

RCF GROUP

SUSTAINABILITY REPORT

2025

1. INDEX

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2. LETTER TO STAKEHOLDERS

The RCF Group presents its second Sustainability Report, confirming its desire to share structured information with its stakeholders on the economic, social, environmental and governance performance achieved during the year.
This document is part of a process launched in 2024 and represents a further step in strengthening the Group's reporting, data collection and monitoring of the Group's key sustainability metrics. For RCF, this path is linked to the very way in which the company interprets its development: through technological innovation, design and production quality, attention to internal skills and the ability to progressively improve processes, products and operating methods.
Throughout its history, the Group has built its positioning on distinctive skills in professional audio, on the integration of research, design and production, on the development of reliable technical solutions and on the ability to respond to the needs of different markets and applications. These elements continue to represent the basis of RCF's industrial and commercial model and also guide the evolution of the sustainability path, understood as an integral part of company management and not as an area separate from operational activities.
Through the Sustainability Report 2025, the Group intends to provide an updated representation of its path, highlighting the results achieved, the areas for improvement and the initiatives launched in relation to the issues considered relevant. The goal is to consolidate over time an increasingly structured approach to the management of sustainability information, strengthening the quality of data, the traceability of processes and dialogue with stakeholders.
RCF continues this path with responsibility and with a gradual approach, consistent with its industrial identity: to innovate, improve and create value over time, while maintaining attention to the quality of products, people, the solidity of processes and the context in which the Group operates.

Arturo Vicari

CEO RCF



HIGHLIGHTS

272

Million Revenues in 2025

130

Countries reached by the sales network

619

Employees as of December 31, 2025

100%

Electricity purchased by AEB Industriale S.r.l. from renewable sources

3,389.7

Hours of training provided

80

New hires in 2025

3,200

Service and support requests handled through the customer support platform

654.7 t

Waste sent for recycling

4. RCF Group

RCF Group is a global leader in designing, producing and distributing high quality products and systems for the professional audio segment. With over 75 years of experience, the Group has built over time a wealth of distinctive skills in electroacoustics and electronics, both analogue and digital, establishing itself globally for quality, reliability and capacity for innovation.

The activity is based on an integrated approach that combines research and development, product innovation, know-how on materials and oversight of the entire value chain, from components to complete systems. This approach allows the Group to offer a comprehensive and versatile portfolio, developed to meet the needs of sound professionals, architects, designers and system integrators in a variety of application contexts.

The Group's solutions are used in concerts and live events, stadiums, theaters, recording studios, conference centers, airports, conference rooms, commercial spaces, museums, clubs, cruise ships, transport infrastructures, hospitals and other public and private environments. In each application, the goal is to guarantee high performance, sound quality, design versatility and operational continuity, confirming the Group's positioning as a reference point in the international professional audio scene.

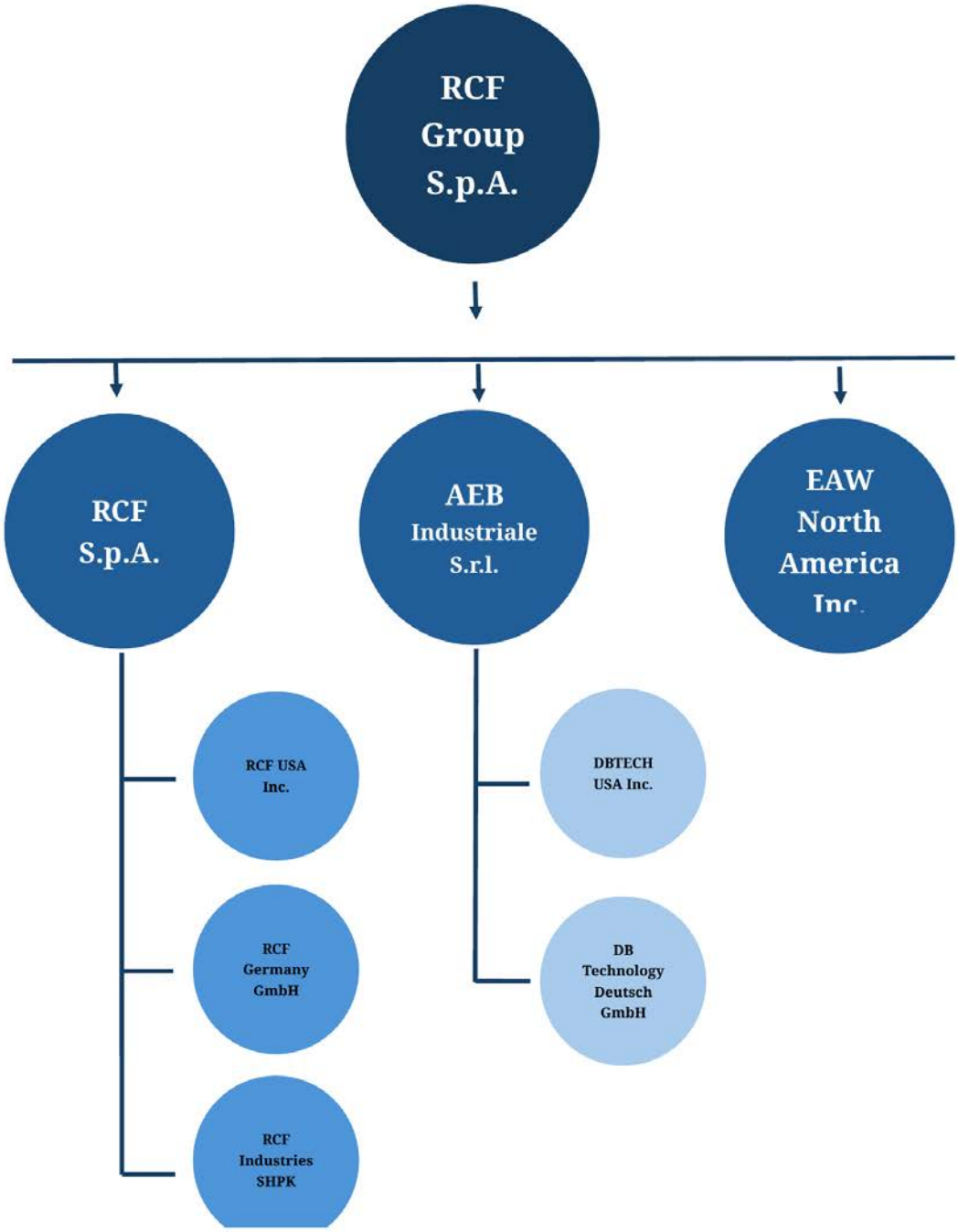
THE GROUP'S BRANDS

The Group includes **RCF S.p.A., AEB Industriale Srl** with the brand **dBTechnologies,** and **EAW North America**, complementary companies that strengthen its international positioning in professional audio, allowing the Group to preside over the market with a wide offer.

SALES AND DISTRIBUTION

A loyal and consolidated customer base is one of the key elements of RCF's solidity. Thanks to a long presence on the market and relationships built over time with professionals in the audio sector, system integrators and business partners, the company benefits from a network of customers who recognize the value of the quality, reliability and technological innovation of its solutions.

This wealth of relationships is further strengthened by continuous optimization of the globally active sales and distribution network. The presence in numerous international markets allows RCF to guarantee effective local coverage, support commercial development and respond quickly to the needs of different application contexts.



Through the constant development of its product portfolio and the strengthening of its sales network, RCF continues to consolidate its relationship with existing customers and expand its presence in international markets.

STORIA DEL GRUPPO RCF

1949

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

1960

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

1970

RCF enters the home Hi-Fi market.

1974

AEB industriale is born and begins operating under DB Technologies brand.

1990

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

1995

AEB specializes on wireless microphoes.

2006

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

2010

RCF Academy is born.



2012

Launch of the line **HDL 20**, the best-selling product of **RCF**.

2015

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

2018

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

2019

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

2022

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

2023

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

2024

RCF celebrates its **seventy-fifth** anniversary.

SUSTAINABILITY PATH

Since 2024 we have started our sustainability journey

The milestones:

1. Definition of the Sustainability Plan
2. Drafting and publication of the **first Sustainability Report** by **RCF Group** for 2024
3. Scope 1 and 2 calculations for 2024
4. Quarterly sustainability data collection
5. Drafting and publication of the second **Sustainability report** by **RCF Group** relating to 2025
6. Scope 1 and 2 calculation and start of the ISO 45001 path in 2025

PRODUCTS

RCF Group develops a wide and comprehensive range of solutions for professional audio, designed to respond to different application contexts, from live sound to fixed installations, up to touring and the rental market.

Portfolio

Live Sound and Touring
Line array systems, professional speakers, stage monitors and subwoofers designed to ensure high performance, reliability and control even in the most complex environments.

Portable Solutions
Compact and versatile systems designed for musicians, DJs, performers, small events and applications that require immediacy of use and sound quality.

Permanent installations
Scalable solutions for venues, hospitality spaces, retail environments, public places and architectural contexts, developed to combine acoustic quality, reliability and design integration.

Electronics and system management
Electronics, amplification, processing and software that allow the development of complete, integrated and easily governable audio ecosystems.

Specialist products
Product families that expand the perimeter of the offer beyond live sound and traditional installations. In particular, RCF also includes EN54 voice alarm and evacuation systems, conference solutions, microphones, loudspeakers for commercial audio systems and transducers.

ART Series, introduced in 1996 and now expressed at the highest levels by the **ART 9** portfolio, is one of RCF's most recognizable lines. Its positioning is based on the combination of high power, proprietary transducers, advanced DSP control and unique solutions such as **FiRPHASE**, **Bass Motion Control** and the **True Resistive Waveguide**, which help to ensure clarity, consistency of coverage and a remarkably controlled bass response. It is precisely this synthesis of sound quality, design robustness and flexibility of use that has made the ART a reference series in the professional active speakers segment.



The **HDL 30-A** represents RCF's touring vocation in a very effective way. It is an active two-way line array module, designed for medium-large indoor and outdoor events, equipped with two 10" woofers, a 1.4" titanium compression driver with 4" voice coil, Class-D amplification with **2200 W** and sound pressure levels up to **137 dB SPL**. It stands out not only for its performance, but also for its innovative design features: the time-coherent waveguide developed by RCF, the **100° x 15° coverage**, control and management through **RDNet** and the use of **FiRPHASE** technology. The HDL 30-A is also presented by RCF as the first composite cabinet line array with zero-degree phase and ultra-linear amplitude, features that reinforce its symbolic value within the brand's offering.



dBTechnologies

VIO L212 expresses the most advanced dimension of the company's technological research and its presence in the **Touring and Rental** high-end segment. It is the first line array system designed for large-scale touring applications: an active **3-way** module, with **2 x 12" woofers**, **4 x 6.5" midrange** and **2 x 1.4" compression drivers**, driven by **two 1600 W Digipro® G4 Class-D amplifiers** for a total power of **3200 W RMS** and a maximum SPL of **142 dB**. The product has been developed to combine long throw, extremely consistent coverage and fast assembly, thanks to integrated rigging solutions, advanced DSP, linear phase FIR filters and provision for network control.



INGENIA Series has introduced a platform to the dBTechnologies portfolio that the company presents as a sound reinforcement system characterized by **flexibility**, **scalability** and **ease of use**, placing itself between the active speaker, column system and line array. The series consists of column speakers designed to operate both individually and in pairs. Thanks to infrared technology, the system detects the presence of a second speaker and automatically sets the configuration to ensure coverage and acoustic consistency, while in the TR versions the RDNet-EH handle allows remote control via RDNet and Aurora Net.

AC6 is one of the products that have most contributed to building EAW's international reputation and in 2025, it ranks first in terms of revenues. It is an active column loudspeaker from the ADAPTive line, developed for high-performance portable and installation applications. The system integrates six 6" woofers and thirty 1" dome tweeters, each individually amplified and processed, and is designed to allow the vertical coverage to be customized according to the context of use, with nominal horizontal dispersion of 120° and operating range from 65 Hz to 20 kHz.

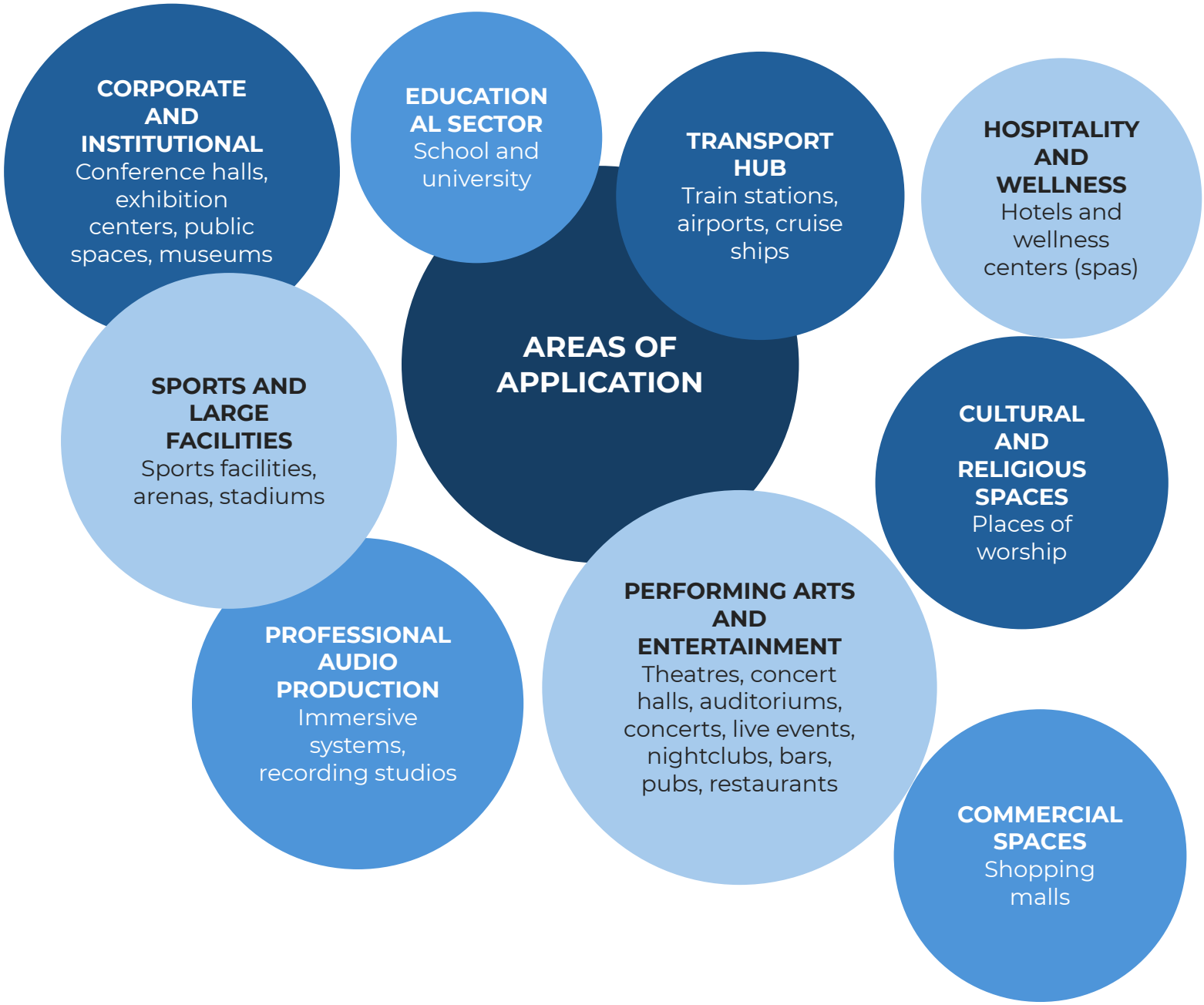


Anya represents the most advanced dimension of EAW's innovation. Inserted into the **Adaptive** family as a high-power full-range system, it allows for the electronic adaptation of performance parameters and very precise control over sound coverage. One of its distinctive elements is the integration with the **Resolution 2** software and the configuration designed for applications of different scales. From a structural standpoint, Anya summarizes EAW's technological approach: each module comes in a **3-way** configuration with **2 x 15" woofers**, **6 x 5" midrange** an **14 x 1" HF drivers**, and counts **22 channels of DSP and amplification** to drive each of the module's 22 transducers. It is extremely powerful and immensely scalable.



APPLICATIONS

RCF audio solutions are designed to meet the needs of a wide range of application contexts, ensuring sound quality, reliability and integration flexibility. Thanks to the variety of its technological offerings, the company supports installations and projects in different sectors, from live events to public and commercial spaces, to transport infrastructure and institutional facilities.



TECHNOLOGIES AND SOFTWARE

Aurora Net is dBTechnologies' leading control and management software for audio systems equipped with an RDNET module. It allows to monitor and manage the system from a single operating environment, intervening both on the entire system and on the individual speakers. Developed in-house and available for Windows and MacOS, it integrates real-time control features, speaker recognition, updated filter library, phase display and automatic recognition of the physical position of the speakers, elements that confirm their central role in the brand's technological ecosystem.
The relevance of Aurora Net also emerges in project references, where the software is cited as a tool for remotely controlling audio systems in complex environments including the Unipol Arena project.

Resolution™ is EAW's leading design, modeling, and control software. In a simple way, it allows to simulate the behavior of an audio system within a space, define the configuration of the speakers and manage their operation in a single operating environment. It is presented as the company's current software to design, model and manage all EAW products – a testament to its pivotal position in the brand's technological ecosystem.
The pivotal role of Resolution™ is reflected in the design references, where the software is cited as a primary tool used to define sound coverage, optimize sound distribution and adapt the system to the characteristics of the space, including WRC Rally Sweden, Pier 17 New York, Brooklyn Tabernacle and Santana 27.

RDNET

RDNet is RCF's software platform for managing, monitoring and controlling audio systems. In operational terms, it allows you to supervise networked devices, organize arrays and zones, intervene on the parameters of individual components or groups of speakers and integrate audio measurement functions into a single environment. Based on a network architecture, it brings together system control, line array design and comprehensive measurement tools, making it applicable to both live and small installed configurations as well as systems for arenas and large-scale installations.
RDNet's importance to the company's portfolio is demonstrated by the rich feature set the platform offers, including comprehensive monitoring, array and zone management, real-time measurement suite with SPL Logger, system calculation, automatic low-frequency alignment, advanced equalization tools, as well as remote design and measurement backup.

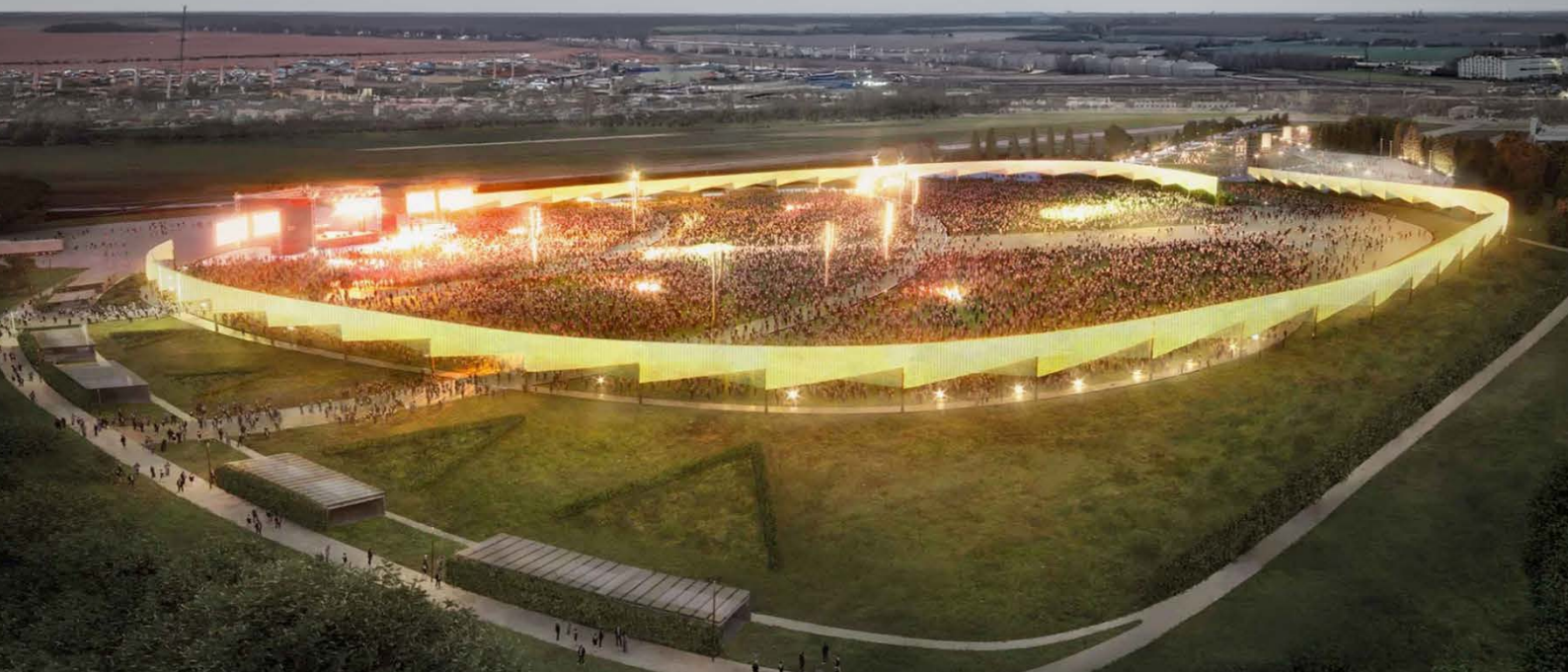
RCF ARENA
REGGIO EMILIA

RCF Arena is an absolute Italian success story in terms of organization, spectacle and quality of listening. Located in the airport area known as **Campovolo**, It is currently the largest green space in Europe equipped to host events and can accommodate shows with an audience of between **10,000 to 103,000** people. In terms of size, accessibility and overall quality of experience, it is confirmed as a reference venue at European level.

What makes the Arena distinctive is above all the **spatial concept**, designed to offer the public an engaging and comfortable experience in every area. The green has a 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 and guarantees a **wide an immersive view** to allow the full enjoyment of the events.

This attention to the audience experience finds its most evident expression in the sound system, one of the strongest elements of the venue. RCF Arena features cutting-edge technologies that guarantee an unparalleled audio experience during live events: the sound system, consisting of **410 professional speakers** and an available power of about **2 megawatts**, delivers uniform and precise audio coverage throughout the entire Arena.

The **RCF TT+** audio system, a reference line for large live events, consists of a main system at the sides of the stage, further 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 **listening experience** while maintaining a particular **caution** to **surrounding urban context**, thanks to a sound orientation that minimizes the noise impact on inhabited areas.



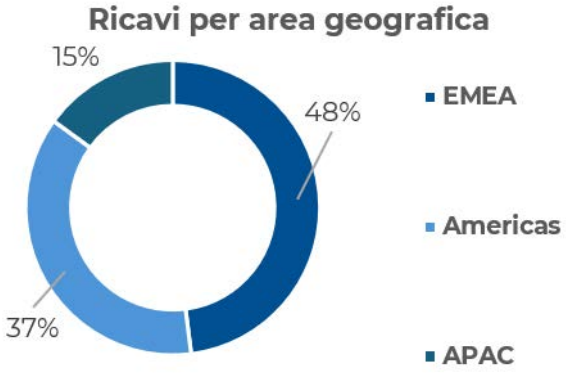
5. PERFORMANCE 2025

In 2025, the Group's consolidated net revenues amounted to 272 million euros.

