



(Translation from the Italian original which remains the definitive version)

2024 SUSTAINABILITY REPORT



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Letter to the stakeholders

Dear stakeholders,

I am proud to present the **third edition** of Roda S.p.A.'s **sustainability report**.

Indeed, our aim is to dedicate greater care to protecting the environment and the well-being and development of the people in our supply chain and to creating opportunities for our local communities. Consequently, we base our daily business transactions on ethical and moral values.

This year, we have completely revisited our report to pre-empt the imminent evolution in sustainability regulations driven by the **European Union's CSRD** (Corporate Sustainability Reporting Directive), transposed into Italian legislation by **Legislative decree no. 125/2014**. This directive strengthens companies' disclosure requirements on sustainability.

To this end, this year, we updated our **materiality assessment** (this identifies an organisation's main sustainability matters, guiding its reporting and outlining its future directions) by adopting the approach set out in the CSRD and described by the ESRS introduced by the Directive, implementing the principle of **double materiality**.

One of our goals for 2025 is to continuously monitor and improve sustainable practices in all our divisions. We are aware of the challenges that lie ahead, but we also believe in our mission, the commitment of our people and the values that have always made us unique.

We are determined to build Roda's future responsibly and in line with a vision to create value for everyone.

I invite you to read this sustainability report and share your ideas with us in order to tackle this journey together.

I would like to thank you for your interest and the trust placed in us.

I hope you find this report interesting.

Pontevico, 1 August 2025

Chairman
Fermo Fiori

ESG highlights

	0.5 MW Photovoltaic system capacity	+14% Self-generated and consumed solar energy	93% Withdrawals from areas with no water stress
	- 4% Waste generated	99% Waste diverted from disposal	99.87% Non-hazardous waste generated
	323 Own workforce	+6% Increase in workforce	86% Permanent contracts
	14 Certifications	+27% New suppliers screened using social and environmental criteria	0 Incidents of corruption



Roda's origins and evolution

Roda S.p.A.'s history began with an Italian family that has determinedly and successfully made its way in the **design, construction and maintenance of power lines for the transmission and distribution of high and very high voltage energy.**

Roda timeline



1888

Year of incorporation

Roda S.p.A. is incorporated in Pontevico (Brescia) as a construction company engaging in civil, industrial and hydraulic construction work.



1928

Business expansion

The company specialises in the construction of power transmission and distribution lines.



1985

Roda becomes a company limited by shares (S.p.A.)

The company becomes an S.p.A. (company limited by shares).



1994

Merger of Fiori Fratelli S.r.l. and Cosmo S.p.A.

The two following companies are merged into Roda:

- **Fiori Fratelli S.r.l.**, which specialises in the construction of aqueducts, sewers and roads;
- **Cosmo S.p.A.**, which specialises in railway construction and underpass jacking solutions.



2000

Laying of optical fibre begins

During this period, Roda lays thousands of kilometres of overhead and underground optical fibre throughout Italy, including by using an innovative system developed in-house.



2011-2013

Acquisition of Nuova DLM Valvo

Nuova DLM Valvo, a mechanical company based in the province of Cremona, is acquired in 2011. Several real estate companies based in Brescia are also merged into Roda during this period.



2015

Merger of Mazzalai S.p.A.

Mazzalai S.p.A., a longstanding company based in the Trentino region and a leader in the construction of power lines, cableways and railways, is merged into Roda.



2019

Towards environmental sustainability

A new path to environmental sustainability begins with **R.P.F. S.r.l.**, a company active in the recycling of plastic waste.



2023

Incorporation of **CI2000 S.r.l.**, the group's foreign division.

Incorporation of **Ambiente Casa S.r.l.**



New metal carpentry division following the merger of **CARPENTERIE METALLICHE BRESCIA CMB S.r.l.**

Today, Roda S.p.A. retains its position as **sector leader**, serving some of Europe's top utility companies. Our goal for the coming years is to further diversify the product range, thus making a significant contribution to infrastructure development and energy sustainability.



Standards and strengths

Roda S.p.A.'s success lies in building business networks and long-term relationships, “**transmitting energy**” and **building a shared future, day after day**.

The following **standards** underpin Roda S.p.A.'s mission to become a sector leader in Italy and Europe:

Standards

Growth

constantly develop and adopt innovative solutions fostering the sector's evolution and sustainable transformation



Resilience

deploy all skills to promote a solid and reliable company



Integrity

operate with full transparency for ethical, honesty and professionalism



Strengths



OWNED FACILITIES

- Thanks to our large fleet of owned vehicles and equipment, including special ones, and the extremely high percentage of employees trained to use them, we can deploy numerous work teams at the same time, achieving important goals in terms of production and reduced lead times.

INTERNATIONAL FOOTPRINT



- We are also present on the international market and have contributed to the construction of power lines in Mozambique, Eritrea, Austria, the Republic of El Salvador, Greece, France, Nigeria, Norway, Montenegro, Belgium and Switzerland.

TECHNICAL EXPERTISE



- Our employees' vast technical expertise is essential to Roda's operations. The technical department prepares the preliminary, final and executive designs, including the design of pylons, and assembles the relevant documentation to be filed with the competent bodies.

DIVERSIFICATION



- Diversification has always been one of our distinguishing features: we are able to maintain our market share by optimising the synergies between the different operational units. An example of this strategy is the recent set up of the metal carpentry division.

SOLIDITY AND RELIABILITY




- We tend to mostly use our internal resources to constantly guarantee the highest levels of reliability and financial strength when engaging with customers and suppliers.

INNOVATION



- We welcome innovative solutions, which we develop and implement at the design and construction stages, respectively, through experimental



validation and test programmes. In the past, we were involved in applying the fibre optic cable to the existing conductors using the SKY WRAP technology. We are currently an exclusive provider for this technology.

Background

Economic landscape and international relations

Global growth remained moderate and uneven in 2024. Economic activity expanded in the advanced economies, led by the United States, but slowed somewhat in the emerging economies, while continuing to grow at a robust pace. Inflation continued to decline in the major advanced economies, paving the way for a gradual normalisation of monetary policy by the ECB, the Federal Reserve and the Bank of England in the second half of the year. Among the main emerging economies, Brazil and Turkey maintained restrictive monetary policy stances to counter persistently high inflation, while in China, despite the various expansionary measures adopted by the central bank, price growth remained feeble, with consumer price inflation hovering around zero since the beginning of 2023. Italy's GDP rose by 0.7% in 2024, as in 2023, and was broadly in line with early-year expectations. The increase in household consumption remained modest, while that in general government spending accelerated. Imports fell for the second year in a row, while exports rose further at a moderate pace.

In 2024, international cooperation continued to face significant challenges exacerbated by changes in the geopolitical balance and increasing polarisation between blocs of countries with diverging interests. The ongoing war in Ukraine, the escalation of conflicts in the Middle East, and the strategic rivalry between the US and China have exerted strong pressure.


As part of the G7's international economic and financial cooperation strategy, its priorities have included supporting Ukraine, strengthening financial stability, also with respect to the risks arising from new information technologies, promoting a fair green transition and strengthening resilience in global value chains.¹

Raw materials

In Europe, the price of natural gas has risen amid high volatility since the beginning of 2024. Contributors include both supply factors, such as the shutdown for maintenance of some production facilities and the non-renewal of a contract for the transit of Russian gas to Europe via Ukraine, and demand factors, the latter mainly related to weather conditions.

European energy production from renewable and nuclear sources has risen, driven, with respect to renewables, by large increases in production capacity encouraged by European decarbonisation policies and lower installation costs. The rise in nuclear energy included the completion of maintenance work on

¹ Bank of Italy - 2024 Annual Report



French reactors. The upturn in production from less polluting sources contributed to the drop in demand for CO₂ emission allowances in the EU Emissions Trading System (ETS), whose prices have fallen by approximately 20%.

