



2025

SUSTAINABILITY REPORT

Powering the future

Sustainability Report prepared by RGM S.r.l.
Reporting period: January – December 2025

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Letter to Stakeholders

With this second Sustainability Report, RGM reaffirms its commitment to transparent and structured annual ESG reporting. If the first report represented the starting point of a journey, this second document marks an important step in the maturity of our sustainability approach: no longer only measurement, but an increasingly deeper awareness of our impact and our responsibility towards all stakeholders.

This Report aims to transparently disclose the achievements reached and the initiatives undertaken, consolidating our commitment to an ethical, responsible approach oriented towards shared value creation.

The year 2025 was significant in several respects. Two initiatives in particular deserve to be highlighted. The first is the **measurement of the Company's Carbon Footprint**: for the first time, RGM has systematically quantified its greenhouse gas emissions, a fundamental step in defining concrete reduction targets, with an already visible improvement in 2025 compared to 2024.

The second is the **appointment and establishment of the Sustainability Committee**: a dedicated body that strengthens the Company's ESG governance, ensures coordination of sustainability initiatives across different business functions, and guarantees continuity and consistency in the path undertaken.

The sustainable business model and the creation and sharing of value for RGM's stakeholders are a priority in the Company's day-to-day management. As evidence of this commitment, the Company has joined the UN Global Compact initiative and has obtained and improved its EcoVadis certification rating for 2025.

In this context, success depends not only on technical excellence, but also on people's ability to manage transformation with vision and responsibility.

Our paradigm, "innovation, technology, people and quality", is the foundation of our daily actions. From a sustainability perspective, we have moved from a linear model (growth and quality as ends in themselves) to a regenerative model.

In this new vision, value is not only economic or functional, but also social and environmental.

The Evolution of Value: we believe that progress has value only if it generates a positive impact for present and future generations. Our daily actions are based on four integrated pillars:

1. Purpose-driven Innovation

We do not innovate out of inertia, but to solve real challenges. Each of our new ideas is evaluated not only for its efficiency, but also for its ability to reduce environmental impact and promote regenerative development models.

2. Responsible Technology

We use technology as an enabler of sustainability. From process digitalisation to the reduction of energy consumption, our technological tools are designed to optimise resources and ensure maximum transparency across the entire value chain.

3. People at the Centre of the Ecosystem

We value the uniqueness of every individual by promoting an inclusive, fair and safe working environment. We believe in continuous training and in the well-being of our community, because there can be no corporate growth without human flourishing.

4. Circular and Lasting Quality

For us, quality means conscious excellence. We are committed to creating long-lasting solutions, minimising waste and favouring materials and processes that respect the natural cycles of the planet.

Human Capital remains at the centre of RGM's development strategy. Investing in people – in their health, safety, training and professional growth – is not a contingent choice for us, but a deeply rooted conviction since the Company's foundation. For this reason, we continue to strengthen internal training programmes, promote an inclusive and safe working environment, and develop the RGM Academy project, which brings young local talent closer to the industrial and technological world of work.

Innovation has been, **since the Company's foundation, the second strategic pillar**: our Research and Development centre, with over 15 dedicated engineers and an equal number of specialised technicians, continues to develop advanced solutions in the field of power electronics.

The Sustainability Report represents, in addition to being a transparency tool for our stakeholders, the main instrument for reporting ESG initiatives and performance. With this second edition, we aim to reaffirm that sustainability for RGM is a strategic choice to reduce environmental impact and promote the well-being of our community.

Cristiano Cavalli Breda

CEO

2025 Highlights

During 2025, RGM consolidated a structured pathway to gain a deeper understanding of its production impact on the environment and its stakeholders. In particular, in 2025 the Sustainability Committee was established and the Company's first Carbon Footprint assessment was completed.

The Company's Carbon Footprint enables the calculation of its carbon footprint, namely the environmental impact of any type of activity in terms of emissions.

It is a key indicator for undertaking a **virtuous path towards environmental protection** through the progressive reduction of CO₂ emissions.

The results of the Company's Carbon Footprint measurement for 2025, and the comparison with 2024 data, demonstrate that the research and evaluation of new technologies, materials and processes have contributed to improving the organisation's sustainability performance.

The assurance of providing products and services that meet the highest standards of quality for customers and safety in production for workers is based on the long-established **Integrated Management System (Quality, Environment and Safety)**, first certified in 1996.

The implementation of this Management System enables not only continuous monitoring of business process quality, but also periodic assessment of risks related to compliance with internal and external quality requirements, with reference to the entire Company value chain.

Sustainability also progresses through product **technological innovation**: as early as 2014, RGM filed a patent application for a system for the integrated management of grid charging. In 2017, through its Research and Development department, the Company filed its first patent application for a Portable Refrigeration System, which was granted in 2019.

The Company has continued its innovation path, filing several **patent** applications over the years, as further detailed in the Innovation and Technology section, always through its Research and Development department.

Research in its field of activity has delivered results whose value has also been recognised at European level.

Also in 2025, RGM reaffirmed its membership in the IPC Association (Institute for Printed Circuits, now Association Connecting Electronics Industries), an international organisation that provides standards, requirements and guidelines for the manufacturing and assembly of printed circuit boards and electronic equipment, thereby improving product quality and **worker safety**. The Association also offers specific training courses and certifications that qualify workers for specialised tasks in the electronics industry (IPC J-STD-001).

Throughout 2025, the Company's policies supporting the Power Electronics and Aerospace Procurement divisions, driven by RGM's forward-looking strategy, proved to be highly strategic and remain a key pillar in the Company's development planning.

During the 2025 financial year, the Company obtained from the Italian Patent and Trademark Office (UIBM) the grant of patent No. IT 102023000027180, entitled "High-frequency transformer with improved heat dissipation", effective as of 16 December 2025.

The patent relates to a tubular-element transformer designed for high-frequency energy conversion, in the order of tens of kHz. The innovation is based on the use of high thermal conductivity components integrated into structural solutions specifically designed to optimise heat dissipation to the external environment, thereby improving energy efficiency and system reliability.

The patent recognition represents a further step in the Company's technological innovation journey, confirming its commitment to research and development of high-efficiency solutions consistent with its environmental sustainability objectives.

Methodological Note

GENERAL CRITERIA FOR THE PREPARATION OF THE SUSTAINABILITY STATEMENT

Although the Company is not subject to the requirements of the CSRD (Corporate Sustainability Reporting Directive), it has decided to begin disclosing its **ESG (Environmental, Social and Governance)** initiatives and results.

The following report has been prepared in accordance with the standard developed by EFRAG for companies defined as non-listed voluntary Small and Medium-sized Enterprises (SMEs) in the context of sustainability reporting.

The sustainability report is prepared on an individual basis and discloses data referring to the last twelve months, corresponding to the financial year-end.

The Company has chosen the following option:

OPTION A: BASIC MODULE

This reporting is limited to data generated by the Company itself.

This document represents the second Sustainability Report of RGM S.r.l.

With this edition of the Sustainability Report, prepared on a voluntary basis, RGM S.r.l. (hereinafter also "RGM" or the "Company") aims to consolidate its annual sustainability reporting journey.

The Sustainability Report represents not only a tool to maximise transparency in communication with stakeholders, but also the main instrument for managing and reporting ESG (Environmental, Social and Governance) initiatives and performance.

The preparation of this document was carried out by the Sustainability Committee together with a dedicated RGM working group composed of the heads of the various functional areas involved in sustainability reporting.

In particular, the Sustainability Committee focused on defining the reporting perimeter, identifying relevant stakeholders, and analysing existing reporting standards.