During the business year, the Group recorded a solid economic performance, supported by the core business of professional audio.

The portfolio includes professional audio systems, amplifiers, accessories and related components, aimed at a variety of applications and end markets.

As regards the **breakdown of revenues by geographical area**, the largest share of the Group's revenues is attributable to the **EMEA** area (*Europe, Middle East, Africa and the United Kingdom*), which represents the **48% of the total**. Next is the **Americas** (*North America, Central America and South America*) with **37%**, while the remaining **15%** is generated by the **APAC** (*Asia and Oceania*).



6. ESRS 2 - GENERAL INFORMATION

BASIS FOR PREPARATION

BP-1 General basis for preparation

The **Sustainability Report 2025** of the **RCF Group** has been prepared on a **voluntary basis** and refers to the **fiscal year (FY) 2025** (from **January 1, 2025** to **December 31, 2025**). The document contains the **data** and the **information** necessary for the understanding of the **Group's impact on sustainability issues**, as well as the effects that those issues may have on the **company performance**, on the **economic results** and on the **Group's situation**, as identified through the **double materiality assessment** (for further information, please refer to the chapter **"Impacts, Risks and Opportunities"**).

The **scope of reference** contained in this document coincides with the **scope of consolidation of the Consolidated financial statements** and includes, in addition to the **parent company RCF Group S.p.A.**, the companies listed in Chapter **"The Group's brands"**.

The **Sustainability statement** covers the **relevant value chain of the RCF Group**, including both its **own operations** and the activities **upstream** e **downstream**, with reference to the related **Impacts, risks and opportunities**. The extension of **policies**, **actions**, **metrics** e **goals** beyond the direct operational scope varies according to the specific topic addressed and is described in the individual **topical ESRS** documents.

BP-2 Disclosures in relation to specific circumstances

Regarding the methods for preparing the Sustainability Report, the Group has adopted time horizons consistent with those applied in the consolidated financial statements and defined in ESRS 1. The short term is assimilated to an annual horizon, corresponding to the reference year; the medium term covers a period of time extending up to five years beyond the end of the short-term period; the long term concerns a time horizon of more than five years.

The 2025 Sustainability Report was prepared on a voluntary basis and, for this reason, has not undergone an external assurance process. The document has been prepared with the aim of representing the Group's main environmental, social and governance information in a structured way, taking into account the results of the double materiality assessment and the gradual strengthening of the system for collecting and consolidating sustainability data.

With reference to the areas subject to reporting, the Report includes the topical standards found to be relevant following the double materiality assessment: ESRS E1 – Climate Change, ESRS E2 – Pollution, ESRS E5 – Resource Use and Circular Economy, ESRS S1 – Own Workforce, ESRS S2 – Workers in the Value Chain, ESRS S4 – Consumers and End-Users and ESRS G1 – Business Conduct. The areas ESRS E3 – Water and Marine Resources, ESRS E4 – Biodiversity and Ecosystems and ESRS S3 – Affected Communities are not subject to specific reporting, as they did not emerge as relevant issues for the Group in the analysis process conducted.

In preparing quantitative information, the Group has given priority to the use of specific data collected from the companies included in the reporting perimeter. In cases where certain information is not available separately or is not objectively attributable to a specific company, no estimates or pro-rata allocations were made in order to avoid duplication or unverifiable representations. These limitations are indicated, where relevant, in the methodological notes accompanying the individual tables or sections.

For some environmental metrics, in particular energy consumption and greenhouse gas emissions, conversion and calculation factors have been applied in order to make information expressed in different physical units homogeneous. The energy consumption measured in kWh, Sm^3 or litres was converted into MWh on the basis of conversion factors attributable to recognized technical sources or to the energy values used in the company's calculation files. Similarly, Scope 1 and Scope 2 emissions were calculated by applying the emission factors relevant to the different energy sources and countries of consumption, according to the methodologies adopted for reporting for the fiscal year.

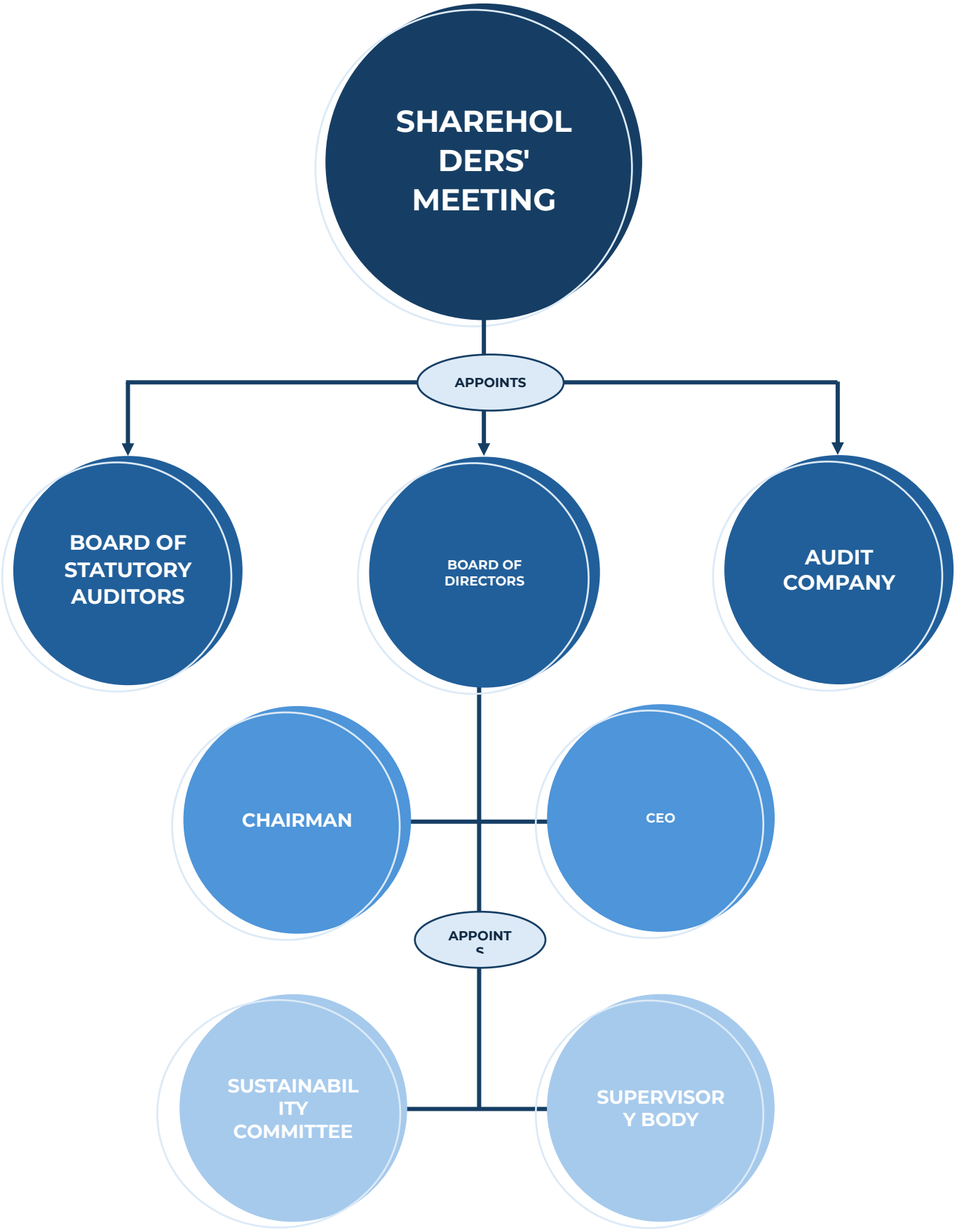
Any estimates, assumptions or conversion criteria used have been limited to cases where necessary to represent the consolidated data in a homogeneous manner and are described in the respective topical sections. The Group, on the other hand, did not estimate missing data in the absence of objective calculation bases or sufficiently traceable elements.

Scope 1 and Scope 2 emissions were reported for the calculation of greenhouse gas emissions, based on activity data collected from Group companies. Scope 1 emissions include direct consumption of fuels, as well as any refrigerant gas leaks. Scope 2 emissions were calculated according to the location-based and market-based methodologies provided for by the GHG Protocol, considering the consumption of electricity purchased and, where applicable, the contractual instruments for purchasing energy.

For the purposes of the calculation, emission and conversion factors were applied that varied depending on the energy source, the country of consumption, and the methodology used. The main references used are given in section E1-6 on greenhouse gas emissions. The calculation of Scope 3 emissions is not included in this report.

This chapter also introduces information on the processes, controls and governance procedures established to monitor, manage and control sustainability matters, as described in the following sections.

GOVERNANCE OF THE GROUP
The traditional governance system

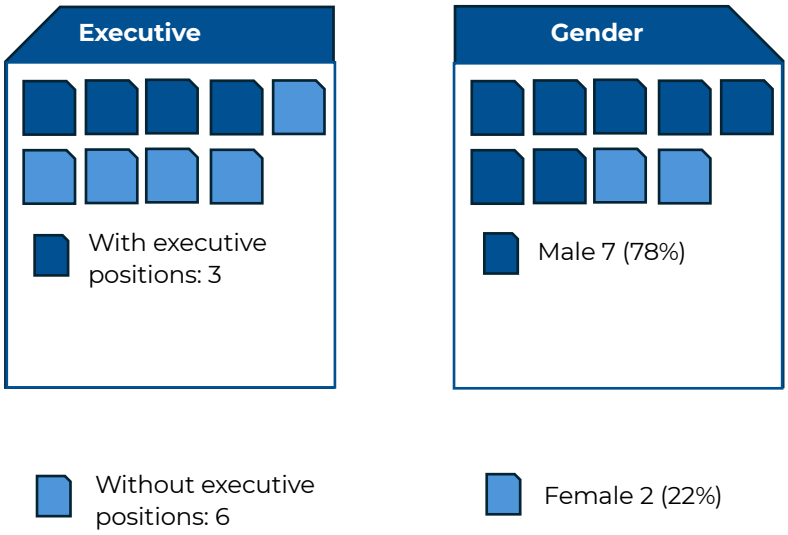


GOV1 – The role of the administrative, management and supervisory bodies

The Board of Directors

The **Board of Directors** is composed of **nine members** appointed by the **Shareholders' Meeting**, which can result in a composition varying from a minimum of five to a maximum of nine members. Their term of office lasts **three financial years** and ends at the shareholders' meeting called to approve the financial statements for the last financial year of the term of office. The Board is the body responsible for the **strategic management** and the **overall governance of the Group's activities**, exercising all the powers necessary for the administration of the company and for the pursuit of its corporate purpose. The Shareholders' Meeting retains exclusive authority over matters reserved for it by law or by the Articles of Incorporation. The Board's main responsibilities include defining strategic guidelines, assessing corporate performance, approving key management decisions and monitoring the Group's activities. The Board appoints a **chairman** and a **vice chairman**, who are entrusted with the task of coordinating the work of the body and promoting its proper functioning. As of the date of this document, the **Board of Directors does not include independent members**.

NAME	POSITION/ROLE	COMPANY SENIORITY	EXECUTIVE MEMBER	INDEPENDENT MEMBER
Alfredo Macchiaverna	Chairman	60	Yes	No
Arturo Vicari	CEO	60	Yes	No
Remo Morlini	Managing Director	60	Yes	No
Mauro Macchiaverna	Managing Director	17	No	No
Chiara Vicari	Non-executive Director	17	No	No
Roberto Ardagna	Non-executive Council Member	1	No	No
Roberto Maestroni	Non-executive Director	1	No	No
Emanuela Cisini	Non-executive Director	1	No	No
Daniele Ferrigni	Non-executive Director	1	No	No

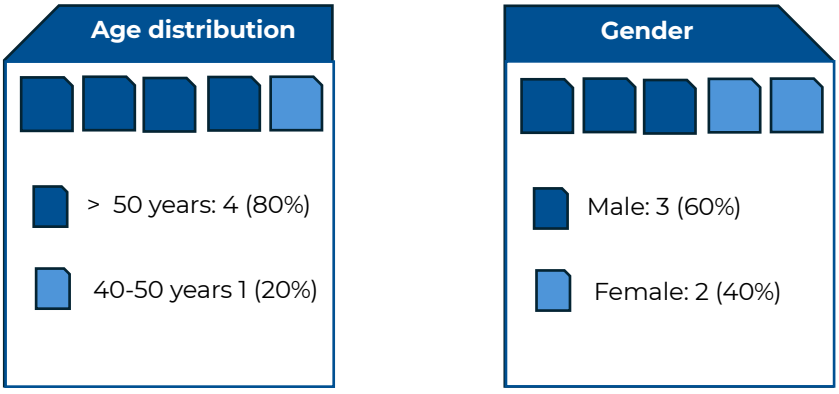


The Board of Statutory Auditors

The Board of Statutory Auditors is responsible for ensuring compliance with the law, with the aim of guaranteeing proper management. 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.

NAME	POSITION/ROLE	COMPANY SENIORITY
Massimiliano di Maria	Chairman	2
Mario Delucchi	Standing Auditor	3
Paola Pizzetti	Standing Auditor	2
Paolo Solari	Substitute Auditor	2
Laura Lasagna	Substitute Auditor	2



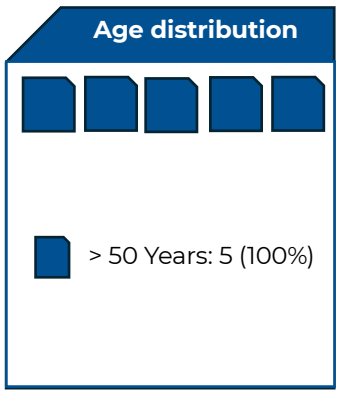
The Environmental, Social & Governance (ESG) Committee

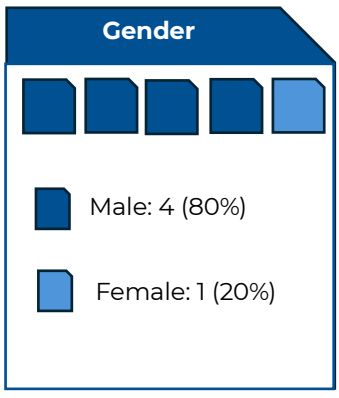
The **Environmental, Social & Governance (ESG) Committee** was established by the **Board of Directors** in **October 2024** and is composed of **five members**. The Committee carries out **investigative, propositional, and advisory** functions to support corporate governance bodies in relation to environmental, social and governance matters, as well as transition paths and initiatives aimed at integrating these aspects into corporate activities and along the value chain.

As part of its responsibilities, the Committee supports the definition of the Group's **strategic sustainability guidelines,** promotes the integration of sustainability matters into decision-making processes and contributes to the identification of priorities for action in environmental, social and governance matters. The Committee examines and validates the **impacts, risks, and opportunities (IRO)** related to sustainability issues, monitors the progress of sustainability performance and verifies the progress of the initiatives and targets defined. The Committee also participates in the activities of supervising the process of **sustainability reporting**, supporting the collection and validation of non-financial information.

Among the main topics covered are the validation of the results that emerged from the analysis of the **impacts, risks and opportunities (IRO)**, the examination of the outcomes of the **stakeholder engagement** aimed at identifying issues relevant to the Group, the monitoring of **GHG emissions**, the progress of the **digitization of data collection and sustainability indicators**, the definition and monitoring of **targets of the Sustainability Plan**, as well as assessments regarding the expansion of the scope of reporting and changes in the Group's reporting practices.

NAME	POSITION/ROLE	COMPANY SENIORITY
Mauro Macchiaverna	Chairman responsible for sustainability	18
Paola Pizzetti	Member	2
Stefano Morlini	Member	21
Fausto Incerti	Member	38
Roberto Passini	Member	4





The Supervisory Body (SB)

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

The Supervisory Body is responsible for monitoring **the effective application of the Organization, Management and Control Model pursuant to Legislative Decree no. 231/2001**, ensuring that corporate processes and procedures align with the principles and safeguards set forth in the Model

itself. The SB also assesses the adequacy of the Model over time, proposing any updates or additions that may be necessary as a result of regulatory, organizational or operational changes.

In carrying out its activities, the Supervisory Body collaborates with other internal control bodies and the competent corporate bodies, promoting a culture of compliance and adherence to company policies. The SB periodically reports to the **Board of Directors** and **Board of Statutory Auditors**, providing information on the supervisory activities carried out, the results of the audits conducted, and any corrective actions deemed appropriate.

The current members are:

- Fabrizio Bencini;
- Sabrina Berno.

The Shareholders' Meeting

RCF Group S.p.A. is wholly owned by **Global Sound Technologies S.p.A.**, which holds **100%** of its share capital.

The **Shareholders' Meeting** represents one of the fundamental bodies of the corporate governance system and exercises the powers granted to it by applicable law and the Articles of Association. Its main responsibilities include **approval of the financial statements**, the resolution on the **allocation of profits** or to the **covering of losses**, as well as the **appointment and dismissal of the members of the corporate bodies**, including directors, statutory auditors and the financial auditor, defining their remuneration where applicable.

The Shareholders' Meeting is also called upon to resolve on the main transactions affecting the structure and structure of the company, including **amendments to the Articles of Association**, the **increases or reductions in share capital** and extraordinary transactions such as **mergers, demergers and corporate reorganizations**. It also includes the possibility to bring **liability actions** against directors, statutory auditors and the financial auditor, in the cases provided for by applicable law.

The Competences of the ESG Committee

The **Environmental, Social & Governance (ESG) Committee** was established with the aim of **overseeing impacts, risks and opportunities** related to sustainability matters, as well as monitoring the progress and effectiveness of the policies and initiatives adopted in this area.

Currently, the Committee has an adequate level of expertise to address the main sustainability matters and support the alignment of corporate strategies with sustainability goals. For areas that require technical or specialized knowledge not directly present within it, the Committee avails itself of the support of **qualified external consultants**, able to provide specific and up-to-date skills. The members of the Committee have experience and knowledge in various areas of sustainability, closely related to the **impacts, risks, and opportunities (IRO)** identified by the Group.

- **Mauro Macchiaverna, chairman of the sustainability committee with responsibility for sustainability and qualified chartered accountant, has gained expertise in financial reporting, developing a strategic vision and effective control in the field of governance. To further enhance his knowledge in sustainability, he is currently attending the course "The Sustainability Consultant Accountant", organized by the School of Advanced Training of the Order of Chartered Accountants. This training path allows him to deepen aspects related to sustainability reporting, sustainability risk management, and the integration of international standards into business processes.**
- **Paola Pizzetti** 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 chairman of the Board of Directors** and **president of the Board-Level Sustainability Committee** of Emilbanca Soc. Cooperative Credit. In the process of deepening sustainability matters, she

followed the training program "**Climate Change and Corporate Governance**", further consolidating her skills in sustainability management and corporate governance.

- **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 business 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 chain** 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 has gained an in-depth knowledge of the **market**, of the **business processes** and **strategic dynamics** that guide the development of the **Group**. His consolidated expertise allows him to analyze with **objectivity** and **impartiality** the **actions**, **strategies** and **policies** developed by the committee, assessing their effectiveness and alignment with the company's goals. 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), draws on his experience in administration, finance and control, gained in diverse corporate contexts, possesses an analytical and strategic vision in managing economic-financial resources. His expertise allows him to accurately assess the feasibility and economic viability of the goals and strategies set in the field of sustainability, 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.**

GOV-2 - Information provided to and sustainability matters addressed by the bodies

The body responsible for monitoring the **impacts, risks, and opportunities (IRO)** is the **ESG Committee**. Although a minimum frequency of meetings has not been formally defined, the Committee met nine times during 2025 to monitor the evolution of sustainability matters and support the Group's decision-making processes.

As part of its activities, the Committee examined and validated the **impacts, risks, and opportunities (IRO)** emerged from the process of **double materiality**, monitoring its progress and assessing its implications for the Group. In addition, the identified IRO were submitted to the **Board of Directors** on the occasion of the approval of the **Sustainability Report 2024**, allowing governance bodies to have the information necessary for their assessments.

During the meetings, various issues related to the management of sustainability issues were addressed, including the progress of sustainability reporting activities, the analysis of the information requirements deriving from the applicable reporting standards, the monitoring of **GHG emissions**, the performance of the key **sustainability performance indicators (KPI)**, the **digitization of data collection processes** and the progress of the initiatives envisaged by the **Sustainability Plan**.

In addition to Committee meetings, the members most involved in implementing management and impact mitigation measures receive periodic updates on the progress of these activities.

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

As of the date of this report, **no incentive systems or remuneration policies linked to the achievement of sustainability targets or other sustainability indicators have been adopted or implemented** for members of the **administrative, management and control bodies**.

The definition of any incentive mechanisms linked to environmental, social and governance performance is not currently one of the tools used by the Group to guide or evaluate the work of the governance bodies. However, sustainability matters are monitored and discussed as part of the activities of the **ESG Committee** and other competent bodies.