Energy transition

With respect to climate data, the State of the Global Climate 2024 report prepared by the World Meteorological Organization of the United Nations shows that 2024 was not only marked by record temperatures, but also by notable socioeconomic events caused by extreme weather events. The report confirms 2024 was the warmest year on record, marking the first time the global average temperature exceeded the 1.5°C threshold above pre-industrial levels. Tropical cyclones, floods, droughts and other natural disasters worsened food crises and caused huge financial losses.² This peak in the global average temperature clearly indicates not only new challenges in terms of adaptation, but also the growing urgency to accelerate the energy transition. In order to avoid irreversible impacts and be able to reach the goals of the Paris Agreement, it is crucial to step up efforts to decarbonise the energy system. Electricity will play a key role in the energy transition and demand is expected to grow further over the years, driven by the electrification of industrial and domestic uses, the increase in electric mobility, and higher energy consumption following the development of data centres. However, each country's progress towards its climate goals is not always linear. Their performances are mostly held back by the lack of adequate implementation measures, which require a rapid increase in the development of renewables and the electrification rate of consumption.³

The first few months of 2025

In the early months of 2025, the sharp increase in uncertainty about trade policies and the future of international relations, linked to the new US administration's more closed stance, dented the global economy's growth prospects for the year. The announcement of higher-than-expected tariffs in the US triggered a drop in stock indices and sales of US treasury bonds. However, stock markets recouped their losses thanks to the 90-day suspension of some of the announced measures and the start of negotiations with China and other countries, while long-term interest rates in the US remained high. These trends, and the US dollar's concurrent depreciation, reveal markets' concerns about the consequences of a widespread and prolonged trade conflict, as well as a further deterioration of US

² State of the Global Climate 2024

³ IEA, 2024, World Energy Outlook

public finances. Uncertainty also remains rife due to the introduction of new tariffs, temporary suspensions and partial agreements by the US administration.

1 General disclosures

Methodology for reporting non-financial information

The aim of the third edition of Roda's sustainability report is to **describe the sustainability matters most relevant** to the company to all stakeholders (internal and external).

The heads of Roda's various departments participated in the preparation of this sustainability report, which the company's board of directors approved on 1 August 2025. KPMG S.p.A. performed a limited assurance engagement on this report, not pursuant to any legal requirements, and confirmed in its report that the reported information complies with the criteria set out in ISAE 3000. The limited assurance engagement does not cover the information disclosed in paragraph 1.2.4. "Stakeholder engagement and double materiality assessment", with respect to financial materiality. Furthermore, it covered only the indicators that comply with GRI standards.

Similarly to the previous editions, the 2024 sustainability report has been prepared on a **voluntary basis** and in compliance with the **Global Reporting Initiative Standards (GRI Standards)**, choosing the option "with reference to", in accordance with the principles of *accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability*. Specifically, the GRI indicators reported are shown in the attached "GRI content index" which provides the reference paragraph of the relevant indicator.

Roda began the materiality assessment process on a voluntary basis in order to identify the sustainability matters that are more relevant to it, drawing on the process envisaged by the **Corporate Sustainability Reporting Directive (CSRD)**⁴. Consequently, it implemented the principle of **double materiality**, which identifies the sustainability matters material to the company from both the **impact and financial materiality** perspectives. (For additional information on the process adopted and the identification of material sustainability matters, reference should be made to chapter **"1.2.4 Stakeholder engagement and double materiality assessment"**).

The **reporting boundary** of this document only includes the parent, Roda S.p.A., and not its subsidiaries and associates.

⁴ On 28 November 2022, the European Council approved the Corporate Sustainability Reporting Directive (CSRD) with the aim of strengthening and extending the scope of sustainability reporting requirements, as currently set out in Directive 2014/95/EU, also known as the Non-Financial Reporting Directive (NFRD). In Italy, the Delegated decree transposing the CSRD (2022/2464/EU) into Italian legislation, prepared by the Ministry of Economy and Finance, was published on 16 February 2024. The Directive was transposed with its publication in the Italian Official Journal on 10 September 2024 (Legislative decree no. 125/2024)

Unless otherwise stated, the figures and information shown in this report cover the year **1 January – 31 December 2024**. Where possible, comparative figures for the previous two years have been provided. The figures for 2022 refer to a different reporting boundary. In fact, they do not include CI2000 S.r.l., Ambiente Casa S.r.l. and Carpenterie Metalliche Brescia S.r.l., which were merged into Roda in 2023.

In order to properly present its performance, the company used directly identifiable and measurable qualitative-quantitative information and only referred to estimates in limited cases.

The sustainability report is published on the company's website at <https://rodaspa.com/it/> For more details on the targets, indicators and achievements or for comments on this document, please email **esg@rodaspa.com**.



1.1 Governance

Roda's corporate governance structure is based on an administration and control model that ensures the transparent and correct management of the business. Specifically, the company has a **traditional governance model** which consists of the following bodies: the **shareholders' meeting**, the **board of directors**, the **board of statutory auditors** and the **supervisory body**.

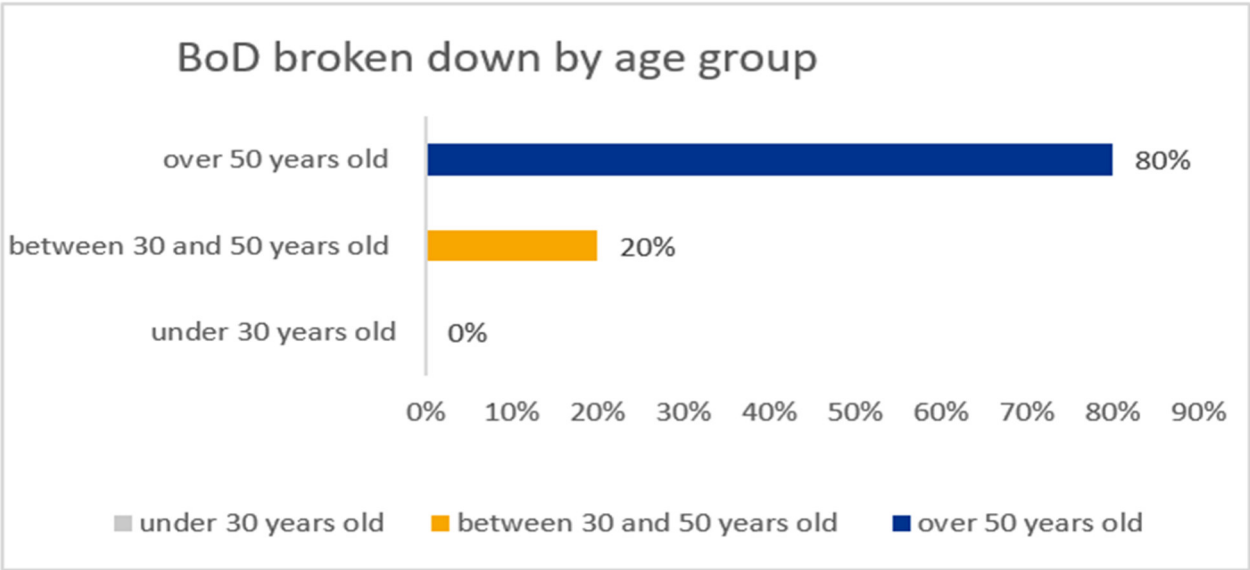
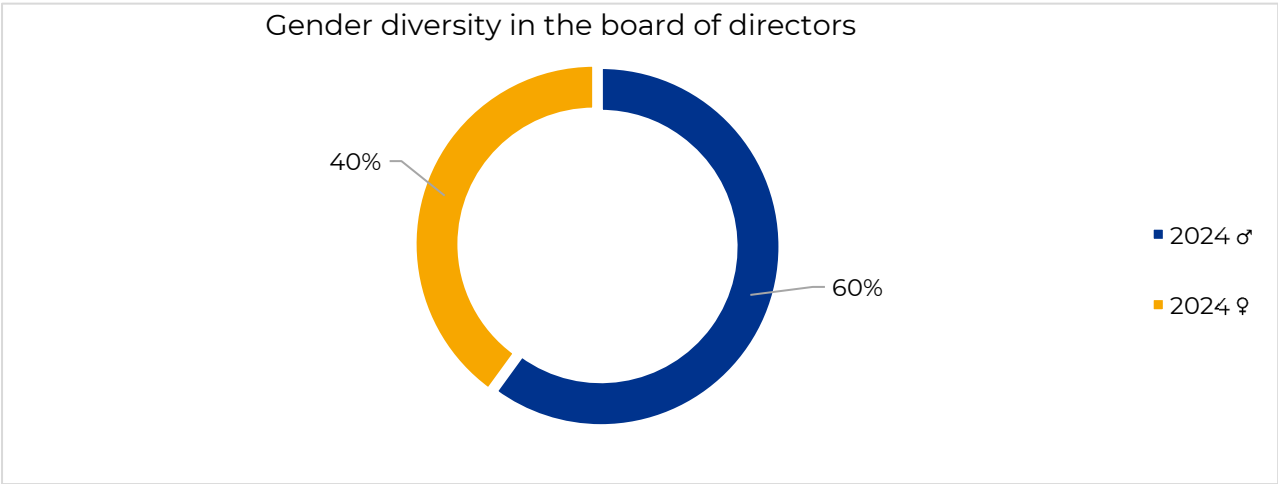
The **shareholders' meeting** represents all shareholders and has the power to pass resolutions on ordinary and extraordinary matters. Therefore, the decisions and measures taken in accordance with the law and the by-laws concern all shareholders, including absent or dissenting ones. Shareholders called in an extraordinary meeting can amend the by-laws, appoint officers and replace them and also resolve on the dissolution of the company. Finally, they appoint the independent auditors to perform the statutory audit pursuant to Legislative decree no. 39/2010.

