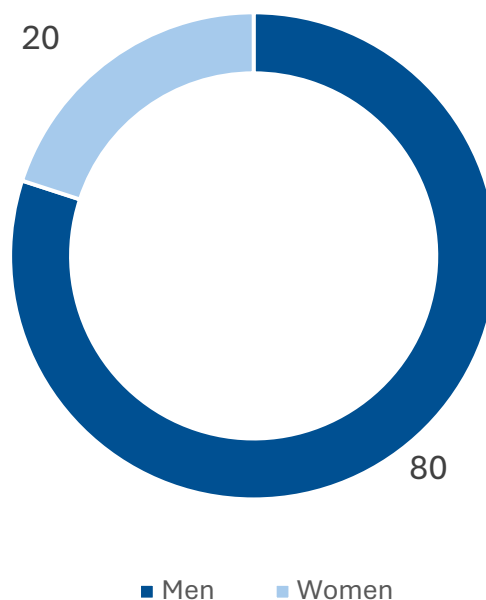
Main tasks of the committee:

- Development of policies and strategies related to environmental, social, and governance issues;
- Examination and validation of impacts, risks, and opportunities related to environmental, social, and governance issues;
- Support to the Board of Directors on ESG matters.

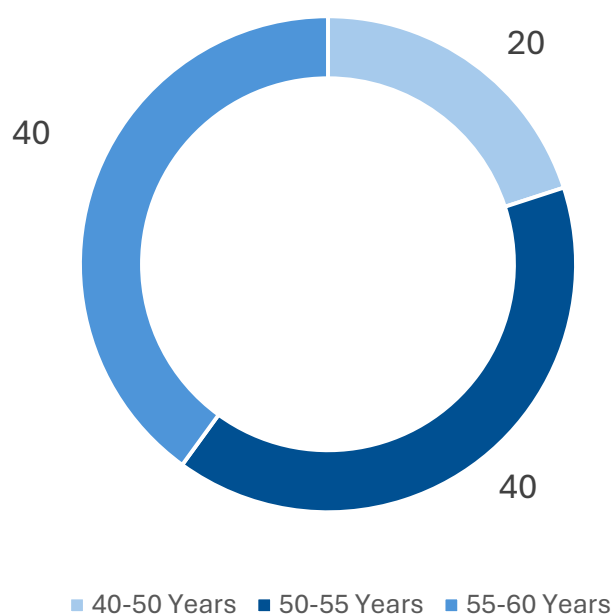
The current members are:

- 🇮🇹 Mauro Macchiaverna (Chairman);
- 🇮🇹 Paola Pizzetti (Member);
- 🇮🇹 Stefano Morlini (Member);
- 🇮🇹 Fausto Incerti (Member);
- 🇮🇹 Roberto Passini (Member).

Composition of the ESG Committee (%)



Demographic Distribution of the ESG Committee (%)



The Supervisory Body (ODV)

Appointed by the Board of Directors in accordance with **Legislative Decree June 8, 2001, n. 231** the Supervisory Body (ODV) consists of two members.

The Supervisory Body (ODV) is responsible for monitoring **the effective application of Model 231**, ensuring that corporate procedures align with established principles and that activities comply with relevant regulations.

In carrying out its activities, the Supervisory Body collaborates with other internal control bodies and reports periodically to the **Board of Directors** and to the **Board of Statutory Auditors**, providing a detailed overview of the outcomes of monitoring activities and any measures to be taken.

The current members are:

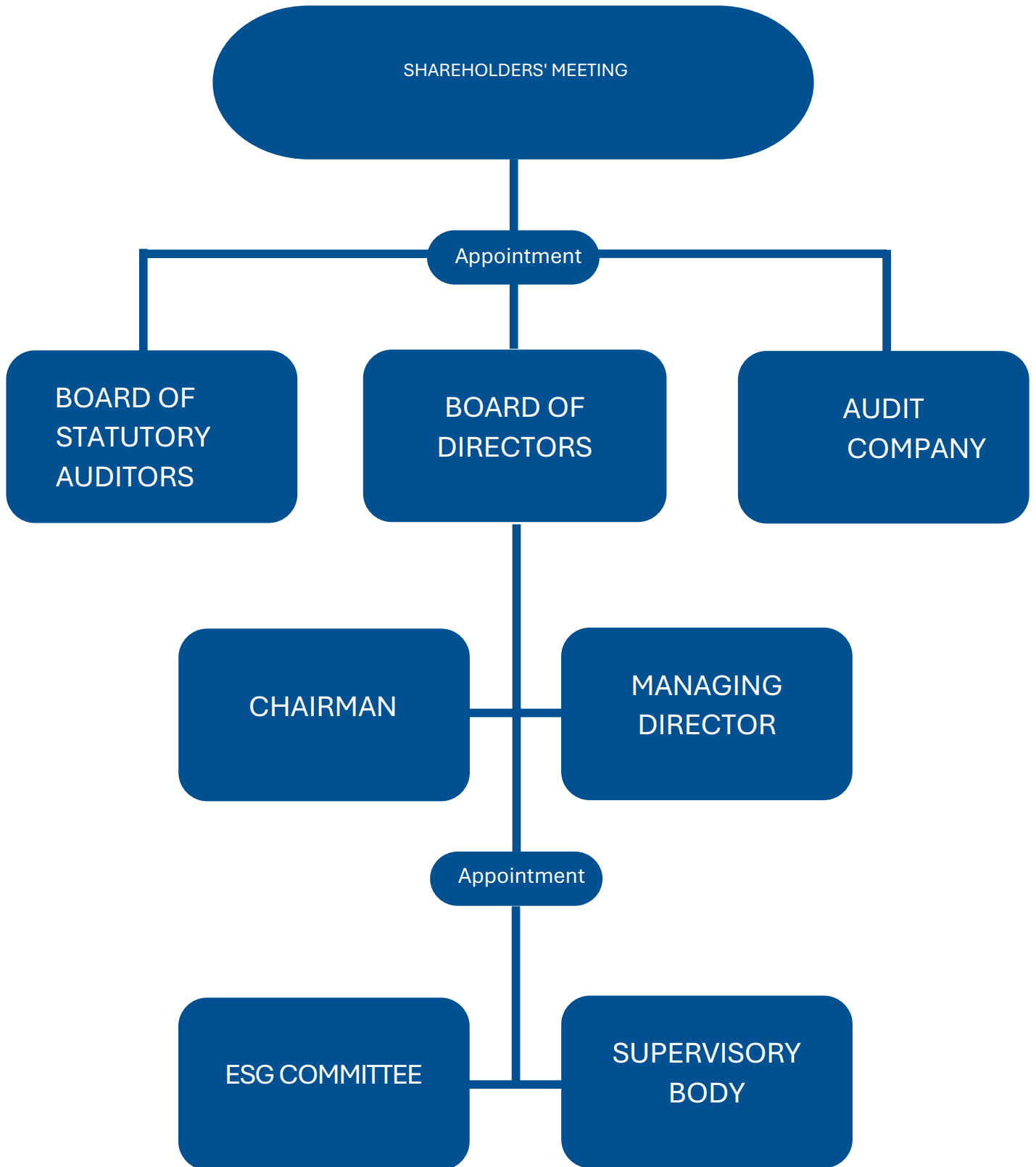
- Fabrizio Bencini, Chartered Accountant and Statutory Auditor
- Sabrina Berno, Head of Corporate Affairs Office

The Shareholders' Meeting

The **Shareholder' Meeting** plays a fundamental role in the governance of the company, dealing with a series of strategic and administrative activities. Among its main functions are the **approval of the financial statements** and the decision on the **allocation of profits or covering losses**. It also has the responsibility to **appoint and revoke directors**, defining their compensation, as well as to **elect or remove statutory auditors and the financial auditor**.

In addition to these powers, the assembly can undertake **actions for liability against directors and auditors**, intervening when necessary. It also has the power to **amend the Articles of Association**, to deliberate any **increases or reductions in share capital** and to approve extraordinary transactions, such as **mergers, demergers, or transformations of the company**. These tasks give it a central role in ensuring the solidity and sustainable development of the company in the long term

The Governance System



The Competences of the ESG Committee

The **Environmental, Social & Governance (ESG)** Committee was established with the aim of overseeing the **impacts, risks, and opportunities** related to **sustainability** issues, as well as monitoring the progress and effectiveness of the policies adopted in this area. Through careful oversight, the committee ensures that the **business strategies** are **consistent** with the **principles of sustainability** and contribute to a model of responsible growth.

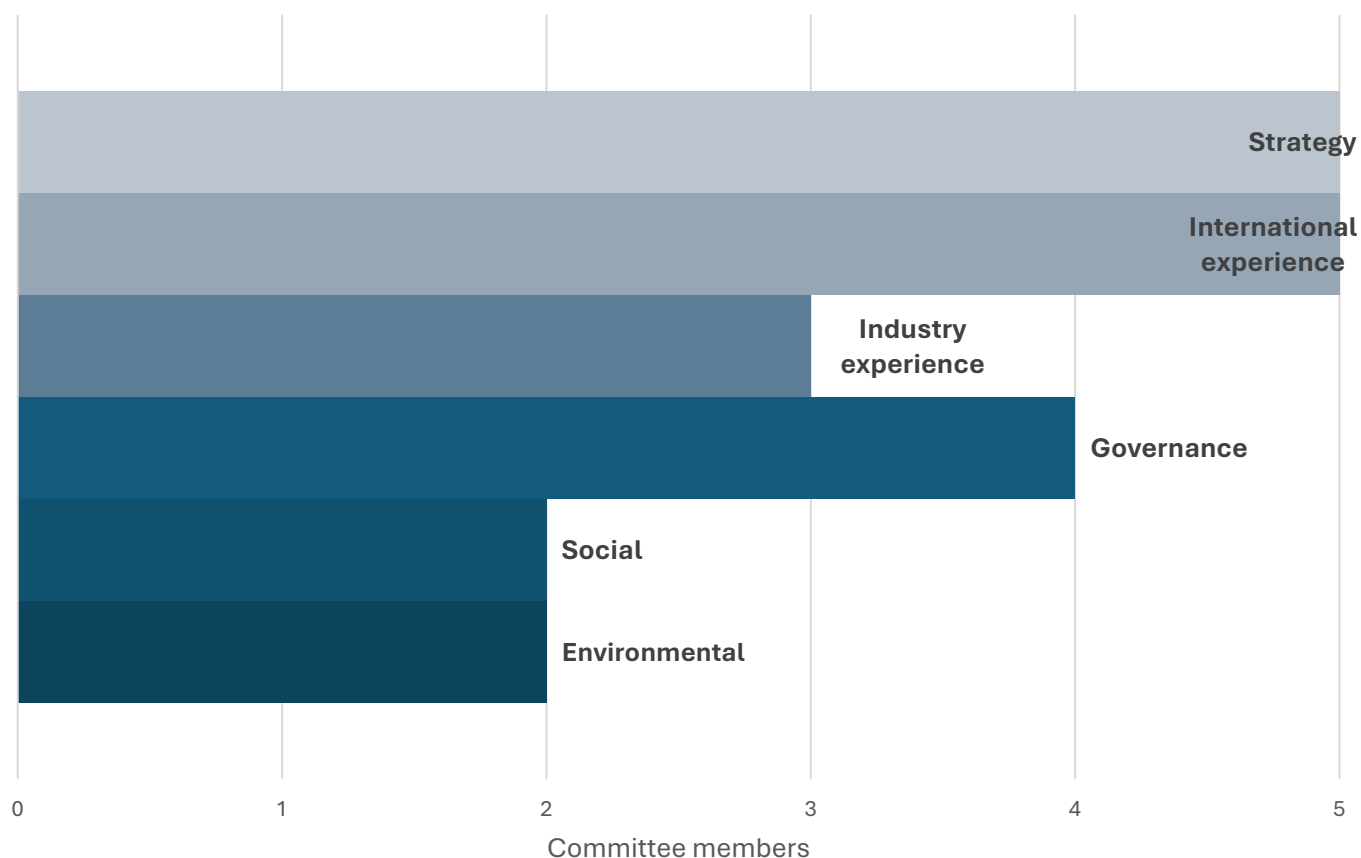
Currently, the **ESG** committee has sufficient expertise in **sustainability** matters, seeking to align its **strategies** with the **company objectives** in this field. For issues that require specific skills not directly present within the committee, the company relies on the support of **highly specialized external consultants**. Members have knowledge and skills that span various areas of sustainability directly related to the IROs:

- **Mauro Macchiaverna** (Chairman), with over a decade of experience in the field, has developed skills in financial and non-financial reporting, creating a strategic vision and effective control in governance.