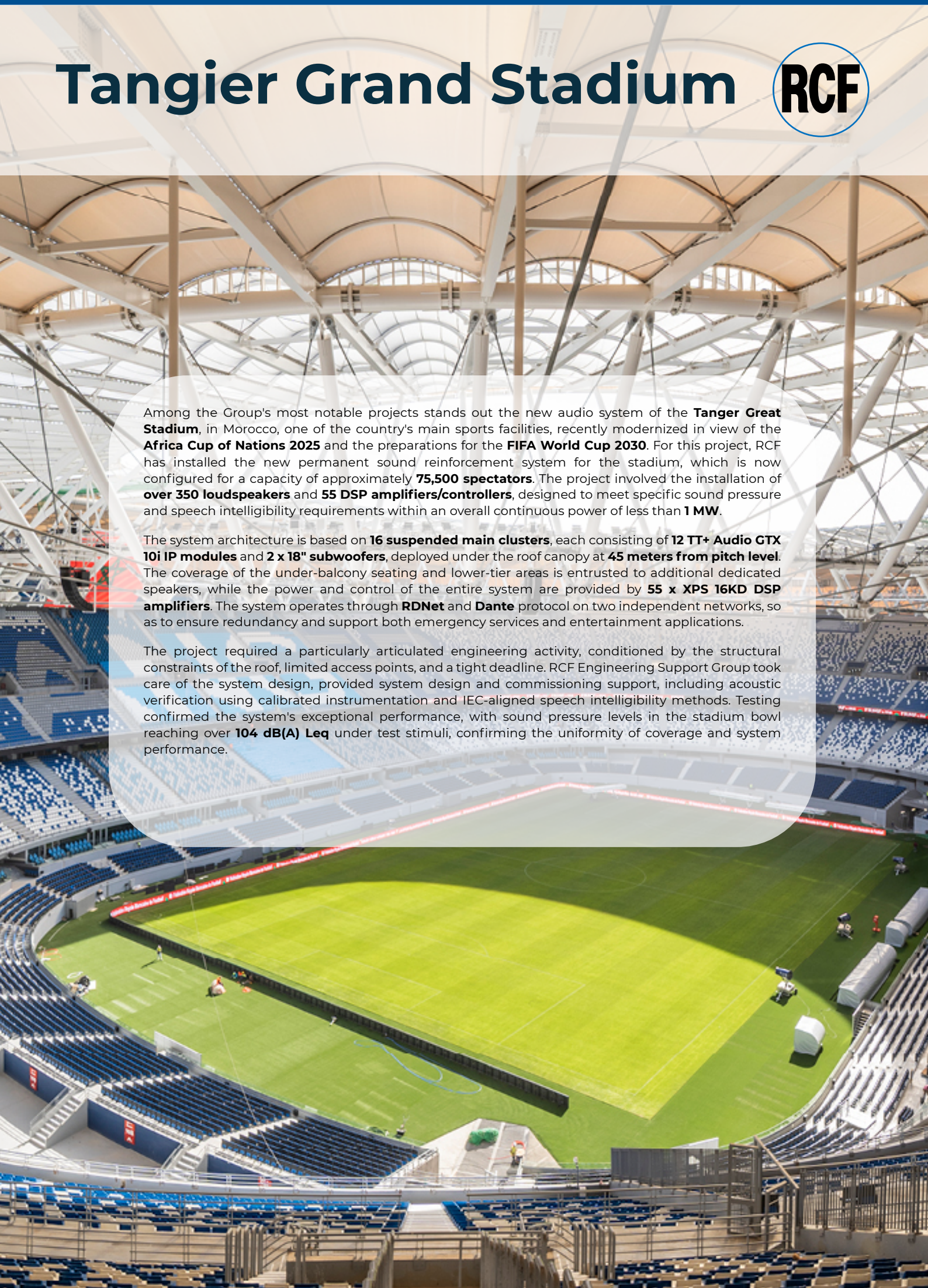
GOV-4 – Statement on due diligence

FUNDAMENTALS OF DUE DILIGENCE	DESCRIPTION
a) Integrate due diligence into governance, strategy and business model	As a basis for the integration of social and environmental responsibility into its activities, the **Group** adopts a set of **company policies**, through which it expresses its commitment in this area (for more information, see the chapter "Policies"). At the same time, activities related to the **governance of due diligence processes** take place through specific organizational tools, including: • The **ESG Committee**, which supports the **Board of Directors** identifying, assessing and managing the impacts generated by company activities; • The integration of the consequent actions from the **outcome of the double materiality process**, used as a basis for defining the strategic and operational priorities
b) Involve stakeholders in all key stages of due diligence	In order to identify and manage the relevant aspects for the Group, various methods have been adopted to maintain active communication with stakeholders: • Stakeholder engagement conducted for the validation of relevant impacts; • The whistleblowing channel, available for reports of various kinds, is an accessible and confidential communication tool; The Recipients of the Code of Conduct are invited to take an active role in reporting any violations, using the whistleblowing channel.
c) Identify and assess the negative impacts	• The update of the Group's double materiality 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 is an essential tool for collecting reports from stakeholders, also with reference to potential or actual negative impacts, attributable to the scope of application of the system itself.
d) Intervene to address the negative impacts	• The Sustainability Plan is a fundamental tool for concretely addressing the negative impacts on the Group, through actions aimed at reducing the

FUNDAMENTALS OF DUE DILIGENCE	DESCRIPTION
	environmental footprint, promoting social responsibility and strengthening governance; The Group's whistleblowing procedure provides, where necessary, the conduct of investigative activities that may result in the adoption of corrective or disciplinary measures, depending on the results of the checks carried out.
e) Involve stakeholders in all key stages of due diligence	In order to identify and manage the relevant aspects for the Group, various methods have been adopted to maintain active communication with stakeholders: • Stakeholder engagement conducted for the validation of relevant impacts; • The whistleblowing channel, available for reports of various kinds, is an accessible and confidential communication tool; The Recipients of the Code of Conduct are invited to take an active role in reporting any violations, using the whistleblowing channel.
f) Identify and assess the negative impacts	• The update of the Group's double materiality 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 is an essential tool for collecting reports from stakeholders, also with reference to potential or actual negative impacts, attributable to the scope of application of the system itself.



Tangier Grand Stadium



Among the Group's most notable projects stands out the new audio system of the **Tanger Great Stadium**, in Morocco, one of the country's main sports facilities, recently modernized in view of the **Africa Cup of Nations 2025** and the preparations for the **FIFA World Cup 2030**. For this project, RCF has installed the new permanent sound reinforcement system for the stadium, which is now configured for a capacity of approximately **75,500 spectators**. The project involved the installation of **over 350 loudspeakers** and **55 DSP amplifiers/controllers**, designed to meet specific sound pressure and speech intelligibility requirements within an overall continuous power of less than **1 MW**.

The system architecture is based on **16 suspended main clusters**, each consisting of **12 TT+ Audio GTX 10i IP modules** and **2 x 18" subwoofers**, deployed under the roof canopy at **45 meters from pitch level**. The coverage of the under-balcony seating and lower-tier areas is entrusted to additional dedicated speakers, while the power and control of the entire system are provided by **55 x XPS 16KD DSP amplifiers**. The system operates through **RDNet** and **Dante** protocol on two independent networks, so as to ensure redundancy and support both emergency services and entertainment applications.

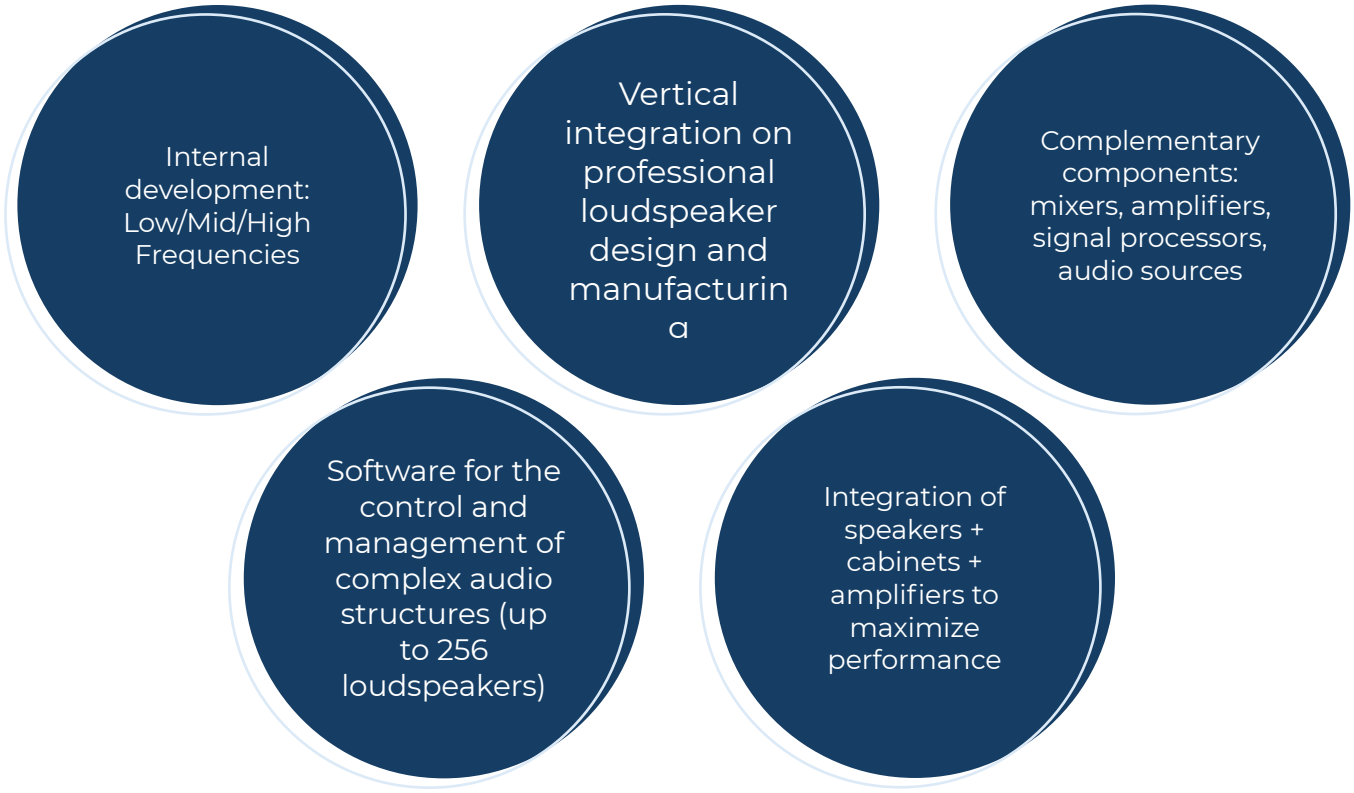
The project required a particularly articulated engineering activity, conditioned by the structural constraints of the roof, limited access points, and a tight deadline. RCF Engineering Support Group took care of the system design, provided system design and commissioning support, including acoustic verification using calibrated instrumentation and IEC-aligned speech intelligibility methods. Testing confirmed the system's exceptional performance, with sound pressure levels in the stadium bowl reaching over **104 dB(A) Leq** under test stimuli, confirming the uniformity of coverage and system performance.

STRATEGY

The RCF Group's strategy is based on an integrated industrial and commercial model, developed to meet the needs of the international professional audio market. This section describes the business model and the value chain, together with the elements that guide strategic choices, also in the light of stakeholders' expectations and the assessment of significant impacts, risks and opportunities.

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

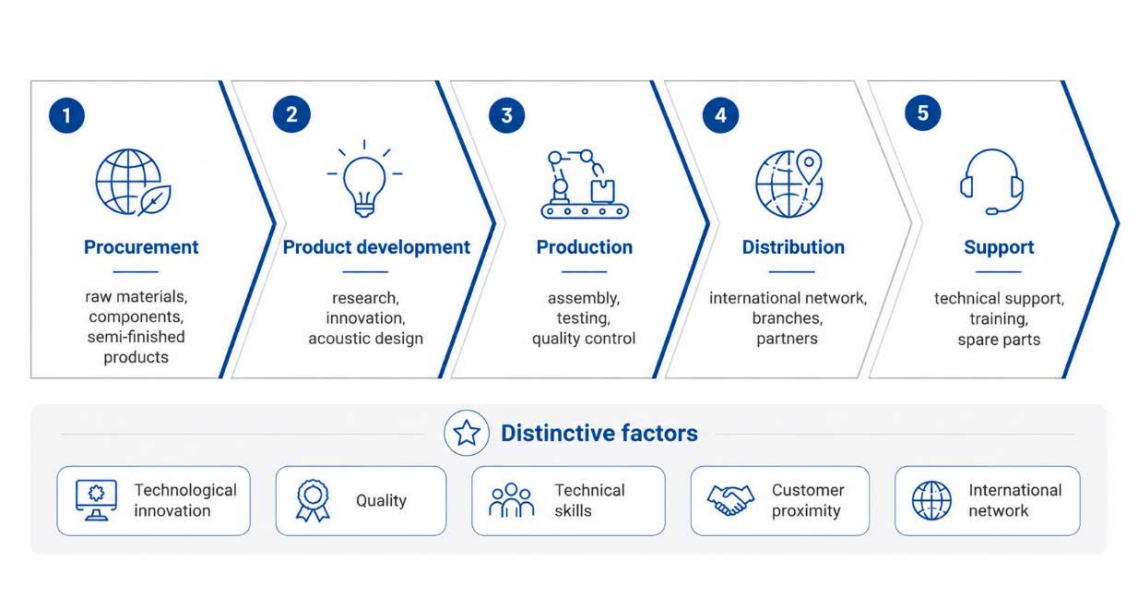
The RCF group is active in the design, production, and marketing of products and technological systems for professional audio and public sound reinforcement. For more details on the Group's products, please refer to the section **"Products"**.



The Group's strategy is based on a broad and integrated product portfolio, an extensive international sales network and a flexible production model, which allows it to respond quickly to changing demand. The integration of digital electronics, software and acoustic design supports the expansion of the product lineup, while the Group continues to invest in strengthening its international presence, with a focus on markets with greater growth potential

The value chain of RCF Group

An integrated process that spans from procurement to after-sales support.



The impacts, risks and opportunities related to the value chain concern, upstream, the management of supply flows and relations with suppliers, including purchasing practices and payment conditions; in own operations, energy consumption, resources used, workforce and corporate culture; downstream, in particular, corporate culture and reputational profiles, relevant for brand perception and customer trust. For a more detailed analysis of the impacts, risks, and opportunities, please refer to chapter **"6.4 Impacts, risks, and opportunities".**

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. 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**.

Internal

- *Board of Directors (CdA)*
- *ESG Committee*
- *Management*
- *Employees and collaborators*
- *Workers' Representatives / RSU*

External

- *Suppliers of raw materials and semi-finished products*
- *Strategic service providers (logistics, IT, consulting, maintenance, energy, etc.)*
- *Contract manufacturers / outsourced production / subcontractors*
- *Customer service*
- *B2B customers (distributors, system integrators, installers, authorized service centers, professional customers)*
- *B2C customers / end users*
- *Audit company*
- *Financial institutions and financial partners*

- *Board of Statutory Auditors / Supervisory Body pursuant to Legislative Decree no. 231/01*
- *Supervisory authorities and regulators (environmental authorities, occupational safety, customs, local authorities, etc.)*
- *Local community*

In this context, during **2025**, 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 following section.

IMPACTS, RISKS AND OPPORTUNITIES

This chapter illustrates RCF's impacts, risks and opportunities (IROs), as well as the related identification and assessment process, in accordance with the provisions of the European Sustainability Reporting Standards (ESRS), with particular reference to ESRS 2 – IRO-1. The process adopted in 2025 is based on the methodological approach defined when the first 2024 Sustainability Report was drawn up, which constitutes the original methodological reference for the identification and assessment of relevant issues.

The initial set-up phases of the process – including the preliminary analysis, mapping of sustainability issues and structuring of the assessment framework – are not reproduced in full in this document, as they have already been described in detail in the 2024 Sustainability Report, to which reference is made for a complete explanation of the methodological model adopted Link to the document.

During 2025, this system was revised and updated, with particular reference to stakeholder engagement and the revaluation of financial materiality, as illustrated in the following paragraphs.

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

In 2025, RCF updated the double materiality assessments, in line with the approach adopted in the 2024 Sustainability Report, reviewing the context, stakeholder engagement and impact and financial materiality assessments.

The process combined context analysis, stakeholder engagement and assessment of impacts, risks and opportunities relevant to the Group and the value chain.

Context analysis

The analysis of the context took RCF S.p.A., the Group's main production company, as a reference to verify the consistency between the operating model, the value chain, the issues already identified and the regulatory framework of reference.

Updating stakeholder engagement

In 2025, stakeholder engagement was repeated through a standardized questionnaire, with a rating scale from 0 to 6, aimed at the main categories of internal and external stakeholders.

The ESG Committee, management, banks, the Board of Statutory Auditors, customers, and suppliers were involved.

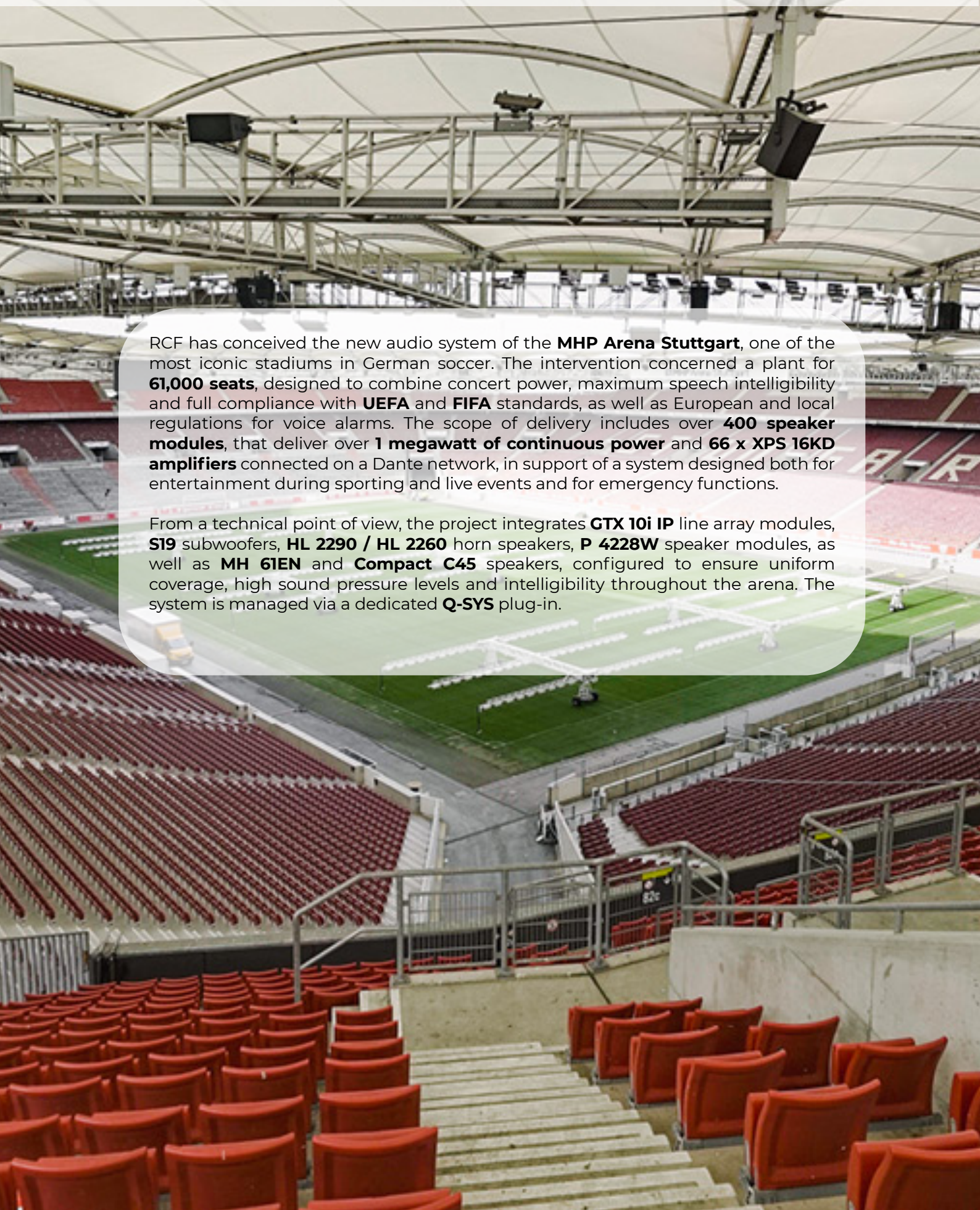
The overall assessment of the Group's commitment to sustainability recorded an average score of 4.9 out of 6.

Review of impact materiality and financial materiality

A threshold of 3.5 has been maintained for the identification of the relevant issues. The results confirmed the relevance of the E1, E2, E5, S1, S2, S4 and G1 standards for the 2025 reporting.

- The overall results of the analysis are represented in the double materiality matrix reported on the following pages.

MHP Arena Stuttgart



RCF has conceived the new audio system of the **MHP Arena Stuttgart**, one of the most iconic stadiums in German soccer. The intervention concerned a plant for **61,000 seats**, designed to combine concert power, maximum speech intelligibility and full compliance with **UEFA** and **FIFA** standards, as well as European and local regulations for voice alarms. The scope of delivery includes over **400 speaker modules**, that deliver over **1 megawatt of continuous power** and **66 x XPS 16KD amplifiers** connected on a Dante network, in support of a system designed both for entertainment during sporting and live events and for emergency functions.

From a technical point of view, the project integrates **GTX 10i IP** line array modules, **S19** subwoofers, **HL 2290 / HL 2260** horn speakers, **P 4228W** speaker modules, as well as **MH 61EN** and **Compact C45** speakers, configured to ensure uniform coverage, high sound pressure levels and intelligibility throughout the arena. The system is managed via a dedicated **Q-SYS** plug-in.

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

The impacts, risks, and opportunities (IRO) are described in detail in the respective sections of this document: "5. Environmental Management", "6. Social Management" e "7. Information on Governance".

Overall, the IRO identified are consistent with the characteristic activities of the business model and are mainly concentrated in own operations. This configuration allows the Group to exercise direct and structured control over these aspects, ensuring continuity and consistency in the application of strategies along the corporate processes.

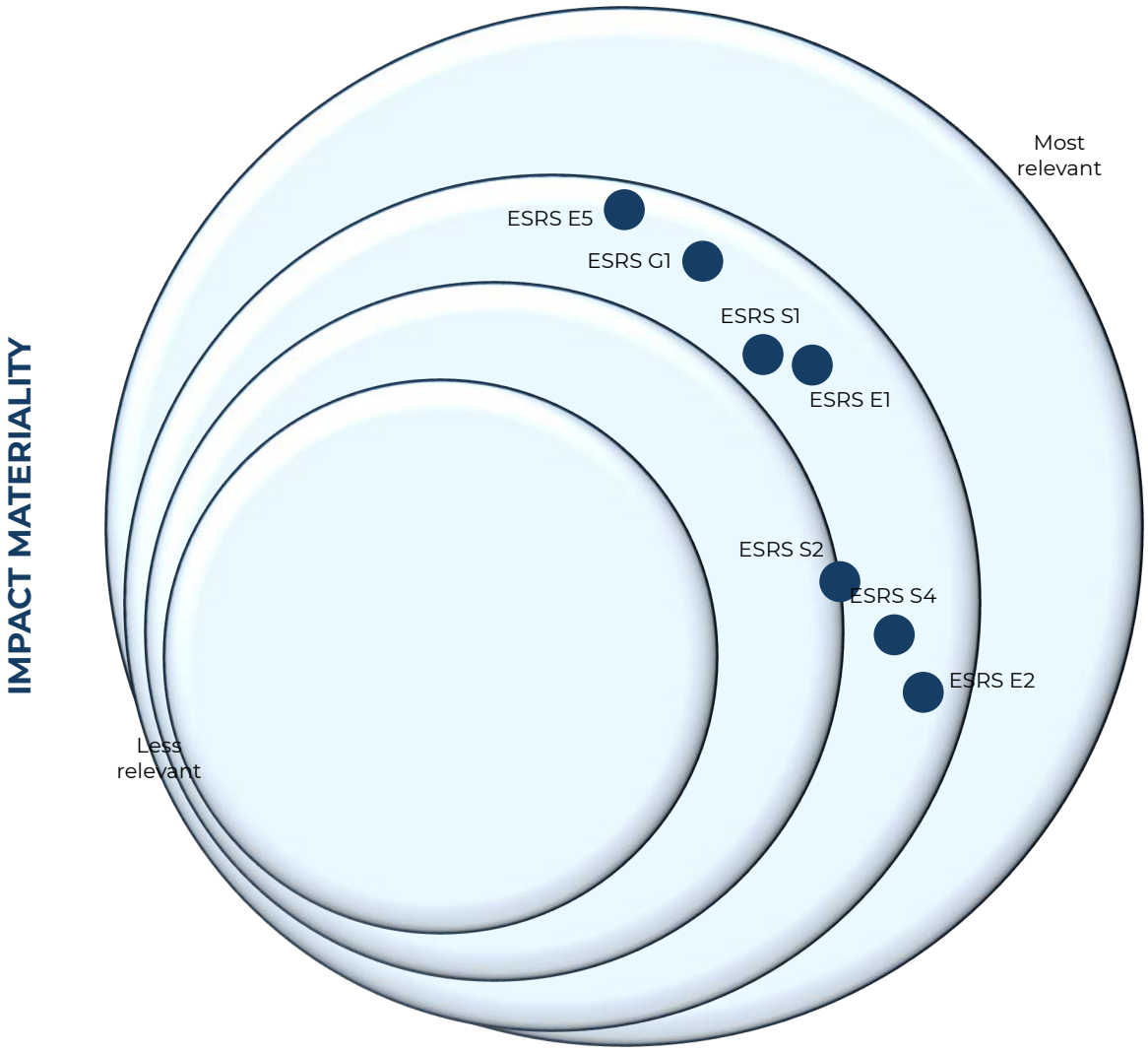
The IRO identified include, in particular, elements related to business conduct, the own workforce and, in part, issues related to climate change, resource use and the circular economy.