The **board of directors (BoD)** has the greatest powers for the ordinary and extraordinary management of the company, except for those reserved by the law or the by-laws to the shareholders. The powers are allocated to directors through specific delegations. The current **five-member** (three men and two women) board of directors was elected by the shareholders with a three-year term. In addition, four directors are over 50 years old and one is between 30 and 50 years of age. Proper safeguards are in place for all members in order to ensure their independence. All directors are executive and have diverse technical-professional and managerial backgrounds (logistics, real estate, administration and finance). The chair of the BoD holds a managerial role within the organisation, acts as the employer and is the reference person for the company's general governance.

The **BoD is appointed and selected** based on criteria of **trust, sector experience and technical-managerial skills**, taking into account, in particular, shareholders' views, gender balance and age and professional diversity, the safeguards in place to ensure autonomy in decision-making and strategic supervision, and technical, managerial and regulatory skills. Once formally installed, the BoD delegates operational powers to its members.

The **board of statutory auditors** consists of **five members** (three standing and two alternate auditors), two of whom are men and three women. It is responsible for supervising compliance with the law and the by-laws, sound administration and adequacy of the organisational, administrative and accounting structure.

The company also has a **supervisory body (SB)**, set up in accordance with the **organisational, management and control model** pursuant to Legislative decree no. 231/2001, (for additional information, reference should be made to chapter “4. Governance information”), which carries out supervisory and control activities in order to check, update and oversee the operation, effectiveness and respect of the model. The current SB has **three** male members, two of whom are external and one internal with no operational powers. Its members are appointed directly by the board of directors in accordance with the criteria of independence, competence and balance between internal and external members. They establish how the body operates and appoint its chairperson, who coordinates its operations. Finally, the chairperson and an external member of the SB, appointed by management, also act as **anti-corruption officers**.



Roda has not formally established board committees responsible for managing ESG impacts. However, several functional committees and internal groups are in place with responsibility for specific areas, including:



- the **UNI/PdR 125 steering committee**, which supports the integration of the principle of gender equality into business processes;
- the **social performance team**, which monitors and manages working conditions, human rights and relations with internal stakeholders, in line with SA8000 certification;
- the **crisis committee (ISO 22301:2019)**, which oversees management of emergency situations and business continuity;
- the **anti-corruption officer** who, together with the chairperson of the SB, monitors corporate ethics and regulatory compliance;
- the **quality, safety and environment (QSA) and environment/energy divisions** which liaise with dedicated company personnel to assess and manage environmental and health and safety impacts.

Roda's board of directors adopts organisational, procedural and ethical measures to **prevent and mitigate conflicts of interest**, in line with the code of ethics and the bribery and corruption management system compliant with the ISO 37001:2016 standard, with which all members of the governing bodies are required to comply and to report any conflicts of interest beforehand.

There are no cross shareholdings with suppliers, nor transactions leading to conflicts of interest that are not managed through existing controls.

Any **critical issues relevant** to the company, including ethical, regulatory, environmental or social issues, are reported to the SB through formal channels.

In addition, the anti-corruption officer and the contact persons of certified management systems may inform the BoD of critical issues through reports or direct communications, particularly in the event of significant or repeated impacts.

The critical issues identified in 2024 as a result of internal audits include management and operational non-conformities which triggered the need for remediation.

1.2 Strategy and business model

1.2.1 Core business

Based in Pontevico (Brescia), Roda is a leader in Italy and is growing its European footprint in the **design, construction and maintenance of electricity infrastructures** for the transmission and distribution of high and very high voltage energy, including overhead lines and underground cables.

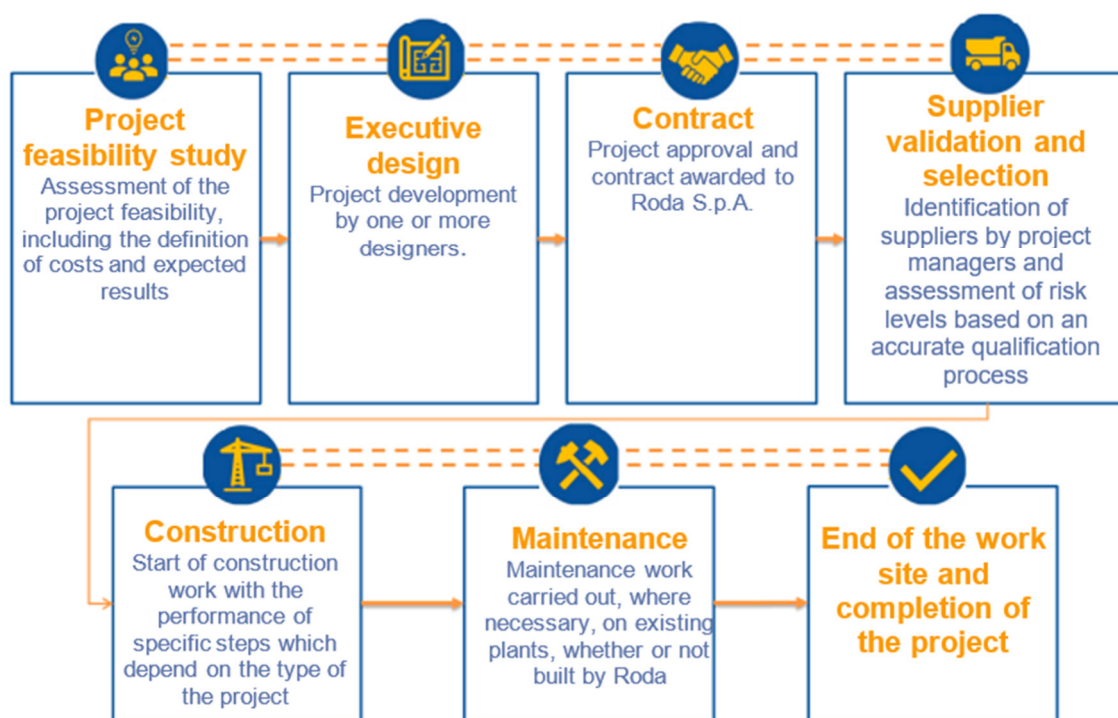
The **business was further expanded** in 2023 with the inclusion of the metal carpentry division, specialising in the **production of steel pylons and structural components**, following the acquisition and merger of Carpenterie Metalliche Brescia S.r.l. (C.M.B. S.r.l.).