- **Paola Pizzetti** (Vice President), has always shown a strong interest in issues related to sustainability, legality, and gender diversity, actively participating in conferences and seminars as a speaker. She is a member of the **“Sustainability Observatory”** of the National Council of Chartered Accountants and was part of the **Scientific Committee on Sustainability** of the ICCREA cooperative banking group until 2022. Until 2020, she held the position of **Vice President of the Board of Directors** and **Chairman of the Endoconsiliary Sustainability Committee** of Emilbanca Soc. Cooperative Credit. Currently, she is **President of the Equal Opportunities Committee** of the ODCEC of Reggio Emilia, promoting initiatives in favor of gender equity and professional inclusion.
- **Stefano Morlini**, director of **Operations** and head of the **Health and Safety** office, boasts extensive experience and deep knowledge of the sector, the product, and the corporate reality. This established **expertise** allows him to accurately assess strategies and concrete actions regarding sustainability, not only in relation to products but also throughout the entire **value**. Thanks to his technical and managerial expertise, he is able to identify the best solutions to optimize business processes with a sustainability perspective. Their role is **crucial** in ensuring the implementation of effective strategies for the continuous improvement of **environmental and safety performance**.

- **Fausto Incerti, General Manager** of RCF thanks to **an experience** of over **thirty-seven years** in the sector, has gained an in-depth knowledge of the **market**, business **processes** and the **strategic dy-namics** that drive the development of the **Group**. His consolidated expertise allows him to analyze with **objectivity** the **actions**, **strategies** and **policies** developed by the committee, evaluating their effectiveness and alignment with corporate objectives. His strategic vision and pragmatic approach represent an added value in defining targeted initiatives for the sustainable growth of the company, while ensuring consistency and solidity in operational and managerial choices.
- **Roberto Passini, Chief Financial Officer (CFO)**, with over twenty years of experience in the **Administration, Finance and Controlling** sector, gained in diverse corporate contexts, possesses an analytical and strategic vision in managing **financial resources**. His expertise allows him to accurately assess the **feasibility** and **economic sustainability** of the objectives and strategies set in the **ESG** field, ensuring that the initiatives undertaken are practically achievable and in line with the financial solidity of the Group. His contribution is essential to integrate sustainability issues into corporate planning, ensuring a balance between economic growth, social impacts, and environmental protection.

Number of committee members for each competence



GOV2 – Information provided to and sustainability matters addressed by the bodies

Since its inception the committee has met **monthly**, ensuring constant discussion on ongoing strategies and initiatives.

During these meetings, fundamental aspects have been addressed, including communication regarding the **annual report**, the **identification of impacts, risks, and opportunities** that emerged from the **double materiality assessment**, as well as the **reporting requirements** based on **impacts, risks, and opportunities**.

In addition to the monthly meetings, committee members more directly involved in **impact mitigation initiatives** receive daily updates on the progress of activities.

GOV-3 – Integration of sustainability-related performance in incentive schemes

Given the **recent appointment of the Environmental, Social & Governance (ESG) Committee in October 2024**, no incentive systems or remuneration policies specifically related to sustainability issues have yet been adopted or implemented for members of the company's governance, management, and control bodies.



GOV-4 – Statement on due diligence

FUNDAMENTALS OF DUE DILIGENCE	DESCRIPTION
a) Integrate the due diligence into governance, strategy, and business model	At the foundation of integrating social and environmental responsibility into its activities, the Group adopts a set of heterogeneous corporate policies, through which it expresses its commitment in this area. This commitment is reflected in the following documents: • Code of Ethics • Whistleblowing Policy • Environmental Policy At the same time, activities related to the governance of the due diligence processes are formalized and structured through specific organizational tools, including: • The ESG Committee, which supports the Board of Directors in identifying, assessing, and managing the impacts generated by business activities; • The integration of the consequent actions from the outcome of the double materiality process, used as a basis for defining the
b) Involve stakeholders in all fundamental phases of the due diligence	In order to identify and manage relevant aspects for the Group, various methods have been adopted to keep communication active with stakeholders: • Stakeholder engagement conducted for the validation of relevant impacts identified as part of the collaborative double materiality process to identify and prioritise relevant sustainability topics; • The whistleblowing channel, available for reports of various nature, represents an accessible and confidential communication tool;

FUNDAMENTALS OF DUE DILIGENCE	DESCRIPTION
c) Identify and assess the negative impacts	• The first process of double materiality of the Group has paid particular attention to the assessment and prioritization of impacts, with the aim of identifying those most significant for the organization and its stakeholders; • The monitoring of non-conformities of product represents a relevant source for the identification of possible negative impacts resulting from the use and marketing of products, allowing for the timely identification of any issues related to safety, quality and environment; • The whistleblowing channel constitutes an essential tool for collecting reports from stakeholders, including regarding essential tool for collecting potential or actual negative impacts related to the scope of the system itself.
d) Intervene to address the negative impacts	• The Sustainability Plan represents a fundamental tool for concretely addressing the negative impacts of the Group, through targeted actions aimed at reducing the environmental footprint, to promote social responsibility and strengthening of governance; • The Group's whistleblowing procedure provides, where necessary, the conduct of investigation activities that may conclude with the adoption of corrective or regulatory measures, depending on the outcomes of the checks carried out.
e) Monitor the effectiveness of the interventions and communicate	The Group whistleblowing procedure provides for the drafting of a report intended for the Control, Risks and Sustainability Committee and, for relevant reports pursuant to the Legislative Decree. 231/01, also to the Supervisory Body. This report summarizes the activities carried out in relation to the reports received.

4.3 STRATEGY



This chapter illustrates the elements of the **strategy** of the company that concern sustainability issues **or that affect them**, the **business model** and the **value chain** as well as the **methods for taking into account the interests and opinions of the company's stakeholders** in the strategy and business model and the result of the assessment of the relevant **impacts, risks, and opportunities**, carried out by the company, including how **they guide the strategy and business model**.

SBM-1 – Strategy, business model, and value chain

The RCF group is active in the design, production, and marketing of products and technological systems for professional audio and public sound reinforcement.

The product portfolio is divided into the **Audio segment**, which includes a complete range of solutions for sound reproduction and management.

The Audio segment includes professional acoustic systems, loudspeakers (electroacoustic transducers), audio mixers, amplifiers, and systems for public sound reinforcement.

The main activity of the Group concerns the production and marketing of **professional acoustic systems** intended for various applications.

In particular, the catalog includes both **professional active and passive speakers**, such as line arrays, subwoofers, and stage monitors, designed for large-scale events such as concerts and music festivals or for installations in **stadiums, theaters, and arenas**, as well as **portable speakers**, mainly active and two-way, intended for musicians, bands, and small to medium-sized systems.

In addition to audio reproduction systems, the Group specializes in the design and production of **public sound reinforcement solutions**, used for broadcasting messages and background music, as well as for **voice alarm systems** in public or

open spaces, such as airports, train stations, and restaurants.

This area also includes **wireless microphones**, produced by the subsidiary **AEB** and marketed under the brand **dBTechnologies**.

A distinctive element of the production model is the vertical integration of the design and production of **professional transducers** intended for its loudspeakers.

The Group develops internally **speakers for low, mid, and high frequencies**, as well as complementary equipment such as **analog and digital audio mixers, amplifiers, signal processors, and audio sources**.

The Group's technological expertise ranges from **transducers to loudspeakers**, from **digital audio signal management to amplification**, up to the development of **software for the control and management of complex audio structures**, with systems capable of managing up to **256 loudspeakers**.

The integration between transducers, cabinets, and amplifiers allows for maximizing the performance of audio systems, offering complete and optimized solutions.

The strategy is based on some key elements, including a **wide range of products that**



offer customers integrated solutions from a single supplier, a **capillary sales network** to ensure a constant presence in international markets and a **rapid time-to-market**, which allows for the development and commercialization of new products in reduced time frames. The production model is characterized by a **great flexibility**, which allows for rapid adaptation to market demand, while the integration of digital electronics, software, and acoustic design represents a strategic element to expand the product portfolio. The Group also continues to invest in consolidating its **international vocation**, with particular attention to high-growth potential markets and the expansion of its offerings to meet an increasing number of needs in the professional audio industry. In the case of the **RCF Group**, the customer does not directly coincide with the end consumer. The Group's main commercial interlocutor is indeed the **distributor**, who manages the direct relationship with the end-user.

Being active internationally, distributors must meet specific requirements to be qualified as partners. Among the selection criteria are **financial solidity**, **market positioning**, and a **competitive internal context** consistent with the Group's strategy and values.

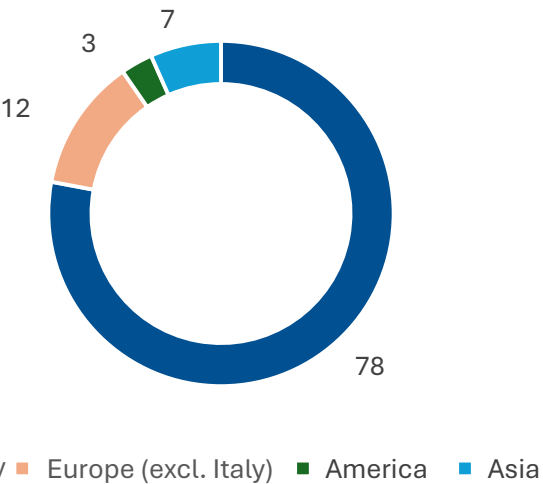
This commercial structure is also reflected in the geographical presence of the brand. The RCF group operates directly with its own **brands and services in the United States, France, Germany, Italy, Spain, the United Kingdom, Austria, and The Netherlands**, while in the rest of the world it relies on a consolidated network of over **130 trusted distributors**, ensuring extensive coverage and effective commercial support in various international markets. For information on supplier selection criteria, please refer to the specific section **“G1-2-Supplier Relationship Management”** in chapter **“7. Information on Governance”**.

With a view to **sustainability**, a **2024–2026 Plan** has been formalized which, starting from the analysis of strengths and weaknesses (**SWOT Analysis**) and the emerging impact themes, has led to the identification of **46 ESG activities**. These activities have been classified by **priority level—high, medium, or low—**with the aim of focusing efforts on implementing actions considered to be of **highest priority** during the reference period.



The value chain of RCF Group

Breakdown of the number of suppliers by geographical area



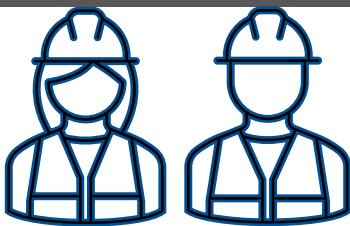
Extraction of raw materials
(e.g., magnets)



Energy sources (e.g.,
coal, solar)



External processing



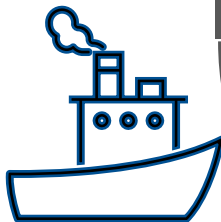
Workers in the value chain

Upstream

The activities upstream of the **value chain** mainly concern the **extraction, processing, and transport of components** necessary for the production of its products. The Group's suppliers handle the **processing of essential materials** for the assembly of speakers, including **metals for the production of magnets and electronic components for audio systems**.

The impacts, risks, and opportunities related to this phase of the value chain are closely connected to the **management of resource inflows** and the **relationship with suppliers**, including procurement practices and payment terms.

For a more detailed analysis of the **impacts, risks, and opportunities** related to upstream operations, please refer to chapter "**4.4 Impacts, risks and opportunities**", which delves into the main factors influencing sustainable supply chain management.



Transport

Own operations

The operations of the value chain mainly involve the assembly of:

- ✚ Transducers;
- ✚ Speakers, the range includes full-range speakers capable of covering the entire audio spectrum, and studio monitors designed to provide a flat and detailed response, essential for music production;
- ✚ Amplifiers, available in multichannel versions, perfect for managing complex configurations, or integrated into active speakers, to offer a complete and optimized system;
- ✚ PA systems are designed to deliver audio over long distances and to large audiences, without compromising on quality.

RCF also offers services of **consulting, training, technical support, and cloud solutions**.

RCF's Impact, Risks and Opportunities (IROs) are mainly located in the core operations and are primarily related to energy consumption, resources used, workforce, and corporate culture. For a more detailed analysis of the **impacts, risks, and opportunities** related to core operations, please refer to chapter "**4.4 Impacts, risks, and opportunities**".



Transport and logistics services



Local community



Downstream

The activities **downstream** of the **value chain** mainly include **transport** and **after-sales support**.