With regard to IRO that occur upstream and downstream of the value chain, the Group's action is mainly expressed through the strengthening of procurement policies and a more effective management of waste and environmental resources.

To ensure a more structured and organic interpretation of the results, the two dimensions of double materiality, impact materiality and financial materiality, have been represented within a Cartesian plan, which helps to visually illustrate the positioning of sustainability issues and their overall significance. The matrix and its results are shown below.

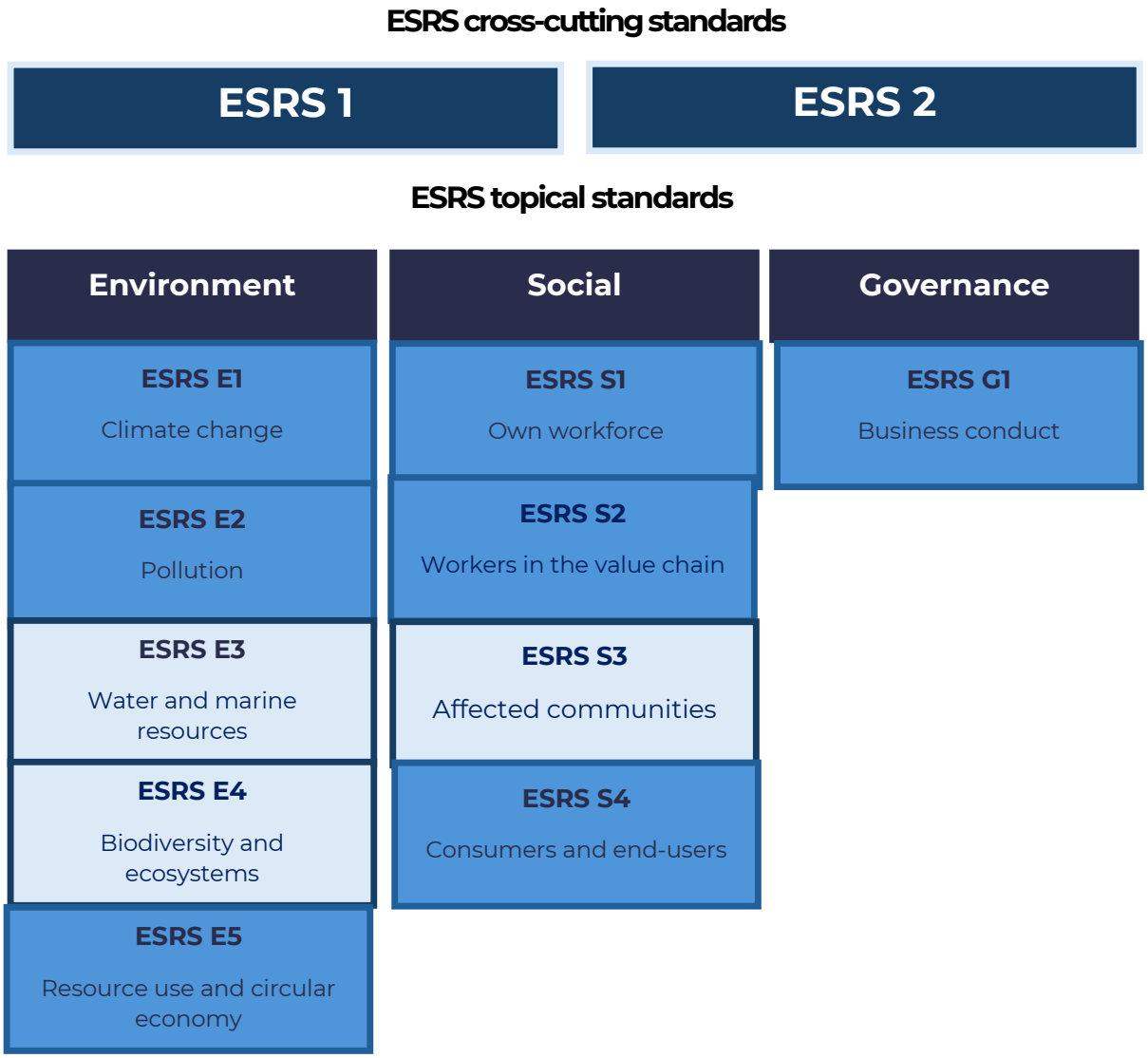


*The materiality of impact also includes that expressed by stakeholders



Based on the results from the **double materiality assessment**, the **European Sustainability Reporting Standards (ESRS)** considered for this reporting are: **ESRS E1 – Climate Change, ESRS E2 – Pollution, ESRS E5 – Resource Use and Circular Economy, ESRS S1 – Own Workforce, ESRS S2 – Workers in the Value Chain, 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** and **ESRS S3 – Affected Communities** as they are not considered relevant to the Group's business reality.



IRO-2 – Disclosure Requirements in ESRS covered by the company's sustainability statement

For the table containing the list of information elements required by the cross-cutting and topical principles established by European Union law, as required by the European Sustainability Reporting Standards (ESRS), please refer to the 2024 Sustainability Report

LUCCA SUMMER FESTIVAL 2025

Among the most significant projects of 2025 is **dBTechnologies**'s participation in the **Lucca Summer Festival**, where the company served as the official audio system supplier and technical consultant for the open-air concerts held in Piazza Napoleone, with technical production handled by Tema Show Service. For the event, a VIO series configuration was adopted, consisting of 48 VIO L212, 40 VIO S218F, 20 VIO L1610, and 4 VIO X310, designed to meet the acoustic and logistical requirements of the venue as well as the variety of the artistic program.

Participation in the festival was part of **a broader initiative to promote and showcase the Group's solutions**, complementing live activities with demo sessions, technical workshops, product presentations, and networking events at the company headquarters. The initiative involved over **180 clients** from **29 countries**, serving as an opportunity for international visibility and direct engagement with customers and partners.



6.1. POLICIES

The **policies** for each **impact topic issue** 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 material sustainability matters

POLICY	KEY CONTENTS	POLICY HIERARCHY	AVAILABILITY
Code of Ethics	• Establishes principles of integrity, legality, and fairness in dealings with stakeholders. • Protection of human rights, non-discrimination, health and safety, and the fight against corruption.	RCF Group S.p.A. AEB Industriale Srl RCF S.p.A.	Website
Privacy Policy	• It regulates the collection, use, storage, and protection of personal data. • Ensures the confidentiality and security of information in compliance with applicable regulations.	RCF Group S.p.A. AEB Industriale Srl RCF S.p.A. EAW North America Inc.	Website
Whistleblowing Channel	• Provides a confidential channel for reporting illegal or unethical conduct. • Governs the handling and verification of reports and protects whistleblowers from retaliation.	RCF Group S.p.A. AEB Industriale Srl RCF S.p.A.	Website
Organizational Model 231/01	• Monitors the risk of committing relevant offenses under the Legislative Decree no. 231/2001. • Enhances transparency, traceability, and functional separation within business processes.	RCF Group S.p.A. AEB Industriale Srl RCF S.p.A.	AEB Industriale Srl website



7. ENVIRONMENTAL MANAGEMENT

In this section:

E1 - Climate Change
E2 - Pollution
E5 - Resource Use and Circular Economy

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

In line with the principles outlined in the Code of Ethics, the Group promotes an approach focused on compliance with applicable regulations, management of environmental aspects, and monitoring of key operational parameters.

The Code of Ethics serves as the main formalized reference regarding environmental matters and calls upon adopting companies to act in accordance with the Sustainable Development Goals.

This approach stems from an awareness of the impacts that corporate activities can generate, both directly and along the value chain. To this end, the Group directs its environmental oversight toward the proper management of aspects related to operational activities, the mitigation of negative effects stemming from resource consumption and waste generation, and the gradual integration of sustainability criteria into business processes.

With regard to pollution and the circular economy, RCF Group operates in compliance with current regulations and promotes behaviors aimed at limiting the environmental impacts caused by its activities. The Organizational Model 231/01, where adopted, also contributes to managing risks associated with the commission of environmental crimes.

To support this path, RCF Group has defined a medium- to long-term sustainability plan that includes specific targets in the environmental field and aims to integrate sustainability into business processes in a gradual and structured manner.

Among the targets set for 2026, RCF S.p.A. plans to strengthen energy management through the formalization of a dedicated Energy Policy and the development of a more structured system for monitoring, controlling, and improving energy performance, in line with the requirements of ISO 50001 standard.

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

E1 - CLIMATE CHANGE

For a Group active globally in the design, production, and sale of products and systems for the high-end professional audio market, climate change represents an issue of growing importance, not only from an environmental perspective but also concerning the resilience of industrial processes, energy efficiency, logistical continuity, and supply chain stability.

More broadly, climate change continues to be one of the main systemic challenges at the global level: the IPCC confirms that human influence has unequivocally warmed the atmosphere, oceans, and land surfaces, with effects reflected in natural, economic, and social systems.[1] In Europe, moreover, the phenomenon takes on particular significance: according to the European State of the Climate report, the continent is warming the fastest, and 2024 was the hottest year ever recorded, accompanied by extreme events and widespread flooding.[2] In this context, the ability to progressively manage aspects related to energy, operational adaptation, and supply chain robustness becomes increasingly important even for manufacturing companies operating in technological and global markets.[2] [3]

Impacts, risks, and opportunities related to climate change

ESRS 2 SBM-3; ESRS 2 IRO-1

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Climate change	Energy and mitigation	Energy consumption and fuels generate GHG emissions; evolving regulatory and market requirements can simultaneously promote more efficient solutions and processes.	Monitoring of Scope 1 and Scope 2 consumption and emissions; photovoltaic power generation, purchase of renewable energy where available, and energy efficiency measures.
Climate change	Environmental and energy management systems	Strengthening management systems represents an opportunity to improve oversight, traceability, and the capacity to reduce impacts.	ISO 14001 and ISO 50001 paths for RCF S.p.A.; gradual consolidation of monitoring and control processes.

[1] IPCC, *Climate Change 2023 – AR6 Synthesis Report.* Available at: https://www.iea.org/
[2] WMO / Copernicus, *European State of the Climate 2024*; EEA, *European Climate Risk Assessment.* Available at: https://wmo.int/publication-series/

E1-1 – Transition plan for climate change mitigation

The Group's current priorities include strengthening the emissions baseline, energy management, and identifying concrete reduction opportunities.

During 2025, based on data from the 2024 fiscal year, the first calculation of its carbon footprint referring to Scope 1 and Scope 2 emissions was initiated. This activity, covering the consolidated perimeter of the Group, was not yet available at the time of preparing the first sustainability report for 2024.

With the 2025 Sustainability Report, RCF Group maintained its approach to reporting emissions at the Group level, continuing the process of collecting, consolidating, and monitoring emission data. The results regarding Scope 1 and Scope 2 emissions are presented in the dedicated section, aiming to provide a more complete representation of the main emission sources and gradually strengthen the informational basis useful for defining future climate mitigation actions.

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

Main actions	Timeframe	Progress status
Reporting of Scope 1 and Scope 2 emissions at the Group level in the 2025 Report	2025	Completed
Replacement of ceiling lights in the production hall at Via Brodolini 8 with LED lamps	2025	Completed
Gradual transition of company vehicles to electric vehicles and installation of charging points	Ongoing	In progress
Replacement with more efficient technologies, such as LEDs, in case of failure of existing technologies	Ongoing	In progress
Reduction of multiple shipments where possible and use of car-pooling	Ongoing	In progress

In 2025, RCF Group continued its path toward strengthening the management of climate-related topics, working both on improving the quality of environmental data and implementing certain operational initiatives aimed at gradually reducing consumption and impacts associated with business activities.

Quarterly sustainability reporting

During 2025, RCF Group launched a first pilot project for quarterly sustainability reporting, involving the Group's main companies: RCF S.p.A., AEB Industriale S.r.l., and EAW.

This activity was introduced with the aim of progressively strengthening the monitoring of sustainability information and represents a first phase of experimentation, ahead of extending the process to the entire RCF Group in 2026.

Calculation and reporting of Scope 1 and Scope 2 emissions

With the 2025 Sustainability Report, RCF Group maintained its approach to reporting emissions at the Group level, continuing the process of collecting, consolidating, and monitoring emission data. The results related to Scope 1 and Scope 2 emissions are presented in the dedicated section of this Report.

The reporting of emissions in the 2025 Report focuses on Scope 1 and Scope 2 emissions, in line with the consolidated data collection scope for the fiscal year.

Energy efficiency measures

In 2025, AEB Industriale S.r.l. completed an energy efficiency measure at the production facility on Via Brodolini 8, through the complete replacement of ceiling lights with LED lamps. This measure is part of the process of improving the energy efficiency of production environments and helps reduce lighting-related consumption.

In some of the Group's companies, initiatives to gradually replace existing technologies with more efficient solutions also continued, such as adopting LED lamps in case of failure or replacing previous systems. These are measures implemented progressively, depending on operational needs and opportunities for technological renewal.

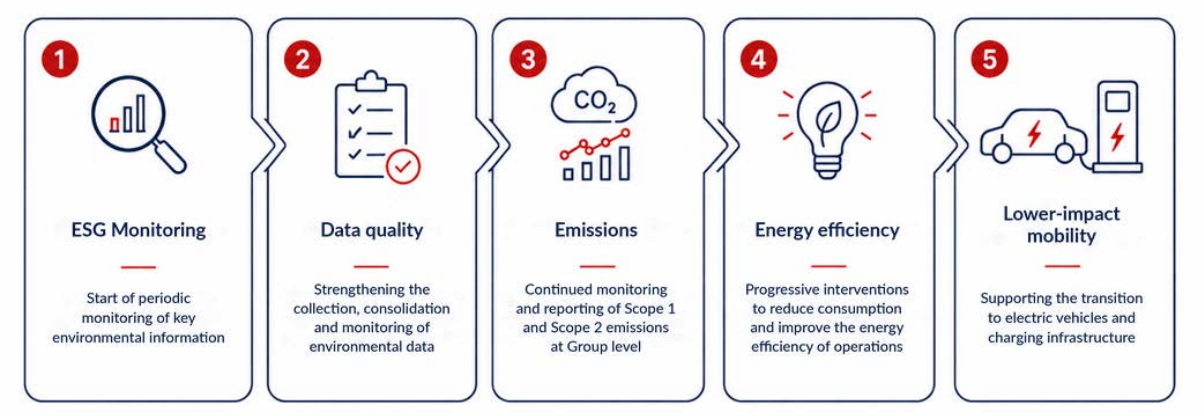
Corporate mobility and electric vehicles

During 2025, some of the Group's companies carried out initiatives related to the gradual transition of the corporate fleet to electric vehicles and the installation of charging points. These initiatives, developed in a gradual manner, aim to reduce the use of vehicles powered by traditional fuels and promote electric mobility solutions.

In this regard, at the Bagnolo site, the replacement of two thermal vehicles used for local trips was completed. These two vehicles were taken out of service in July 2025 and replaced with two fully electric vehicles, which were added to the company's vehicle fleet between April and May 2025.

Logistics optimization and car-pooling

RCF Group also promotes, where possible, operational solutions aimed at reducing unnecessary trips and improving transportation efficiency. In particular, the initiatives adopted include reducing multiple shipments when compatible with operational and commercial needs, as well as utilizing car-pooling.



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

Target	Timeframe	Progress status
Obtaining the UNI CEI EN ISO 50001 certification – Energy management systems for RCF S.p.A.	2026	Goal 2026
Formulation of an energy policy for RCF S.p.A.	2026	Goal 2026
Continued monitoring and reporting of Scope 1 and Scope 2 emissions at the Group level	Ongoing	In progress
Continuing the gradual transition of the corporate fleet to electric vehicles and the installation of charging points, where applicable	Ongoing	In progress
Gradual replacement of existing technologies with more efficient solutions, such as LED lighting in case of failure or plant renovations	Ongoing	In progress

Among the targets set for 2026 are obtaining the UNI CEI EN ISO 50001 certification for RCF S.p.A. and the formulation of an energy policy. These activities form part of the process of strengthening energy management and are aimed at making the monitoring, control, and improvement of energy performance more structured.

The Group also intends to continue monitoring and reporting Scope 1 and Scope 2 emissions on a consolidated basis, maintaining the approach introduced in 2025. This activity enables tracking the trends of major emission sources over time and gradually consolidating the informational basis supporting climate mitigation assessments.

In addition, at some Group companies, ongoing Initiatives are continuing related to the gradual transition of the corporate fleet fleet to electric vehicles, the installation of charging points, and the replacement of existing technologies with more efficient solutions, such as LED lighting in case of failure or plant renovations. These are interventions managed gradually, depending on operational needs and opportunities for improvement.

E1-5 – Energy consumption and mix

As previously mentioned, in 2025 the Group expanded its energy consumption reporting on a consolidated basis, broadening the scope compared to the previous sustainability report, which covered RCF S.p.A., AEB Industriale S.r.l., and EAW North America Inc.

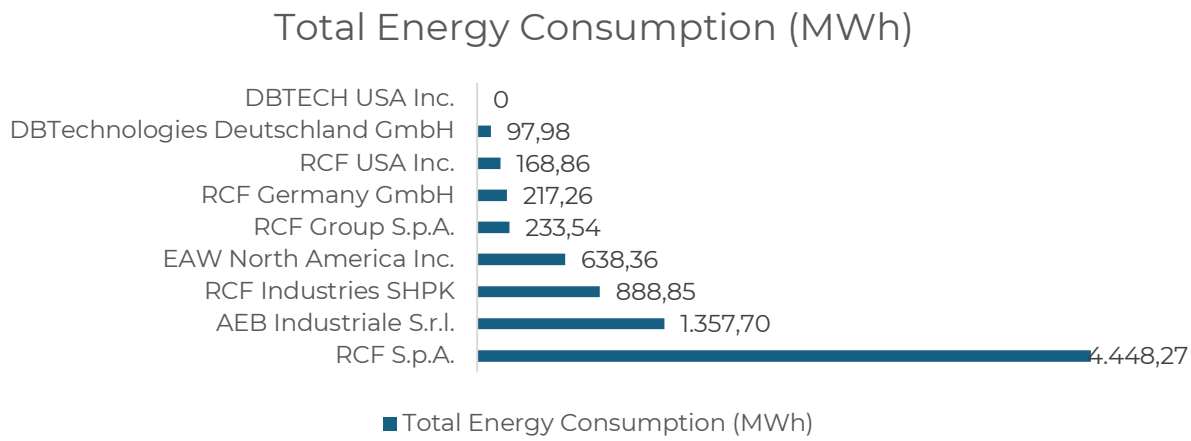
Due to this expanded scope, a comparison with 2024 is not available for the entire Group. The comparative analysis is therefore presented solely with reference to the homogeneous scope already included in the previous report, consisting of RCF S.p.A., AEB Industriale S.r.l., and EAW North America Inc.

The Group's energy demand is primarily linked to production activities, heating and air conditioning systems, building lighting, powering computer equipment in plants and offices, and the consumption of the corporate fleet.

In 2025, the consolidated total energy consumption of RCF Group amounted to **8,050.83 MWh**. The main share belongs to RCF S.p.A., which accounts for **55.3%** of the total. Next are AEB Industriale S.r.l., with **16.9%**, and RCF Industries SHPK, with **11.0%**.

Companies[3]	Electricity purchased from the grid	Photovoltaic energy	Natural gas / methane	LPG	Charging stations	Diesel	Petrol	Total 2025	Share of the total
RCF S.p.A.	2,055.36	233.77	2,159.15	–	–	–	–	**4,448.27**	**55.3%**
AEB Industriale S.r.l.	379.26	–	801.73	31.13	–	125.86	19.72	**1,357.70**	**16.9%**
RCF Industries SHPK	489.00	–	–	350.44	–	49.40	–	**888.85**	**11%**
EAW North America Inc.	222.20	–	416.16	–	–	–	–	**638.36**	**7.9%**
RCF Group S.p.A.	–	–	–	–	–	138.69	94.85	**233.54**	**2.9%**
RCF Germany GmbH	–	–	–	–	19.50	91.59	106.17	**217.26**	**2.7%**
RCF USA Inc.	159.28	–	9.58	–	–	–	–	**168.86**	**2.1%**
dbTechnologies Deutschland GmbH	–	–	–	–	4.69	31.08	62.21	**97.98**	**1.2%**
DBTECH USA Inc.	–	–	–	–	–	–	–	**0.00**	**0.0%**
RCF Group Total 2025	**3,305.10**	**233.77**	**3,396.88**	**381.57**	**24.19**	**436.62**	**282.95**	**8,050.83**	**100%**

[3] For some companies, data on purchased electricity is not available separately. In such cases, the consumption may be included in office lease contracts or covered under supply contracts in the names of other Group companies at whose locations the activities are carried out. In the absence of an objective basis for allocation, these consumptions were neither estimated nor allocated on a pro rata basis to avoid duplication or unverifiable allocations.



For the purposes of the 2025 reporting, energy consumption measured in **physical units**—such as natural gas, LPG, diesel, and petrol—was converted into **MWh** to uniformly represent overall energy consumption and its energy mix.

Self-generated photovoltaic electricity is reported both as **gross production** and, for the purpose of calculating total energy consumption, as the **portion consumed on-site**. The latter was determined after excluding energy sold or fed into the grid.

Energy source	Unit	Consumption / quantity 2025	Energy equivalent 2025 (MWh)	Share of the total
Electricity purchased from the grid	kWh	3,305,096.40	3,305.10	41.1%
Self-generated and self-consumed photovoltaic electricity	kWh	233,766.90	233.77	2.9%
Natural gas/methane from the grid – Italian companies	Sm^3	277,635.00	2,960.88	36.8%
Natural gas/methane from the grid – non-Italian companies	Sm^3 / kWh	38,025 Sm^3 + 9,581 kWh	425.74	5.3%
LPG for heating	liters	52,563.75	381.57	4.7%
Electricity for the corporate fleet	kWh	24,190.23	24.19	0.3%
Diesel for the corporate fleet	liters	44,014.31	436.62	5.4%
Petrol for the corporate fleet	liters	30,755.60	282.95	3.5%
Total energy consumption	**MWh**	–	**8,050.83**	**100%**

In 2025, electricity purchased from the grid represents one of the main components of the Group's energy demand, with a consumption of **3,305.10 MWh**. Of this amount, **3,017.86 MWh** refers to electricity from non-renewable sources, while **279.88 MWh** corresponds to electricity from renewable sources with a guarantee of origin. A portion equal to **7.35 MWh** was kept separate, as its classification requires verification.

The photovoltaic system installed at RCF S.p.A. generated **388.51 MWh** of solar electricity in 2025. Of this energy, **154.74 MWh** was fed into the grid; the self-consumed share, amounting to **233.77 MWh**, was included in the calculation of total renewable energy consumption.