Roda is a qualified partner of TERNA Rete Italia S.p.A for the performance of works on power lines up to 380 kV. We constantly strengthen our operations abroad, particularly in Europe. Furthermore, we work for **municipal utilities and private customers** such as Edison, Enel, Prysmian Group, Nexans, Iren and CESI. Abroad, we operate in France, Norway, the Netherlands, Ireland and Northern Ireland and are qualified partners of operators such as RTE, STATNETT, TENNET and ESB-NIE. Therefore, we are among the few companies operating on **extra high voltage systems in Italy and abroad**.

Over the past 30 years, the company has undergone **many changes** and successfully **expanded its business operations** in both the public and private sectors.

We are active in the construction sector where each project involves diverse phases which require different materials and calls for several suppliers.

The diagram below shows the macro-phases of a construction project. Depending on the project and the type of contract, Roda can manage **individual phases or the entire project**.



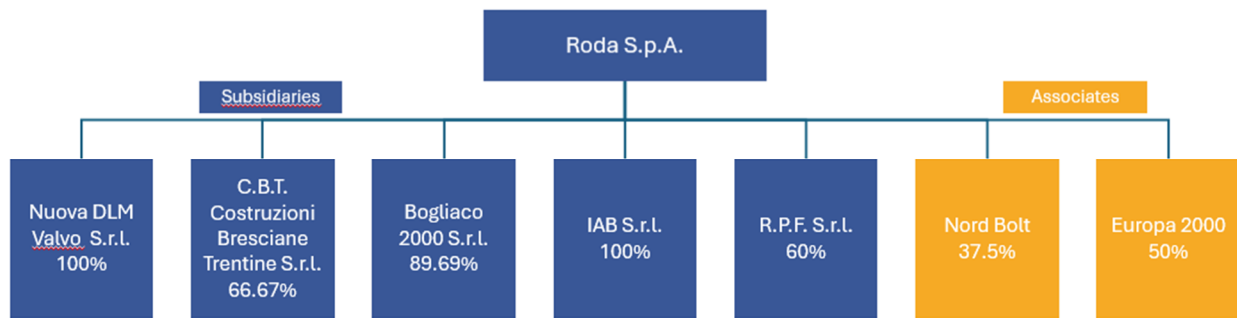
1.2.2 Group structure

Roda is the **parent** and accounted for approximately 88% of the group's production revenues in 2024.

It holds investments in the following companies:

- Nuova D.L.M. Valvo S.r.l.
- C.B.T. Costruzioni Bresciane Trentine S.r.l.
- Bogliaco 2000 S.r.l.
- IAB S.r.l.
- R.P.F. S.r.l.
- Nord Bolt
- Europa 2000

Group structure



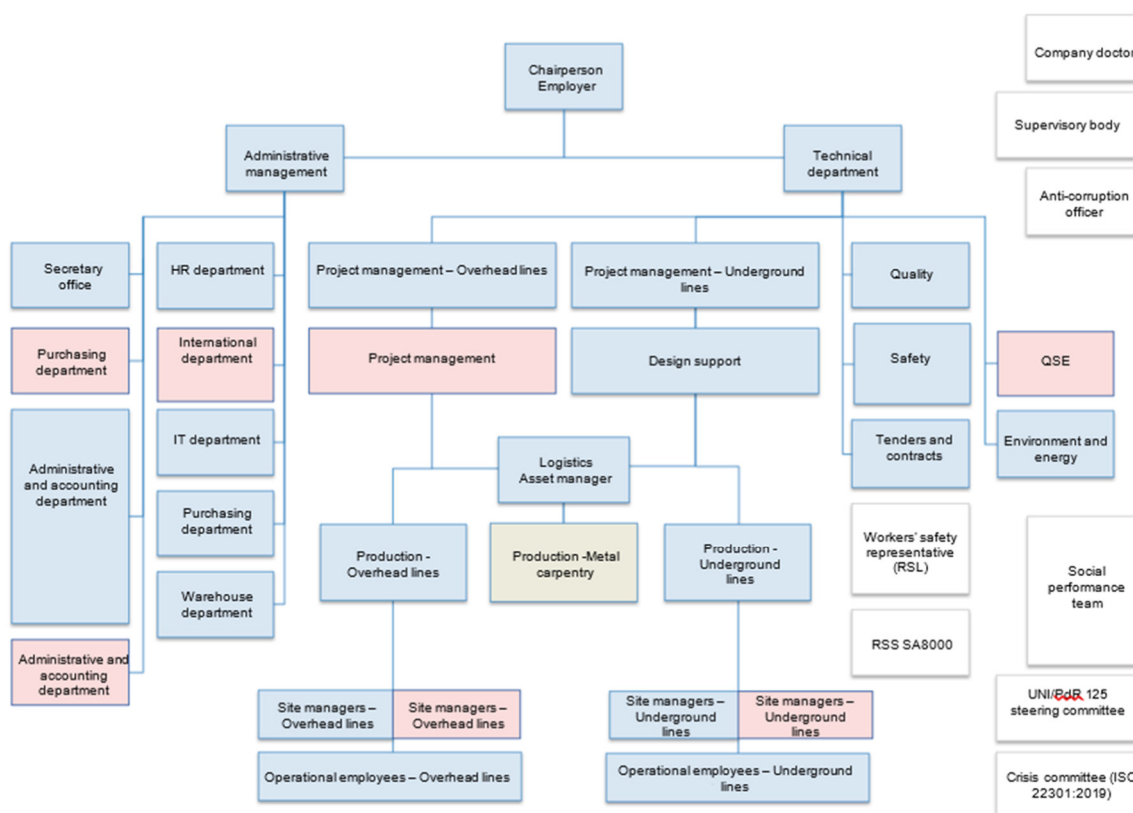
1.2.3 Organisational model

The organisational model of a company comprises the rules, responsibilities and relationships between the different operational units. Roda's organisational structure consists of the **General Management** and **four operating divisions**, in line with the principles of transparency, accountability and control for effective management in compliance with current regulations.

The four operating divisions are as follows:

- **Technical and Design division**, which is responsible for the technical management of construction design;
- **Administrative division**, which consists of the following areas: Administration and Finance; Human Resources; Tenders and Procurement; Procurement and Warehousing;
- **Plant Engineering and Metal Carpentry division**, responsible for the production and management of worksite activities;
- **Quality, Safety and Environmental division**, which oversees the above three divisions, energy issues and the operations of the social performance team.

Each division has **all the professional skills necessary** to carry out the related activities.



1.2.4 Stakeholder engagement and double materiality assessment

Stakeholder engagement

Roda believes that fully understanding its stakeholders' expectations is essential in order to establish **transparent and long-lasting** relations, pursue the **creation of shared value** and **ensure corporate growth**. Stakeholders are involved on an ongoing basis, both in ordinary conditions and in critical or emergency situations. Roda adopts a structured engagement approach which is based on systematic stakeholder mapping, the definition of specific communication channels for each category and the integration of the feedback received into corporate decision-making processes.

The following table lists the **main stakeholder categories** identified by the company and the **engagement approach**.

CATEGORY	MAIN ACTIVITIES
Employees	<ul style="list-style-type: none"> Meetings addressing specific topics at all levels of the organisation; Internal communications using in-house media; Training courses;

CATEGORY	MAIN ACTIVITIES
Suppliers and sub-contractors	<ul style="list-style-type: none"> • Discussion of internal audit findings. • Performance assessment meetings; • Specific communications; • Exchange and engagement during the supplier qualification process; • Active involvement of sub-contractors on the worksite.
Society and local communities	<ul style="list-style-type: none"> • Local initiatives; • Participation in social projects.
Customers and business partners	<ul style="list-style-type: none"> • Direct communication channels; • Joint design programmes; • Periodic meetings.
Financial community	<ul style="list-style-type: none"> • Listening and support channels; • Institutional website; • Direct contacts.
Public decision-makers and authorities	<ul style="list-style-type: none"> • Institutional round tables; • Updates on new legislation; • Active participation in trade associations.