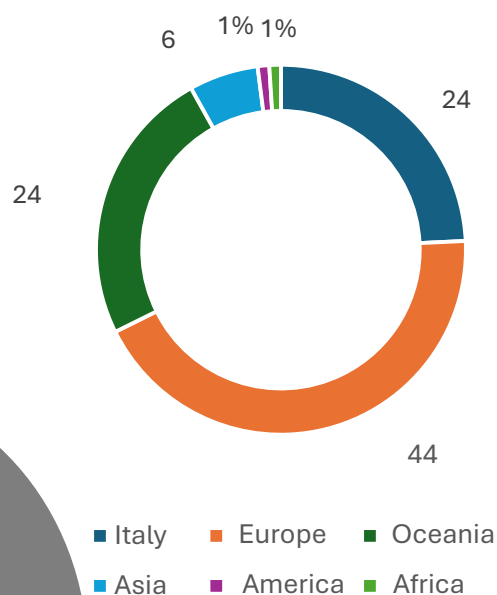
The distribution model adopted by the Group can be defined as **hybrid**, combining **national and direct distribution in Europe** with an international network supported by **subsidiaries**, which also operate in the **United States**.

The **after-sales support** is managed both internally and through external partners, ensuring a widespread service globally. All **spare parts** are shipped directly from **RCF S.p.A.**, ensuring the quality and compatibility of the components used. In Italy, after-sales interventions can also be carried out directly by the company, while in the **remaining countries** authorized **service centers** are available, identifiable through the **support area** dedicated on RCF's official website.

The **impacts, risks and opportunities** related to downstream activities in the value chain are mainly connected to **corporate culture** and **reputational risks**, crucial aspects for brand perception and customer trust.

For a more in-depth analysis of the **impacts, risks and opportunities** related to the Group's operational activities, please refer to chapter "**4.4 Impacts, risks and opportunities**".

Breakdown of customers by geographical area (%)

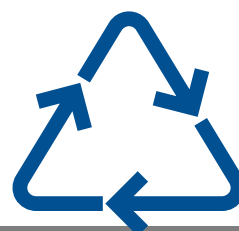


Customers



End consumers

Product end-of-life



SBM-2 – Interests and opinions of the stakeholders

The **key stakeholders** of the Group include both **internal** and **external** parties, who contribute to value creation and, at the same time, benefit from it. Key stakeholders include customers, employees, suppliers, and local communities, amongst others. The **continuous dialogue** with these stakeholders is a central element in defining business strategies, influencing aspects such as **employee training and development, diversity, equity and inclusion**, as well as efforts in **sustainability and strategic partnerships**.

Each group of stakeholders has **unique needs and perspectives**, and their interactions with the Group can generate both **positive impacts** and **negative impacts**. In particular, towards **customers**, a constant monitoring activity is carried out to assess their needs and adapt to **market developments**. Stakeholder engagement follows differentiated approaches depending on the type of interlocutor, using a mix of **formal and informal channels** to ensure effective communication. The **dialogue with customers** occurs both through **informal contacts**, such as phone interactions, and through more structured modes, such as meetings during **trade fairs and industry events**.

In this context, during **2024**, a **stakeholder engagement process** was carried out to identify the relevance and level of oversight of the issues raised by the **materiality assessment**. For further insights on this, you can consult the section "**4.4 Impacts, risks and opportunities**".

The interests and expectations of **key stakeholders** vary depending on the nature of the relationship with the Group. However, in general, stakeholders expect the company to operate **ethically, transparently and in compliance with high quality standards**, both in terms of **product and business conduct**. The Group responds to these expectations by ensuring **audio excellence, reliability and durability**, consolidating its position in the **premium segment** of the professional audio market. Moreover, it continuously invests in **research and development**, to maintain high levels of innovation.

In addition to technological and production commitment, the Group actively supports the **cultural and musical sector**, promoting events and collaborations that strengthen the bond with the community and contribute to the dissemination and enhancement of music and art.





4.4 IMPACTS, RISKS AND OPPORTUNITIES

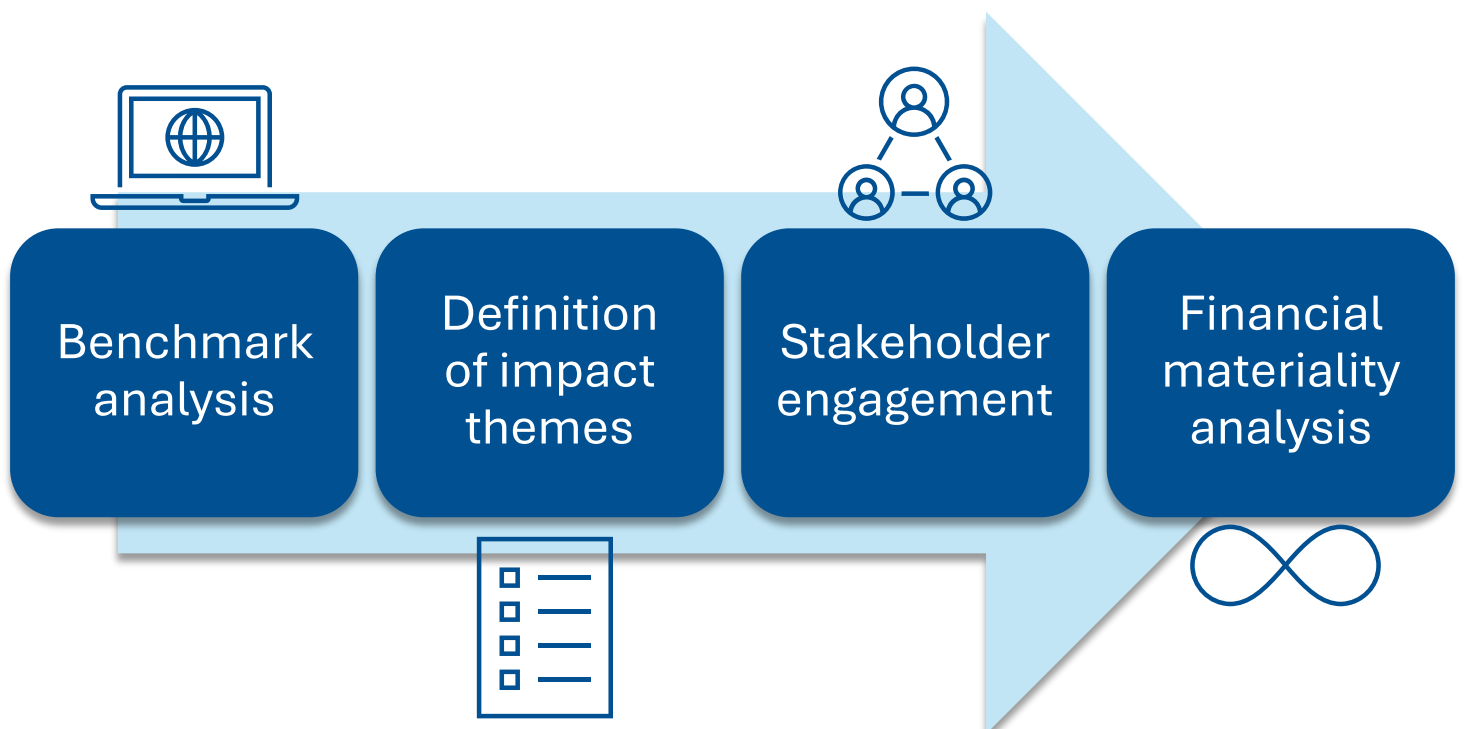


This chapter illustrates the **impacts, risks, and opportunities** of **RCF** as well as their **identification process** and the information that, following the relevance assessment, **RCF** has included in the sustainability report.

IRO-1 – Description of the process for identifying and assessing relevant impacts, risks, and opportunities

The identification of **Impacts, Risks, and Opportunities (IROs)** was conducted through a process divided into **four phases**, aimed at ensuring a structured and in-depth analysis:

- 1 The first phase involved a **benchmark analysis**, aimed at identifying the **ESG activities** implemented by the main **competitors** of the Group and defining the related **reference benchmarks**. This study allowed for the classification of the analyzed peers based on the **number** and **consistency** of the initiatives developed with an ESG perspective, highlighting the degree of integration of sustainability into their business strategy. Based on the results obtained, **five levels of integration** of sustainable activities within organizations were identified:
 - ✚ **Informal**, a strategy characterized by an **unconscious Corporate Social Responsibility (CSR)**, with limited voluntary initiatives for employees and customers, without a real structured approach to sustainability;
 - ✚ **Current**, a strategy that includes some targeted initiatives, such as the **adoption of an ethical code, environmental certifications, and the publication of a sustainability report**;
 - ✚ **Systematic**, a strategy in which **CSR is integrated into all business activities**, becoming part of the company's operating model;
 - ✚ **Innovative**, a strategy in which **CSR represents a key element of competitive advantage**, driving development and differentiation in the market;
 - ✚ **Dominant**, an approach in which the ESG strategy is at the origin of the business model or has led to a **conversion**, as in the case of **benefit corporations**, where sustainability is an integral part of the company's mission.

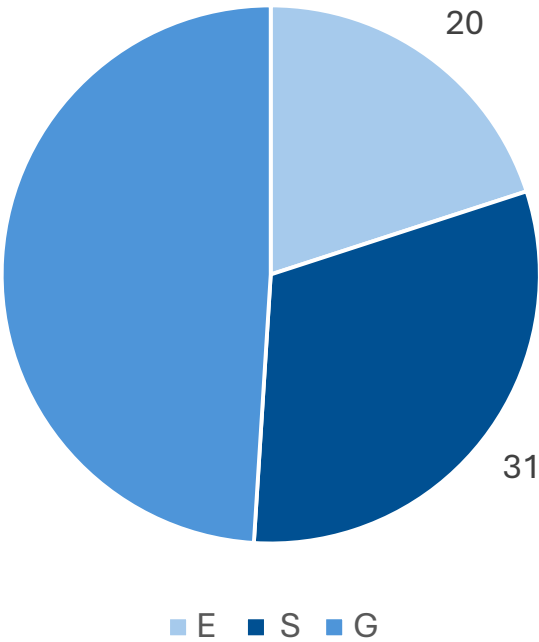


2. **For the first time, RCF identified its impact themes**, conducting an in-depth analysis aimed at identifying potentially significant impacts for the company and its **stakeholders**. This process was based on a **context analysis** that considered several key aspects, including:

- ✚ **External documentary sources** updated to 2024;
- ✚ **Results from the benchmark analysis**
- ✚ **Internal documentary sources**, including internal communications and company policies;
- ✚ **Contribution from the internal ESG committee**, actively involved in the process of identifying relevant themes;
- ✚ **One-on-one video interviews**.

Through these analyses, 70 ESG activities have been mapped, already initiated or planned, with 49% of them related to Governance, 31% to Social issues, and 20% to the Environment, and it has been possible to identify 30 ESG themes with the corresponding monitoring of progress.

ESG Activities (%)



Environment	Social	Governance
Water Energy and emissions Noise pollution Sustainable materials Mobility Chemical products Waste and circular economy	Diversity and inclusion Flexibility Training Suppliers Talent attraction Health and safety of workers Talent retention Territory/Community Welfare/Benefits	Certifications Compliance External communication Internal communication Integrated management control Data Management, Digitalization and cyber security Risk management Governance, Delegations Internationalization R&D and Technology

3. After identifying the **impact themes**, a **stakeholder engagement** process has been initiated for their validation. This process involved a selection of **internal and external stakeholders**, who were asked, through **questionnaires**, to assess the relevance of the themes that emerged from the previous analysis in relation to the strategy and activities of **RCF**. To identify the themes considered **material**, an integrated **relevance threshold of 3.5** has been set. The themes that have **exceeded this threshold** have been considered priorities and have received greater attention within the reporting and strategic planning process.

- ✚ **Health and safety of workers and contractors;**
- ✚ **Respect for workers' rights;**
- ✚ **R&D and Technology;**
- ✚ **Product and process certifications;**
- ✚ **Energy and emissions;**
- ✚ **Compliance** (Anti-corruption/231 etc.);
- ✚ **Data Management, Digitalization and cyber security;**
- ✚ **Employees:** Diversity and inclusion;
- ✚ **Internationalization;**
- ✚ **Internal and external training.**

To the impact themes that emerged from stakeholder engagement with the start of reporting, other themes have been implemented as they were deemed necessary to include, such as:

- ✚ **Climate change;**
- ✚ **Waste and circular economy.**

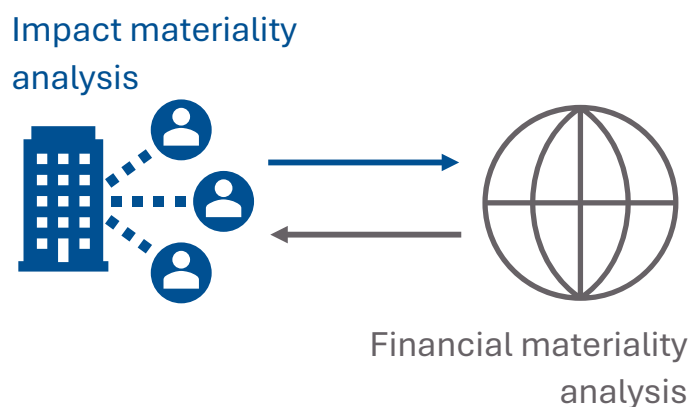
4. With the introduction of the **Corporate Sustainability Reporting Directive (CSRD)**, the principle of **double materiality** has been formally adopted, which represents a cornerstone of the new approach to sustainability reporting. This concept requires companies to assess and communicate:

- **On one hand**, the impact of their activities on the environment, society, and human rights (impact materiality);
- **On the other hand**, the effects that environmental, social, and governance (ESG) dynamics can generate on the economic, asset, and financial situation of the company (financial materiality)

The **financialmateriality**, in particular, focuses on the analysis of ESG risks and opportunities that may affect the company's ability to generate value over time. Such factors include, for example, exposure to stricter environmental regulations, changes in market demand based on sustainability, or reputational risks related to social issues. The goal is to identify the relevant ESG aspects for financial performance, integrating them into strategic planning and communication with stakeholders.