Natural gas/methane consumption was differentiated between Italian and non-Italian companies, considering the different measurement and conversion criteria applied. For Italian companies, the updated total consumption is **277,635 Sm^3**, equivalent to **2,960.88 MWh** based on consolidated energy values per company. For non-Italian companies, the reported consumption is **38,025 Sm^3** and **9,581 kWh**, with a total equivalent energy of **425.74 MWh**.

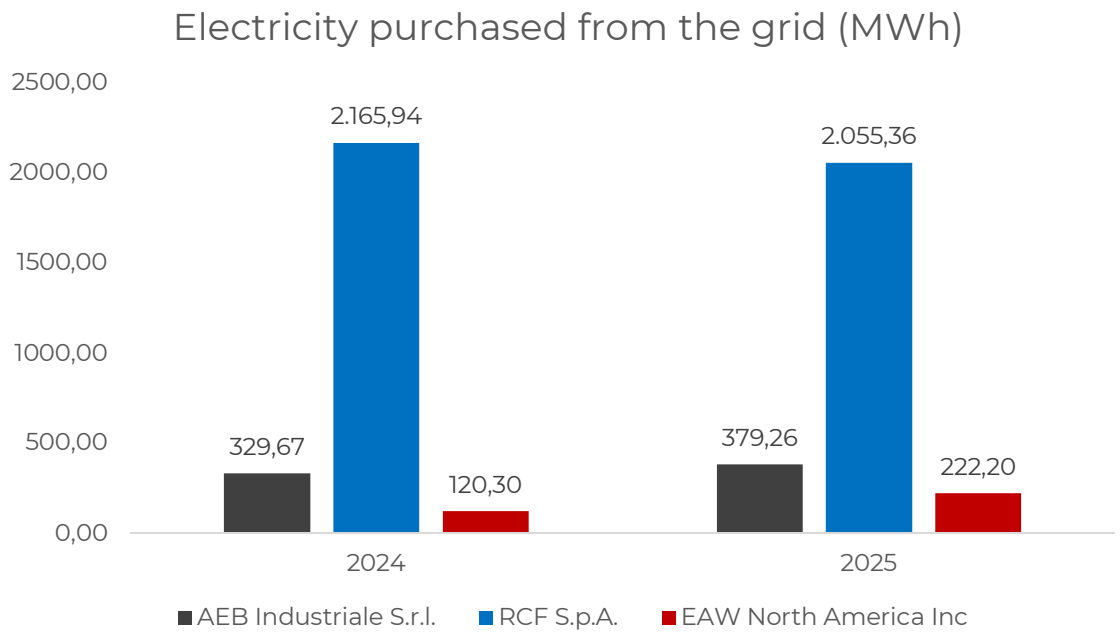
Thermal consumption also includes **52,563.75 liters of LPG** for heating, equivalent to **381.57 MWh**. This value includes the updated data from AEB Industriale S.r.l., expressed in liters, and the consumption of RCF Industries SHPK. The consumption of the corporate fleet powered by diesel and gasoline totals **719.57 MWh**, while the electricity used for the fleet's charging stations is **24.19 MWh**. This value has been included in the total energy consumption as a separate item.

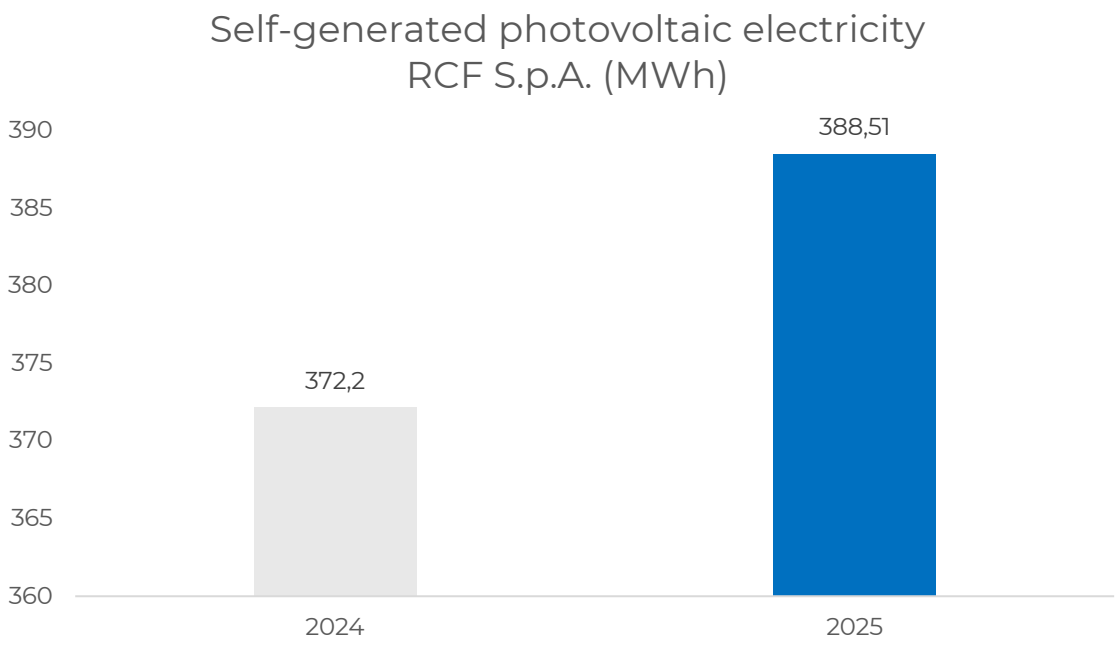
Based on consolidated data, the total energy consumption in 2025 is **8,050.83 MWh**. The share of energy from renewable sources, considering purchased electricity with origin guarantees and self-consumed photovoltaic energy, is **513.65 MWh**, corresponding to **6,4%** of total energy consumption. The remaining share, **7,537.18 MWh**, includes consumption from non-renewable sources or sources not classified as renewable.

Energy mix 2025	MWh	Share of the total
Energy from renewable sources with origin guarantees or self-produced	513.65	6.4%
Energy from non-renewable sources or not classified as renewable	7,537.18	93.6%
Total energy consumption	**8,050.83**	**100%**

The table below shows the comparison with 2024, limited to the companies already included in the previous reporting, namely RCF S.p.A., AEB Industriale S.r.l., and EAW North America Inc.

Indicator	Comparison scope	2024	2025	Variation
Electricity purchased from the grid	RCF S.p.A. AEB Industriale S.r.l. EAW North America Inc.	2,585.90 Mwh	2,656.82 Mwh	+70.92 MWh (+2.7%)
Self-generated photovoltaic electricity	RCF S.p.A.	372.20 Mwh	388.51 Mwh	+16.31 MWh (+4.4%)
Electricity sold / fed into the grid	RCF S.p.A.	158.90 Mwh	154.74 Mwh	-4.16 MWh (-2.6%)





On a comparable basis, electricity consumption purchased from the grid in 2025 amounts to 2,656.82 MWh, an increase of 70.92 MWh compared to 2024. Electricity generation from solar sources reaches 388.51 MWh, up from 372.20 MWh in 2024, representing an increase of 16.31 MWh. The amount of electricity sold or fed into the grid is 154.74 MWh, compared to 158.90 MWh in 2024.

Energy intensity

For the purposes of this reporting, RCF Group calculated the **energy intensity** by relating total energy consumption to the **consolidated net revenue** for the period. In 2025, the Group's net revenue totaled 272,068 million euros, while total energy consumption was 8,050.83 MWh. Consequently, the Group-level energy intensity is **0.0296 MWh per thousand euros of net revenue**, equivalent to **29.6 MWh per million euros of net revenue**.

E1-6 Gross GHG emissions Scope 1 and 2

In 2025, RCF Group's gross GHG emissions under Scope 1 and Scope 2 totaled **1,893.36 tCO_2e** according to the **market-based** approach and **1,525.13 tCO_2e** under the **location-based** approach.

Scope 1 emissions, amounting to **853.41 tCO_2e**, stem from direct fuel consumption and other direct emission sources included in the reporting perimeter, such as natural gas/methane, LPG, fuels used by the corporate fleet, and refrigerants. Scope 2 emissions, meanwhile, relate to purchased electricity consumption and are reported using both methodologies stipulated by the GHG Protocol: **market-based**, which takes into account emission factors associated with energy purchase contracts, and **location-based**, which reflects the average electricity mix of the countries where energy is consumed.

E1-6 Greenhouse gas emissions	unit	2025
Gross GHG emissions Scope 1	tCO_2e	853.41
Gross GHG emissions Scope 2 location-based	tCO_2e	671.72
Gross GHG emissions Scope 2 market-based	tCO_2e	1,039.95
Total Scope 1 and Scope 2 emissions location-based	**tCO_2e**	**1,525.13**
Total Scope 1 and Scope 2 emissions market-based	**tCO_2e**	**1,893.36**

Regarding Scope 1, the main component consists of natural gas/methane consumption for heating and energy purposes, along with LPG consumption, fuels used by the corporate fleet, and emissions related to refrigerants.

Scope 2 emissions amount to **1,039.95 tCO_2e** using the market-based methodology and **671.72 tCO_2e** using the location-based methodology. The difference between the two approaches reflects the application of specific emission factors stipulated for supply contracts and for the residual or local energy mixes in the countries where electricity is consumed.

The following table provides a detailed breakdown of emissions by company and their respective share of the consolidated total.

Company	Scope 1 tCO_2e	Scope 2 market-based tCO_2e	Scope 2 location-based tCO_2e	Total Scope 1 + Scope 2 market-based tCO_2e	Share of the total market-based	Total Scope 1 + Scope 2 location-based tCO_2e	Share of the total location-based
RCF S.p.A.	439.44	872.30	467.16	1,311.74	69.3%	906.60	59.4%
AEB Industriale S.r.l.	169.48	39.05	86.20	208.53	11%	255.68	16.8%
EAW North America Inc.	78.59	55.30	54.90	133.89	7.1%	133.49	8.8%
RCF Industries SHPK	88.42	12.44	12.44	100.86	5.3%	100.86	6.6%
RCF Germany GmbH	51.57	13.81	6.01	65.38	3.5%	57.58	3.8%
RCF USA Inc.	1.75	43.73	43.56	45.48	2.4%	45.31	3.0%
dbTechnologies Deutschland GmbH	24.16	3.32	1.45	27.48	1.5%	25.61	1.7%
RCF Group Total 2025	**853.41**	**1,039.95**	**671.72**	**1,893.36**	**100%**	**1,525.13**	**100%**

The distribution of emissions shows a predominant concentration at **RCF S.p.A.**, which accounts for **69.3%** of total Scope 1 and Scope 2 emissions under the market-based approach and **59.4%** under the location-based approach. This proportion is consistent with the company's role as the main production entity within the Group and the significance of its corresponding energy consumption. Following closely is **AEB Industriale S.r.l.**, with a share of **11.0%** of the total market-based emissions and **16.8%** of the total location-based emissions, and **EAW North America Inc.**, with shares of **7.1%** and **8.8%**, respectively.

Considering total Scope 1 and Scope 2 emissions under the market-based approach, Scope 1 emissions account for **45.1%** of the total, while market-based Scope 2 emissions make up **54.9%**. Under the location-based approach, however, Scope 1 emissions account for **56.0%** and Scope 2 emissions for **44.0%**.

For the purposes of this report, RCF Group also calculated the emission intensity by relating Scope 1 and Scope 2 emissions to the consolidated net revenue for the year. In 2025, the Group's net revenue amounted to **272.068 million euros**. The resulting emission intensity was **7.0 tCO_2e per million euros of net revenue** under the market-based approach and **5.6 tCO_2e per million euros of net revenue** under the location-based approach.

GHG intensity relative to net revenue	unit	2025
Total Scope 1 and Scope 2 emissions market-based	tCO_2e	1,893.36
Total Scope 1 and Scope 2 emissions location-based	tCO_2e	1,525.13
Consolidated net revenue	mln €	272,068
GHG intensity for Scope 1 and Scope 2 – market-based	tCO_2e / mln €	7.0
GHG intensity for Scope 1 and Scope 2 – location-based	tCO_2e / mln €	5.6

This report covers Scope 1 and Scope 2 emissions; Scope 3 emissions are not included in the 2025 reporting scope.

Methodological note

In this methodological note, the Group aims to outline the main criteria adopted for calculating Scope 1 and Scope 2 GHG emissions. The calculations were performed based on the methodological framework of the GHG Protocol, using activity data collected from the companies included in the reporting scope and applying differentiated emission factors depending on the energy source, country of consumption, and the adopted methodology.

The data collected refer to the entire year of 2025 and cover direct and indirect emission sources included in the spreadsheets dedicated to Scope 1 and Scope 2.

Scope 1

The calculation of Scope 1 emissions includes direct emissions attributable to fuel and gasoline consumption used by the Group's companies, as well as any refrigerant gas leaks reported during the period. In particular, natural gas/methane, LPG, fuels for the corporate fleet, and refrigerant gases, where applicable, were taken into account. Activity data were collected in their respective physical units, such as Sm^3, kWh, liters, and kg, and multiplied by the relevant emission factors. For the calculation of Scope 1 emissions, DEFRA 2025 emission factors were used, applied according to the specific energy or emission source reported.

Scope 2

The calculation of Scope 2 emissions includes indirect emissions associated with electricity purchased by the Group's companies. Emissions were calculated using both methodologies specified by the GHG Protocol: location-based and market-based. The location-based methodology reflects emissions associated with electricity consumption based on the average grid factors of the country where the energy is consumed. For the purpose of calculation, factors related to the countries where consumption takes place were used: AIB Production Mix for Italy, Ember for Germany and Albania, and EPA and GRID for U.S.-based companies. The market-based methodology, where available, considers contractual instruments for electricity purchase. For electricity consumption in Italy, AIB Residual Mix was used for the share of electricity not covered by specific contractual instruments. For electricity purchased from renewable sources with a Guarantee of Origin, an emission factor of zero was applied, in line with the market-based approach.

In the absence of specific contractual instruments or applicable residual mix factors, the most relevant available emission factors corresponding to the country of electricity consumption were used. No estimates were made for missing data in the absence of objective calculation bases or sufficiently traceable information.

E2 - POLLUTION

In Europe, air pollution continues to represent the main environmental risk factor for health: according to the World Health Organization, in 2019 approximately **97%** of the population in the European Region was exposed to **PM2.5 concentrations above WHO guideline levels**, and exposure to particulate matter is associated with an average reduction in life expectancy of nearly one year.[4] The latest updates from the European Environment Agency also confirm that, despite improvements recorded over recent decades for various pollutants, in 2023 the number of sites where air quality met WHO safety levels remained limited, particularly for PM2.5 and ozone.[5]

In this context, attention to air quality and emission control is gaining increasing importance even for manufacturing companies operating in technological and international markets. [4] [6]

[4] https://www.who.int/
[5] https://www.eea.europa.eu/
[6] Industrial Emissions Directive. Available at: https://environment.ec.europa.eu/

E2 SBM-3 - Impacts, risks and opportunities related to air pollution

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Pollution	Emissions to air	Production activities can generate emissions to air subject to authorization and regulatory requirements.	Periodic monitoring, compliance with authorized limits, and required environmental controls.
Pollution	Substances and materials	Regulatory developments may require adjustments in the management and qualification of substances and materials; seeking less harmful alternatives represents an opportunity for improvement.	Monitoring of used substances, evaluation of alternatives, and gradual improvement of material traceability.

E2-2 – Actions and resources related to pollution

RCF Group operates in compliance with applicable local environmental regulations, with particular attention to aspects related to atmospheric emission management, the use of substances in production processes, and, more generally, areas potentially relevant to pollution issues. The actions taken are primarily aimed at ensuring regulatory compliance and monitoring relevant environmental aspects related to the activities carried out, through controls required by regulations and internal operational measures.

Within the Group, the most relevant aspects pertain to RCF S.p.A., regarding certain production activities and related environmental, health, and safety measures. The company monitors applicable atmospheric emissions and takes the necessary measures to ensure compliance with authorized and regulatory limits.

Regarding chemical substances, no substances listed on relevant lists are present at RCF S.p.A. However, methacrylic adhesives are used in production processes for gluing speakers. The use of such adhesives is not particularly extensive, and the company is evaluating the possibility of gradually reducing or eliminating their use, where technically feasible.

Another area monitored involves hardwood dust generated by carpentry activities. As these dusts are potentially carcinogenic, they receive special attention from the company, which conducts monitoring and health surveillance of affected workers, including blood tests and dedicated checks.

During 2025, the Group also initiated several actions directly or indirectly related to improving environmental management. In particular, RCF S.p.A. continued its efforts to establish an energy management system, also in preparation for obtaining ISO 50001 certification in 2026. Although this area is primarily related to energy management, this process contributes to improving internal controls, process traceability, and a systematic approach to managing environmental aspects.

Regarding the supply chain, sustainability criteria were integrated into the evaluation mechanisms for new suppliers, taking into account the evolving regulatory and reporting requirements related to the CSRD and CSDDD. A preliminary data collection was also carried out through a stakeholder engagement questionnaire, with the aim of gradually improving the availability of data and information along the value chain, starting with operators potentially most relevant from a sustainability perspective.

E2-3 – Targets related to pollution

The targets related to pollution topic fall within the broader path of improving RCF Group's environmental management. The Sustainability Plan includes initiatives directly or indirectly related to controlling environmental aspects, managing materials and waste, ensuring information traceability, and monitoring processes.

Among the identified objectives are establishing collaborations with accredited entities for waste disposal and evaluating alternative materials, including possible sustainable substitutes for polypropylene.

The Plan also envisages implementing software for managing environmental, health, and safety aspects, as well as assessing the potential introduction of a digital product passport.

Specifically regarding RCF S.p.A., the gradual reduction or elimination—where technically feasible—of the use of methacrylic adhesives used for speaker bonding remains ongoing.

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

The data presented below refer to operations at RCF S.p.A. and concern emissions to air monitoring conducted during 2025. The measurements were carried out as part of the environmental controls required for production emissions, referring to the concentrations measured at the monitored emission points.

In 2025, the measurements primarily covered methane, carbon monoxide, ammonia, non-methane volatile organic compounds, nitrogen oxides, zinc, hydrogen cyanide, and tetrachloroethylene. The detected concentrations are expressed in mg/Nm³, except for tetrachloroethylene, which is reported in kg.

Pollutant	Unit	Monitored emission points	2025 value
Methane (CH_4)	mg/Nm³	E7, E8, E9, E16, E20, E23, E30	0.90 – 2.80
Carbon monoxide (CO)	mg/Nm³	E7, E8, E9, E16, E20, E23, E30	0.40 – 1.18
Ammonia (NH_3)	mg/Nm³	E7, E8, E9, E16, E20, E23, E30	0.21 – 1.15
Non-methane volatile organic compounds (NMVOCs)	mg/Nm³	E7, E8, E9, E16, E20, E23, E30	0.65 – 18.70
Nitrogen oxides (NOx/NO_2)	mg/Nm³	E7, E8, E9, E16, E20, E23, E30	0.40 – 1.03
Zinc (Zn)	mg/Nm³	E7, E8	0.02 – 0.04
Hydrogen cyanide (HCN)	mg/Nm³	E7, E8	0.20
Tetrachloroethylene (PER)	kg	E10	370.00

Regarding non-methane volatile organic compounds, the concentrations measured in 2025 range from 0.65 mg/Nm³ to 18.70 mg/Nm³, with values referring to emissions E7, E8, E9, E16, E20, E23, and E30. Tetrachloroethylene, monitored at emission point E10, amounted to 370.00 kg for the year.

E5 - RESOURCE USE AND CIRCULAR ECONOMY

For RCF Group, the **circular economy** directly relates to how **professional audio products** are designed, manufactured, repaired, and managed throughout their lifecycle. Audio systems, electronics, transducers, components, packaging, and spare parts require **different materials and processing methods**; for the Group, the **management of resources** is therefore linked to **design quality**, **product durability**, the availability of **technical support**, and the proper **management of waste** generated by **production, logistics,** and **commercial activities.**

At the institutional level, the **European Commission** positions the circular economy within the transition toward a model with less waste generation and greater resource efficiency[7]. The **Waste Framework Directive** defines the waste hierarchy, guiding management toward prevention, reuse, recycling, and recovery before disposal[8]. The same approach also emerges from the **ESPR Regulation (EU) 2024/1781**, which reinforces the path toward more durable, repairable, efficient, and traceable products, including through the **Digital Product Passport**[9]. In Italy, the **ISPRA Report on Special Waste** serves as the main public reference for the national framework on special waste management[10].

RCF Group's approach to environmental management is formally outlined in the **Code of Ethics, which emphasizes compliance with applicable regulations** and the commitment to conducting business according to principles of **responsibility** and **sustainable development**. Environmental management involves caring for operational activities, reducing waste, and managing generated waste in a compliant manner, while paying attention to direct and indirect impacts related to resource consumption, industrial processes, and product movement along the value chain.

The **Organizational Model 231/01**, where it has been adopted, complements this approach and contributes to managing **risks associated with the commission of environmental crimes.** Proper waste classification, reliance on authorized operators, and traceability of flows thus form part of the Group's normal business operations, in line with applicable regulations in the various countries where the companies operate.

E5 SBM-3 – Impacts, risks, and opportunities related to the circular economy and waste management

Impacts related to the circular economy primarily stem from the **use** of **raw materials, technical components, and packaging materials** required for the development and commercialization of the Group's products. The production of **professional audio systems** involves the use of various materials, including electronic components, metals, wood, plastics, magnets, and parts intended for product assembly. Some materials, such as neodymium and other critical components, may face risks related to availability, supply concentration, and price volatility along the supply chain.

Regarding **outbound flows**, the impacts concern **waste** resulting from **packaging**, **production activities, processing, prototyping, pre-series production, spare parts management**, and **regular office and warehouse activities.** Special attention is required for bulky packaging made of paper, cardboard, wood, and plastic, as well as technical waste related to electronic components and maintenance activities.

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Circular economy	Inflows of resources and materials	The use of raw materials and components entails environmental impacts and may expose the Group to issues	Supplier mapping and qualification, evaluation of

[7] European Commission, *Circular economy*, Directorate-General for Environment: https://environment.ec.europa.eu/strategy/circular-economy_en
[8] *Waste Framework Directive*: https://eur-lex.europa.eu/eli/dir/2008/98/oj/ita
[9] *Ecodesign for Sustainable Products Regulation*: https://eur-lex.europa.eu/eli/reg/2024/1781/oj/ita
[10] *Rapporto Rifiuti Speciali – Edizione 2025*, Rapporti 416/2025: https://www.isprambiente.gov.it/it/pubblicazioni/rapporti/rapporto-rifiuti-speciali-edizione-2025

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
		related to the availability and volatility of certain materials; efficiency and the search for alternatives present opportunities for improvement.	alternative materials, and eco-design initiatives.
Circular economy	Waste, durability, and repairability	Waste generation represents an operational impact; durability, repairability, recovery, and recycling promote better use of resources.	Separate waste management through authorized operators, technical support, repair services, and availability of spare parts.

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

In 2025, responsible resource use is particularly evident in activities spanning the entire **product lifecycle**, from **design** to **repair**. For RCF Group, which develops, produces, and commercializes professional audio systems and sound solutions for public use, the **durability of equipment** and the ability to keep it efficient over time are closely linked to **service quality**, continuous product usability, and **waste reduction**.