The Committee promotes and is actively engaged in:

- identifying areas where RGM can improve its sustainability performance;
- monitoring and reporting the Company's sustainability performance;
- **collaborating with all corporate departments** so that the transition to a sustainable business model becomes a shared objective;
- communicating with internal and external stakeholders – namely employees, customers, suppliers, investors, and local communities – in order to provide information on the organisation's sustainability policies and practices and to promote the adoption of sustainable behaviours.

The collection of qualitative and quantitative data, together with the validation of environmental topics shared with Top Management, has enabled the preparation of this second Sustainability Report, which has been submitted for approval by the Board of Directors.

The analysis of the activities carried out to date in relation to the environment and people has revealed a process that was already in place but not clearly formalised: RGM has been pursuing sustainability objectives for a long time, and this second Report represents an opportunity to provide structured reporting in accordance with the principles issued by EFRAG, in particular the "Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME)".

In this document, the Company provides relevant information on:

- a) how **Governance** has placed sustainability at the centre of its business development strategies in order to mitigate impacts on people and the environment;
- b) how **environmental and social issues**, which are being reported for the first time in this Report, represent the starting point for achieving the sustainability objectives set by RGM in its transition towards an inclusive and sustainable economic model.

In preparing this document, the Company ensures that the information provided is relevant, faithful, comparable, and verifiable.

Who We Are

RGM is a company made of people, aware of its own journey, and capable of staying close to its customers and their needs with passion since its foundation in 1986.

Over the years, RGM has specialised in the development and production of complex customised energy conversion systems for a wide range of applications in the transport, hybrid systems and energy storage, industrial and medical sectors.

RGM's core business is represented by the Power Electronics Business Unit, located in Genoa, the Metalworks Business Unit, located in Lerma (AL), and the RGM Space Business Unit, dedicated to the space market, located in Rome.

From its foundation, RGM has embedded innovation, social responsibility and environmental respect in its DNA.



RGM'S CORE BUSINESS CONSISTS OF:

 GENOA



Power Electronics Business Unit

It offers its customers a wide range of power supplies for industrial, medical, hybrid systems and electric mobility applications, featuring a compact design and high power density compared to standard available electronic devices.

 LERMA (AL)



Metalworks Business Unit

It is engaged in the design, production and sale of high-quality metal structures and electromechanical components, as demonstrated by the certifications obtained.

 ROME



RGM Space Business Unit

The RGM Space Business Unit's expertise is based on over a decade of experience in supplying tested and certified electronic components for ASI and ESA aerospace programmes.

Who We Are

Through social responsibility, RGM is committed to creating long-term value for all stakeholders, including shareholders, employees, customers, and the community.

The implemented business model, driven by a vision that has been a **growth lever** since the Company's foundation, aims to achieve industrial production **based on customised products designed to meet customer requirements**.

With a view to continuous improvement, the Company has set the objective of outlining a growth path in sustainability, as evidence of its commitment to sustainable development and the increasing strategic importance attributed to these topics since the early 2000s.

Responsible business management at governance level is based on ethical values of fairness, transparency, integrity, and honesty, as also demonstrated by the system of certifications aimed at continuous improvement.

The adoption of a Quality Management System in accordance with *UNI EN ISO 9001:2015 for the design and manufacturing of light metal structures, electromechanical assemblies, wiring kits, and mechanical processing dates back to 2008 for the Lerma site, while for the Genoa facility the first certification dates back to 1995.*

In 2009, the Company obtained *EN 15085-2:2020 certification for the manufacturing of railway vehicle components, including self-supporting structures for underframe equipment and interiors.*

Since 2015, RGM has supported the "Conflict Minerals" initiative by adopting a conflict minerals policy in compliance with applicable international standards.

The commitment to obtaining certifications demonstrates the efficiency, sustainability, and safety of production facilities and of the laboratory supporting the aerospace industry in Rome, and further confirms the Company's commitment to value creation by providing reliability guarantees to stakeholders.

The Company is preparing to draft its Sustainability Report, initially presenting its corporate information:

TOTAL ASSETS (BALANCE SHEET)

€ 39,022,962

REVENUE

€ 32,250,927

NO. OF EMPLOYEES

175

The development of a business model aimed at excellence, with a focus on people and the environment, as demonstrated by the Company's numerous certifications, is reflected in the statement of its Integrated Policy.

In 2024, the Company obtained its first EcoVadis certification, which it maintained in 2025, significantly improving its score.

UNI EN ISO 9001:2015	Genoa facility	Quality management system
UNI EN ISO 9001:2015	Lerma facility	Quality management system
UNI EN ISO 9001:2015	Roma facility	Quality management system
UNI EN ISO 14001:2015	Genoa facility	Environmental management system
AS 9120 B/EN 9120: 2018	Roma facility	For quality management systems for the marketing of components intended for the aerospace industry
AS9100D / EN 9100:2018	Roma facility	Development and execution of validation tests for components
ISO 3834:2021	Lerma facility	For welding process management
EN 15085-2 -class 1	Lerma facility	For the manufacturing of railway vehicle components
EN ISO IEC 80079-34 ATEX	Genoa facility	For products intended for use in explosive atmospheres

Practices, policies and future initiatives for the transition to a more sustainable economy

The description of the Company's policies to contribute to a more sustainable and inclusive economy places Governance initiatives at the centre. Governance defines and plans sustainability objectives internally, establishes the risk management system, and promotes an integrated mindset to enhance the quality of sustainability information and its relevance for decision-making processes.

In addition to the actions already implemented, the initiatives identified at governance level to improve the management of sustainability topics in support of the Company's competitive growth are:

- 1 Completing the implementation process of Legislative Decree 231/2001 procedures with the establishment of a Supervisory Body (Organismo di Vigilanza - ODV);
- 2 Formalising a 2026-2028 sustainability strategic plan;
- 3 Improving best practices in daily operations in the areas of innovation, technology and quality;
- 4 Integrating ESG aspects into investment decisions and embedding ESG KPIs across all industrial processes;
- 5 Ensuring internal controls to achieve sustainability objectives and to monitor ESG policies.



Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

Actions aimed at enhancing human capital and key elements for human resources management are defined as follows:

- 1 Attracting and retaining talent, from production workers to engineers in the research centre;
- 2 Continuing to engage employees by fostering a positive corporate environment;
- 3 Facilitating interaction and exchange of experiences also outside the working context;
- 4 Increasing training hours, including programmes that emphasise soft skills development;
- 5 Continuing to contribute to the development of work and business culture among young people through orientation and integration projects, by signing agreements with training institutions and schools;
- 6 Hiring workforce from the local community in order to generate a positive impact of the Company on the territory in which it operates;
- 7 Developing the RGM Academy pilot training programme for students of the Technical Institute "Barletti" of Ovada (AL), focused on transversal skills and orientation pathways.

The Company intends to develop a structured corporate welfare programme that includes, among its priority initiatives, the introduction of scholarships for the meritorious children of employees, as well as benefits for recreational, cultural and sports activities, with the aim of expanding the support system for people and their families.

This commitment represents further evidence of RGM's willingness to promote the well-being of its employees, extending the value generated by the Company also to the families of those who contribute daily to its success.



Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

The environmental strategy is based on the following principles:

- 1 Optimising the use of energy sources and natural resources;
- 2 Minimising negative environmental impacts and maximising positive ones, while promoting a culture of proper environmental awareness;
- 3 Achieving continuous improvement in environmental performance;
- 4 Adopting procurement policies that are sensitive to environmental issues;
- 5 Improving best practices in daily operations in the areas of innovation, technology and quality.