The assessment was conducted in accordance with the criteria and guidelines set out by the **European Sustainability Reporting Standards (ESRS)** , which provide a harmonized methodological framework at the European level for identifying financially material issues.

This analysis should not be considered definitive: it will be subject to **verification and updating in subsequent reporting periods**, also taking into account the **possible expansion of the reporting scope** resulting from the inclusion of foreign subsidiaries.



SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The **Impacts, Risks, and Opportunities (IRO)** are discussed in detail in the dedicated sections of the document: "**5. Environmental Management**", "**6. Social Management**" and "**7. Information on Governance**".

Overall, the impacts, risks, and opportunities identified are closely linked to the **core** activities of the business model and are more concentrated in the **own operations**. This strong connection with the operational core of the company allows for direct and systematic management of such aspects, ensuring consistency in the strategies applied throughout the entire production process.

These include impacts, risks, and opportunities related to **business conduct, own workforce** and some **IRO** related to **climate change and resources** and **the circular economy**.

Regarding the impacts, risks, and opportunities that emerge **upstream** and **downstream** of the value chain, the direct influence exerted by the RCF Group materializes in the strengthening of **supply chain policies** and in the more effective management of **waste and environmental resources**.

Based on the results from the **double materiality assessment**, the **European Sustainability Reporting Standards (ESRS)** considered for this reporting are: **ESRS 1-General Requirements, ESRS 2-General Requirements, ESRS E1-Climate Change, ESRS E2-Pollution, ESRS E5-Circular Economy, ESRS S1-Own Workforce, ESRS S4-Consumers and End-Users** and **ESRS G1-Business Conduct**.

Excluded from the reporting, therefore, are **ESRS E3-Water and Marine Resources, ESRS E4-Biodiversity and Ecosystems, ESRS S2-Workers in the value chain and ESRS S3-Stakeholder Communities** as they are not considered comparatively as relevant to the group's business reality.

For further details regarding the list of **disclosure obligations fulfilled in the sustainability report**, based on the results of the relevance assessment, please refer to section "**8. APPENDIX**".

Cross-cutting ESRS



Thematic ESRS (*topical standards*)

Environment	Social	Governance
ESRS E1 Climate Change	ESRS S1 Own workforce	ESRS G1 Business conduct
ESRS E2 Pollution	ESRS S2 Workers in the value chain	
ESRS E3 Waters and marine resources	ESRS S3 Stakeholder communities	
ESRS E4 Biodiversity and ecosystems	ESRS S4 Consumers and end users	
ESRS E5 Circular economy		

IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability report

The table containing the list of information provided by the cross-cutting and thematic principles established by European Union law – as required by the European Sustainability Reporting Standards (ESRS) – is fully reported in the "APPENDIX" of this Sustainability Report.

4.5 POLICIES



The **policies** for each **impact theme** identified are in place to **prevent, mitigate and correct actual and potential impacts**, address **risks** and seize **opportunities**. The policies related to specific **impact themes** are outlined in the following chapters.

MDR-P – Policies adopted to manage relevant sustainability issues

POLICY	KEY CONTENTS	SCALE OF POLICY	AVAILABILITY
Ethical code	• Establishes minimum integrity standards based on international principles; • Respect for human rights and labor: prohibits forced labor, child labor; • Promotes standards against discrimination and harassment; • Ensures a safe and healthy work environment while respecting health and safety laws; • Maintain the fair competition, prohibits corruption and complies with the laws anti-corruption; • Promotes a respectful, inclusive and safe; • Promotes sustainable business development.	RCF Group S.p.A. AEB Industriale Srl RCF S.p.A.	Website
Privacy Policy	• Ensures the protection and confidentiality of the information; • Illustrates the collection, use, storage and security of personal data; • Compliant with the laws on data protection	RCF Group S.p AEB Industrial RCF S.p.A. EAW North America Inc.	Website

POLICY	KEY CONTENTS	SCALE OF POLICY	AVAILABILITY
Information on the Whistleblowing channel	- Provides secure and confidential reporting; - Ensures that all reports are - Taken seriously; - Investigated thoroughly; - Treated with the maximum confidentiality - Protects informants from retaliation. - For employees and the interested parties to report: - Suspected misconduct; - Unethical behavior; - Legal violations.	RCF Group S.p.A. AEB Industrial S RCF S.p.A.	Website
Organizational Model 231/01	- Reduces the risk of committing crimes provided for by Legislative Decree 231/2001, such as corruption, corporate crimes, environmental crimes and in matters of work safety; - Ensures a corporate governance based on principles of transparency, traceability and separation of the functions.	RCF Group S.p.A. AEB Industrial Srl RCF S.p.A.	AEB website Industrial Srl

5. ENVIRONMENTAL MANAGEMENT



In this section:

[E1 - Climate change](#)

[E2 - Air pollution](#)

[E5 - Circular economy and waste management](#)

E1-2, E2-1, E5-1 - Policies related to environmental management

The **formalized policy related to environmental management** is currently contained in the **Ethical Code**, within which the commitment of the companies adopting it to **act in accordance with the Sustainable Development Goals** is reiterated.

The approach of the adopting companies to managing environmental issues is oriented towards the **gradual reduction of direct and indirect environmental impacts**, recognizing the importance of operating responsibly towards the environment and climate.

The Companies commit to **promote and strengthen an environmentally conscious culture**, operating in **compliance with current regulations** and adopting, where possible, the **best available technologies**. This commitment arises from the awareness of the **environmental impact generated by their activities**, both directly and along the value chain.

Considering **environmental impacts** as a significant area, the companies set the goal of **reducing the negative effects arising from resource consumption, waste production, and operational activities**, with the intent to contribute to the **protection of a healthy environment**, extending this vision to the **protection of future generations**.

In support of these principles, a **sustainability plan for the medium to long term** has been defined, which includes specific objectives also in areas related to **environmental management**, with the aim of integrating sustainability into business processes in a structured and progressive manner.

For more information on the **contents** and the **areas of application** of the policies, please refer to section "[4.5. The Policies](#)".

E1 - CLIMATE CHANGE

Climate change continues to manifest as one of the main environmental criticalities globally, imposing a joint commitment to guide the transition towards a low-carbon economy. The signs of global warming are increasingly evident and frequent, with impacts extending well beyond the environmental sphere, also influencing the social and economic dimensions of the systems in which we live and operate.

The year 2024 marked a new historical record: it was the hottest ever recorded globally and the first in which the annual average temperature exceeded the critical threshold of **+1.5°C compared to pre-industrial levels**, set as a limit in the **Paris Agreement of 2015**. This data has been accompanied by a growing incidence of extreme weather phenomena, including intense heatwaves, anomalous precipitation, and long periods of drought, even in Europe, confirming an **accelerated and now structural trend** of climate change.

E1 SBM-3 - Impacts, risks, and opportunities related to climate change

THEME IMPACT	SUBTHEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Climate change	Climate change (E1)	Both	The increasing commitment of institutions and civil society in the fight against climate change is transforming the way in which the environmental behaviors of companies are evaluated, influencing criteria of transparency, reporting and environmental responsibility. In this context, even industrial realities like RCF are called to measure, monitor and communicate clearly their own environmental impact, particularly in terms of energy consumption, direct and indirect emissions and efficient use of resources. Paying attention to this issue is relevant to ensure that the Group remains consistent with the expectations of stakeholders, responding in a structured way to the growing demand for conscious and sustainable corporate behaviors. Climate change thus becomes a variable to consider in the design and evolution of corporate strategies, to ensure the company a credible and responsible positioning in the long term.

THEME IMPACT	SUBTHEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Change climate	Change climate (E1)	Both	The increasing commitment of institutions and civil society in the fight against climate change is transforming the way in which the environmental behaviors of companies are evaluated, influencing criteria of transparency, reporting and environmental responsibility. In this context, even industrial realities like RCF are called to measure, monitor and communicate clearly their own environmental impact, particularly in terms of energy consumption, direct and indirect emissions and efficient use of resources. Paying attention to this issue is relevant to ensure that the Group remains consistent with the expectations of stakeholders, responding in a structured way to the growing demand for conscious and sustainable corporate behaviors. Climate change thus becomes a variable to consider in the design and evolution of corporate strategies, to ensure the company a credible and responsible positioning in the long term.

SUB THEME ESRS	RISKS	OPPORTUNITIES
Energy	The continued dependence on high-carbon energy sources could expose the company to greater regulatory and market pressures with an increase in operational costs and reduction in competitiveness in the long term. The increase in frequency and intensity of extreme weather events such as storms or floods, could cause damage to critical infrastructure and interrupt production, with a negative impact on the productive capacity.	Investing in renewable energy plants, such as solar panels, could ensure greater energy independence, reducing the risk of interruptions and improving at the same time the corporate environmental impact.

SUB THEME ESRS	RISKS	OPPORTUNITIES
Adaptation to climate change	Climate change could delay the supply of essential raw materials, interrupting production cycles and putting at risk operational continuity and customer satisfaction.	Collaborating with suppliers who adopt sustainable and resilient practices can ensure greater operational continuity and reduce risks related to climate change, also improving the company's reputation.
	The introduction of stricter regulations for the procurement of materials or products outside the European Union could complicate logistics and cause operational inefficiencies and market losses.	

E1-1 – Transition plan for climate change mitigation

During 2024, the RCF Group initiated the process of calculating its **carbon footprint** related to **Scope 1 and Scope 2** emissions, referring to the entire consolidated perimeter of the Group. The initiative aims to provide a comprehensive and detailed framework of the **main emission sources**, which is a fundamental basis for defining an effective and coherent **climate mitigation strategy** in line with future regulatory and market developments.

At the time of finalizing this Sustainability Report, the calculation of emissions is still in progress. Consequently, the quantitative data, and the related formalized climate transition plan, are not yet available and will be reported in the coming years.

E1-4 – Goals related to climate change mitigation and adaptation

YEAR	GOAL
2025	At the Bagnolo site, two fuel vehicles will have been replaced with electric vehicles.
	Calculation of GHG emissions scope 1, 2, and 3.
2026	Obtaining the UNI EN ISO 50001 certification – Energy Management Systems.

E1-3 – Actions and resources related to climate change policies

In 2024, in line with the objectives outlined in the Group's Sustainability Plan, RCF continued the implementation of its climate strategy, initiating a series of concrete actions to reduce the impacts of climate change.

Among the main initiatives, as already mentioned, the calculation of **greenhouse gas (GHG) emissions Scope 1 and Scope 2** has been initiated, extended to all companies in the Group and referred to the consolidated perimeter. This process, still under development, is essential for building a solid information base, necessary to identify the **main emissions sources** operationally and to quantify RCF's overall **carbon footprint**.

The data collected will be used to define a **decarbonization plan**, which will establish measurable emission reduction targets, in line with European and international trajectories for **climate neutrality**. The adoption of this plan will occur at the end of the emission inventory phase and the planning of actions.

At the same time, several initiatives have been implemented to improve **energy efficiency**. In 2024, at the headquarters of **EA North America Inc**, an intervention for **energy requalification** of the lighting system was carried out, replacing 267 existing light fixtures with **high-efficiency LED** lamps. In addition, **electric forklifts** have been introduced instead of gas ones, aiming to reduce **greenhouse gas emissions** and improve operational efficiency.

Another initiative concerns international logistics: by using **floor loading** for containers instead of loading products on pallets, it has been possible to optimize space, reducing the number of shipments between **China** and **USA** and consequently lowering **transport-related emissions**.

In 2023, **AEB Industriale Srl** conducted an **Energy Diagnosis**, a tool provided by regulations, useful for obtaining a detailed view of the energy consumption of a facility and identifying opportunities for **energy savings** and **resource optimization**. The information collected has allowed for the development of specific recommendations to reduce consumption and streamline energy use.

All actions for managing **emissions** are supported by continuous monitoring and compliance with national and international **environmental standards**.