In this regard, **dbTechnologies Deutschland GmbH** and **RCF Germany GmbH** handle the return to the manufacturer of **defective spare parts** from completed **repair orders**, whether under warranty or not. This process allows for the assessment of **refurbishing of components** and their possible **reuse** in new **service activities**, thereby minimizing, wherever possible, the need for newly manufactured spare parts. **DBTech USA Inc.** follows a similar approach, prioritizing **product repair** over replacement and the **reuse** of still-functional parts when economically viable. The company complements these practices with initiatives aimed at reducing packaging waste, adopting **digital workflows** to limit paper use, implementing recycling programs, making responsible purchases, and maintaining assets before replacing them.

From **design** to the **support** phase, RCF Group works on products designed to maintain **functionality**, **sound quality**, and the possibility of **serviceability** over time. **Repairability** is an integrated feature in the development of **audio systems** and their components**: all** sold products can be **repaired**, the Group has a dedicated technical support service, and **spare parts** remain **available for up to 10 years**. The same attention guides the management of raw materials and purchased components, which reflect the technical nature of the solutions developed by the Group and include, among the main families by volume or value, magnets, packaging, wood, polyurethane, iron, aluminum, and copper.

Packaging also falls within the operational areas through which the Company manages **material flows**. The solutions used consist mainly of cardboard, plastic film, and wooden pallets; in some cases, materials are delivered on EUR pallets, that the supplier then retrieves. For products with wooden cases and rubber mats, the choice of materials includes the use of certified wood, in line with the emphasis placed on the quality and traceability of the materials used.

Knowledge of the supply chain is supported by the **mapping** of **suppliers** by **product category and country**, taking into account factors such as lead time, price volatility, and dependencies. Supplier qualification and documentation management also include **consistent requests** related to the technical and regulatory characteristics of purchased materials and components, including

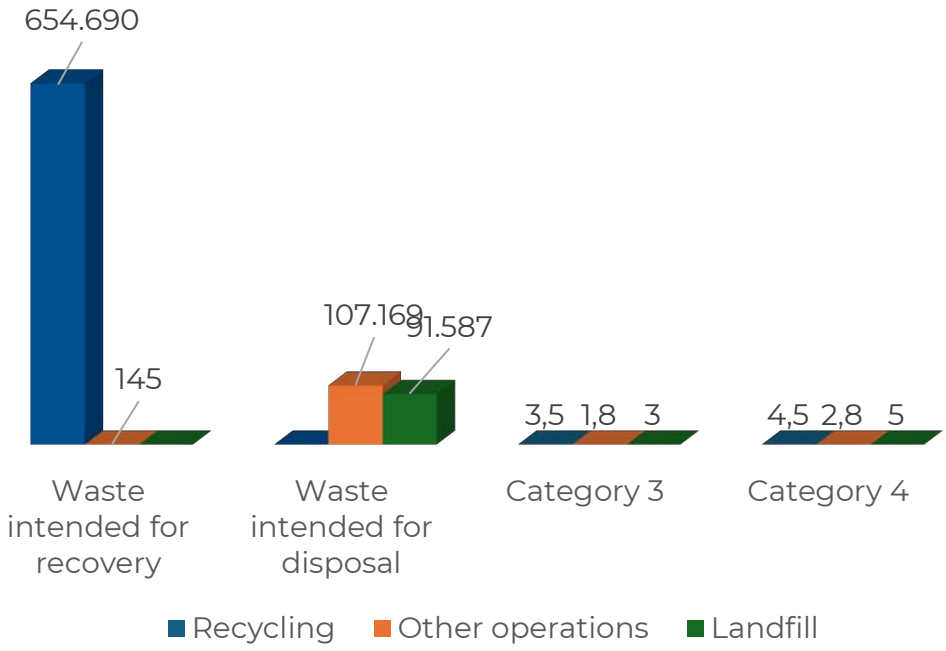
E5-3 – Targets related to resource use and circular economy

Target	Timeframe	Progress status
Development of tools for assessing the environmental impacts of products, through the introduction of life cycle assessments (LCA) on selected products and the gradual evaluation of the Digital Product Passport.	2026	Goal 2026
Implementation of environmental and safety management software.	2026	Goal 2026
Continuation of the digitization of document and administrative processes	Ongoing	In progress
Further development of ecodesign solutions, with attention to design for assembly, product durability, and the evaluation of alternative materials as substitutes for polypropylene.	Ongoing	In progress
Improvement of waste management and flows destined for recovery and recycling, also through collaborations with accredited entities and dedicated programs within the Group's companies.	Ongoing	In progress
Mapping of materials, components, and packaging potentially affected by EUDR, with particular reference to wood, paper, cardboard, pallets, and natural rubber components where relevant, and definition of a documentation flow for collecting traceability information from suppliers.	2026	Goal 2026

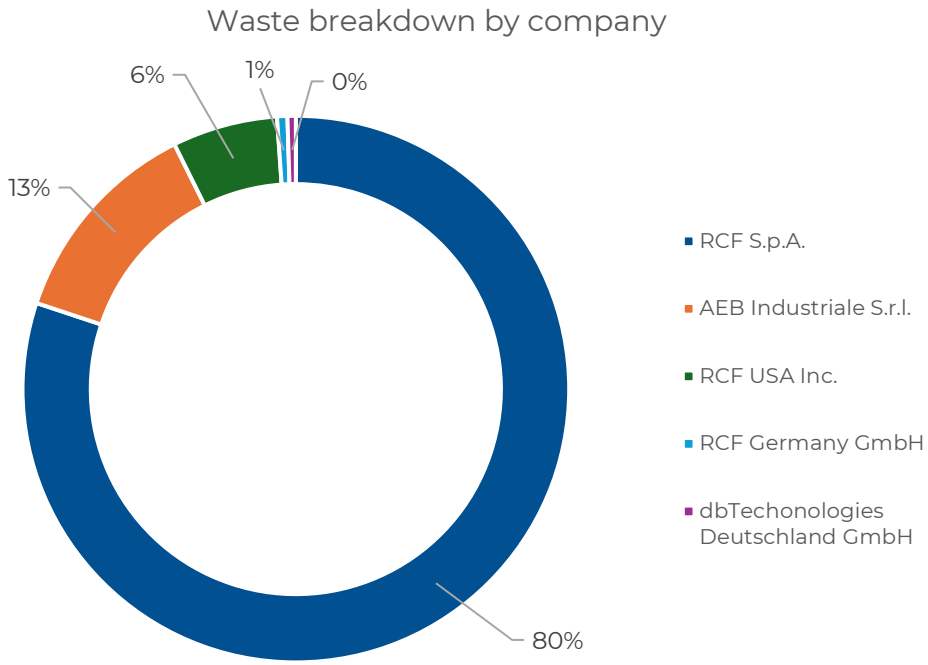
E5-5 –Resource outflows

In 2025, total waste amounted to **853,591 kg. Hazardous waste** totaled **21,016 kg**, corresponding to approximately **2.5% of the total**, while **non-hazardous waste** amounted to **832,575 kg**, equal to **97.5%**.

The predominant share of waste consists of non-hazardous waste, largely attributable to packaging flows, processing materials, and logistics activities. Waste sent **for recycling and recovery** amounted to **654,690 kg** destined for recycling and **145 kg** for **other recovery operations**. Waste streams sent **for disposal** amounted to **91,587 kg** destined for **landfill** and **107,169 kg** for **other disposal operations**.

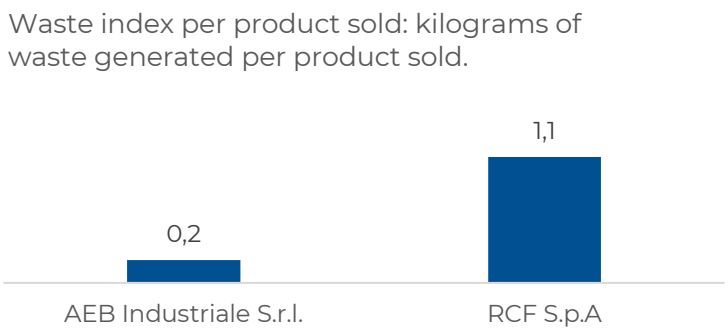


The breakdown by company shows a concentration of waste at **RCF S.p.A.,** with a total of **683,743 kg**. Following closely are **AEB Industriale S.r.l.** with **107,314 kg, RCF USA Inc** with **53,134 kg**, **RCF Germany GmbH** with **5,200 kg**, and **dBTechnologies Deutschland GmbH** with **4,200 kg**.



The flow of **hazardous** waste is mainly attributable to **RCF S.p.A**., with **20,871 kg**; additionally, **145 kg** were recorded by **AEB Industriale S.r.l**. Hazardous waste streams are largely **sent to landfills**, while a smaller portion is sent for recycling or other recovery operations.

For manufacturing companies where data on products sold is available, the Group monitors the ratio between generated waste and products sold during the fiscal year. In 2025, AEB Industriale S.r.l. generated 107,314 kg of waste compared to 525,664 products sold, amounting to 0.2 kg per product sold. RCF S.p.A. generated a total of 683,743 kg of waste and sold 616,273 products, resulting in 1.1 kg per product sold.



SANREMO FESTIVAL 2025

Among the most high-profile projects of 2025 was dBTechnologies' participation in the **Sanremo Festival**, now in its 75th edition and held at the Teatro Ariston. For this edition, following the success achieved with the VIO L210 system, the venue's sound was entrusted to the **VIO L1610 system**, configured and calibrated to meet the event's scenic and acoustic requirements, aiming to ensure uniform coverage and high intelligibility of music and speech.

The setup included 10 VIO L1610 modules for the main L-R system, 2 VIO S218 subwoofers, 4 IG1T units as front-fills, 2 VIO X310 for covering the VIP area, 6 additional VIO L1610 for subsequent rows, 13 VIO L210 and 4 VIO S118 in the balcony area, 6 IG1T on stage for monitoring speech segments, along with other VIO units dedicated to entrance areas. dBTechnologies thus participated in one of the **main events in the national music and television scene**, confirming the role of the brand's systems in a technically demanding context.

8. SOCIAL MANAGEMENT

In this section:

S1 – Own Workforce

S2 – Workers in the value chain

S4 – Consumers and end-users

S1-1, S4-1 - Policies related to own workforce as well as consumers and end-users

The management of the topics related to the workforce, and consumers and end-users is supported by policies and measures adopted by RCF Group companies. The Code of Ethics serves as the primary reference for companies that have adopted it.

The Code of Ethics outlines principles such as human rights protection, equal opportunities and non-discrimination, respect for human dignity, occupational health and safety, diversity, inclusion, and attention to vulnerable groups.

All **reports** related to episodes of **discrimination, harassment, illegal or non-compliant conduct with the Code of ethics** are closely monitored and treated seriously. Such reports can be submitted through the **whistleblowing channel**, accessible from the corporate 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 handbook** and communicated during the **onboarding** phase at the time of hire.

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

By processing a **variety of data** through the corporate 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 **areas of application** of the policies, please refer to section "4.5. 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 goals.

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 own workforce

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Own workforce	Skills and development	The development and continuity of specialized skills are crucial for sustaining innovation and operational continuity; training and professional growth act as positive drivers.	Training and refresher programs, professional development, and engagement initiatives.
	Health and safety	Production and logistics activities require continuous monitoring of health and safety risks.	Prevention, training, monitoring, health surveillance, and the ISO 45001 path.
	Well-being and engagement	Welfare, listening, and dialogue can support organizational well-being, employee engagement, and retention.	Welfare and benefits initiatives, listening and reporting channels, team-building activities.

S1-2 – Processes for engaging with own workforce about impacts

As of the date of preparation of this Sustainability Report, RCF Group has not yet formalized a structured process for involving its own workforce in managing the relevant impacts that affect them. However, employees can report any concerns, non-compliant behaviors, or situations contrary to corporate principles through the whistleblowing channel, where available.

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

As mentioned earlier, the primary means by which **workforce** can report **concerns or illegal behaviors** is the **whistleblowing channel**, available for the Group's companies that have implemented 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 hiring.

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

Main actions	Timeframe	Progress status
Improving the monitoring of internal social aspects through quarterly sustainability reporting	2025 / Ongoing	Initiated
Continuation of staff training and professional development initiatives	Ongoing	In progress
Maintenance of employee welfare, benefits, and initiatives to support employee well-being	Ongoing	In progress
Promotion of internal engagement, recognition, and team-building initiatives	Ongoing	In progress
Ensuring workplace health and safety, including through training activities and operational certifications	Ongoing	In progress
Maintenance of reporting channels for communicating any concerns or non-compliant behaviors	Ongoing	In progress

Throughout 2025, RCF Group continued initiatives aimed at its workforce, covering training, welfare, organizational well-being, health and safety, internal engagement, and reporting channels. The actions reported reflect instruments and measures developed at both the Group and individual company levels, in line with the organizational and regional characteristics of the various entities included in the scope.



Quarterly sustainability reporting

In 2025, RCF Group launched a first pilot project for quarterly sustainability reporting, also including information related to its own workforce. The monitoring covers, among other aspects, initiatives for employees, training, welfare, health and safety, internal engagement, and additional actions related to organizational well-being.

Training and development of skills

Continuous training is among the areas of actions for the company's own workforce. In 2025, dBTechnologies Deutschland GmbH and RCF Germany GmbH carried out training programs to support the individual professional development of employees, including technical, commercial, and administrative seminars. RCF USA Inc. also continued its training activities, including safety certifications and professional development opportunities.

Welfare, benefits, and organizational well-being

Initiatives for employees include welfare programs, corporate benefits, well-being programs, engagement activities, and team-building events, tailored to different local contexts. In Italy, AEB Industriale S.r.l. applies the Company Collective Agreement and provides a welfare platform. In the United States, the Group's companies adopt measures to support employee well-being and engagement, including health & wellness programs, performance recognition systems, career advancement paths, and inclusion initiatives.

RCF USA Inc. also offers a benefits package that includes health insurance with wellness programs, a 401(k) retirement plan with employer contributions, paid leave, paid sick leave, and paid holidays; an electric vehicle charging station is available for employees at the headquarters, and corporate team-building events, such as the annual holiday party, are organized.

At EAW North America Inc., internal engagement is also supported through the Employee Committee, which promotes corporate events, team-building activities, community initiatives like donations to food banks, and recognition programs for employees who excel beyond their regular responsibilities.

Health and safety

Occupational health and safety remain areas requiring continuous monitoring. In 2025, training activities and operational safety certifications continued, including those related to equipment usage.

Reporting channels

The whistleblowing channel remains available for reporting any concerns, non-compliant behaviors, or situations contrary to company principles. The system is designed for the confidential handling of reports regarding suspected misconduct, unethical behavior, or legal violations, with protections in place for whistleblowers.

S1-5 – Targets related to managing material negative impacts

Target	Affected company	Timeframe	Progress status
Achievement of an occupational health and safety management system compliant with UNI EN ISO 45001	RCF S.p.A.	Ongoing	In progress
Continuation of welfare, work-life balance, training, and development initiatives	AEB Industriale S.r.l.	2025	In progress
Development of social benefits, flexible working arrangements, periodic feedback, training, and team activities	dBTechnologies Deutschland GmbH; RCF Germany GmbH	Ongoing	In progress
Introduction of flexible holiday days for employees	DBTech USA Inc.	2025	In progress
Promotion of organizational well-being through Employee Assistance Programs and the Employee Committee	EAW North America Inc.	Ongoing	In progress
Strengthening of safety, welfare, sustainable mobility, and a positive corporate culture	RCF USA Inc.	Ongoing	In progress

The targets identified confirm RCF Group's commitment to strengthening its management of aspects related to its own workforce, through initiatives developed in line with the organizational and territorial characteristics of the different companies in the Group. The planned actions include consolidating health and safety systems, continuing welfare and work-life balance measures, promoting training and internal engagement, as well as supporting organizational well-being and engagement initiatives.

S1-6 – Characteristics of the undertaking's employees

As of December 31, 2025, RCF Group's workforce comprised 619 employees. This figure is presented in terms of headcount and represents the number of employees included in the reporting scope for the fiscal year[11].

The following paragraphs and tables provide details on employees by gender and professional category, as well as data on hires and separations broken down by gender, age group, and reason.

Hiring and Terminations



During 2025, RCF Group's **employment dynamics** showed **80 new hires** and **68 terminations**. The **hiring rate**, calculated based on the total number of reported employees for the year, was **12.9%**, while the **termination rate** stood at **11%**.

The **new hires** included **56 men** and **24 women** and were primarily concentrated in the **worker** and **clerical** categories. In particular, new hires were mainly recorded at **RCF Industries SHPK** and **RCF S.p.A.**, which were the companies with the highest number of hires during the year. From a **demographic** perspective**,** the **30–50 years** age group accounted for the largest share of new hires, followed by workers **under 30** and, to a lesser extent, those **over 50**.

The **terminations** recorded in 2025 involved **53 men** and **15 women**. Again, the distribution by **professional category** shows a predominance of the **worker** category, followed by **clerical** staff. Terminations were mainly concentrated at **RCF Industries SHPK**, while the other Group companies had lower figures. By age group, most terminations involved employees aged **30 to 50 years**.

Regarding **reasons**, **resignation** is the leading cause of termination of employment, followed by **dismissals**.

Total employees hired by company

Company	unit	Men	Women	Total 2025
RCF S.p.A.	n.	23	6	29
AEB Industriale S.r.l.	n.	5	2	7
RCF Industries SHPK	n.	20	10	30
EAW North America Inc.	n.	1	3	4
RCF USA Inc.	n.	4	1	5
RCF Germany GmbH	n.	0	1	1
dbTechnologies Deutschland GmbH	n.	1	0	1
DBTech USA Inc.	n.	2	1	3
Total	**n.**	**56**	**24**	**80**

11 Compared to the 2024 Sustainability Report, the reporting perimeter has been expanded to include, in addition to RCF S.p.A., AEB Industriale S.r.l. and EAW North America Inc., dBTechnologies Deutschland GmbH, DBTech USA Inc., RCF Germany GmbH, RCF Industries SHPK, and RCF USA Inc. For this reason, the 2025 data are not fully comparable.

Total employees hired by gender and professional category

Job classification	unit	Men	Women	Total 2025
Executives	n.	1	0	1
Managers	n.	2	1	3
Clerks	n.	11	11	22
Workers	n.	42	12	54
Total	**n.**	**56**	**24**	**80**

Total number of employees hired by age group

Age group	unit	2025
Under 30	n.	23
30-50 years	n.	48
Over 50	n.	9
Total	**n.**	**80**

Total number of terminations per company

Company	unit	Men	Women	Total 2025
RCF S.p.A.	n.	8	4	12
AEB Industriale S.r.l.	n.	1	3	4
RCF Industries SHPK	n.	35	8	43
EAW North America Inc.	n.	1	0	1
RCF USA Inc.	n.	3	0	3
RCF Germany GmbH	n.	1	0	1
dbTechnologies Deutschland GmbH	n.	1	0	1
DBTech USA Inc.	n.	3	0	3
Total	**n.**	**53**	**15**	**68**

Total number of terminations by gender and job classification

Job classification	unit	Men	Women	Total 2025
Executives	n.	1	0	1
Managers	n.	1	0	1
Clerks	n.	8	3	11
Workers	n.	43	12	55
Total	**n.**	**53**	**15**	**68**

Total number of terminations by age group

Age group	unit	2025
Under 30	n.	16
30-50 years	n.	39
Over 50	n.	13
Total	**n.**	**68**

Total number of terminations by gender and reason

Reason	unit	Men	Women	Total 2025
Resignations	n.	33	12	45
Dismissal	n.	19	1	20
Retirement	n.	1	1	2
Termination of fixed-term contracts and probation periods	n.	0	1	1
Total	**n.**	**53**	**15**	**68**

Information on the composition of the workforce

As of December 31, 2025, the number of **employees reported** by RCF Group was **619**. The distribution by company reflects the **operational structure of the Group** and shows a predominant concentration in **Italy**, where **RCF S.p.A.** and **AEB Industriale S.r.l.** are located; together they account for over **70% of the total workforce**.

RCF S.p.A. is the Group's main entity in terms of employment, with **346 employees**, representing **55.9% of the total**. Following are **AEB Industriale S.r.l.**, with **97 employees**, and **RCF Industries SHPK**, with **60 employees**. The U.S. and German companies have smaller workforces, consistent with the different nature of their activities in their respective markets.

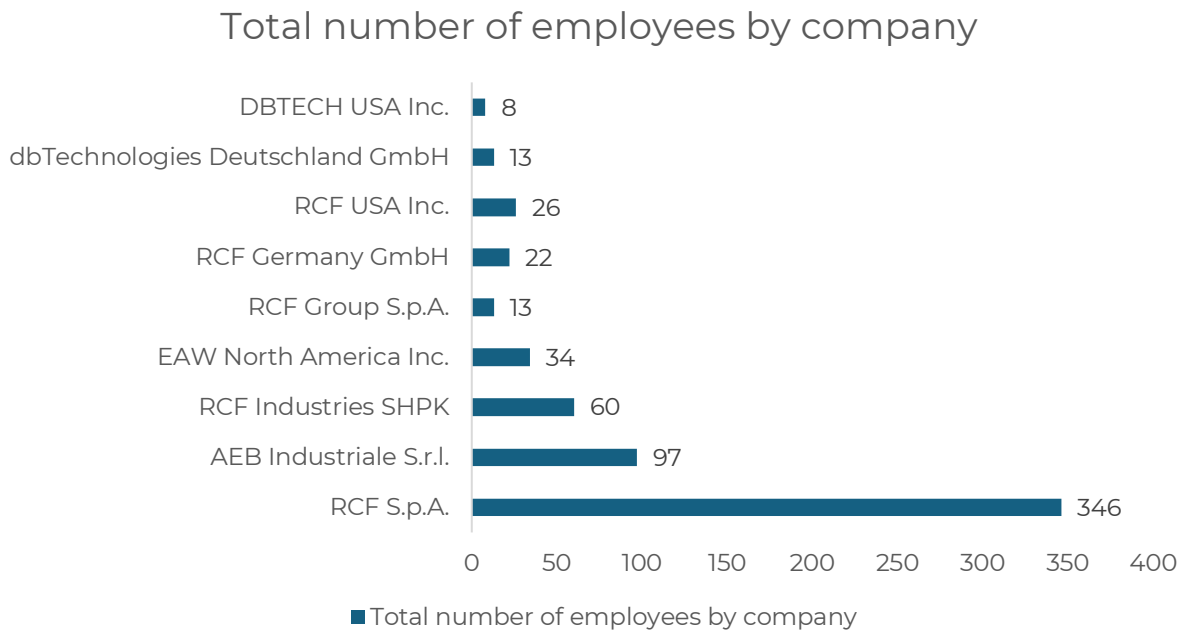
The **breakdown by gender** shows a predominance of **male employees**, totaling **406**, which accounts for **65.6% of the total**. The **female component** consists of **211 employees**, accounting for **34.1%; for 2 employees (0.3%), gender data is not available**. This distribution is also influenced by the presence of **production**, **technical**, and **operational** activities, in which male employees are overrepresented.