From the strategies, **the actions** that RGM intends to implement are identified as follows:






- 1 Continuing to encourage research and development activities; ✓ Target confirmed in 2025
- 2 Implementation of practices already in place to achieve 100% waste recovery, a target reached at the Genoa and Lerma sites;
- 3 Achievement of the “plastic-free office” objective in non-production and non-laboratory areas;
- 4 Implementation of measures to increase the use of sustainable energy sources;
- 5 Planning of training courses on sustainability topics: ✓ Target achieved in 2025.



Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

To contribute concretely to the transition towards a more environmentally and socially sustainable economy, RGM, within the sustainability journey undertaken since the early 2000s, has conducted a detailed analysis of the requirements of the 17 Goals and their respective targets in order to identify those to which it can make the greatest contribution through its business activities.

Following this analysis, RGM has identified the following five Goals, as reported below.

SDGs	Material topic	RGM's commitment	RGM's projects
 4-QUALITY EDUCATION	<ul style="list-style-type: none"> • Training and skills development • Gender equality and equal pay for work of equal value 	<ul style="list-style-type: none"> • Training plan for employees and onboarding and training programmes for new hires from the local community 	<ul style="list-style-type: none"> • Improving the ability to attract new talent Recruitment and training processes aimed at enhancing the Company's attractiveness to the local population in the areas surrounding production sites
 7-AFFORDABLE AND CLEAN ENERGY	<ul style="list-style-type: none"> • Energy efficiency and reduction of environmental impact 	<ul style="list-style-type: none"> • Implementation of processes aimed at reducing water and energy consumption and company emissions, and preventing pollution 	<ul style="list-style-type: none"> • Increasing procurement from renewable energy sources
 8-DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> • Occupational health and safety protection • Gender equality and inclusion • Empowerment of our people 	<ul style="list-style-type: none"> • Initiatives for safer production and internal training on sustainability topics 	<ul style="list-style-type: none"> • Continuing to safeguard occupational health and safety Specific training courses on environmental sustainability topics
 9-INDUSTRY, INNOVATION AND INFRASTRUCTURE	<ul style="list-style-type: none"> • Innovation 	<ul style="list-style-type: none"> • Research centre with 15 engineers engaged in research and development activities • Development of patented products 	<ul style="list-style-type: none"> • Study on the future of batteries, hybridisation and energy storage for devices used in the automotive industry
 12-RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> • Circular economy and reduction of environmental impact 	<ul style="list-style-type: none"> • Implementation of procedures for the recovery and reuse of production waste materials • Reduction of greenhouse gas emissions 	<ul style="list-style-type: none"> • Achieving 100% waste recovery rate • Increasing electric vehicle charging stations • Development of solutions to increase the use of energy from renewable sources • Achievement of the "plastic-free office" objective in non-production and non-laboratory areas • Reduction of CO₂ emissions