E1-5 – Energy consumption and energy mix

The data reported below refers to AEB Industriale Srl, EAW North America Inc. and RCF SpA.

The energy consumption, both direct and indirect, is mainly attributable to production activities, as well as heating and air conditioning systems, lighting, and powering the computer equipment present in the plants and offices.

During 2024, the total energy consumption was **3,903.0 MWh**, broken down into the following components:

ENERGY SOURCE	UNIT	CONSUMPTION 2024*	EQUIVALENT ENERGY (MWh)	IMPACT ON TOTAL
Grid electricity	MWh	*****	2.585,90	66%
Natural gas	m ³	65 524	655,20	17%
Liquid fuels – vehicles company use	L	13 898	130,80	3 %
Liquid fuels – vehicles mixed use	L	13 445	128,90	3 %
Total energy from fossil sources	MWh	*****	3.410,50	90%
Total energy from renewable sources	MWh	*****	372,20	10 %
Total Consumption	MWh	*****	3.903,00	100%

**if different from MWh*

The energy mix recorded in 2024 is mostly composed of electricity taken from the grid, with a value of **2,585.90 MWh**, equivalent to **66%** of the total consumption. Natural gas used contributed **655.20 MWh**, accounting for **17%**. Liquid fuels, specifically diesel and gasoline intended for company vehicles and mixed use, generated a consumption of **259.70 MWh**, corresponding to **6%** of the total.

In 2024, the photovoltaic system installed at the production sites of RCF S.p.A. produced **372.20 MWh** of electricity from solar sources, covering **10%** of the overall energy needs of the company. Of this energy, **158.90 MWh** were fed back into the grid.

In 2024, during maintenance carried out at the Brodolini 18° site of AEB Industriale Srl, **25 kg** of refrigerant gas **R407C** was used.

E2 – AIR POLLUTION

Air **pollution** is one of the most **serious** and **pervasive environmental** issues, directly and **indirectly** affecting the **quality of life** of people and the **health of ecosystems**. Its causes are multiple and range from **industrial emissions** to **intensive agricultural activities**, up to the increasing **urbanization** and **excessive use of natural resources**.

Every year, millions of tons of **pollutants** are released into the **air, water, and soil**, with devastating effects on **biodiversity, natural habitats, and human communities**. The consequences of pollution are visible in phenomena such as the increasing **acidification of the oceans**, the **contamination of aquifers**, and the **deterioration of air quality**, leading to more widespread **respiratory and cardiovascular diseases**.

E2-2 – Actions and resources related to pollution

The Group is committed to strictly adhering to legal limits regarding **pollutant emissions**, seeking to reduce the environmental impact of its activities. The actions taken focus mainly on managing **air emissions**, ensuring **compliance with current regulations**, without specific actions beyond meeting legal requirements.

To minimize the risks arising from inadequate emission management, which could compromise **air quality**, the Group constantly monitors its emissions, adopting appropriate technologies to ensure compliance with **environmental regulations** and the continuous improvement of its operations management.

E2-3 – Targets related to pollution

Below are the objectives included in the Sustainability Plan, related to pollution, both directly and indirectly:

- Develop the energy management plan for greater energy autonomy;
- Develop the collaboration plan with accredited entities for waste disposal and the exploration of alternative materials, such as sustainable substitutes for polypropylene, to promote a circular economy;
- Introduce sustainability criteria in the supplier qualification process, also in the context of CSRD and CSDDD, starting with the most risky/impactful suppliers on ESG;
- Implementation of software for environmental and safety management;
- Assessment of the possibility of implementing the digital product passport and maintaining innovation and the development of projects that follow the principle of design for assembly.

E2-4 – Pollution of air, water, and soil

The present data refers to the operations of RCF S.p.A.

The analysis of pollutants present in the air has been carried out, ensuring compliance with environmental regulations, and monitoring the related concentrations during 2024, as indicated below:

- **Hydrofluorocarbons (HFC):** 0 kg, with no loss of refrigerant gases such as R-32, R-134A, R-410A, R-227EA, R-407C.
- **Non-methane volatile organic compounds (NMVOCs):** Variable concentrations, between **4.6 mg/Nm³** and **12.6 mg/Nm³**, have been detected in various emissions, with values documented in emissions E2, E7, E8, E9, E12, E16, E20, E23, E30, and E32, in accordance with **DET-AMB-2019-506 of 04/02/2019**.
- **Hydrochlorofluorocarbons (HCFC):** 0 kg, with no losses of R-22.
- **Lead and compounds (Pb):** Less than **0.1 mg/Nm³**, as indicated in the **Provincial Council Resolution No. 108 of 31/03/2010** for emission E1.
- **Tetrachloroethylene (PER):** 229.88 kg, referring to the documented emissions in **DET-AMB-2019-506 of 04/02/2019** and **DET-AMB-2024-5204 of 24/09/2024**.
- **Particulate (PM10):** 0.2 mg/Nm³, as established by the **Provincial Council Resolution No. 108 of 31/03/2010** for emission E1.

E5 – CIRCULAR ECONOMY AND WASTE MANAGEMENT

The **responsible use of resources** represents a **key challenge** to build a **more sustainable and resilient industry**. The **RCF Group**, aware of the **urgency to reduce the environmental impact** of its activities, has begun to take the first steps in this direction, promoting greater **efficiency in resource use** and a gradual **reduction of waste**.

Although a **structured approach to the circular economy** is not yet fully implemented, the company recognizes the **strategic value** of this model and explores its **opportunities** in the areas of **design, materials** and **production processes**. The goal is to **integrate**, over time, increasingly **circular** solutions, in line with **regulatory evolution** and **market expectations**, thus strengthening its commitment to **sustainable and responsible growth**.

E2 SBM-3 – Impacts, risks, and opportunities related to climate change

THEME IMPACT	SUBTHEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Circular Economy and Waste Management	Circular Economy and Waste Management (E5)	Both	The issue of waste and circular economy is material for the RCF Group as it is closely linked to efficient resource management, environmental sustainability of production activities and extended producer responsibility throughout the entire product life cycle. In an industrial sector like professional audio, which makes extensive use of composite materials, electronic components, and metals, it is essential to pay attention not only to waste management generated in production processes, but also to the design phase, with the aim of minimizing waste and facilitating material recovery at end-of-life. In this perspective, the circular economy is not limited to post-consumption waste management, but becomes a guiding principle in product design, in optimizing the supply chain and in choosing suppliers.

SUB THEME ESRS	RISKS	OPPORTUNITIES
Resource inflows, including the use of resources	The use of rare materials and electronics in products could have a significant negative impact on the company's reputation if sustainable and transparent management practices are not adopted.	*
	The lack of transparent data on the environmental impact of products could lead to loss of business opportunities especially with B2B customers who prioritize sustainable suppliers.	*
	The inability to replace critical materials such as neodymium could limit innovation and competitiveness of products, affecting negatively on the volumes of production and on technical performance.	*
Resource outflows related to products and services	The lack of traceability of the materials used in products and non-compliance with regulations on sustainability and on hazardous substances could expose the company to legal penalties and limit access to certain markets.	Innovating business models, exploring solutions like leasing of audio equipment and product recycling programs at end-of-life, could improve the sustainability and optimize business costs.
	The increasing complexity of products, particularly with the integration of technologies such as Bluetooth and Wi-Fi, could hinder recycling processes and reduce the adoption of circular practices.	The adoption of design for assembly techniques could simplify production processes, reducing the number of components and lowering operational costs, while simultaneously increasing overall efficiency.

E5-2 – Actions and resources related to resource use and the circular economy

Although structured circular economy actions have not been initiated, the companies adopt operational practices that reflect a conscious and responsible use of resources.

In the production process of **RCF S.p.A.**, **components made from recycled materials** are regularly used. These include: eco Smart recycled polyester fiber, iron for transducer plates, and aluminum for amplifier panels, all partially derived from recycling processes.

EAW North America Inc adopts a durability-oriented approach and extends the lifecycle of goods: for example, computers are used for up to five years, avoiding premature replacements. At the end of their useful life, electronic equipment **is correctly sent for recycling, in accordance with electronic waste regulations**. During the design phase, particular attention is paid to packaging, favouring recycled and recyclable materials that are easily separable and designed to be reused or repaired over time. In addition, these products can be returned by customers in exchange for credit, encouraging the reuse and recovery of components.

Similarly, **AEB Industriale S.r.l.** adopts a **circular approach** within its operations, integrating practices aimed at **prolonging product lifespan** and **reducing waste**. In particular, the company has initiated **refurbishment activities** on a selection of its devices, allowing for **extending the useful life cycle** of products and reducing the need for disposal or premature replacement.

E5-3 – Targets related to resource use and circular economy

The Group has defined a series of objectives aimed at more efficient resource use and a gradual integration of circular economy principles within business processes.

- **Implementation of life cycle assessment (LCA) for selected products**, to evaluate the environmental impacts of products throughout their entire life cycle and guide more responsible design choices;
- **Adoption of environmental and safety management software**, to centralise and monitor environmental data and regulatory compliance in a structured manner;
- **Completion of the digitization of processes, including supplier invoicing**, to reduce the use of material resources and improve operational efficiency in document flows;
- **Assessment of the adoption of the digital product passport and application of the design for assembly principles**;
- **Definition of a collaboration plan with accredited bodies for waste management**, to ensure compliant and more effective management of waste generated in business processes;
- **Exploration of alternative materials, including sustainable substitutes for polypropylene**, to reduce dependence on virgin materials and promote the integration of more circular solutions.

ES-5 – Resource outflows

In **2024**, the **total amount of waste –hazardous and non-hazardous –** generated by **RCF S.p.A.** and **AEB Industriale S.r.l.**, on a consolidated basis, is equal to **952,857.00 kg**. The **following tables** show **details of waste flows**, classified according to **EWC codes**, **collected separately** and **disposed of in accordance with current legislation**. The **data**, extracted from **internal management systems**, are based on **direct measurements**.

Hazardous waste				
EWC code	Unit	Weight RCF S.p.A. (kg)	Disposal type	Weight AEB Industriale Srl (kg)
EWC080409	Weight	2.987,00	Landfill	/
EWC120109		1.192,00	Landfill	/
EWC130110		95,00	Recycling	/
EWC140602		456,00	Landfill	/
EWC140603		27,00	Recycling	/
EWC140603		4.102,00	Landfill	/
EWC150110		1.352,00	Recycling	/
EWC150110		11.934,00	Landfill	/
EWC150110		46,00	Landfill	/
EWC150111		206,00	Recycling	/
EWC150111		1,00	Landfill	/
EWC150202		1.170,00	Landfill	/
EWC150202		60,00	Recycling	/
EWC160211		174,00	Recycling	/
EWC160213		12,00	Recycling	/
EWC160601		992,00	Recycling	/
EWC161001		2.063,00	Landfill	/
EWC200121		1,00	Recycling	/
Total hazardous waste		26.870,00	/	/
Non-hazardous waste				
EWC030105	Weight	51.970,00	Recycling	/
EWC030105		51.670,00	Recycling	/
EWC030105		86.880,00	Recycling	/
EWC070213		50.933,00	Landfill	/
EWC080318		180	Recycling	/
EWC080416		778	Landfill	/
EWC120104		75	Recycling	/
EWC150101		157.020,00	Recycling	41.810,00

Non-hazardous waste				
EWC code	Unit	Weight RCF S.p.A. (kg)	Disposal type	Weight AEB Industriale Srl (kg)
EWC150102	Kg	/	Other disposal operations	10.780,00
EWC150103		191.900,00	Recycling	36.090,00
EWC150106		133.760,00	Recycling	11.070,00
EWC150214		/	Other disposal operations	7.950,00
EWC160214		582	Recycling	/
EWC160216		8.702,00	Recycling	/
EWC160216		2.790,00	Recycling	/
EWC170201		1.460,00	Recycling	/
EWC170203		760	Recycling	1.260,00
EWC170401		196	Recycling	/
EWC170402		337	Recycling	/
EWC170405		58.340,00	Recycling	4.790,00
EWC170405		6.160,00	Recycling	/
EWC170407		244	Recycling	/
EWC170904		/	Other disposal operations	3.380,00
EWC200101		4.120,00	Recycling	/
Total non-hazardous waste by company		808.857,00	/	117.130,00
Total consolidated non-hazardous waste		925.987,00		

6. SOCIAL MANAGEMENT



In this section:

S1 - Own Workforce

S4 - Consumers and End Users

S1-1, S4-1 - Policies related to the own workforce and the end-users

To address the **potential and current impacts** on the **workforce** and on the **end-users**, some **key policies** have been adopted that affect various companies of the RCF Group. Most of these policies are contained within the **Ethical Code**, adopted by all companies included in the reporting perimeter, **except for EAW North America Inc.**

The **Ethical Code** addresses issues such as **human trafficking, forced labor, and child labor**, as well as issues related to **non-discrimination, harassment (including sexual harassment)**, respect for **human rights, health and safety at work, diversity, inclusion** and **support for vulnerable groups**.