Geographically, **Italy** is the Group's main country of presence, with **456 employees**, equivalent to **73.7% of the total**. Following are **the United States**, with **68 employees**, **Albania**, with **60 employees**, and **Germany**, with **35 employees**. The presence in multiple countries reflects the Group's **international structure** and the role of the various companies in managing **production**, **commercial**, and **support** activities in their target markets.

Total number of employees by company

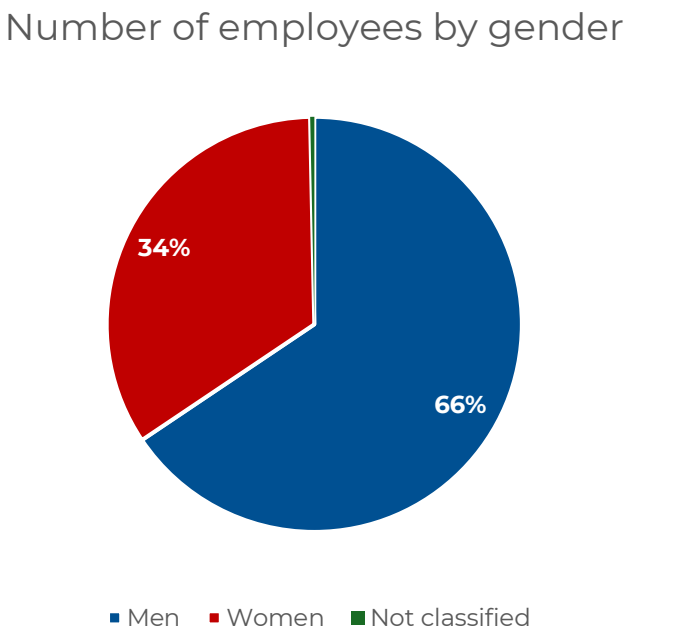
Company	Country	unit	2025	% of the total
RCF Group S.p.A.	Italy	n.	13	2.1%
RCF S.p.A.	Italy	n.	346	55.9%
AEB Industriale S.r.l.	Italy	n.	97	15.7%
RCF Industries SHPK	Albania	n.	60	9.7%
EAW North America Inc.	United States.	n.	34	5.5%

Company	Country	unit	2025	% of the total
RCF USA Inc.	United States.	n.	26	4.2%
RCF Germany GmbH	Germany	n.	22	3.6%
dbTechnologies Deutschland GmbH	Germany	n.	13	2.1%
DBTech USA Inc.	United States.	n.	8	1.3%
Total	**/**	**n.**	**619**	**100%**



Number of employees by gender

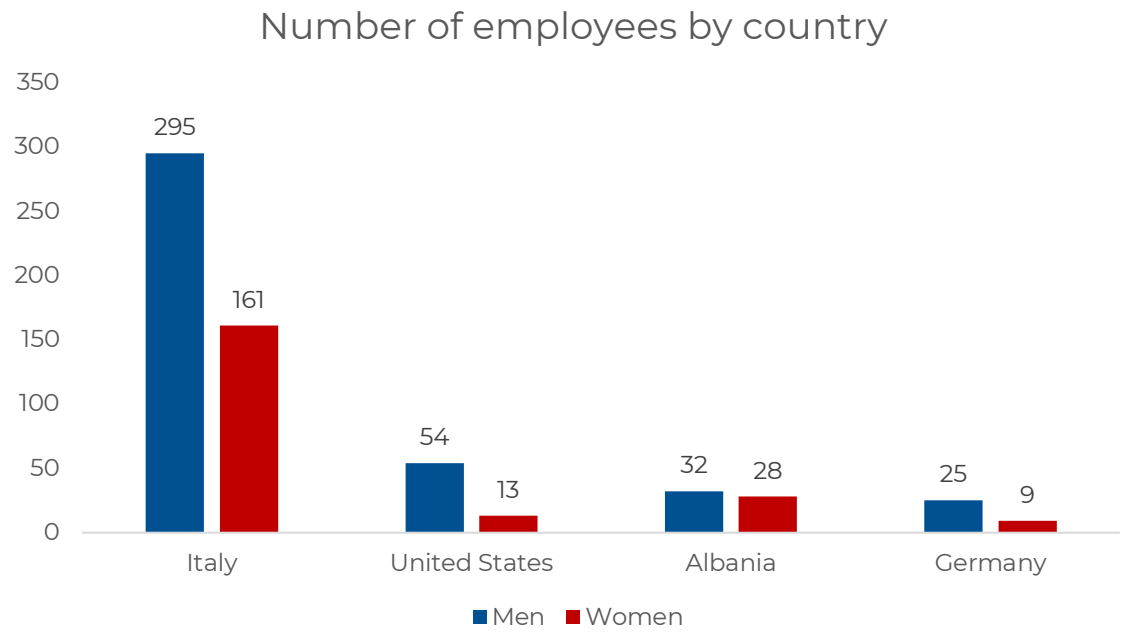
Gender	unit	2025	% of the total
Men	n.	406	65.6%
Women	n.	211	34.1%
No gender data	n.	2	0.3%
Total	**n.**	**619**	**100%**



Number of employees by country

Country	unit	Men	Women	Total 2025	% of the total
Italy	n.	295	161	456	73.7%
United States.	n.	54	13	68	11%
Albania	n.	32	28	60	9.7%
Germany	n.	25	9	35	5.7%
Total	**n.**	**406**	**211**	**619**	**100%**

As of December 31, 2025, the Group had 619 employees, consistent with the consolidated financial statements. The gender breakdown is available for 617 employees.



S1-7 – Characteristics of non- employee workers in the undertaking's own workforce

The following table presents the composition of the **full-time non-employee workforce**, broken down by **gender** and **type of employment**. In 2025, the total number of reported external workers amounted to **88 people**, including **71 men** and **17 women**.

The largest share consists of **temporary/leased workers**, numbering **73 people**, primarily employed at **RCF S.p.A.** and **AEB Industriale S.r.l.**. Next are **self-employed workers**, totaling **10 people**, working for **EAW North America Inc.**. The remaining categories include parasubordinate workers, subcontractors' staff, and Co.Co.Co. collaborators, making up a smaller overall number.

Total number of full-time external workforce

Type of employment	unit	Men	Women	Total 2025
Temporary / leased workers	n.	59	14	73
Self-employed workers	n.	8	2	10
Parasubordinate workers (project-based)	n.	1	0	1
Subcontractors' and contractors staff	n.	1	1	2
Other (Co.Co.Co)	n.	2	0	2
Total	**n.**	**71**	**17**	**88**

S1-8 – Collective bargaining coverage and social dialogue

In 2025, RCF Group confirmed, for the Italian companies included in the reporting scope, the application of **collective bargaining agreements** and the presence of **worker's representatives**. In particular, at **RCF S.p.A.** and **AEB Industriale S.r.l.**, national collective bargaining agreements to their respective contractual classifications are in force, and employees work in facilities where a form of workers' representation exists.

S1-9 – Diversity Metrics

For the purpose of representing diversity metrics related to **management positions**, employees belonging to the **Executives** category are included. In 2025, these positions are occupied by **20 employees**, including **18 men** and **2 women**, corresponding respectively to **90%** and **10%** of the total.

Regarding age distribution, Executives fall into the **30–50 years** and **over 50** age groups, each comprising **10 employees**, corresponding to **50%** of **the total.**

S1-10 – Adequate wages

RCF Group recognizes the importance of ensuring that its employees receive adequate remuneration, in line with regulatory, contractual, and market conditions in the countries in which the Group operates.

S1-11 – Social protection

RCF Group operates in countries where **social protection for workers** is governed by the respective local regulatory, social security, and contractual systems. The Group's companies provide their employees with forms of protection consistent with the relevant context:



For Italian companies included in the reporting scope, employee coverage is ensured through the public social protection system and the application of national collective bargaining agreements. These forms of protection are supplemented by additional support tools, including **supplemental health care, supplemental pension contributions**, insurance coverage, and corporate welfare initiatives, differentiated according to professional category and applicable conditions.

Even in foreign companies, social protection and benefits provided to employees are defined in accordance with local legal frameworks and market practices. In U.S. companies, depending on the business context and professional category, the following are provided:

- **health care** benefits,
- insurance coverage,
- supplemental pension contributions,
- paid leave,
- paid sick leave,
- and paid holidays.

In particular, RCF USA Inc. offers a benefits package that also includes wellness programs and a **401(k)** pension plan with employer contributions.

For German companies, worker protection is integrated into the local pension and contribution system, which includes mandatory pension coverage. Regarding RCF Industries SHPK, **health care** benefits for staff are provided in line with the local context.

S1-12 – Persons with disabilities

In 2025, the number of **employees with disabilities** reported by RCF Group was **18.5 individuals[12], 3%** of all employees included in the reporting scope.

The gender-based breakdown shows **12 units related to women** and **6.5 units related to men**. Regarding professional classification, employees with disabilities are primarily found in the categories of **workers** and **clerical staff**, with respective figures of **10.5** and **8 units**.

S1-13 – Training and skills development metrics

In 2025, the Group's companies provided **3,389.7 hours of training** for employees included in the reporting scope. This figure covers training hours broken down by gender and course type, for the companies where this information is available.



Training hours were predominantly provided to male employees, totaling **2,321.0 hours**, while hours allocated to female employees amounted to **1,068.7**. Based on the total number of reported employees, the average number of training hours per employee is **5.5 hours**. The average is **5.7 hours** for men and **5.1 hours** for women.

In terms of course type, the largest share of hours pertains to **health and safety training**, amounting to **1,507.8 hours**. Following this are **vocational training**, **language training**, training related to **product and process quality management and improvement**, on-the-**job training**, and **management training.** Additionally, **64 hours** were dedicated to training in the field of environment and sustainability.

[12] The total figure includes the value provided by RCF S.p.A. based on an average reporting criterion. In particular, for the category of male workers, a value of 2.5 units was reported.

Training hours by gender

Gender	unit	Training hours 2025	Employees 2025	Average hours per employee
Women	h	1,068.7	211	5.1
Men	h	2,321.0	406	5.7
Total	**h**	**3,389.7**	**619**	**5.5**

Training hours by course type

Course type	unit	2025	% of the total
Health and safety training	h	1,507.8	44.5%
Vocational training	h	536.9	15.8%
Language training	h	385	11%
Product/process quality management and improvement training	h	364	10.7%
On-the-job training	h	332	9.8%
Management training	h	200	5.9%
Environmental and sustainability management training	h	64	1.9%
Total	**h**	**3,389.7**	**100%**

S1-14 – Health and safety metrics

In 2025, RCF Group reported **a total of 12 accidents** involving employees, of which **10 were workplace accidents** and **2 were commuting accidents**. There were no **fatalities resulting from workplace accidents**. There were **4** accidents with serious consequences, all of which were related to **RCF S.p.A.**

The **days lost due to accidents** amounted to **170**, related to **RCF S.p.A.** and **AEB Industriale S.r.l.**. For **external workers**, no **accidents**, **fatalities**, or **days lost** were recorded in 2025.

Accidents – Employees

Indicator	unit	2025
Total commuting accidents	n.	2
Total work-related accidents	n.	10
Total accidents with serious consequences	n.	4
Total accidents	n.	12
Number of fatalities due to workplace accidents	n.	0
Total days lost due to accidents	days	170

S1-15 – Work-life balance

RCF Group regulates measures for **work-life balance** in compliance with applicable regulations, relevant contracts, and practices in the countries where the Group's companies operate. In 2025, the measures adopted included, depending on the local context, tools for **flexible working hours**, leave for medical appointments, flexible public holidays, paid leave, and technical equipment to support remote work.

Regarding **parental leave**, in 2025, **39 employees** took advantage of parental leave during the year, including **23 men** and **16 women**.

After the leave period, **38 employees** returned to work, comprising **23 men** and **15 women**. At the end of the fiscal year, **2 female employees** were still on parental leave.



S1-16 – Remuneration metrics (pay gap and total remuneration)

RCF Group recognizes the importance of ensuring remuneration conditions consistent with the role, skills, and professional context. Differences in remuneration between men and women can be influenced by various factors, including the distribution of staff across professional categories, seniority, responsibilities associated with roles, and the specifics of local markets where the Group's companies operate.

In 2025, the **gender pay gap** was calculated by comparing the average hourly pay of men and women. The average hourly pay was determined by dividing the total remuneration, including gross salary and variable components, by the reported working hours per gender.

To ensure a homogeneous representation, the calculation was performed for currency aggregates without converting between different currencies. For companies reporting in **euros**, the consolidated gender pay gap is **4%**. Regarding **RCF Industries SHPK**, which reports separately from other currency aggregates, the gender pay gap is **16.8%**.

The observed values must be interpreted in light of differences in workforce composition, breakdown across roles and professional categories, and the characteristics of local remuneration contexts. For this reason, the data are presented by homogeneous currency aggregates rather than as a single consolidated Group figure.

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

The handling of any reports is carried out through channels provided by the Group, including whistleblowing mechanisms stipulated in internal procedures, for collecting and managing communications related to non-compliant behaviors, regulatory violations, or situations contrary to corporate principles.

S2 – WORKERS IN THE VALUE CHAIN

Protecting workers within the value chain is an increasingly important aspect of corporate sustainability management, particularly for organizations operating through complex supply chains and ongoing relationships with industrial suppliers, logistics partners, and service providers. Major international sources on business and human rights, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's guidelines on decent work in supply chains, the OECD Due Diligence Guidance for Responsible Business Conduct, and the principles of the UN Global Compact, emphasize the responsibility of businesses to prevent, mitigate, and manage negative impacts on human rights and working conditions along commercial relationships.

RCF Group's operations rely on a network of industrial and service suppliers that contribute to the continuity of production, logistics, and commercial processes. In this context, the main potential impacts related to workers in the value chain concern working conditions at suppliers, health and safety protection in the workplace, respect for fundamental human rights, the prohibition of child and forced labor, non-discrimination, freedom of association, and respect for human dignity.

S2 SBM-3 - Impacts, risks, and opportunities related to workers in the value chain

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Workers in the value chain	Working conditions, health and safety, and human rights	Along the supply chain, impacts and risks related to working conditions and compliance with applicable principles may arise; a better understanding of suppliers presents an opportunity to strengthen oversight.	Gradual integration of sustainability criteria into supplier qualification, monitoring activities, and stakeholder engagement.
Workers in the value chain	Supply chain continuity	The availability of skills and resources along the supply chain can affect the continuity of certain activities.	Ongoing relationships with suppliers and strengthening of qualification and monitoring processes.

S2-2 – Processes for engaging with value chain workers about impacts

In 2025, as part of the **stakeholder engagement process** conducted to support the double materiality assessment, RCF Group also involved external stakeholders from the value chain, including industrial suppliers. The questionnaire included a section dedicated to the value chain, aiming to gather information and initial insights regarding the level of oversight of suppliers' sustainability matters and the practices adopted along the supply chain.



This activity does not yet constitute a structured process for directly engaging suppliers' workers, but it represents a first step toward enhancing knowledge of the social practices and protection mechanisms in place at certain entities within the supply chain. The information gathered enables the Group to obtain initial insights useful for guiding subsequent phases of oversight, qualification, and monitoring.

S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

RCF S.p.A. has adopted an internal reporting system designed to enable interested parties to communicate any behaviors, actions, or omissions that could compromise the company's integrity or deviate from the ethical and compliance principles adopted by the company. Reports may also concern violations of the Code of Ethics or conduct relevant under the Organization, Management, and Control Model pursuant to Legislative Decree no. 231/2001.

The system is accessible through multiple channels and is intended for parties authorized under applicable regulations, including employees, consultants, independent professionals, and self-employed workers who have business relationships with RCF S.p.A. Handling reports involves a preliminary assessment of admissibility, possible further investigations, and, where necessary, the adoption of corrective measures or additional actions.

Whistleblowing rules guarantee the confidentiality of the whistleblower's identity and prohibit any form of retaliation or discrimination against those who make a report in good faith. Such oversight helps strengthen the ability of external parties as well to express concerns in a protected environment.



S2-4 – Taking action on material impacts on value chain workers

In 2025, RCF Group initiated a process to strengthen sustainability safeguards along the supply chain by introducing **specific requirements** for new suppliers within qualification and selection processes. This development allows for the gradual integration, alongside the economic, quality, and technical criteria already in use, of greater **attention to social and environmental aspects**.

Monitoring activities at suppliers continue to focus primarily on **product safety, operational conditions**, and **alignment with expected standards**. Although these checks do not yet constitute a structured sustainability audit system covering the entire supply chain, they represent a significant operational safeguard for strengthening control over the most important suppliers.

Additional insights emerged from the 2025 stakeholder engagement, which enabled the collection of initial evidence regarding the presence, at certain suppliers, of social protection mechanisms and tools for managing sustainability topics, particularly concerning health and safety, working conditions, environmental impacts, and ethical practices.



S2-5 – Targets related to workers in the value chain

Looking ahead, RCF Group intends to continue strengthening sustainability safeguards along the value chain, including by gradually aligning with internationally recognized standards, initiatives, and assessment tools. These efforts can help consolidate the Group's commitment to human rights, labor, environment, and corporate ethics while supporting the evolution of sustainability oversight, monitoring, and reporting processes, with particular attention to the responsible management of relationships with suppliers and partners.

S4 - CONSUMERS AND END-USERS

For RCF Group, the topic of consumers and end-users takes on a specific configuration, consistent with the professional nature of the products and markets served. The Group's solutions are indeed primarily aimed at B2B customers and technical users, including distributors, resellers, installers, system integrators, service providers, rental companies, sound technicians, musicians, venue operators, designers, and professionals involved in the configuration, installation, and management of audio systems.

In this context, the protection of users does not concern solely the product's use phase, but encompasses the full range of information, tools, and safeguards that enable the correct, safe, and informed use of the Group's solutions. Thus, the quality and reliability of products, the safety of installations and rigging accessories, the availability of manuals and technical documentation, the clarity of product information, after-sales support, technical training, the accessibility of digital channels, and the protection of personal data processed through websites, platforms, and customer service channels become crucial.

Ensuring these aspects falls within the broader system of principles and tools outlined in the section dedicated to the Group's social policies. In particular, the Code of Ethics serves as a cross-cutting reference for managing relationships with customers and external stakeholders, emphasizing principles of fairness, transparency, and responsibility in conducting business relations and disseminating information about products and services. The Privacy Policies adopted by the Group's companies, meanwhile, serve as the framework for managing personal data processed through websites, secure areas, newsletters, contact forms, customer service, and other digital channels.

The importance of this topic is underscored by the technical complexity of professional audio systems, which can be used in live events, touring, permanent installations, public infrastructure, voice alarm systems, sports venues, commercial spaces, and cultural environments. In these contexts, the proper design, configuration, and maintenance of systems contribute to the quality of the user experience and help prevent potential issues arising from incorrect installations, improper use, or insufficiently understood technical information.

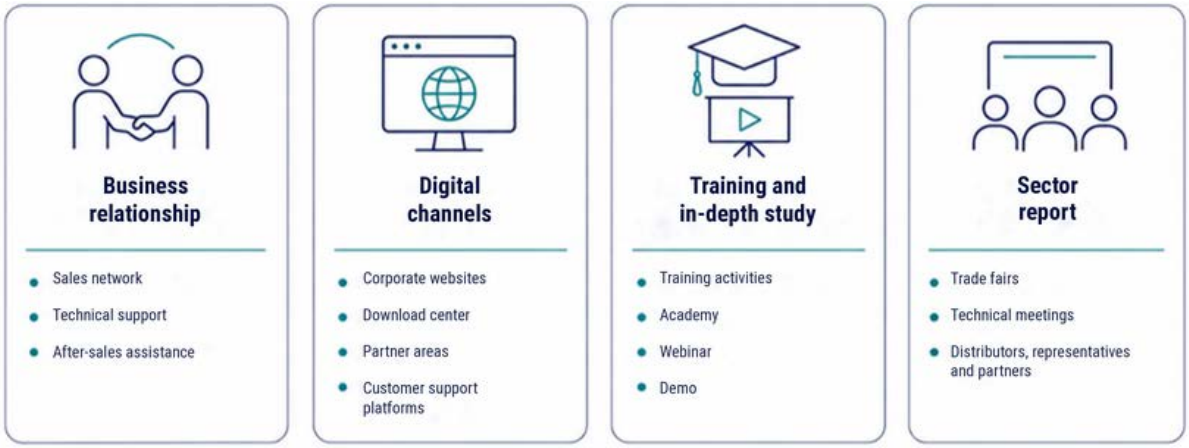
S4 SBM-3 Impacts, risks, and opportunities related to consumers and end-users

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Consumers and end-users	Quality, safety, and reliability of products	Quality, compliance, installation, and correct use of products are essential for safety and reliability; improving quality helps build customer trust.	Product inspections, applicable certifications, technical documentation, assistance, and non-conformities management.
Consumers and end-users	Information, data, and support	The continuity of digital services, data protection, and the quality of information represent areas to be safeguarded and opportunities to enhance the customer experience.	Privacy Policy, digital safeguards, customer support channels, documentation, and the Academy.

S4-2 – Processes for engaging with consumers and end-users about impact

RCF Group's business model is primarily oriented toward professional customers and B2B channels. For this reason, there is currently no formalized, structured process for directly involving retail end consumers in managing the impacts related to them. The relationship with the end-user can indeed be mediated by distributors, resellers, installers, system integrators, service providers, rental companies, or other commercial and technical partners.

The Group maintains several channels of communication with direct customers/professional users:



The management of relationships with customers and professional users is also based on the principles of **fairness and transparency** outlined in the Code of Ethics, which guide external communication and the dissemination of accurate information about products and services. In this sense, user engagement occurs through a variety of operational and technical interactions, rather than through a formal process dedicated exclusively to end consumers.

During 2025, several customer and partner relationship initiatives gained particular importance. These include demonstration events, technical sessions, trade shows, and discussion forums related to the presentation of systems and applications in real-world contexts. In particular, initiatives such as meetings with the sales network and demo activities provided opportunities for technical-commercial discussions with customers, distributors, and international partners.

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

The Group provides customers and professional users with multiple channels to submit requests, reports, or support needs. These channels include support sections on corporate websites, contact forms, the Help Desk, the Knowledge Base, authorized service centers, telephone and email channels, the sales network, and request management platforms.



Reports and complaints regarding RCF S.p.A. are collected as part of the after-sales process and shared with relevant company departments via email or dedicated meetings. The management process involves analyzing the report, identifying the cause, and defining the necessary actions to resolve the issue and, where possible, eliminate its origin.

For activities related to AEB Industriale S.r.l. and the dBTechnologies brand, request management takes place through operational channels based on official contacts, the sales network, technical support, and direct interactions with customers and professional users. Reports are collected, analyzed, and directed to the relevant departments with the aim of identifying causes and defining any corrective or preventive actions.

Request and report management adheres to the general principles of fairness, transparency, and customer focus outlined in the Code of Ethics, as well as the need to provide clear and adequate information about the products and services offered. The digital channels used to collect requests or reports are also governed by applicable Privacy Policies, which regulate the processing of personal data of users and corporate contacts interacting with the Group.

From September 2024 to September 2025, an advanced customer support platform was used to centralize requests from global offices and coordinate pre-sales inquiries, after-sales support requests, project support, application assistance, and requests received via social media channels. During the period in question, the platform recorded 3,200 support and assistance requests, of which 2,990 were resolved.