SDGs identified by RGM

Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

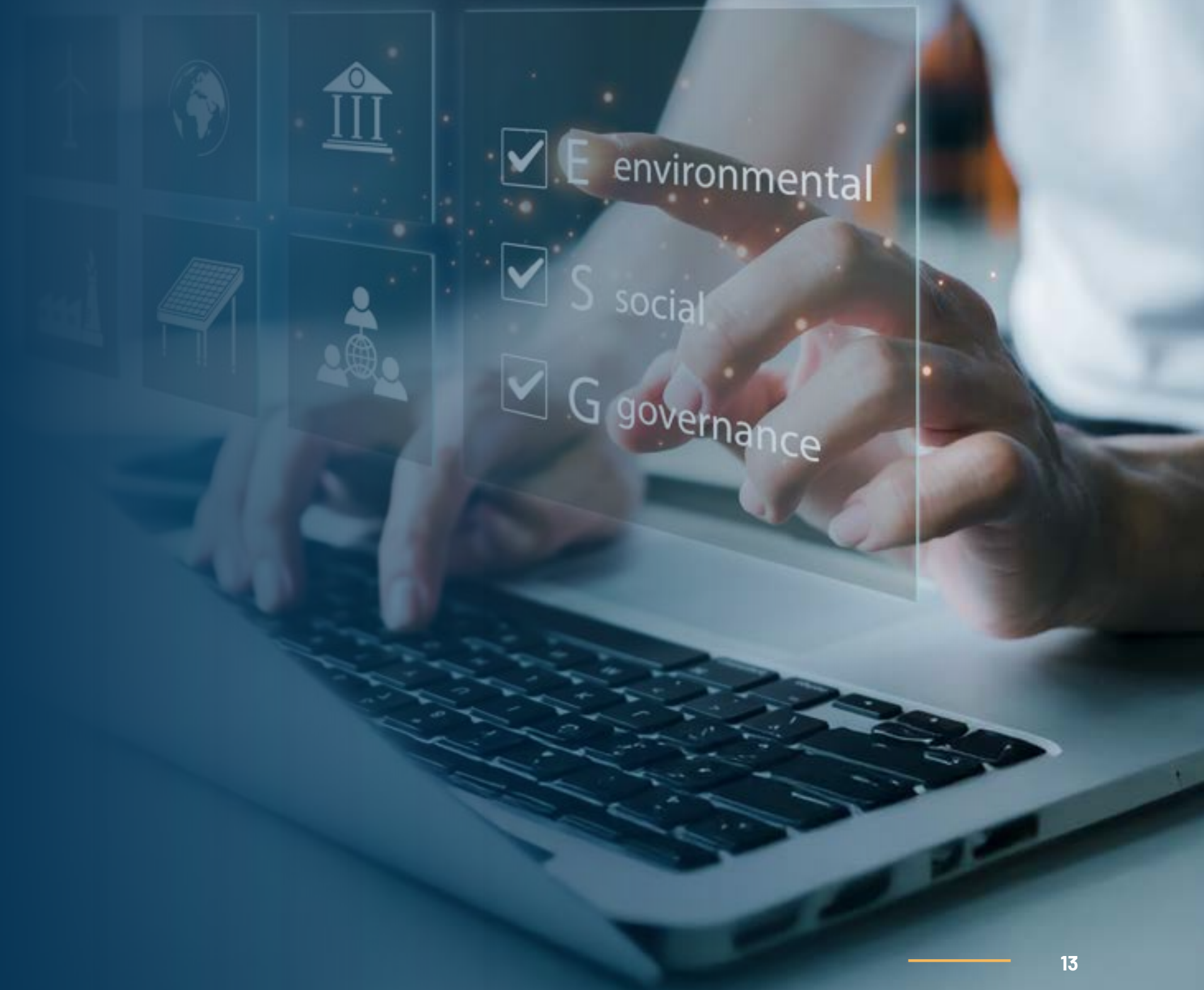
ESG topics addressed by the Company

Topics	Sustainability practices/policies/future initiatives addressing the following sustainability matters	Public availability	Objectives	Brief description, where applicable, of existing practices, policies and future initiatives with related actions	If applicable, detailed specification of future initiatives and objectives	Highest-ranking responsible person within the Company
Climate change adaptation						
Climate change mitigation						
Energy	Future initiatives		Yes	Promoting the use of renewable energy sources	<ul style="list-style-type: none"> Reducing energy sources derived from fossil coal Reduction of greenhouse gas emissions 	CEO
Air pollution	Future initiatives		Yes	Implementation of procedures required by air emissions regulations		CEO
Water pollution						
Soil pollution						
Pollution of living organisms and food resources						
Substances of concern						
Substances of very high concern						
Microplastics						
Water	Future initiatives		Yes	Adoption of systems to measure water sourcing and consumption	Implementation of practices aimed at reducing water waste	CEO
Marine resources						
Direct impacts on biodiversity loss						
Impacts on species status						
Impacts on the extent and condition of ecosystems						
Impacts and dependencies on economic systems						
Resource inflows, including resource use	Future initiatives		Yes	Prioritising the purchase of products from companies that provide ESG data	Supplier selection process including a specific assessment of the availability of sustainability reporting	CEO
Resource outflows related to products and services						
Waste	Future initiatives		Yes	Adoption of an integrated waste management system	Achieving 100% waste recovery rate	CEO
Working conditions for own workforce	Future initiatives		Yes	Compliance with occupational health and safety regulations	Continuous monitoring to reduce workplace accident rate to zero	CEO
Equal treatment and opportunities for all employees						
Other labour rights for own workforce						
Working conditions for workers in the value chain						
Equal treatment and opportunities for all value chain workers						
Other labour rights for value chain workers						
Economic, social and cultural rights of communities						
Civil and political rights of communities						
Rights of indigenous communities						
Information related to impacts on consumers and end-users						
Personal safety of consumers	Future Practices/Policies/Initiatives		Yes	Strict production control procedures subject to verification for the maintenance of UNI EN ISO 14001 and UNI EN ISO 9001 certifications	Continuation of the internal control plan already in place	CEO
Social inclusion of consumers	Future Practices/Policies/Initiatives		Yes	Orientation pathways for students (RGM Academy)	Continuation of orientation programmes for students in the 3rd, 4th and 5th years of the Technical Institute for Mechanics, Mechatronics and Energy	CEO
Corporate culture						
Whistleblower protection						
Animal welfare						
Political engagement and lobbying activities						
Management of supplier relationships, including payment practices						
Corruption and bribery	Future Practices/Policies/Initiatives	Yes	Yes	Adoption of a Code of Ethics	Implementation of Legislative Decree 231/01 procedures with the establishment of a Supervisory Body (ODV)	Board of Directors

Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

Sustainability practices, policies and future initiatives

Topics	Sustainability practices/policies/future initiatives addressing the following sustainability matters	Public availability	Objectives
Climate change	Future initiatives		Yes
Pollution	Future Practices/Policies/Initiatives		Yes
Water and marine resources	Future Practices/Policies/Initiatives		Yes
Biodiversity and ecosystems	Future initiatives		Yes
Circular economy	Future Practices/Policies/Initiatives		Yes
Own workforce	Future Practices/Policies/Initiatives		Yes
Workers in the value chain (VC)	Future Practices/Policies/Initiatives		Yes
Affected communities	Future Practices/Policies/Initiatives		Yes
Consumers and end users	Future Practices/Policies/Initiatives		Yes
Business conduct	Future Practices/Policies/Initiatives		Yes



Environmental Capital

Our environmental performance

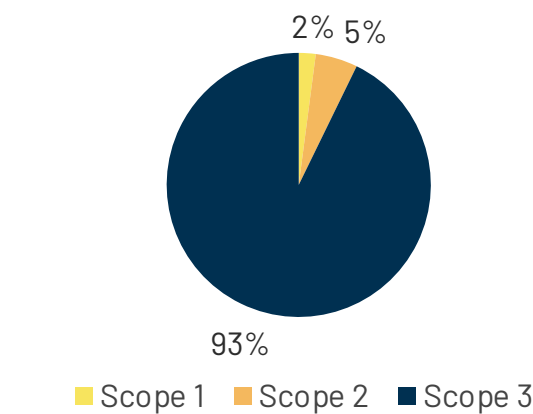
The year 2025 represents a turning point for RGM with regard to the measurement of environmental performance, as the Company's **Carbon Footprint has been calculated for both 2024 and 2025.**

RGM has focused its analysis on the Company's environmental footprint, namely **the amount of greenhouse gas emissions generated by its operations**, obtaining a clear and structured overview of its main impacts.

From this starting point, RGM is able to define concrete **Carbon Footprint** reduction targets and to develop an improvement plan aligned with best sustainability practices.

Corporate Footprint Year 2024

Corporate Footprint Year 2025



Scope 1&2 - Emissions from controlled operations

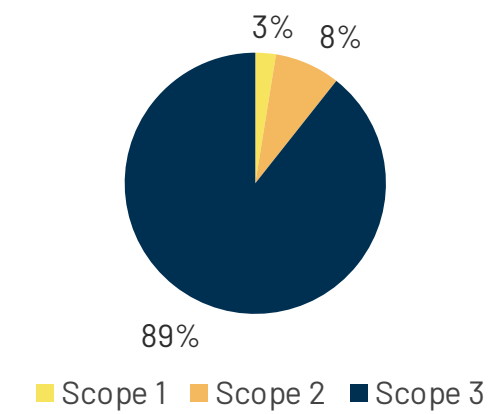
Scope	Categories	ton CO2e	Percentage
Scope 1	Natural gas	186	26%
	Company fleet	22	3%
	Refrigerant gases		
Scope 2	Electricity (market-based)	519	71%
Total Scope 1&2		727	

Scope 3 - Value chain emissions

GHG Protocol	ton CO2e	Percentage
Scope 1	208	2%
Scope 2	519	5%
Scope 3	9,339	93%
Total		10,066

Scope 3	Categories	ton CO2e	Percentage
Scope 3	Purchase of raw materials	8,546	92%
	Costs of tangible and intangible materials	112	1%
	Energy/electricity losses	180	2%
	Distribution - suppliers	97	1%
	Waste management	3	0.03%
	Business travel	5	0.1%
	Commuting	299	3%
	Distribution - customers	97	1%
Total Scope 3:		9,339	

GHG Protocol	ton CO2e	Percentage
Scope 1	208	2%
Scope 2	519	5%
Scope 3	9,339	93%
Total		10,066



Scope 1&2 - Emissions from controlled operations

Scope:	Categories	ton CO2e	Percentage
Scope 1	Natural gas	171	22%
	Company fleet	19	2%
	Refrigerant gases		
Scope 2	Electricity (market-based)	606	76%
Total Scope 1&2		796	

Scope 3 - Value chain emissions

GHG Protocol	ton CO2e	Percentage
Scope 1	190	3%
Scope 2	606	8%
Scope 3	6,669	89%
Total		7,465

Scope 3	Categories	ton CO2e	Percentage
Scope 3	Purchase of raw materials	5,886	88%
	Costs of tangible and intangible materials	114	2%
	Energy/electricity losses	191	3%
	Distribution - suppliers	110	2%
	Waste management	2	0.02%
	Business travel	4	0.1%
	Commuting	290	4%
	Distribution - customers	72	1%
Total Scope 3:		6,669	

Environmental Capital

The comparison of the results for the years 2024 and 2025 is summarised in the following tables.

Corporate footprint	Year		
	2024	2025	CHANGE
Scope 1	208	190	-9%
Scope 2	519	606	17%
Scope 3	9,339	6,669	-29%

SCOPE 3	Year		
	2024	2025	CHANGE
Purchase of raw materials	8,546	5,886	-31%
Costs of tangible and intangible materials	112	114	2%
Energy/electricity losses	180	191	7%
Distribution – suppliers	97	110	13%
Waste management	3	2	-52%
Business travel	5	4	-14%
Commuting	299	290	-3%
Distribution – customers	97	72	-25%
	9,339	6,669	-29%

The detailed analytical work has enabled RGM to measure its results in terms of greenhouse gas emissions reductions, demonstrating the effectiveness of the commitment undertaken since 2024, when the Company began its structured impact measurement journey and joined the United Nations Global Compact. This decision formalised its commitment to building an inclusive and sustainable model aligned with the objectives of the UN 2030 Agenda and translated its commitment to reducing greenhouse gas emissions into concrete actions.