All **reports** related to episodes of **discrimination, harassment, illegal or non-compliant conduct with the Ethical Code** are closely monitored and treated seriously. Such reports can be submitted through the **whistleblowing channel**, accessible from the company website and available for all companies included in the reporting perimeter, **excluding EAW North America Inc.**, or through the **human resources office**, as indicated in the **employee manual** and communicated during the **onboarding** phase at the time of hiring.

As specified in the **whistleblowing policy**, also available on the websites of the companies that have the channel, all reports are handled in an **impartial** manner, ensuring the **protection of rights** for both the whistleblower and the reported subject.

By processing a **variety of data** through the company websites, all companies included in the reporting perimeter have adopted specific **Personal Data Processing Policies**, which can be consulted on their respective websites.

The **Privacy Policy** clearly describes how users' personal data is collected, managed, and protected. It includes information regarding the **type of data processed**, the **purposes of processing**, the **rights of data subjects**, as well as the **retention periods**, the **security measures** adopted, and the ways to **exercise rights** by users, in accordance with the provisions of the **Regulation (EU) 2016/679 (GDPR)**.

For more information on the **contents** and the **scope of application** of the policies, please refer to section **"4.5. The Policies"**.

S1 – OWN WORKFORCE

The **workforce** is one of the fundamental elements for the functioning and growth of any organization. The quality, motivation, and well-being of the people working within a company directly influence its ability to innovate, adapt to changes, and achieve strategic objectives.

Structurally analyzing the composition of the workforce, employment dynamics, and contractual conditions allows for a better understanding of the central role that people play in supporting the solidity and sustainability of business activities.

S1 SBM-3 – Impacts, risks, and opportunities related to the own workforce

IMPACT THEME	UNDER THEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Respect of the workers rights	Own workforce (S1)	Both	In an industrial sector with specialized production processes and a strong technical component, the protection of fundamental rights, such as the freedom of association, fair working conditions, equality of treatment and safety at work, contributes to creating a reliable and cohesive environment, reducing the risk of internal conflict, disputes or interruptions of activities.
Health and safety of workers and contractors	Own workforce (S1)	Both	The health and safety of workers and contractors is a material issue for the RCF Group as strictly connected to the operational risk management, to production continuity and to protection of human capital, which represents a central element in the industrial processes of the Group. In a complex production context, where both internal employees and external parties operate, a lack of oversight on this issue could generate accidents, occupational diseases, operational interruptions and reputational damages, with direct consequences on the economic and organizational level. Furthermore, health and safety at work is the subject of increasing attention from clients, commercial partners and investors, who include this aspect among the ESG evaluation criteria. The presence of safe working environments also positively affects motivation of the staff, on productivity and on the ability to attract and retain key skills.

SUBTHEME ESRS	RISKS	OPPORTUNITIES
Work-life balance	The company could lose qualified personnel due to more competitive working conditions offered by others, including better benefits and a greater work-life balance.	*
Non-discrimination	The failure to implement managing reports of discrimination could lead to sanctions and reputational damage.	*
Health and safety	*	Standardizing health and safety management processes, improving prevention and monitoring, could reduce injuries at work and the risk of administrative penalties.
Training and development of skills	*	Investing in training for employees in the field of safety and sustainability could increase their awareness and operational skills, reducing risks and improving business performance.

S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

Whilst a formal process has not been established, workers are engaged on an ongoing basis around operational management, and undertake training and development in key areas.

S1-4 – Taking action on material impacts related to own workforce

The **people of the RCF Group** represent a central element for achieving business objectives and for the overall success of the organization. For this reason, the Group promotes **training and awareness paths** aimed at its workforce, with the goal of **enhancing diverse professional skills**, developing competencies in line with a constantly evolving technological and energy context, and fostering a **inclusive and listening-oriented** work environment.

In 2024, a bonus was paid in the paycheck to all employees at the Mancasale office **to reward the great work done by all its employees**, even in the most difficult moments of the past years.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

The main tool through which the **workforce** can report **concerns or illegal behaviors** is the **whistleblowing channel**, available for the Group companies that have it. The channel is accessible through the specific section of the **company website** and, at the time of its activation, an **information notice was provided to all interested stakeholders**, disseminated both through the **company bulletin board** and during the **onboarding** phase following recruitment.

S1-5 – Objectives related to managing material negative impacts

No specific objectives have been set, but **initiatives and their impacts are constantly evaluated** at appropriate management levels, as an integral part of the **Group's corporate conduct**.

The processes are embedded within the responsible **business functions** on a daily basis to ensure compliance with internal policies, including through **continuous engagement channels** and dedicated tools for **reporting concerns**.

S1-6 – Characteristics of the company's employees

The following tables illustrate in a quantitative manner the composition of the workforce of RCF Group S.p.A., RCF S.p.A., EAW North American Inc, and AEB Industriale Srl . The information provided includes the number of employees divided by gender, professional category , and contract type, in addition to data related to hires and terminations recorded as of December 31, 2024.

At the end of 2024, the employees amount to 453 people, with 58 hires and 15 terminations during the year, corresponding to a hire rate of 12.80% and a turnover rate of 3.31%.

The contractual structure highlights that almost all employees (98%) is hired with a permanent contract, while only 2% is employed with a fixed-term contract. Similarly, 90% of the staff is employed with full-time hours, while 10% works with a part-time contract.

Total employees hired by gender			
Contract category	unit	2024	
		Men	Women
Employees	n.	19,00	10,00
Workers		22,00	7,00
Total		41,00	17,00
		58,00	

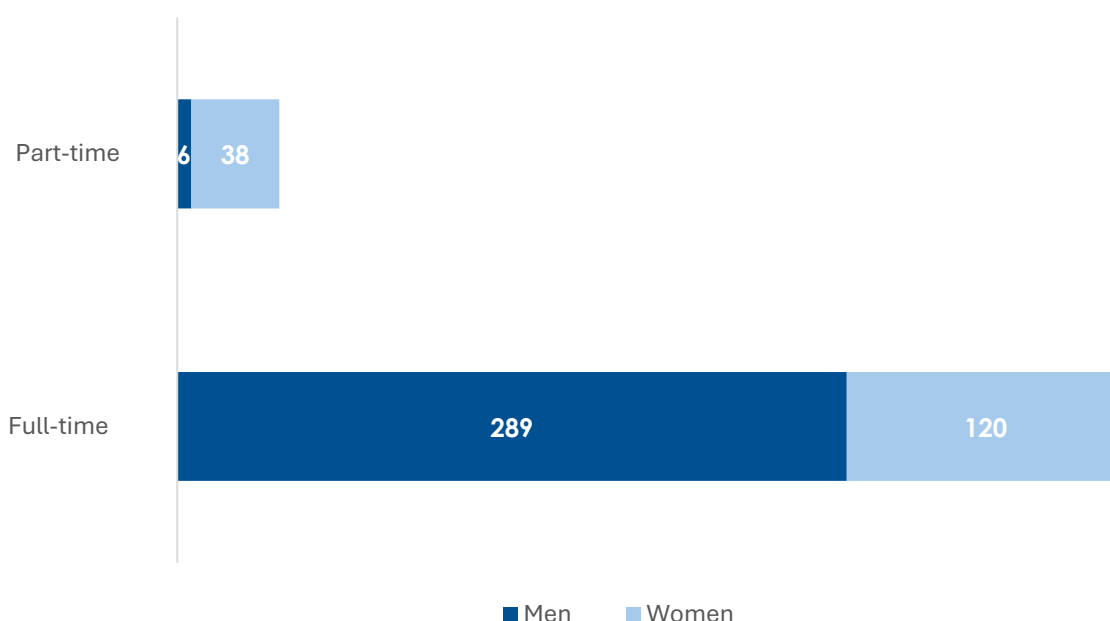
Total employees who left per gender			
Contract category	u.m.	2024	
		Men	Women
Employees	n.	3,00	1,00
Workers		8,00	3,00
Total		11,00	4,00
		15,00	

Total employees who left by gender and reason			
Reason	unit	2024	
		Men	Women
Resignations	.	7,00	2,00
Retirement		1,00	1,00
Termination of fixed-term contracts and probation		2,00	1,00
Dismissal		1,00	0,00
Total		11,00	4,00
		15,00	

Employees divided by gender		
	n.	*****
Total Men	295	65
Total Women	158	35
Total	453	100

Number of employees divided by gender and type of contract				
Contractual category of workers	unit	2024		
		Permanent	Temporary	Total
Total employees		442	11	453
% of employees		98	2	100
Total men		287	8	295
% of men		63	2	
Male executives		7	0	7
Male managers		8	0	8
Male employees		126	5	131
Male workers n.		146	3	149
Total women		155	3	158
% women		34	1	
Female executives		2	0	2
Female managers		1	0	1
Female employees		70	2	72
Female workers		82	1	83

Employees by gender and job category



S1-7 – Characteristics of the non-employees in the company's workforce

The following table presents the composition of the non-employees in the workforce, divided by gender and type of employment. As of December 31, 2024, the total number of external workers was 108 people divided among temporary workers, self-employed, and para-subordinate workers.

Total number of the external workforce	unit	2024		
		Men	Women	Total
Temporary / Agency workers	n.	72	15	87
Self-employed workers		14	6	20
Para-subordinate workers (project-based)		1	0	1
Total		87	21	108

S1-8 – Collective bargaining coverage and social dialogue

In Italy, all employees are covered by a system of collective bargaining and, likewise, the entire workforce benefits from worker representation.

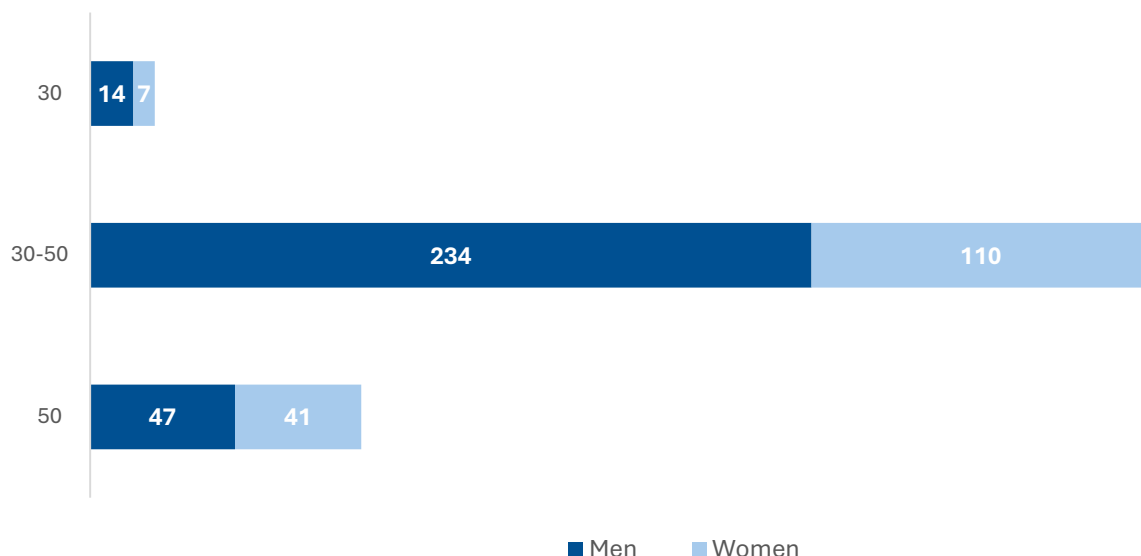
Considering exclusively the companies included in this analysis perimeter (RCF Group S.p.A., RCF S.p.A., AEB Industriale S.r.l. and EAW North America Inc.), there is an occupational presence almost entirely concentrated in Italy; therefore, a breakdown of data by country is not significant for the analysis.

S1-9 – Diversity Metrics

The tables and graphs below illustrate, in quantitative terms, the number and percentage of employees in managerial positions broken down by gender and the composition of the workforce by age group.

Employees in managerial positions	2024	
	no.	%
Men	15	83
Women	3	17
Total	18	100

Employees by gender and age group



The **following table** reports the **nationalities of employees** of **RCF S.p.A.** and **AEB Industriale S.r.l.**, broken down by **gender**. In **2024**, **96% of employees** are of **Italian nationality**, while the remaining **4%** is made up of workers from **other origins**, evenly distributed between **Europe**, **Africa**, **America** and **Asia**.