The **double materiality** assessment is one of the **main stakeholder engagement opportunities** to identify the sustainability matters relevant to the company and its stakeholders. Indeed, Roda engaged both **internal** and **external stakeholders** in the double materiality assessment process. In the first instance, Roda engaged its **own workforce**, specifically, the heads of the business divisions according to their areas of expertise; in the second case, it engaged a **supplier** with in-depth knowledge of Roda's business. For additional information on the process, reference should be made to the paragraph **"Double materiality assessment"**.

Participation in trade associations

Roda is actively involved in **trade associations and representative organisations** in Italy, with the aim of supporting sector development, encouraging discussion on technical and regulatory issues and disseminating good practices.

In particular, it is a **member of ANIE Energia**, the reference federation for energy transport and distribution infrastructures. Roda participates in the federation's working groups and actively contributes to discussions with institutions, grid operators and other industry players.

Consequently, Roda is always up to date about regulatory changes, contributes to the definition of industry standards and promotes innovative solutions with a view to sustainability.



Double materiality assessment

The materiality assessment process identifies the priority sustainability matters on which the company must focus in order to define the future strategic directions that will drive its business.

Following the transposition of the **Corporate Sustainability Reporting Directive (CSRD)** into Italian law, Roda has voluntarily updated its materiality assessment process by drawing on the European Sustainability Reporting Standards (ESRS) even though this requirement may not be applicable to it until after 2027.

Accordingly, it has implemented the principle of **double materiality** as defined by the ESRS and the guidelines: “IG1: Materiality Assessment Implementation Guidance” of the European Financial Reporting Advisory Group (EFRAG). In particular, under the new standards, the sustainability matters to be reported on must be identified from a double perspective: **impact materiality** and **financial materiality**.

Impact materiality refers to the actual or potential impacts on people or the environment connected with Roda’s own operations and upstream and downstream value chain.

Financial materiality refers to the identification of risks and opportunities, i.e., aspects arising from environmental, social or governance issues that may negatively and positively affect, respectively, the company’s financial position, financial performance, cash flows, access to finance or cost of capital.

The two perspectives, which form part of the principle of double materiality, have as their ultimate goal the identification of the **Impacts, Risks and Opportunities (IRO)** relevant to Roda.

In particular, the double materiality process followed by the company envisaged the following steps:

- 1) **Context analysis:** in this first phase, we conducted an analysis to understand the company’s internal and external context, starting with corporate documents, such as the 2023 sustainability report and the list of topics identified in the previous reporting year. We then carried out a benchmark analysis to examine the sustainability matters material to sector peers and best practices.
- 2) **Identification of IROs:** based on the above analysis and the ESRS list of sustainability topics and sub-topics (ESRS 1 AR16⁵), we prepared a list of the impacts, risks and opportunities potentially material for the company.

⁵ Appendix B to Annex II of the CSRD.

- 3) **Assessment of IROs:** each IRO was assessed by the representatives of the main corporate divisions according to their area of expertise, through specific area-based workshops (environmental, social and governance). The impact assessment also involved an external stakeholder (a supplier) through online surveys.

In accordance with the ESRS, the impacts were assessed taking into account several factors, such as **scale, scope, and irremediable character** (for negative impacts) and **likelihood** (for potential impacts). Specifically, the scale indicates how grave the negative impact is or how beneficial the positive impact is, the scope how widespread the negative or positive impacts are and the irremediable character whether and to what extent the negative impacts could be remediated. On the other hand, risks and opportunities are assessed by considering, in addition to **likelihood**, the **scale of** the financial effect.

Each of the variables considered was assigned a score from 1 to 5 based on qualitative and in some cases quantitative rating scales. Furthermore, IROs were identified and assessed without considering any mitigation actions as required by the ESRS.

The threshold of materiality was set at **2.5**. The analysis resulted in a list of **38 material IROs**, broken down into: **23 impacts, 12 risks** and **3 opportunities**. The 38 IROs were traced back to all **10 ESRS matters**. Furthermore, with respect to **Pollution**, the analysis identified material entity-specific disclosures not covered by the ESRS relating to **noise pollution generated by production activities**.

The material impacts, risks and opportunities identified by the double materiality assessment are summarised below.



SUB-TOPIC	SUB-SUB-TOPIC	IRO DESCRIPTION	IRO	VALUE CHAIN	TIMEFRAME
ENVIRONMENTAL TOPICS					
Climate change					
Climate change mitigation	-	The production and release of GHG emissions into the atmosphere, resulting from fossil fuel consumption related to Roda's operations and/or its supply chain, contributes to climate change.	Actual negative impact	Upstream Own operations Downstream	-
Climate change adaptation	-	Financial losses due to extreme weather events could jeopardise the smooth functioning of and/or disrupt operations.	Risk	Own operations	Short-term Medium-term Long-term
Energy	-	The development and implementation of innovative solutions to ensure energy efficiency (e.g., use of renewable energy sources, optimisation and monitoring of vehicle movements, eco-driving courses for employees, renewal of the car fleet, etc. in the core activities of overhead power lines, cables, metal carpentry) help to combat climate change.	Actual positive impact	Own operations	-
Pollution					
Pollution of air	-	The production and release into the atmosphere of polluting gases and/or dust resulting from Roda's production activities (e.g., storage, handling of powdery materials or foundation or bedding excavation activities) and/or the supply chain have an impact on the environment, contributing to the pollution of air.	Actual negative impact	Upstream Own operations	-
Noise pollution – entity-specific	-	The noise emissions generated during production activities (e.g., from plant and machinery on worksites) damage people's health.	Actual negative impact	Own operations	-
Pollution of soil	-	Financial losses due to sanctions for soil contamination during Roda's production activities.	Risk	Own operations	Short-term Medium-term Long-term
Pollution of water	-	Release of pollutants during production phases (e.g., excavation works requiring groundwater extraction) impacts the environment by contributing to the pollution of water, both under normal and emergency conditions.	Actual negative impact	Own operations	-
Substances of concern Substances of very high concern	-	The use of substances of concern and/or of very high concern in own operations and in the supply chain can have negative effects on the ecosystem.	Potential negative impact	Upstream Own operations	Short-term Medium-term Long-term
Water and marine resources					
Water	Water consumption Water withdrawals	Water withdrawal and consumption for civil and industrial use (vehicle washing and office water use) degrade soil and ecosystem quality.	Actual negative impact	Upstream Own operations	-
Biodiversity and ecosystems					
Direct impact drivers of biodiversity loss	Pollution Soil degradation	Contribution to the loss of biodiversity caused by production activities in protected natural areas (e.g., release of pollutants).	Potential negative impact	Upstream Own operations	Short-term Medium-term Long-term