For 2026, RGM is evaluating the possibility of initiating the certification process with the Science Based Targets initiative (SBTi), an international organisation that supports companies and financial institutions in defining science-based climate targets, contributing concretely to the fight against the climate crisis. The commitment that RGM intends to undertake includes a 55% reduction in its emissions by 2030, using 2024 as the base year, and the achievement of Net Zero by 2050.

RGM has sustainability embedded in its DNA and has been among the first companies in its sector to embark on a structured path in this regard, having already obtained in 2005 the environmental certification UNI EN ISO 14001:2015 for its Genoa production site.

Over the years, the Company has adopted specific practices to support the transition towards a more sustainable economy, starting from the mapping of business processes and the implementation of the procedures required to obtain and maintain environmental certification.

The certification covers the following activities:

- design, production and repair of drives, electronic conversion and control systems, power supplies, battery chargers, inverters, choppers, electronic boards, electronic equipment and related parts, as well as magnetic components also intended for the railway sector;
- commercialisation of electronic components;
- design, engineering, prototyping and assembly of power hybrid devices;
- engineering, mastering, prototyping and assembly of SMT and THT electronic boards.

This path confirms RGM's ongoing commitment to improving environmental performance and adopting increasingly sustainable production processes.

By mapping its business processes, as early as 2005, RGM – a pioneer in introducing procedures and reporting systems for over 20 years – has been able to define practices aimed at reducing its negative impacts and enhancing its positive impacts on people and the environment, in order to contribute to a more sustainable economy. This is demonstrated by the results of the Carbon Footprint measurement for 2024 and 2025, which show a clear improvement in CO₂ emission reductions in 2025.

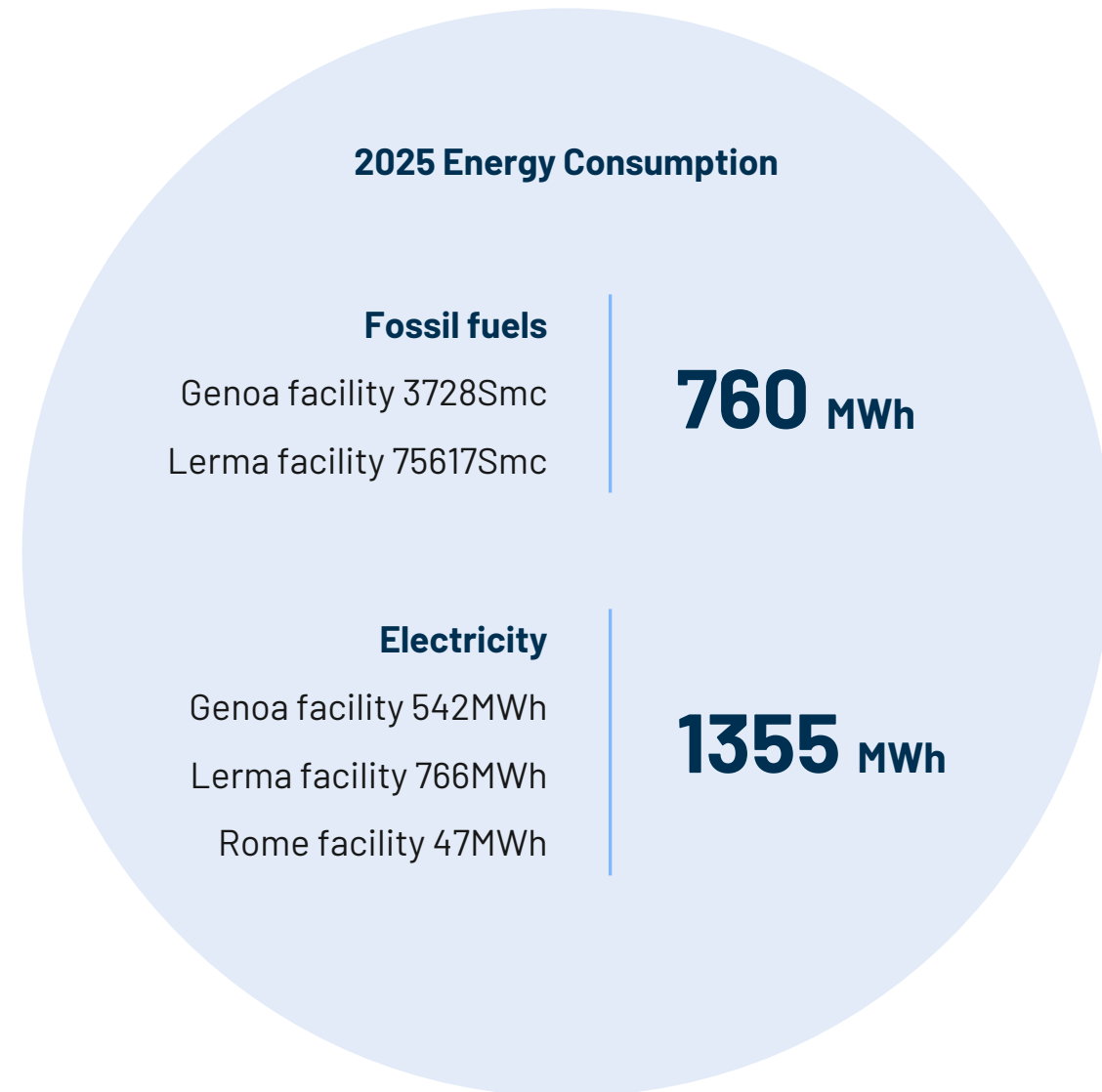
Environmental Capital

B.3 Energy

Energy and greenhouse gas emissions

Energy consumption

Below, the Company reports its energy consumption.
During the year just ended, the Company consumed the following energy by energy source:



Energy sources

	01/01/2025 - 31/12/2025	01/01/2024 - 31/12/2024	CHANGE %
Electricity (KWh)	1,355,000.00	1,316,000.00	+2.88%

Energy mix of the electricity supplier – data available as of 31/12/2024

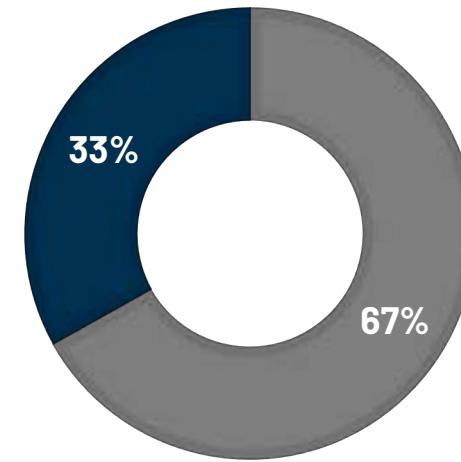
Primary energy sources used	Energy mix composition by contract (%) – 2024	Composition of the national energy mix used for electricity generation fed into the grid (%) – 2024	Composition of the energy mix used for electricity sold (%) – 2024
Renewable sources	8.04%	51.83%	33.11%
Coal	11.88%	1.52%	8.64%
Lignite	N.D.	0.00%	0.00%
Natural gas	66.51%	42.01%	48.38%
Petroleum products	1.11%	0.47%	0.81%
Nuclear energy	5.03%	0.00%	3.66%
Other sources	7.43%	4.17%	5.40%

Environmental Capital

B.3 Energy

Energy mix of the electricity supplier – data available as of 31/12/2025

	01/01/2025 - 31/12/2025 (VAL.%)
Non-renewable sources	
Coal and derived products (%)	8.64
Petroleum products (%)	0.81
Natural gas (%)	48.38
Other non-renewable sources (%)	5.40
Nuclear energy (%)	3.66
Total non-renewable energy mix	66.89
Renewable sources	
Renewable sources	33.11
Total renewable energy mix (%)	33.11
Total energy mix (%)	100.00



Renewable and non-renewable energy consumption

	01/01/2025 - 31/12/2025
Consumption of non-renewable energy (MWh)	
Electricity	0.00
Fuels	907.85
Total non-renewable energy (MWh)	907.85
Renewable Energy Consumption (MWh)	
Electricity	447.15
Fuels	0.00
Total renewable energy (MWh)	447.15
Total energy (MWh)	1,355.00

Estimated gross greenhouse gas (GHG) emissions in tonnes of CO₂ equivalent (tCO₂e), in accordance with the GHG Protocol Corporate Standard, including:

- (a) Scope 1 greenhouse gas emissions in tCO₂e (from owned or controlled sources); and
- (b) Scope 2 emissions in tCO₂e (i.e. emissions from the generation of purchased energy).