S4-4 – Taking action on material impacts on consumers and end- users

Activities aimed at customers and professional users include technical, informational, and training support that accompanies the product through the stages of design, testing, use, and service. In line with the professional nature of the Group's audio solutions, particular attention is paid to product quality and safety, non-conformities management, the availability of technical documentation, digital support, control and configuration software, technical assistance, user training, and the protection of personal data.

Product quality, safety, and controls

In 2025, RCF S.p.A. carried out inspection activities on raw materials and finished products, distinguishing between internal and external checks. Specifically, 12 external checks were performed on raw materials, 5,810 internal checks on raw materials, 80 external checks on finished products, and 1,640 internal checks on finished products.

These control activities are part of the regular management of product technical quality, particularly regarding professional audio systems intended for applications such as live sound, touring, permanent installations, venues, voice alarm systems, and public infrastructure. In such contexts, performance consistency, component reliability, and correct system configuration are crucial for continuous use and operational safety.



Non-conformities and corrective actions



In 2025, RCF S.p.A. recorded a single non-conformity during a third-party inspection.

Product information, labeling, and communication

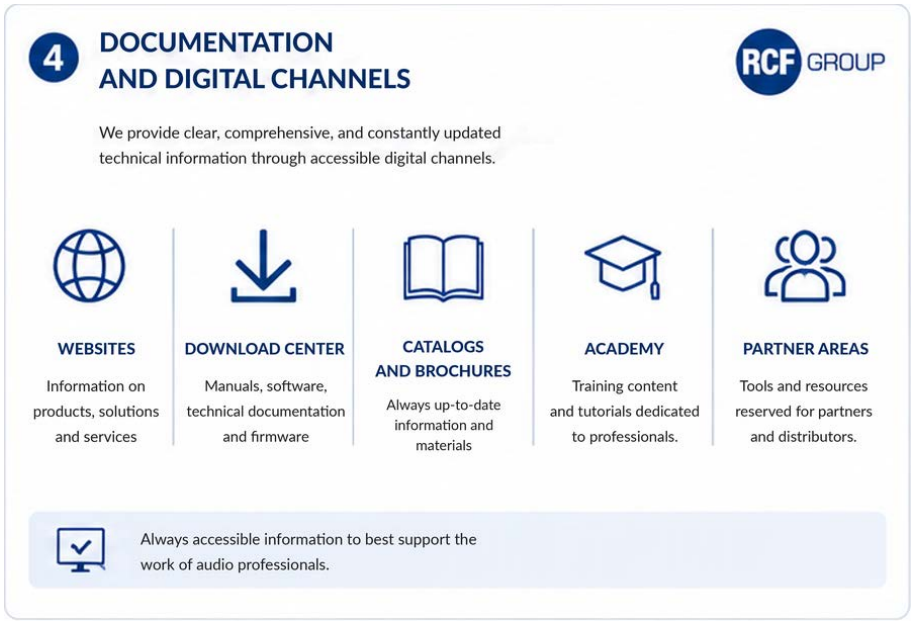
The accuracy of product information is ensured through technical documentation, manuals, markings, labels, and informational materials that describe product characteristics, usage methods, safety requirements, and installation or handling conditions.

The Group companies manage such information according to criteria of clarity, completeness, and compliance, including, where applicable, CE marking, technical and safety data, user manuals, technical documentation, traceability information, and instructions regarding end-of-life management. Labels and official documentation assist users in correctly identifying the product and finding the necessary instructions for its use.

In 2025, no non-conformity incidents related to product and service information or labeling were recorded, nor were there any cases of non-compliance regarding marketing communications.

Technical documentation and digital channels

The Group provides customers, partners, and professional users with digital and documentary tools designed to facilitate access to technical and operational information about products. These tools include catalogs, manuals, product sheets, guides, download centers, dedicated areas, configuration and update software, as well as sections on corporate websites dedicated to support, products, Academy, and technical documentation.



Between September 2024 and September 2025, the RCF website featured 1,196 products, 15,000 documents, 685 news items, and 1,165 dealers/shops. During the same period, 1,546,000 users were recorded, along with 2,313,000 sessions and

5,397,000 page views. The most visited pages included sections such as “Where to buy,” “Catalogs,” “Support,” “Downloads,” “Software,” and “Academy.”

Throughout this period, updates were introduced to the website, including a new navigation menu for mobile and desktop, a new homepage layout, new RCF Academy pages, a new platform for online courses, a new events page, and refinements to product lines.

The software developed or made available by the Group’s brands supports the configuration, monitoring, simulation, and updating of professional audio systems. RDNet enables the management and control of RCF audio systems, even in complex configurations; RDShape supports acoustic design and simulation in a 3D environment; RCF Updater facilitates the management of software and firmware updates. For dBTechnologies, Aurora Net allows real-time remote monitoring and control of audio systems equipped with an RDNet module, supporting the management of system parameters and operational configurations.

Data protection and privacy

Managing digital channels, restricted areas, newsletters, contact forms, software, and customer service activities involves processing personal data of users, customers, partners, and business contacts. The Privacy Policies adopted by RCF and dBTechnologies regulate the methods of processing, specifying purposes, legal bases, categories of data subjects, retention periods, exercisable rights, and applicable protective measures.

For certain processes related to digital applications and tools, a Privacy by Design and by Default approach is adopted. The documented measures include individual credentials, passwords, deactivation of inactive credentials, and SSL encryption, aiming to safeguard the security of processing and the protection of personal data handled through the Group's digital channels.

The Group's Academies

As part of activities aimed at professional users, RCF Academy and dBTechnologies Academy serve as technical training tools to support the proper use of professional audio systems. The Academies assist customers, partners, technicians, installers, system integrators, and audio professionals in deepening their knowledge of the Group's technologies, configuration methods, and product applications.



In 2025, RCF Academy delivered 129 hours of training, involving 169 participants. Training activities include tutorials, webinars, courses, technical guides, knowledge bases, online programs, and in-person sessions, covering topics such as configuration, calibration, optimization, rigging, and the use of audio systems in various application contexts.

RCF Academy also integrates on-site activities and initiatives developed in collaboration with the University of Modena and Reggio Emilia, including the Sound Engineering University Course, a program focused on acoustics, electroacoustics, electronics, and audio systems.

dBTechnologies Academy offers certification courses, masterclasses, and customized programs, including the VIO Operator Certification. The content covers topics such as sound theory, system modeling, use of Aurora Net, remote control, networking, rigging, alignment, and tuning, targeting system engineers, PA technicians, FOH engineers, designers, production managers, and audio professionals.

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

As of the reporting date, no consolidated Group-level quantitative targets specifically related to consumers and end-users have been established. However, the available information indicates the presence of qualitative guidelines and ongoing actions aimed at enhancing product quality and safety, technical support, user training, information accessibility, and personal data protection.

For AEB Industriale S.r.l. and EAW North America Inc., qualitative commitments have been outlined regarding the maintenance of high quality and performance standards, improvement of product reliability, reduction of defects and returns, compliance with safety requirements, strengthening of technical support, and development of innovative, efficient, durable, and maintainable solutions.

The ongoing topics identified with regard to consumers and end-users include:

- the continuation of activities for controlling, verifying, and improving product quality, with a focus on the safety and reliability of professional audio solutions;
- maintaining processes for collecting, analyzing, and managing reports and non-conformities, including root cause analysis and the definition of corrective actions when necessary;
- the development and maintenance of technical support and after-sales channels, including Help Desk, Knowledge Base, service centers, digital platforms, and contact networks for professional customers and users;
- the improvement of access to technical information through websites, download centers, catalogs, manuals, software, Academy pages, and partner-specific areas;
- the continuation of training activities via RCF Academy and dBTechnologies Academy, offering online courses, on-site sessions, webinars, masterclasses, certification programs, and initiatives tailored for professional users;
- the compliant management of personal data processed through websites, secure areas, newsletters, customer service, software, and other digital channels, in accordance with the adopted Privacy Policy;
- maintaining measures aimed at ensuring the clarity, accuracy, and consistency of technical information, labeling, and commercial communications.



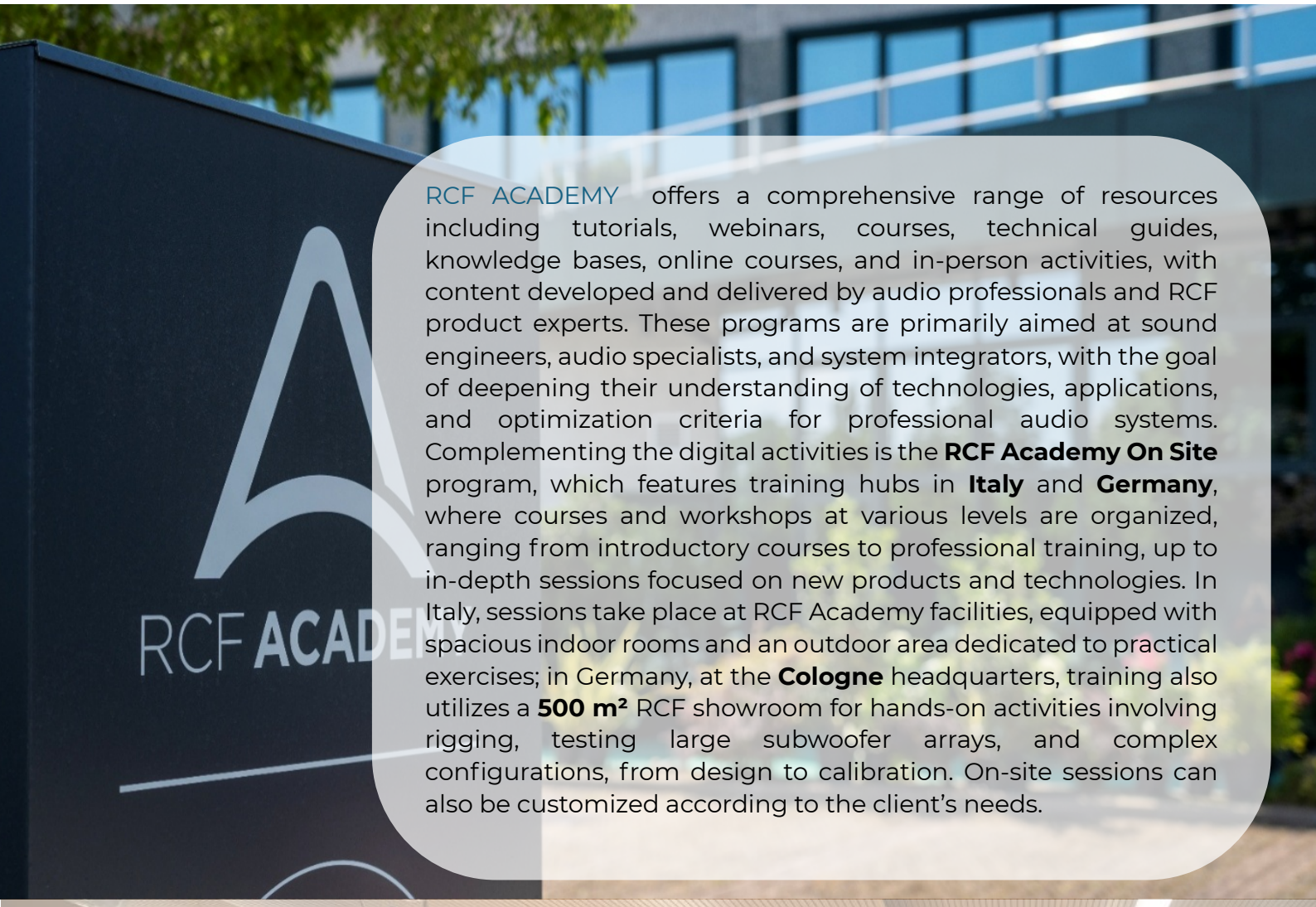
Among the notable projects involving EAW is the installation carried out for the **St. Louis Symphony Orchestra** during the traditional outdoor concert on **Art Hill** in **Forest Park,** St. Louis. In this context, characterized by a listening area spanning a **180-degree** arc with a **60-foot** incline and a depth of about **550 feet**, the company contributed to creating an audio system designed to ensure more uniform coverage across the entire hillside, even with an audience exceeding **20,000 people**.

The solution adopted was an **ADAPTive** system composed of **Anna** modules, **Otto** subwoofers, and **AC6** column speakers, configured to adapt to the venue's topographical features and allow precise coverage fine-tuning via the **Resolution** software. The setup consists of **2 ADAPTive hangs** on the left and right, using **20 Anna** speakers (10 per side), **6 Otto** subwoofers (3 per side), and **6 AC6** speakers serving as fills. This project highlights the success of the intervention and EAW's ability to develop effective solutions suited to complex application scenarios and tailored to the specific characteristics of the venue.

ST. LOUIS SYMPHONY ORCHESTRA

THE GROUP'S ACADEMIES

As part of the Group's training initiatives, **RCF Academy** and **dBTechnologies Academy** represent two programs dedicated to enhancing technical and professional skills in the field of professional audio. Through structured programs, training content, and practical activities, these two Academies complement the offerings of their respective brands with pathways aimed at professionals, industry operators, and users seeking to develop their skills, fostering a deeper understanding of technologies, applications, and criteria for optimizing audio systems.



RCF ACADEMY offers a comprehensive range of resources including tutorials, webinars, courses, technical guides, knowledge bases, online courses, and in-person activities, with content developed and delivered by audio professionals and RCF product experts. These programs are primarily aimed at sound engineers, audio specialists, and system integrators, with the goal of deepening their understanding of technologies, applications, and optimization criteria for professional audio systems. Complementing the digital activities is the **RCF Academy On Site** program, which features training hubs in **Italy** and **Germany**, where courses and workshops at various levels are organized, ranging from introductory courses to professional training, up to in-depth sessions focused on new products and technologies. In Italy, sessions take place at RCF Academy facilities, equipped with spacious indoor rooms and an outdoor area dedicated to practical exercises; in Germany, at the **Cologne** headquarters, training also utilizes a **500 m²** RCF showroom for hands-on activities involving rigging, testing large subwoofer arrays, and complex configurations, from design to calibration. On-site sessions can also be customized according to the client's needs.



Among the initiatives developed by RCF Academy is the collaboration with **University of Modena e Reggio Emilia**, which gave rise to the **Sound Engineering University Course**, a university program that integrates theoretical training with hands-on activities. The course is primarily organized in e-learning mode, with in-person sessions held at RCF Academy and the Department of Engineering Sciences and Methods in Reggio Emilia, and consists of four modules: **Acoustics, Electroacoustics, Electronics, and Sound Systems**.

DBTECHNOLOGIES ACADEMY

dBTechnologies Academy develops a training offer based on a practical and specialized approach, including certification courses, masterclasses, and customized courses. Among its main initiatives is the **VIO Operator Certification**, structured into progressive levels focused on using the VIO series, covering sound theory, system modeling, control software, networking, rigging, alignment, and tuning; completion of the second level leads to the issuance of an official certification. Alongside these courses, the Academy organizes masterclasses with industry professionals on topics such as live sound, acoustic design, remote control, radio frequency management, and recording techniques, as well as the possibility of developing tailored training programs based on specific needs. These activities cater to both experienced professionals and users who are developing their skills, including system engineers, PA technicians, FOH engineers, designers, production managers, advanced students, and other audio operators. The main in-person events take place at the dBTechnologies showroom in **Valsamoggia**, while the training calendar also includes international sessions in the **United States** through **dBTech USA.**





9. INFORMATION ON GOVERNANCE

In this section:

G1 - Business Conduct

G1-1 – Business conduct policies and corporate culture

To prevent and mitigate risks related to non-compliant behaviors, illegal practices, and regulatory violations, **RCF Group** has established a system of procedures and organizational safeguards aimed at ensuring responsible management of its activities and promoting high standards of **integrity, transparency, and fairness in conducting business.**

The main policy adopted in this area is the **Code of Ethics**, applied by RCF Group S.p.A., RCF S.p.A., and AEB Industriale S.r.l., which defines the principles and values that must guide the actions of administrators, employees, collaborators, suppliers, customers, and all parties with whom the Group's companies interact. The Code of Ethics promotes principles of **legality, fairness, integrity, transparency, impartiality, and responsibility**, establishing behavioral standards aimed at preventing non-compliant conduct and protecting the interests of the organization and its stakeholders.

Special attention is paid to preventing **corruption and bribery**, prohibiting any form of promise, offer, request, or acceptance of money, goods, benefits, or other improper advantages intended to obtain undue benefits or influence third-party decisions. These principles apply to relationships with customers, suppliers, business partners, public administrations, and all other entities encountered in the course of their activities.

The Code of Ethics also governs relationships with customers and suppliers, requiring that such relationships be based on criteria of **fairness, transparency, objectivity, and mutual respect**, avoiding situations of conflict of interest and ensuring that commercial decisions are made solely on the basis of professional, qualitative, and economic evaluations.

To support these principles, RCF Group S.p.A. and AEB Industriale S.r.l. have adopted a **Whistleblowing Procedure**, enabling employees and stakeholders to report any violations of regulations, illegal behaviors, or conduct inconsistent with corporate principles through dedicated channels. The procedure guarantees the confidentiality of the whistleblower, protection against possible retaliation, and the impartial handling of received reports.

The internal control system is further strengthened by the adoption of the **Organization, Management, and Control Model pursuant to Legislative Decree no. 231/2001**, which aims to prevent the commission of crimes covered by law and to promote a corporate culture oriented toward legality and responsibility. The Model 231 identifies activities potentially exposed to risk, defines specific control protocols, and assigns the **Supervisory Body** the task of monitoring its effective implementation and continuous updating.

The other Group companies, including EAW and those primarily engaged in commercial activities, currently do not have formalized policies dedicated to business conduct. However, their respective management teams continuously monitor these aspects and promote adherence to the principles of fairness, integrity, and regulatory compliance within operational activities and relationships with stakeholders.

To ensure maximum transparency for their stakeholders, the **Code of Ethics**, **Whistleblowing Procedure**, and **Model 231** are publicly available and accessible via the Group's website.

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

G1 - BUSINESS CONDUCT

Business conduct encompasses the set of principles, rules, and behaviors that guide the conduct of business activities, relationships with stakeholders, and interaction with the regulatory, economic, and social environment in which the Group operates. The establishment of appropriate organizational and control measures, supported by policies, procedures, and monitoring tools, enables the promotion of responsible behavior, the prevention of non-compliant conduct, and the assurance of adherence to the principles of integrity, transparency, and fairness.

G1 SBM-3 – Impacts, risks, and opportunities related to business conduct

IMPACT TOPIC	SCOPE / ESRS SUB-TOPIC	IMPACTS, RISKS AND OPPORTUNITIES	MAIN ACTIONS
Business conduct	Supply chain	Component availability, cost volatility, and logistical complexities can affect the continuity of supply; structured relationships with suppliers can enhance its resilience.	Supplier qualification and monitoring, visits to relevant sites, and long-term relationships.
Business conduct	Integrity, governance, and compliance	A structured governance framework and integrity safeguards support consistent management of sustainability issues and compliance risks.	Code of Ethics, Model 231, whistleblowing, Supervisory Body, and Environmental, Social & Governance (ESG) Committee.

G1-2 – Management of relationships with suppliers

Supplier evaluation currently primarily relies on **economic, technical, and qualitative criteria**, with particular emphasis on the competitiveness of offered economic terms, the quality of products and services provided, operational reliability, and the ability to meet required standards.

As of the reporting date, criteria specifically related to **environmental, social, or governance aspects** have not yet been formally established within supplier qualification and selection processes. However, in line with its sustainability development path, the Group is considering the opportunity to gradually integrate these aspects into its supply chain selection and monitoring processes.

Relationships with suppliers are generally characterized by a long-term perspective and are based on building stable, collaborative partnerships. The Group seeks reliable and qualified partners capable not only of ensuring high-quality standards but also of operating in accordance with principles of fairness, integrity, and regulatory compliance**.**

For the most significant suppliers, periodic visits to production and operational sites are also conducted to assess process quality, organizational reliability, and compliance with standards.

G1-3 – Prevention and detection of corruption and bribery

To prevent, identify, and manage any instances of **corruption and bribery**, the Group has adopted a set of **organizational safeguards** and control tools. Among these tools is the **Whistleblowing channel**, available for reporting behaviors, actions, or omissions that may be illegal or non-compliant with current regulations, the **Code of Ethics**, and adopted organizational models. The channel allows reports to be submitted in written or oral form and guarantees the **confidentiality** of the whistleblower's identity, the individuals involved, and the content of the report, as well as protection against any **retaliation**.

Upon receiving a report, the individuals responsible for handling it conduct an initial review to determine whether it is **actionable** and **admissible**. If the report is sufficiently detailed, an **investigative activity** is launched to examine the reported facts, including through specific checks and, where necessary, involving relevant functions or specialized external parties. If substantiated evidence emerges, **corrective actions, organizational measures**, or **disciplinary measures** may be taken, in accordance with applicable laws and internal safeguards.

RCF Group S.p.A., RCF S.p.A., and AEB Industriale S.r.l. have also adopted the **Organization, Management and Control Model pursuant to Legislative Decree no. 231/2001**, designed to prevent the commission of **predicate offenses**, including those related to corruption. The Model identifies business areas potentially exposed to risk, defines **protocols** and **specific controls**, and provides for the appointment of an Supervisory Body, endowed with independent powers of initiative and control, tasked with overseeing the functioning, compliance, and updating of the Model.

The **Code of Ethics** constitutes an additional safeguard to support the prevention of corruption. The document stipulates that all business activities must be carried out in accordance with the principles of **legality, honesty, integrity,** and **transparency**, and prohibits any unlawful conduct, even if undertaken in the interest or for the benefit of the Company. In particular, in dealings with customers, suppliers, third parties, and the **Public Administration, corrupt practices, collusive conduct,** promises, solicitations, or offers of **improper benefits**, money, gifts, or other advantages aimed at influencing decisions or obtaining undue benefits are not permitted.

G1-4 – Incidents of corruption or bribery

During **2025**, there were no public judicial proceedings regarding corruption or bribery brought against the Group or its employees.

G1-6 – Payment practices

Regarding commercial relations with suppliers, the Group companies undertake to respect the terms agreed upon in contracts, making payments by the stipulated deadlines and maintaining relationships based on **integrity, transparency, and good faith in business**, in line with the principles set forth in the **Code of Ethics.**

During 2025, the Group companies monitored the management of payment terms to suppliers, in accordance with the contractual agreements. As of the reporting date, there are no pending judicial proceedings or significant disputes related to delays in payments to suppliers.

JAG HOTEL



Another project involving **EAW** concerns the **JAG Hotel** in **St. John's, Newfoundland and Labrador**, a hotel facility that has adopted an audio upgrade covering various areas of the property, including the main **1,600-seat** venue, the lobby, common areas, the bar, the spa, and the gym. The project was developed with the support of the Canadian distributor **SFM**, which identified EAW solutions as the technological basis for the intervention.

For the main performance venue, an **ADAPTive** system consisting of **6 Anya modules per side** in a L-R configuration was installed, along with **8 Otto subwoofers**, with **4 units per side** ground-stacked beneath the stage. In other areas of the facility, **MKD Series** speakers were used for the lobby and common areas, **RSX89** for the main bar, and products from the **MKC series** for the spa and gym. The uploaded project materials also list **7 MKD1096** and **3 MKD826** for the lobby and common areas.



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