SUB-TOPIC	SUB-SUB-TOPIC	IRO DESCRIPTION	IRO	VALUE CHAIN	TIMEFRAME
Direct impact drivers of biodiversity loss	Land-use change Fresh water-use change Sea-use change	Reputational risk due to the non-consideration of biodiversity preservation when carrying out own operations or along the value chain.	Risk	Upstream Own operations	Short-term Medium-term Long-term
Circular economy					
Resources inflows, including resource use	-	The extraction of natural resources used in our own and supply chain production processes affects the environment by compromising the availability of resources.	Actual negative impact	Upstream Own operations	-
Waste	-	The waste generated by Roda (including, for example, hazardous waste such as automotive oils and batteries) contributes to environmental pollution.	Actual negative impact	Own operations	-
Waste	-	Financial losses caused by sanctions for non-compliance with legislative requirements on waste management.	Risk	Own operations	Medium-term
SOCIAL TOPICS Own workforce					
Working conditions	Secure employment Working time Work-life balance	As part of its intention to establish long-lasting working relationships and foster a proper work-life balance, Roda contributes to the well-being of its employees by promoting many wellness initiatives.	Actual positive impact	Own operations	-
Working conditions	Secure employment Working time Work-life balance	The promotion of a corporate culture that respects employees' work-life balance has a positive impact on Roda's reputation and employee productivity.	Opportunities	Own operations	Short-term Medium-term Long-term
Working conditions	Secure employment Working time Work-life balance	The difficulty of finding highly qualified operational employees for worksites may impact the full achievement of the company goals and lead to a loss of competitiveness.	Risk	Own operations	Short-term Medium-term Long-term
Working conditions	Health and safety	Temporary injuries and/or work-related ill health occurring during the performance of work activities may have an impact on the health and psycho-physical well-being of workers.	Potential negative impact	Own operations	Short-term Medium-term Long-term
Working conditions	Health and safety	Injuries and/or work-related ill health resulting in permanent disability that occurred during the performance of work activities may have an impact on the health and psycho-physical well-being of workers.	Potential negative impact	Own operations	Short-term Medium-term Long-term
Working conditions	Health and safety	Risk related to employees' occupational health and safety resulting in temporary injuries and reputational damage.	Risk	Own operations	Short-term Medium-term Long-term
Working conditions	Health and safety	Risk related to employees' occupational health and safety resulting in injuries leading to permanent disability and reputational damage.	Risk	Own operations	Short-term Medium-term Long-term



SUB-TOPIC	SUB-SUB-TOPIC	IRO DESCRIPTION	IRO	VALUE CHAIN	TIMEFRAME
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value Employment and inclusion of persons with disabilities Diversity	Equity and equal treatment irrespective of gender, religion, origin and culture at every stage of the career and employment relationship generate an inclusive working environment thereby improving the workplace atmosphere.	Actual positive impact	Own operations	-
Equal treatment and opportunities for all	Training and skills development	Developing the professional skills of employees by organising activities and training sessions for a properly trained and competent workforce.	Actual positive impact	Own operations	-
Equal treatment and opportunities for all	Training and skills development	Poor transfer of know-how due to the lack of adequate mentoring of new technical personnel could cause dissatisfaction and slow down the development of the required skills.	Potential negative impact	Own operations	Short-term Medium-term Long-term
Equal treatment and opportunities for all	Training and skills development	Slowdown in productivity and resulting loss of competitiveness caused by the lack of adequately trained technical personnel and/or the loss of technical personnel with a high level of know-how.	Risk	Own operations	Short-term Medium-term Long-term
Other work-related rights	Privacy	Personal data breaches caused by non-compliance with new data protection regulations, cyberattacks with negative economic and reputational repercussions.	Risk	Own operations	Short-term Medium-term Long-term
Workers in the value chain					
Working conditions	Health and safety	Temporary injuries and/or work-related ill health occurring during the performance of work activities may have an impact on the health and psycho-physical well-being of workers along the entire value chain.	Potential negative impact	Upstream	Short-term Medium-term Long-term
Working conditions	Health and safety	Injuries and/or work-related ill health resulting in permanent disability that occurred during the performance of work activities may have an impact on the health and psycho-physical well-being of workers along the entire value chain.	Potential negative impact	Upstream	Short-term Medium-term Long-term
Affected communities					
Communities' economic, social and cultural rights	Land-related impacts	Socio-economic development of local areas and communities by promoting numerous initiatives (in the health, academic, sports and environmental fields).	Actual positive impact	Own operations	-
Communities' economic, social and cultural rights	Land-related impacts	Contribution to the deterioration of the quality of life of local communities as a result of ordinary production activities that cause significant noise emissions.	Actual negative impact	Upstream Own operations	-
Communities' economic, social and cultural rights	Land-related impacts	Reputational benefits by building a strong relationship with local communities through the organisation of charitable initiatives, sponsorships, etc..	Opportunities	Own operations	Short-term Medium-term Long-term
Consumers and end-users					

SUB-TOPIC	SUB-SUB-TOPIC	IRO DESCRIPTION	IRO	VALUE CHAIN	TIMEFRAME
Information-related impacts for consumers and/or end-users	Privacy	Poor customer data management processes causing data breaches and loss/spillage of sensitive data.	Potential negative impact	Own operations Downstream	Short-term Medium-term Long-term
Personal safety of consumers and/or end-users	Health and safety Security of a person	Reputational benefits generated by customer loyalty following compliance with guarantees in terms of safety and quality of the works carried out.	Opportunities	Own operations Downstream	Short-term Medium-term Long-term
GOVERNANCE TOPICS Business conduct					
Corporate culture / Corruption and bribery	-	Combating corruption and bribery by disseminating ethical business principles.	Actual positive impact	Own operations	-
Corporate culture / Corruption and bribery	-	Employees' or third parties' unethical or improper conduct may damage the company's good reputation.	Risk	Own operations	Short-term Medium-term Long-term
Protection of whistle-blowers	-	Safe, anonymous and accessible channels enable all stakeholders to report illegal acts without fear of retaliation or discrimination.	Actual positive impact	Own operations	-
Management of relationships with suppliers including payment practices	-	Risk of slowdown and/or disruption of Roda's work activities due to non-compliance of sub-contractors' activities.	Risk	Upstream Own operations	Short-term Medium-term Long-term
Management of relationships with suppliers including payment practices	-	Reputational risk caused by the lack of integration of environmental and/or social criteria into supplier selection and non-oversight of their sustainability performance.	Risk	Own operations	Short-term Medium-term Long-term



2 Environmental information

For Roda, sustainable development means first and foremost safeguarding and enhancing the natural capital. Roda is aware that the environment is more than a space for human use, in fact it is a common heritage to be safeguarded and protected. With this in mind, Roda is committed to combatting climate change and promotes the responsible and conscious consumption of natural resources every day.

The respect for the environment is a **key principle that guides all company decisions and strategies**. It is more than a value, indeed it is perceived as a genuine commitment that translates into everyday operating actions and behaviour.

2.1 Climate change

Roda is increasingly committed and attentive to environmental issues and the challenges posed by climate change. To this end, it constantly monitors its energy consumption and related emissions.

The double materiality assessment identified the following material impacts and risks in relation to climate change:

- **Actual negative impact:** The production and release of GHG emissions into the atmosphere, resulting from fossil fuel consumption related to Roda's operations and/or its supply chain, contributes to climate change;
- **Actual positive impact:** The development and implementation of innovative solutions to ensure energy efficiency (e.g., use of renewable energy sources, optimisation and monitoring of vehicle movements, eco-driving courses for employees, renewal of the car fleet, etc. in the core activities of overhead power lines, cables, metal carpentry) help to combat climate change.
- **Risk:** Financial losses due to extreme weather events could jeopardise the smooth functioning of and/or disrupt operations.

To support the mitigation of the environmental impacts generated by its operations, the company has adopted a **Corporate policy** (the "integrated policy"). This policy is designed to enable Roda to continuously ensure the conformity and quality of its work with customer requirements, applicable legislation and industry reference standards, guaranteeing the highest standards of **information security**, paying the utmost attention to **environmental protection, pollution prevention** and the **safeguarding of resources**, as well as the **health, safety** and **rights of workers**. It is freely consultable on Roda's website, has been approved, shared and implemented by management and

complies with **UNI EN ISO 14001: 2015⁶**, **UNI EN ISO 50001:2018⁷** and UNI EN ISO 9001: 2015⁸, UNI EN ISO 45001: 2023⁹, SA8000: 2014¹⁰, UNI EN ISO 27001: 2016¹¹, ISO/IEC 27001: 2022¹² and UNI ISO 55001: 2014¹³.

Environmental sustainability at Roda also includes the ongoing monitoring of its operations. The company **regularly** carries out **internal environmental audits together with health and safety audits**, in order to adopt an integrated model to manage the risks and impacts generated by its production processes.

The **reduction of GHG emissions** is a key factor in actively contributing to fighting climate change, confirming the **importance Roda gives to environmental protection**. In particular, the company's **UNI EN ISO 50001:2018** certification confirms its commitment to achieving efficient management of energy resources, supporting their conscious consumption, without waste.