2025 Greenhouse gas emissions (tCO ₂ eq)	
Scope 1	190
Scope 2	606
Total	796

Environmental Capital

B.4 Air, water and soil pollution

Below, the Company reports the amount of pollutants released into air, water and/or soil as a result of its production chain, as recorded on 23 December 2025:

Pollutant – limit values	Emissions (average value)	Release medium (air, water, soil)
VOC (Volatile Organic Compounds) 50 mg/Nm ³ at 0°C and 1013 hPa	VOC = 0.11 mg/Nm ³	E1 air emission point
Dust 10 mg/Nm ³ Sn + Pb (Tin + Lead) 5 mg/Nm ³	Total dust = 0.28 mg/Nm ³ Sn + Pb < 0.003 mg/Nm ³	E3 air emission point
VOC (Volatile Organic Compounds) 25 mg/Nm ³	VOC = 1.57 mg/Nm ³	

B.5 Biodiversity

Below are the data on land use, urbanised areas, and natural areas within and outside the production site. It is specified that the areas are not located in biodiversity-sensitive areas.

Location	Area (hectares)	Biodiversity-sensitive area	Details (located in biodiversity-sensitive areas)
Via Buccari 19-21 16153 Genoa - Power Electronics Business Unit	0.6 ha	NA	NA
Strada Provinciale Ovada-Gavi Ligure 170 Km 5+400 Località Mascatagliata - 15070 Lerma (AL) - Italy - Metalworks Business Unit	1.3 ha	NA	NA
Via Zoe Fontana 220, 00131 Rome (RM) - RGM Space Business Unit	0.06 ha	NA	NA

B.6 Water

The Company discloses water withdrawal, consumption, and discharge for the last financial year, distinguishing whether water withdrawal occurred in high water-stress areas.

Based on the assessment of its water consumption and use, **the Company has decided to undertake the study of solutions aimed at reducing water withdrawal and promoting water reuse for secondary processes.**

Data relating to water consumption and withdrawal are reported in the following table:

	Water withdrawal	Water consumption – e.g. m ³
All sites	1,739 m ³	<ul style="list-style-type: none"> 16 m³ (Genoa site – disposed of as waste due to a closed discharge system caused by issues at the wastewater treatment plant) 3 m³ (Lerma site – also disposed of as waste) 19 m³ Total
Sites in water-stressed areas	Using WRI's Aqueduct Water Risk Atlas, the three RGM sites are located in areas with medium to high water stress.	

Environmental Capital

B7 – Resource use, circular economy and waste management

The Company mainly uses resources derived from virgin materials.

During the design of its products and the selection of their constituent materials, RGM takes into account the principles of reuse, recycling, redesign, repair, refurbishment, and recovery, with the aim of making the product life cycle more sustainable and reducing the environmental impact associated with waste generation.

In particular, the selection of materials used in the finished product is oriented towards solutions that promote durability, end-of-life separability, and the potential recovery of individual components.

Consistent with this approach, from the design phase onwards the Company assesses product reparability in order to ensure extended product use over time and to facilitate maintenance, refurbishment, and material recovery activities.

With regard to waste management, production scrap as well as packaging used for the transport of raw materials or semi-finished products are sorted to enable separate collection and to maximise recyclability.

In addition, for the disposal of special waste, the Company relies on authorised transporters/disposal operators, whose permits are verified annually. Each site manages temporary storage areas where hazardous and non-hazardous special waste is stored, classified according to CER codes. These storage areas are labelled with the relevant CER codes, hazard classes, and hazard pictograms for hazardous waste. Finally, within offices and common areas, in order to reduce certain types of waste, the Company implements procedures aimed at reducing paper consumption, promoting digital document management through the company system (e.g. archiving of documents such as original invoices, offers, etc.).

The table on the right provides information related to circular economy and waste management.

WASTE		Waste generated		
		Total waste generated, of which:		
Waste description		Quantity (kg)	Waste destined for recycling or reuse	Waste sent to disposal
Non-hazardous waste total		147,858	100%	
08 03 18	Spent printing toner, other than those referred to in code 08 03 17	15	100%	
12 01 01	Ferrous metal filings and shavings	14,880	100%	
12 01 02	Dust and particles of ferrous metals	640	100%	
15 01 03	Wood packaging	7,995	100%	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those referred to in code 15 02 02	90	100%	
16 02 14	Discarded equipment other than those referred to in codes 16 02 09 and 16 02 13	537	100%	
16 02 16	Components removed from discarded equipment other than those referred to in code 16 02 15	571	100%	
16 10 02	Aqueous waste solutions, other than those referred to in code 16 10 01	3,270	100%	
17 02 03	Plastics	365	100%	
17 04 01	Copper, bronze, brass	524	100%	
17 04 02	Aluminum	36,025	100%	
17 04 05	Iron and steel	82,668	100%	
17 04 06	Tin	193	100%	
17 04 11	Cables, other than those referred to in code 17 04 10	85	100%	
Hazardous waste total		18,507	96.4%	3.6%
07 01 03*	Halogenated organic solvents, washing solutions and mother liquors	5		100%
07 01 04*	Other organic solvents, washing solutions and mother liquors	20		100%
08 01 11*	Waste paints and varnishes containing organic solvents or other hazardous substances	692	100%	
08 04 09*	Waste adhesives and sealants containing organic solvents or other hazardous substances	202	100%	
11 01 05*	Pickling acids	2		100%
12 01 18*	Metallic sludges (grinding, sharpening and lapping sludges) containing oils	600		100%
12 01 20*	Spent tool materials and grinding materials containing hazardous substances	30		100%
13 02 05*	Mineral oils for engines, gears and lubrication, non-chlorinated	680	100%	
14 06 03*	Other solvents and solvent mixtures	5		100%
15 01 10*	Packaging containing residues of hazardous substances	227	100%	
15 02 02*	Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated with hazardous substances	25		25%
16 05 04*	Gases in pressure containers (including halons) containing hazardous substances	108	100%	
16 10 01*	Waste aqueous solutions containing hazardous substances / aqueous liquid wastes containing hazardous substances	15,911	100%	
Total waste		166,365	99.55%	0.45%