Employee nationalities by gender	unit	2024			
		Men	Women	Total	Percentage
Italy	n.	257	147	404	96
Europe (excluding Italy)		5	4	9	2
Africa		2	0	2	0,5
America and South America		1	3	4	1
Asia		2	0	2	0,5
Total		267	154	421	100

S1-10 – Adequate salaries

The **RCF Group** is committed to ensuring that all its **employees** receive a **fair and adequate compensation**, in line with the **local benchmarks** in the countries where it operates.

S1-11 – Social protection

All **RCF Group employees** benefit from a form of **social protection**, guaranteed through **public programs** or **benefits offered by the company**, covering **loss of income** in case of **illness, unemployment, workplace injury** and **parental leave**.

In **Italy**, coverage also extends to **retirement**. Such coverage **is not guaranteed** for **U.S. employees**, who currently do not have structured protection against income loss for pension reasons.

S1-12 – Persons with disabilities

The **following table** reports, as of **December 31, 2024**, the **number**, the **percentage**, the **gender**, and the **contract category** of **persons with disabilities** present within the **RCF Group**.

Total employees with disabilities				
Contract category	unit	2024		
		Men	Women	Total
Employees	n.	3	4	7
Workers		2	6	8
Total		5	10	15
Percentage of total	*****	1	2	3

S1-13 – Training and skills development metrics

The **following tables** report the **total number of training hours provided in 2024** by **RCF S.p.A.** and **AEB Industriale S.r.l.**, divided by **occupational category** and **gender**. The overall data was obtained by **adding the training hours provided by the two companies** during the year.

TRAINING HOURS BY OCCUPATIONAL CATEGORY	Unit	2024
Total training hours provided to managers	h	6
Total training hours provided to executives	h	42
Total training hours provided to employees	h	1.806
Total training hours provided to workers	h	582
Total training hours provided to staff	h	2.436
TRAINING HOURS BY EMPLOYEE GENDER	Unit	2024
Total training hours provided to women	h	699
Total training hours provided to men	h	1.737
Total training hours provided to staff	h	2.436

The **following tables** report the **average number of training hours provided in 2024** by **RCF S.p.A.** and **AEB Industriale S.r.l.**, divided by **occupational category** and **gender**. The data has been calculated as the **arithmetic mean of the averages** recorded by each of the two companies.

Average number of training hours by professional category	Unit	2024
Average number of training hours for Managers	h	1,2
Average number of training hours for Executives	h	8,4
Average number of training hours for Employees	h	8,9
Average number of training hours for Workers	h	2,8
Average number of training hours per employee	h	5,8
Average number of training hours by gender	Unit	2024
Average number of training hours for employees by gender female	h	17
Average number of training hours for employees by gender male	h	10

S1-14 – Health and safety metrics

The **following tables** report data related to the **number of workplace injuries, deaths and occupational diseases** recorded.

Injuries				
Employees	2024			
	unit	Men	Women	Total
Total injuries on the way to work	n	1	0	1
Total workplace injuries		7	2	9
Total injuries with serious consequences*		0	0	0
Total injuries		8	2	10
Number of deaths due to work-related injuries		0	0	0
Total days lost due to injuries		285	0	285

Occupational diseases				
Employees	2024			
	unit	Men	Women	Total
Total cases of reportable occupational diseases	n	0	0	0
Number of deaths due to reportable occupational diseases		0	0	0

All employees of the Group are covered by a health and safety management system at work, this system has helped maintain low levels of injuries, with only 10 cases recorded during 2024.

The tables show how the adoption of preventive and organizational measures has **effectively supported the prevention and mitigation of risks related to the development of occupational diseases**. In confirmation of this, during **2024 no cases of occupational disease were recorded**.

*Refer to events resulting in permanent incapacity, long-term absence from work, or a life-threatening condition for the person involved.

S1-16 – Compensation metrics (pay gap and total compensation)

In the **Italian companies** of the Group, the **gender pay gap** stands at **16%**. This value was obtained by calculating, for each company, the difference between the **average hourly wage of men and that of women**, relative to the **average male hourly wage** and multiplied by one hundred. Once the values for each business reality were calculated, an average was taken to obtain the overall data related to the Italian context.

Conversely, in the **American companies**, the **gender pay gap** is more pronounced, reaching **22%**. This gap reflects the specificities of the American wage and contractual context, where wage dynamics and protection systems differ significantly from those in Europe, influencing the relationship between average wages by gender.

The **wage gap**, that is, the **ratio between the total annual compensation of the highest-paid person** and the **median total annual compensation** of all other employees (excluding the top figure), for Italian companies is **3.66**. As for **American companies**, the **wage gap** is significantly **smaller**, standing at a value of **3.32**. This data reflects the **different organizational structure and workforce size** present in the U.S. context.

In both cases, these values, while representing a natural differentiation related to levels of responsibility, are **moderate** when compared to other international scenarios, where the pay gap between corporate leaders and the rest of the staff can reach much more pronounced thresholds.

S1-17 – Incidents, complaints and severe human rights impacts

During the reporting year **no confirmed incidents of discrimination were detected**, including harassment, nor **serious incidents related to human rights** that resulted in **fines, penalties, or compensations** for related damages for the company.

During the fiscal year **2024**, a total of **3 reports** were received through the **whistleblowing channel**. All reports received have been **analyzed and managed** according to the relevant **company policy**.

S4 – CONSUMER AND END-USER

The **end-user** represents a central figure in the economic system, as the ultimate recipient of the products and services offered by companies. Understanding their needs, ensuring their safety, and promoting a conscious use of the proposed solutions is essential for building a lasting relationship and strengthening trust in the brand.

In a context of increasing attention to quality, sustainability, and transparency, the involvement of the end-user and their protection take on an increasingly relevant role, not only in commercial terms but also in defining the company's social and environmental responsibility.

S4 SBM-3 Impacts, risks, and opportunities related to the own workforce

IMPACT THEME	SUB THEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
External training	Consumer and end-user	Both	In the professional audio sector, characterized by complex technologies and use in high-stakes contexts performance (live events, fixed installations, studio recording), the lack of technical skills from users can lead to operational risks, performance reductions or damage to equipment. Training for end users allows for reducing the risk of misuse, promoting a safe, efficient, and compliant use of the product's functionalities. Furthermore, it represents a strategic channel for direct relationship with the end-user, strengthening the trust in the brand, the perceived value of the product and the Group's positioning in the premium segment.

SUB THEME ESRS	RISKS	OPPORTUNITIES
Confidentiality	The loss of sensitive data regarding the company and customers could cause damage to reputation and high costs related to ransom and compensation	*
Health and safety	Technical defects in audio systems from RCF could compromise safety during public events or installations, resulting in product recalls, legal actions, reputational damage and costs of resolution.	*

S4-2 – Processes for engaging with end-users about impacts

Since the **end-user** is not the **direct customer** of the RCF Group, there is currently **no formalized process for direct involvement** of the latter in managing the impacts related to them.

However, there are **isolated cases of involvement**, mainly through the **Group's social channels**, or in particular cases related to the **aesthetic components of products**.

S4-4 – Interventions on material impacts for end- users

To address the **impacts related to the end-users**, during **2024** the Group has obtained **various trademarks and certifications**, including **CE Compliant** and **Met Certification** for some products, with the aim of ensuring **quality and safety** in the offered solutions.

At the same time, the **RCF Academy** continued its activities in **technical training**, also aimed at **end-users**, in some cases provided **free of charge**. These training initiatives represent an **essential tool** to support the correct use of products, contributing to the **preventive management of potential impacts** on end consumers.

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

The main channel through which the **end-users** can express any **concerns or requests** is represented by the **specific “Support” section of the company websites**, which allows to **communicate directly with the company** or to locate an **authorized service center** nearby. This channel is **managed internally** by the **marketing office**, which is responsible for receiving and initially processing reports.

As for the **direct customers** — who usually do not coincide with the end-users — contact occurs through **dedicated channels**, such as **phone or email**.

In both cases, the **reports are collected through a platform**, which is accessed by the assigned personnel, who ensures to **promptly forward the request to the relevant office** for managing the issue. Once the solution is identified, the outcome is returned to the competent personnel, who provides the **final response to the complainant**.

Considering that the **final consumer does not represent the direct customer** of the RCF Group, the reports received through this channel are **limited in number**.

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To effectively manage the **impacts on end-users**, the **RCF Group** intends to continue with **investments in the quality and safety of its products**, both through ongoing **research and development** aimed at technical improvement and by obtaining **product or process certifications** that attest to compliance with the highest standards.

At the same time, the Group aims to **continue providing training activities** through the **RCF Academy**, with the intent to **raise awareness among final consumers** about the correct use of professional equipment, helping to **minimize risks** related to improper use.

7. INFORMATION ON GOVERNANCE



In this section:

G1 - Business conduct

G1-1 – Business conduct policies

To address the **potential and current impacts on business conduct**, a series of **key policies** have been adopted that affect various companies of the **RCF Group**. Most of these policies are contained within the **Ethical Code**, adopted by all companies included in the reporting perimeter, **except for EAW North America Inc.** In this case, governance of business conduct is ensured through internal behavioral policies and the direct oversight of the company's President, who serves as the contact point for reporting and addressing any potential misconduct or ethical concerns raised by internal or external stakeholders.

Relevant issues such as **active and passive corruption**, the **promotion of a corporate culture based on ethics**, as well as the **management of relationships with customers and suppliers**, are explicitly addressed within the Code. In particular, it illustrates how it promotes and commits to maintaining business conduct consistent with the principles of **legality, integrity, and responsibility** in all activities carried out.

In line with these principles, the companies **RCF Group S.p.A.**, **RCF S.p.A.** and **AEB Industriale S.r.l.** have adopted the **Organization, Management, and Control Model pursuant to Legislative Decree 231/2001**, in order to strengthen governance and ensure maximum transparency in decision-making and operational processes. As for AEB Industriale S.r.l., the relevant model can be consulted in the appropriate section of the **company website**.

Always with the aim of ensuring compliance with regulations and correctness in business conduct, both companies have activated a whistleblowing channel, through which it is possible to report, confidentially, improper behavior or violations of the Code of Ethics. As specified in the relevant whistleblowing policy, also available on the companies' website that have the channel, all reports are handled in an impartial manner, safeguarding the rights of the whistleblower.

Once received, each report is subjected to a **preliminary assessment**, aimed at verifying its **admissibility and proceedability**. In case of a positive outcome, a phase of **in-depth investigation** is activated, in which the assigned internal staff conducts the necessary checks, analyses, and evaluations to establish the **validity** of the reported facts. If critical issues are identified, **corrective measures** are adopted and, if necessary, **disciplinary proceedings** are initiated.

The **Code of Ethics** and the **whistleblowing channel information**, which contain guidelines and references regarding expected behaviors in the company, are provided to **all employees during the recruitment process** and are available both **on the company website** and **physically at company bulletin boards**, ensuring full accessibility and visibility.

For more information on the **contents** and the **scope of application** of the policies, please refer to section **"4.5 The Policies"**.

G1 - BUSINESS CONDUCT

Business conduct represents the set of principles, practices, and behaviors through which an organization manages its activities, interacts with stakeholders, and relates to the regulatory, economic, and social context in which it operates. Acting in an **ethical, transparent, and responsible** manner is not only a compliance requirement but an essential element for building **trust, credibility, and stability** in the long term.

In a context where sustainability and corporate responsibility are becoming increasingly central, conduct consistent with declared values is essential to prevent **illegal behaviors**, protect the **corporate reputation**, and ensure internal operations based on **legality and fairness**. The structured management of business conduct involves various dimensions, from defining codes and policies to promoting a conscious corporate culture, and is now an integral part of strategies aimed at strengthening **governance** and responding to the expectations of a wide range of stakeholders.

G1 SBM-3 Impacts, risks, and opportunities related to the own workforce

THEME IMPACT	UNDER THEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
R&D/Technology	/	Both	R&D activities are essential for the development of new products, the improvement of performance techniques, the optimization of efficiency energy and the guarantee of quality and safety, responding promptly and effectively to requirements of a global market increasingly attentive to sustainability, reliability, and advanced functionality. Moreover, Research and Development enables the Group to integrate new digital technologies and tackle the emerging environmental and regulatory challenges contributing to the transition towards more sustainable production models. R&D is also the prerequisite for the development of intelligent sound imangement software and systems , which represent a key component in the value chain.