In order to increase the awareness of the impacts generated by the new metal carpentry production division, the company carried out an **assessment to quantify and report GHG emissions under UNI EN ISO 14064-1¹⁴**. Furthermore, it is currently assessing the expansion of the reporting boundary, which is expected to take place in 2025. In addition, it conducted a Life Cycle Assessment (LCA) to determine the **carbon footprint of the production of truss supports in accordance with UNI EN ISO 14067:2018¹⁵**.

In addition, Roda **has renewed its car fleet** by introducing more environmentally friendly vehicles and powers the activities carried out at its headquarters using **energy from renewable sources** thanks to the installation of a photovoltaic system of approximately **0.5 MW** on all warehouses and canopy roofs. Part of the energy generated is sold to the national distribution grid. Finally, Roda has **training activities** and **employee engagement programmes** on correct sustainable behaviour for everyday life.

Energy consumption

The energy consumed by the company comes from fuel from **non-renewable** and **renewable sources**. Energy from non-renewable sources mainly includes fuel for the car fleet (diesel, petrol and LPG) and LPG used for heating. Part of the electricity purchased is from renewable sources.¹⁶

⁶ ISO 14001:2015 is an international standard that defines the requirements for environmental management systems (EMS).

⁷ ISO 50001:2018 is the new international standard for energy management.

⁸ ISO 9001:2015 is an international standard for quality management applicable to all types of public or private organisation regardless of their size.

⁹ ISO 45001:2023 is an international standard for occupational health and safety (OSH).

¹⁰ SA8000:2014 is a voluntary international standard for corporate social responsibility.

¹¹ ISO 37001:2016 is an international standard for the implementation of anti-bribery management systems.

¹² ISO/IEC 27001:2022 is the international reference standard for information security management.

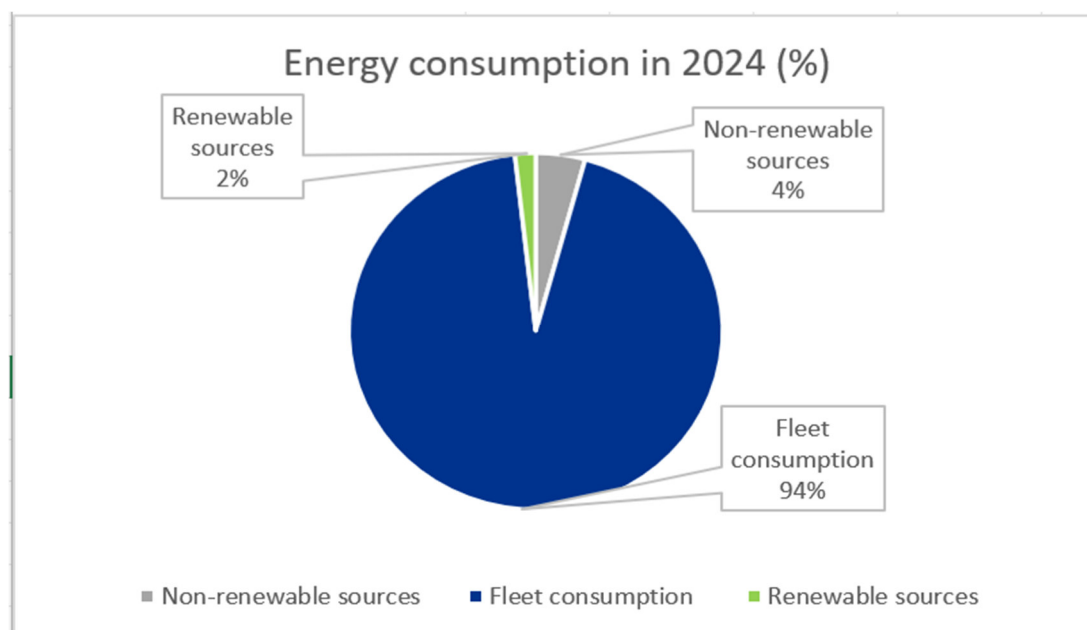
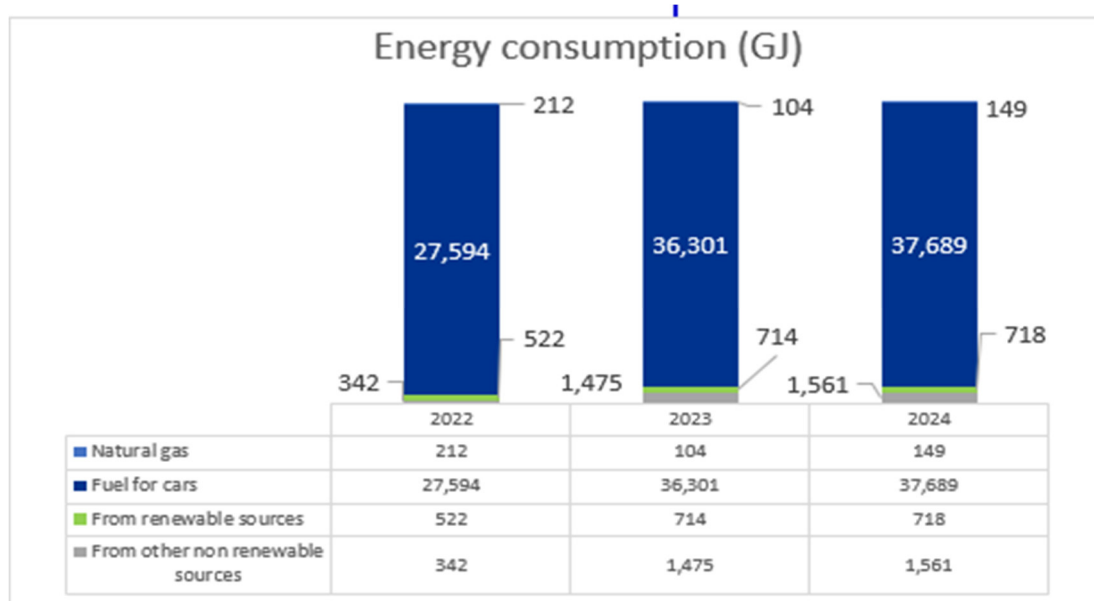
¹³ ISO 55001:2014 is the international standard for asset management.

¹⁴ UNI EN ISO 14064-1:2019 is an international standard that enables organisations to quantify and report GHG emissions and removals.

¹⁵ UNI EN ISO 14067:2018 is an international standard that defines the principles, requirements and guidelines for calculating and reporting the Product Carbon Footprint (CFP).

¹⁶ Source: Benaco Energia to calculate the energy mix for electricity purchased

In 2024, **total energy consumption** amounted to **40,117 GJ**, up slightly (+4%) compared to 2023, mainly due to the increase in fleet consumption.



Energy consumption and energy mix

Roda also reports its energy consumption in megawatt-hours. Furthermore, it calculates energy intensity in order to assess energy efficiency as the ratio of total energy consumption to net revenue. The table below shows the company's energy consumption in megawatt-hours (MWh).

Energy consumption (MWh)	2024
1. Fuel consumption from coal and coal products	0
2. Fuel consumption from crude oil and petroleum products	9,869
3. Fuel consumption from natural gas	37
4. Fuel consumption from other fossil sources	153
5. Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	251
6. Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	10,325
Share of fossil sources in total energy consumption (%)	98%
7. Consumption from nuclear sources	0
Share of consumption from nuclear sources in total energy consumption (%)	0%
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen)	0
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	105
10. Consumption of self-generated non-fuel renewable energy	108
11. Total renewable energy consumption (calculated as the sum of lines 8 to 10)	213
Share of renewable sources in total energy consumption	2%
Total energy consumption (calculated as the sum of lines 6 and 11)	10,538
Renewable energy production	456
Non-renewable energy production	0

Energy intensity was calculated as total energy consumption (in MWh) per net revenue. Total energy consumption considers fossil energy consumption and energy consumption for renewable sources (purchased or generated). Net revenue is included under caption “A1 - Turnover from sales and services” in the company’s annual financial statements.