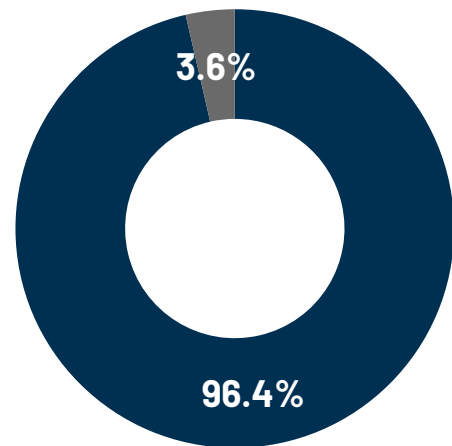
Environmental Capital

B7 – Resource use, circular economy and waste management

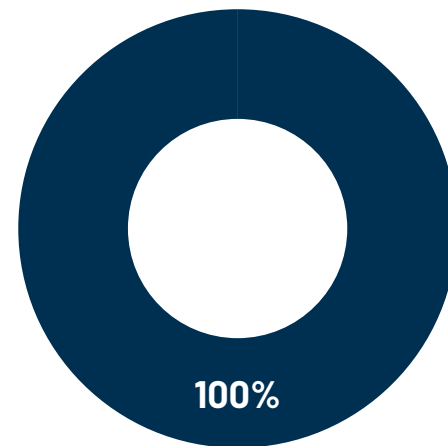
Recycled material index

	01/01/2025 31/12/2025	01/01/2024 31/12/2024	VAR. %
Share of recycled material used in production	99.00	99.00	0.00%
Share of recycled packaging material used in production			
Share of recyclable material in the finished product			0.00%
Share of recyclable packaging of the finished product			

Hazardous waste generated



Non-hazardous waste generated



- Waste destined for recycling or reuse
- Waste sent to landfill

The data are expressed in kilograms.



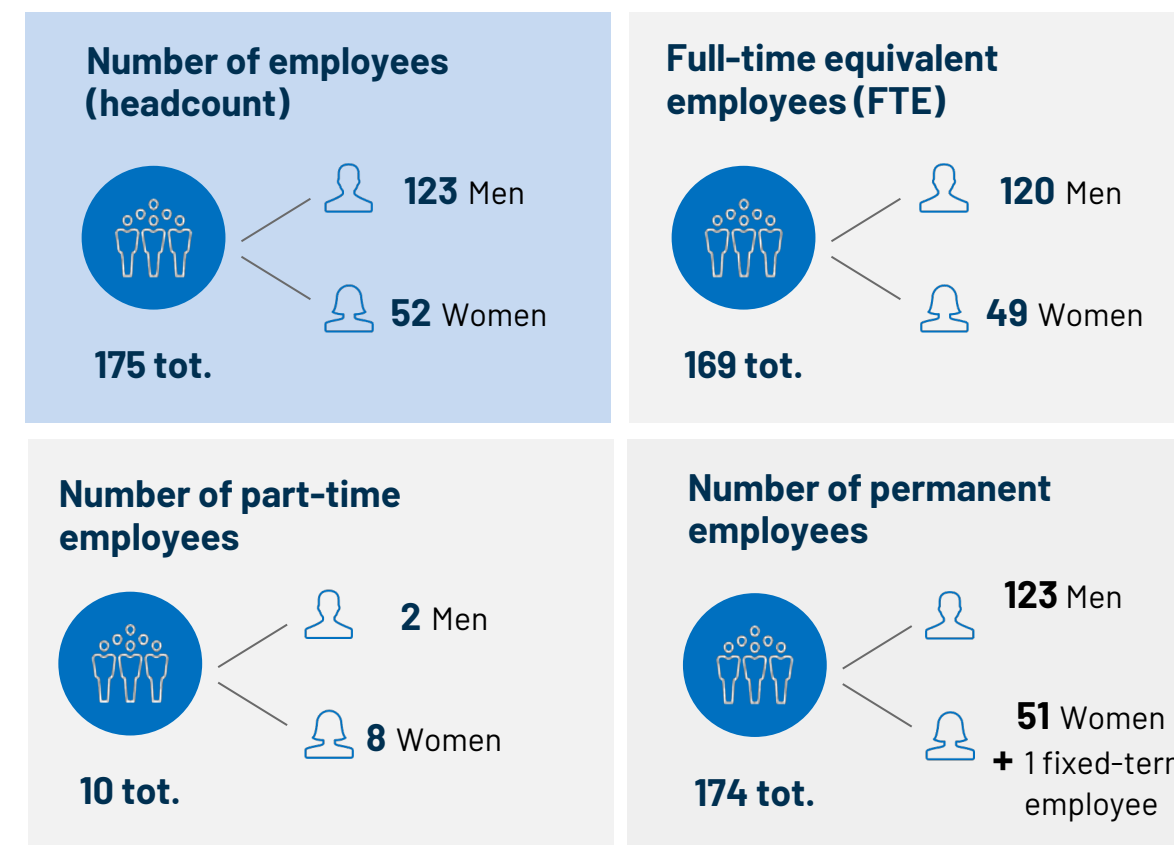
Human Capital

At RGM, there is a constant commitment to attracting, engaging, and retaining talented people by developing its model around five pillars:

- 1 ensuring health and safety in the workplace;
- 2 creating a positive working environment based on inclusion and equal opportunities;
- 3 training and skills development;
- 4 supporting the entry of young people through school-to-work transition programmes;
- 5 supporting the recruitment of highly qualified personnel within its research centre.

As of 31 December 2025, the workforce consists of 175 employees, all of whom are covered by collective bargaining agreements, including 174 employees on permanent contracts and 1 employee on a fixed-term contract, with a female representation of 29.7%.

As part of its equal opportunities strategy, the gender distribution is represented as follows:



Gender pay gap (men/women):

- Average gross hourly pay – men: € 16,19
- Average gross hourly pay – women: € 14,77

Difference: $1.42 / 16.19 \times 100 = 8.77\%$

Human Capital

With regard to health and safety in the workplace, the number of accidents in 2025 was 3, plus 1 commuting accident.

Workplace incidents:

- Total workforce 2025: 169 (FTE)
- Number of accidents 2025: 4 (of which 1 commuting accident)
- Average annual working hours per employee 2025: 1,373
- Number of accidents 2024: 2 (of which 1 commuting accident)
- Total workforce 2024: 180 (FTE)
- Average annual working hours per employee 2024: 1,321

No fatalities resulting from workplace accidents were recorded.

This disclosure is particularly significant given the nature of the Company's industrial activities, namely metal carpentry (where the use of machinery, cutting, bending, welding and metal finishing equipment is substantial), power electronics, and electrotechnics.

Training hours, as recorded in the "Personnel Training Assessment" document for the development of employee skills and competencies, amount to 855 hours.

The Company's commitment to investing in young talent is demonstrated by the high-quality human capital employed in the Research and Development department, where the number of engineers working at the Genoa research centre amounts to 15.

Young talent is not limited to the Research and Development department, but also includes specialised technical personnel in the carpentry and welding departments.

The excellence of the workforce, a critical success factor capable of ensuring a sustainable and defensible competitive advantage, stems from the Company's intensive annual training programme, including targeted courses, as well as from the ability of more experienced personnel to transfer skills and know-how to younger employees.

The **improvement of the Company's ability to attract new talent** has been addressed through a **dedicated corporate strategy**, including collaboration with training institutions and schools.

The process for identifying any potential adverse impacts of the Company's activities on workers is primarily based on the implementation of applicable legislation under Legislative Decree 81/08.

With regard to occupational health and safety, RGM has implemented a policy based on a risk assessment process in accordance with Legislative Decree 81/2008, deploying safety systems under the continuous supervision of the RSPP (Head of the Prevention and Protection Service). The Company's primary value is the safeguarding of workers' health, and it therefore promotes employee accountability at all levels and implements working procedures that protect the health and well-being of its workforce.

The implementation of **occupational health and safety procedures** has delivered the expected results, as demonstrated by workplace accident statistics, which recorded only one accident (and one commuting accident) in 2024, a decrease compared to 2023 (2 workplace accidents). In 2025, 4 accidents were recorded, of which 3 occurred in the workplace and 1 was a commuting accident.