IMPACT THEME	UNDER THEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Product and process certification	/	Both	In an industry like professional audio, certifications are an essential element for accessing global markets, meeting the requirements of institutional and professional clients, as well as for satisfying the growing demand for transparency and traceability along the entire value chain. Product certifications, such as those related to electrical safety, electromagnetic compatibility, or environmental compliance certify the compliance of devices with technical standards and reference regulations. Certifications of processes, on the other hand, ensure that the entire production cycle is carried out according to quality and control criteria, and continuous improvement, with positive impacts also in terms of environmental sustainability, operational efficiency, and risk management.
Internationalization	/	Both	The Group's presence in numerous international markets, both through controlled companies and through a consolidated network of distributors requires the need to adapt products, services and processes to different regulatory, cultural and competitive environments. This makes it crucial to manage aspects related to local compliance, logistics, after-sales service quality, and the consistency of the brand's global positioning. Moreover, internationalization amplifies exposure to geopolitical, regulatory and market risks, making targeted strategies necessary for monitoring and adaptation. At the same time, it offers opportunities for expansion in areas with high growth potential and allows for greater risk diversification.
Compliance (Anti-corruption, 231 etc...)	Business conduct (G1)	Both	For the RCF Group, compliance represents a material aspect as it is closely linked to the responsible management of business conduct, to the prevention of offenses such as corruption or non-compliance with product safety regulations, to transparency in relationships with customers, suppliers, and partners, as well as the protection of corporate reputation.

THEME IMPACT	UNDER THEME ESRS	IMPACT (Positive, Negative or Both)	DESCRIPTION
Data Management and Cyber security	/	Both	Technological evolution, the spread of digital tools and the interconnection of professional equipment make it necessary to adopt robust systems for the protection of sensitive data, whether related to customers, employees or strategic information of the organization. Effective data management is essential to ensure the operational continuity, support decision-making processes based on reliable information and ensure the regulatory compliance, particularly with reference to the General Data Protection Regulation (GDPR) and other local and international requirements. At the same time, cybersecurity is crucial for preventing unauthorized access, system breaches, and interruptions to business activities, reducing the risk of reputational, legal, and economic damages.

SUB THEME ESRS	RISKS	OPPORTUNITIES
Management of relationships with suppliers including payment practices	The failure to implement sustainability strategies could lead to the loss of contracts and customers, resulting in a subsequent decrease of revenue. Ineffective management of partnerships with distributors, installers, and sound engineers could influence negatively sales and the market positioning, limiting growth and development opportunities.	/

SUB THEME ESRS	RISKS	OPPORTUNITIES
Corporate culture	The lack of a clear and measurable sustainability strategy could lead to a misalignment with the expectations of stakeholders, resulting in reputational damages and potential penalties for non-compliance with ESG regulations.	Access to new markets and customers attentive to sustainability issues could increase sales and boost business revenue.
	If sustainability goals were not well defined or measurable, it could be difficult to monitor and incentivize correctly the results.	*
	The failure to assess the risks related to sustainability could expose the company to sanctions and compromise the operations, with negative effects on the business.	*
	The difficulties in integration between the RCF Group companies could generate operational inefficiencies, caused by cultural differences, strategic misalignments and incompatible management systems, resulting in duplication of resources and problems in managing the supply chain.	*
	RCF's inability to adapt quickly to the needs of the market or to provide advanced custom solutions and technology could result in the loss of important customers to competitors.	*

G1-2 – Management of relationships with suppliers

The **suppliers** of the Group are currently evaluated mainly based on **economic and qualitative criteria**, referring to **price** and **the quality of products and services** offered. Currently, **no formalized social or environmental criteria** have been introduced in the supplier selection phase. However, for the most relevant suppliers, a **physical inspection at the facilities** is carried out to verify **the regularity of operational conditions** and compliance with agreed standards. Currently, there are no **formalized policies regarding payment delays** to suppliers in place. Nevertheless, in line with the **principles established in the Ethical Code**, the Group companies commit to **meet the contractually agreed deadlines**, making payments within the established terms.

G1-4 – Incidents of corruption or bribery

During **2024**, there have been no cases of **corruption or bribery** in any of the companies included in the **reporting perimeter**. The few reports received through the **whistleblowing channels** were found to refer to unrelated issues, as they were **submitted through an incorrect channel** relative to the subject of the report.

G1-3 – Prevention and detection of corruption and bribery

For the companies **RCF Group S.p.A.**, **RCF S.p.A.** and **AEB Industriale S.r.l.**, the main tool adopted to prevent and detect episodes of **corruption and bribery** is the **whistleblowing channel**. Once a report is received, the personnel responsible for managing the channel proceeds with a preliminary analysis to verify its admissibility, initiates the necessary investigations to ascertain its validity, and, where appropriate, defines the corrective measures to be implemented to address any weaknesses identified in the system.

The information collected is summarized in a report that is sent to the bodies of **administration, management, and control**, including the reports received, the outcomes of the checks carried out, and any actions taken against the parties involved.

Regarding **EAW North America Inc.**, currently **there are no formalized procedures** in the area of corruption prevention. However, the company **is evaluating the adoption of structured policies** on the subject, with the aim of progressively aligning with the standards applied by other companies in the Group.



8. APPENDIX

DISCLOSURE REQUIREMENT	Pages of reference
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BP-2 – Disclosures in relation to specific circumstances	26
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GOV-2 – Information provided to and sustainability matters addressed by the bodies	35
GOV-3 – Integration of sustainability-related performance in incentive schemes	35
GOV-4 – Statement on due diligence	36
SBM-1 – Strategy, business model, and value chain	39
SBM-2 – Interests and opinions of the stakeholders	44
IRO-1 – Description of the process for identifying and assessing relevant impacts, risks, and opportunities	47
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	51
IRO-2 – Disclosure obligations of the ESRS covered by the company’s sustainability statement	52
MDR-P – Policies adopted to manage material sustainability matters	54
ESRS E1 – Climate change	
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E1-1– Transition plan for climate change mitigation	60
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E1-3 – Actions and resources related to climate change policies	61
E1-4 – Targets related to climate change mitigation and adaptation	60

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ESRS E2 – Pollution	
E2-1 – Policies related to pollution	57
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E2-3 – Targets related to pollution	63
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ESRS E5 – Circular economy	
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List of information elements according to the cross-cutting and thematic principles derived from EU law

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS 2 GOV-1	21 (d)	Board's gender diversity	Annex I, table 1 indicator no. 13		Commission Delegated Regulation (EU) 2020/1816, Annex II		28
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent			Commission Delegated Regulation (EU) 2020/1816, Annex II		28
ESRS 2 GOV-4	30	Statement on due diligence	Annex I, table 1 indicator no. 10				36
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	Annex I, table 1 indicator no. 4	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 [6] Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	Annex I, table 2, Indicator no. 9		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	Annex I, table 1 indicator no. 14	Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816			Not applicable 98

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco				Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	Not applicable
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				Article 2(1) of Regulation (EU) 2021/1119	At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-1	16 (g)	Companies excluded from Paris-aligned Benchmarks		Article 449 bis of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-4	34	GHG emission reduction targets	Annex I, Table 2, Indicator no. 4	Article 449 bis of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3	Delegated Regulation (EU) 2020/1818, Article 6		At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources	Annex I, table 1 indicator no. 5 and Annex I, Table 2, indicator no. 5				62

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS E1-5	40 43	Energy intensity associated with activities in high climate impact sectors	Annex I, table 1 indicator no. 6				63
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emission	Annex I, Table 1, indicators no. 1 and 2	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-6	53 55	Gross GHG emission intensity	Annex I, table 1 indicator no. 3	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3	Delegated Regulation (EU) 2020/1818, Article 8(1)		At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-7	56	GHG removals and carbon credits				Article 2(1) of Regulation (EU) 2021/1119	At the time of this reporting, RCF has initiated the process of collecting and calculating data related to emissions, which is currently ongoing.
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks				Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	57
ESRS E1-9	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk					57

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS E1-9	66 (c)	Location of significant assets at material physical risk		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5			57
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2			57
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities				Delegated Regulation (EU) 2020/1818, Annex II	57
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water and soil,	Annex I, table 1, indicator no. 8; table 2, indicators no. 1, 2, 3				64
ESRS E3-1	9	Water and marine resources	Annex I, Table 2, Indicator no. 7				Non-material
ESRS E3-1	13	Dedicated policy	Annex I, Table 2, Indicator no. 8				Non-material
ESRS E3-1	14	Sustainable oceans and seas	Annex I, Table 2, Indicator no. 12				Non-material

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS E3-4	28 (c)	Total water recycled and reused	Annex I, table 2, Indicator no. 6.2				Non-material
ESRS E3-4	29	Total water consumption in m ³ per net revenue on own operations	Annex I, table 2, Indicator no. 6.1				Non-material
ESRS 2 SBM 3 - E4	16 (a) I	Biodiversity-sensitive areas	Annex I, table 2, Indicator no. 11				Non-material
ESRS 2 SBM 3 - E4	16 (b)	Impact on soil	Annex I, table 2, Indicator no. 12				Non-material
ESRS 2 SBM 3 - E4	16 (c)	Threatened species	Annex I, table 2, Indicator no. 15				Non-material
ESRS E4-2	24 (c)	Practices or policies for sustainable oceans/seas	Annex I, table 2, Indicator no. 13				Non-material
ESRS E4-2	24 (d)	Policies to address deforestation	Annex I, table 1 indicator no. 9				Non-material
ESRS E5-5	37 (d)	Non-recycled waste	Annex I, table 3, indicator no. 9 and table 1, indicator no. 11				68
ESRS E5-5	39	Hazardous waste and radioactive waste			Commission Delegated Regulation (EU) 2020/1816, Annex II		68
ESRS 2 SBM3 - S1	14 (f)	Risk of incidents of forced labour	Annex I, table 3, indicator no. 11				72
ESRS 2 SBM3 - S1	14 (g)	Risk of incidents of child labour	Annex I, table 3, indicator no. 1				72
ESRS S1-1	20	Human rights policy commitments	Annex I, table 3, indicator no. 5				72

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental ILO Core Conventions 1-8	Annex I, table 3, indicator no. 2		Delegated Regulation (EU) 2020/1816, Annex II		71
ESRS S1-1	22	Processes and measures for preventing human trafficking	Annex I, table 3, indicator no. 3				71
ESRS S1-1	23	Workplace accident prevention policy or management system	Annex I, table 1 indicator no. 12		Delegated Regulation (EU) 2020/1816, Annex II		71
ESRS S1-3	32 (c)	Complaint or grievance management mechanisms	Annex I, table 3, indicator no. 8				76
ESRS S1-14	88 (b), (c)	Number of fatalities and number and rate of work-related accidents	Annex I, table 3, indicator no. 7				82
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	Annex I, table 1, indicator no. 10 and table 3, indicator no. 14		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		82
ESRS S1-16	97 (a)	Unadjusted gender pay gap	Annex I, table 3, indicator no. 9 and table 1, indicator no. 11				83
ESRS S1-16	97 (b)	Excessive CEO pay ratio	Annex I, table 3 indicators nos. 11 and 4				83

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS S1-17	103 (a)	Incidents of discrimination	Annex I, table 1, indicator no. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		83
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines			Commission Delegated Regulation (EU) 2020/1816, Annex II		83
ESRS 2 SBM3 – S2	11 (b)	Significant risk of child labour or forced labour in the value chain	Annex I, table 3, indicator no. 14				Non-material
ESRS S2-1	17	Human rights policy commitments	Annex I, table 3, indicator no. 9 and table 1, indicator no. 11				Non-material
ESRS S2-1	18	Policies related to value chain workers	Annex I, table 1, indicator no. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		Non-material
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Annex I, table 3, indicator no. 14				Non-material
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8	Annex I, table 3, indicator no. 9 and table 1, indicator no. 11				Non-material

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	Annex I, table 1, indicator no. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		Non-material
ESRS S3-1	16	Human rights policy commitments	Annex I, table 3, indicator no. 14				Non-material
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	Annex I, table 3, indicator no. 15				Non-material
ESRS S3-4	36	Human rights issues and incidents	Annex I, table 3, indicator no. 6				Non-material
ESRS S4-1	16	Policies related to consumers and end-users	Annex I, table 3, indicator no. 17		Annex II of Delegated Regulation (EU) 2020/1816		71
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Annex I, table 3, indicator no. 16				71
ESRS S4-4	35	Human rights issues and incidents	Annex I, table 1, indicator no. 13		Commission Delegated Regulation (EU) 2020/1816, Annex II		85
ESRS G1-1	10 (b)	United Nations Convention against Corruption			Commission Delegated Regulation (EU) 2020/1816, Annex II		88
ESRS G1-1	10 (d)	Protection of whistleblowers	Annex I, table 3, indicator no. 10				88

Disclosure requirement	Data point	Description	Reference SFDR	Pillar 3 reference	Reference regulation on benchmarks	Reference to EU climate legislation	Page or paragraph of reference
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	Annex I, table 1, indicator no. 4	Article 449 bis of Regulation (EU) 575/2013; implementing regulation (EU) 2022/2453 of the Commission, table 1 – Qualitative information on environmental risk and table 2 – Qualitative information on social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		93
ESRS G1-4	24 (b)	Standards on anti-corruption and anti-bribery	Annex I, table 2, indicator no. 9		Commission Delegated Regulation (EU) 2020/1816, Annex II		93



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