Furthermore, regarding the Company's impact on the local community where its facilities are located, a process of recruitment and training is already in place **aimed at enhancing the Company's attractiveness to the local population** and, in turn, encouraging settlement in the areas surrounding the Lerma industrial site, thereby supporting local territorial development.

RGM invests in the local area, as demonstrated by the number of employees hired from the local communities in which it operates across its three sites in Genoa, Lerma, and Rome.

Human Capital

Own workforce: General characteristics

Within the Company, there are 175 employees on the payroll, distributed as follows:

Employee characteristics by type of employment contract

	No. of employees	Number of employees on permanent contracts	Number of employees on fixed-term contracts
WOMEN	52	51	1
MEN	123	123	
OTHER			
NOT DISCLOSED			
Total	175	174	1

Geographical distribution of employees by type of employment contract

	No. of employees	Number of employees on permanent contracts	Number of employees on fixed-term contracts
ITALY	175	174	1
Total	175	174	1

Own workforce: Health and safety

With regard to health and safety in the workplace, for the reporting period the Company presents the following figures:

- Number of accidents: 3 + 1 commuting accident
- Actual working hours: 1,601.26 (based on number of employees / headcount)
- Total working hours: $1,601.26 \times 175 = 280,220.50$, rounded to 280,220
- Incident rate: $2.14 (3 / 280,220 \times 200,000)$
- Fatalities: 0

Workplace incidents recorded

	01/01/2025 - 31/12/2025	01/01/2024 - 31/12/2024
Number of recorded incidents	3	1
Total workforce	175	180
Average annual working hours per employee	1,373.00	1,321.00
Workplace incident rate	2.14	0.41
Work-related fatalities or fatalities resulting from accidents	0	0
Work-related fatalities resulting from occupational diseases	0	0

Own workforce: Remuneration, collective bargaining and training

The remuneration of the Company's employees presents the following characteristics:

- Employees receive a salary equal to the minimum wage applicable by law under the relevant national collective labour agreement (CCNL). Entry-level pay-to-minimum wage ratio = 1
- Employees covered by collective labour agreements = 100% (Metalworking Industry Private Sector CCNL).
- Engineers employed in the Research and Development department = 15
- The gender pay gap among employees is 8.77%
- Training hours provided are detailed in the document "Personnel Training Assessment - SGI-25-17" and total 855 hours

Governance

The Company pursues ethical governance principles inspired by the protection of the dignity and rights of all individuals.

Since its foundation, RGM has adopted a development strategy **based on rules and guidelines that ensure** transparency, accountability, fairness, and safety in business operations.

The Company's governance promotes ethics and compliance with laws and regulations.

Through its commitment to ESG matters, the governance has decided to adopt practices that promote sustainability by integrating environmental, social, and governance (ESG) factors into strategic decision-making, with the aim of creating long-term value for all stakeholders.

In 2026, based on an analysis of its business operations and related risks, RGM **aims to develop** its Organisation, Management and Control Model in accordance with **Italian Legislative Decree No. 231 of 8 June 2001**, as amended and supplemented (**Model 231**), **and to appoint a Supervisory Body. All of this is intended to formalise the set of rules, control principles, and behavioural guidelines already in place within the Company**, confirming its commitment to preventing any unlawful conduct that could be committed in its interest or to its advantage, and to raising awareness among all those who operate in the name of or on behalf of the Company to act in a lawful and transparent manner in the performance of their professional activities.

For transparency purposes, the Company declares that it has not received any sanctions and/or fines following convictions for corruption or extortion offences attributable to the Company or its employees.

Innovation and Technology

The objective of the Research and Development department is to develop new solutions, products, and innovative processes in order to meet customer needs and enhance the company's competitiveness.

The granted industrial invention patents are:

Title	Description	Filing date	Grant date	Scope
Device for battery management	System for the integrated management of grid charging and the use of a lithium-based battery equipped with a BMS, within a multi-voltage drive system for electric traction applications.	13/02/2014	28/05/2020	EPO (European Patent Office)
Portable cooling system	System for the integrated management of a refrigeration system dedicated to vans and containers, powered by a combustion engine, the electrical grid, or a lithium battery.	25/08/2017	5/12/2019	UIBM
High-frequency transformer	Transformer featuring a dedicated fastening solution integrated into its structure.	10/10/2018	05/11/2020	EPO (European Patent Office)
High-frequency transformer with improved heat dissipation	Transformer featuring a dedicated fastening solution integrated into its structure.	9/06/2021	16/10/2024	EPO (European Patent Office)
Portable refrigeration system	Tubular-element transformer for energy conversion at frequencies in the order of tens of kHz, equipped with solutions based on high-conductivity components to enhance heat transfer to the external environment.	19/12/2023	16/12/2025	UIBM

The development activity has led to the filing of patent applications for the products developed and to the maintenance of previously granted patents. Specifically, during 2025, with reference to the following:

- **The patent "High-frequency transformer with improved heat dissipation" IT 102021000015065 EP 4186080** (tubular-element transformer for energy conversion at frequencies in the order of tens of kHz, equipped with specific solutions designed to enhance heat transfer to the external environment), the Company maintained the title by paying the 5th annual fee. The patent may later be abandoned as it is included within a broader patent family (European patent with unitary effect);
- **The patent "High-frequency transformer with improved heat dissipation" IT 102023000027180** (a tubular-element transformer for energy conversion at frequencies in the order of tens of kHz, equipped with solutions based on high-conductivity components to enhance heat transfer to the external environment), the Company obtained the grant of the patent from the Italian Patent and Trademark Office (UIBM) on 16 December;
- **The patent "High-frequency transformer" EP 3474300** (a transformer featuring a dedicated fastening solution integrated into its structure), the Company renewed all national phases for the 8th annual fee on 26 September;
- **The patent "Portable refrigeration system" IT 102017000095931** (a system for the integrated management of a refrigeration system dedicated to vans and containers, powered by a combustion engine, the electrical grid, or a lithium battery), the Company maintained the 9th annual fee;
- **The patent "Battery management device" EP 2908420** (a system for the integrated management of grid charging and the use of a lithium-based battery equipped with a BMS within a multi-voltage drive system for electric traction applications), the Company confirmed the 12th annual fee as of February 2025.

The Company's continuous investments in this department, which employs 15 engineers and an equal number of technicians specialized in product industrialization, ensure qualified support in the post-prototyping phase, acting as the link between design and production.

This organizational structure ensures the ability to effectively translate design into solutions suitable for industrialization production processes, enabling the Company to meet customer needs in a timely and reliable manner.

Metrics Table

Statement of Use

RGM has prepared its reporting in accordance with the EFRAG standard for companies defined as Small and Medium-sized Enterprises (SMEs) – Voluntary Standard for non-listed micro-, small- and medium-sized undertakings (VSME).

Standard	Disclosure	Location
B1 – General information	Methodological Note	p.5
B 2 – Environment	About Us – Practices, policies and initiatives for the transition to a low-carbon economy	p.6
B 3 – Environment	Environmental Capital – Energy	p.16
B 4 – Environment	Environmental Capital – Air, water and soil pollution	p.18
B 5 – Environment	Environmental Capital – Biodiversity	p.18
B 6 – Environment	Environmental Capital – Water	p.18
B 7 – Environment	Environmental Capital – Resource use, circular economy and waste management	p.19
B 8 – Workforce	Human Capital – General characteristics	p.21
B 9 – Workforce	Human Capital – Health and safety	p.22
B 10 – Workforce	Human Capital – Remuneration, collective bargaining and training	p.23
B 11 – Governance	Governance – Convictions for corruption and bribery offences	p.24

Sustainability Report prepared by RGM S.r.l.
Reporting period: January – December 2025

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