Energy intensity associated with activities in high climate impact sectors:	m.u.	2024
Total energy consumption from activities in high climate impact sectors	MWh	478
Net revenue from activities in high climate impact sectors	€m	130
Energy intensity associated with activities in high climate impact sectors	MWh/€m	3.69

Gross Scopes 1 and 2 GHG emissions

Roda calculates its emissions by breaking them down into:

- **Scope 1:** emissions from sources directly controlled by the company such as the fuel used to power its vehicle fleet or the LPG used for heating;
- **Scope 2:** emissions from sources not directly controlled by the company and associated with the purchase of electricity, calculated in accordance with the location-based or market-based method. Under the location-based method, where renewable energy sources are used, the emission

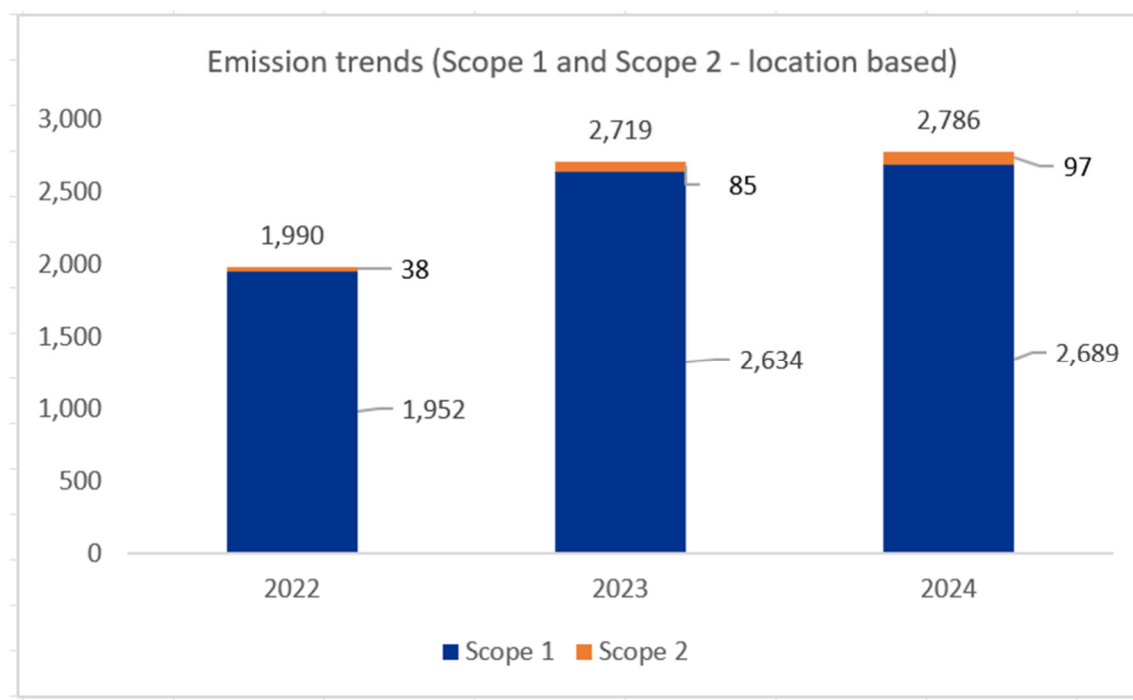
factor is zero. Finally, the calculation under the Scope 2 location-based method considers the average energy generation emission factors of the country where energy is purchased, analysing emissions on the distribution network.

In 2024, **total emissions** (Scope 1 and Scope 2 - location-based) **amounted to 2,786 tCO₂eq**, up slightly (+2%), in line with the increase in energy consumption.

GHG intensity based on net revenue

When calculating GHG intensity, Roda includes total Scope 2 location- and market-based emissions in the numerator which also include Scope 1 emissions, as shown in the following table. Net revenue is the same as that used to calculate energy intensity.

GHG intensity	m.u.	2024
Total emissions (location-based)	tCOeq	97
Total emissions (market-based)	tCOeq	117
Net revenue	€m	130
GHG intensity (location-based)	tCOeq/€m	0.75
GHG intensity (market-based)	tCOeq/€m	0.90



2.2 Pollution

Environmental pollution, caused by the release of **pollutant gases and fine dust** into the atmosphere, the release of **contaminants into the soil and groundwater**, and the use of **substances of concern or of very high concern**, is one of the most significant global challenges to sustainability and the protection of ecosystems. Consequently, Roda is strongly committed to improving **management of its production and operating activities** in order to prevent and mitigate environmental impacts, thus making an active contribution to the protection of the environment and the containment of pollution sources.

The double materiality assessment identified material impacts and risks in relation to pollution:

- **Actual negative impact:** The production and release into the atmosphere of polluting gases and/or dust resulting from Roda's production activities (e.g., storage, handling of powdery materials or foundation or bedding excavation activities) and/or the supply chain have an impact on the environment, contributing to the pollution of air;
- **Actual negative impact:** The noise emissions generated during production activities (e.g., from plant and machinery on worksites) damage people's health;
- **Actual negative impact:** Release of pollutants during production phases (e.g., excavation works requiring groundwater extraction) impacts the environment by contributing to the pollution of water, both under normal and emergency conditions.
- **Potential negative impact:** The use of substances of concern and/or of very high concern in own operations and in the supply chain can have negative effects on the ecosystem;
- **Risk:** Financial losses due to sanctions for soil contamination during Roda's production activities.

The assessment also highlighted an entity-specific issue related to noise pollution generated by production activities. In order to mitigate this impact, Roda has implemented various actions at the affected worksites, including the **assessment of acoustic impacts** and **acoustic zoning analyses to comply with the daytime and night-time emission limits** when carrying out its worksite activities. In addition, Roda uses machinery and equipment that comply with the **safety requirements of applicable noise regulations**.

Pollution prevention issues are also covered by the company's **integrated policy**. For additional information, reference should be made to chapter "[2.1 Climate change](#)".

2.3 Water and marine resources

With a view to environmental sustainability and the conscious use of resources, the company has adopted various measures focused on **optimal management of water resources** while carrying out its operations, **reducing**, where possible, **the consumption of civil and industrial water**, especially in areas subject to water stress.

Its double materiality assessment highlighted an **actual negative impact** related to water withdrawal and consumption for civil and industrial use, which may affect soil quality and the ecosystem.

In line with a vision focused on the responsible management of water resources, Roda has adopted a **systematic and continuous approach to monitoring its water consumption**. Indeed, it is aware that accurate and transparent data monitoring is a particularly important step in its sustainability journey.

Consumption is monitored in two ways: on the one hand, by recording and analysing the water bills received from the supplier; on the other, by using active metering and alarm devices that detect in real time any anomalies or leaks along the internal network. These tools enable continuous monitoring to detect hidden leaks, contributing to the prevention of waste and potential damage.

With respect to the company's water consumption, water resources are used solely for civil and sanitary purposes. The company's core business, which involves excavation and laying operations, does not entail the direct use of water. Consequently, Roda's use of water resources is limited, thus mitigating significantly **the risk of water contamination during operations**.

Nevertheless, the extraction of groundwater (pumping) may be necessary in particular circumstances at worksites, especially in connection with excavation works. Consequently, where necessary, Roda undertakes a preliminary analysis to assess the interaction between the planned activities and the hydrogeological characteristics of the worksite. This analysis identifies the most suitable solution to manage the water pumped at the end of the activities, determining whether it should be treated as waste water or, possibly, as liquid waste.

Furthermore, the company implements prevention measures in relation to potential related side effects, such as land subsidence as a result of pumping and accidental spills.

In order to strengthen this approach, the company has implemented **awareness-raising measures** for its personnel which promote the responsible use of water resources and disseminate good practices to reduce waste. These activities are part of a broader commitment to environmental responsibility, which affects daily actions and corporate culture.

In 2024, the company's **total water withdrawals** amounted to **1.524 MI.**



2.4 Biodiversity

The protection of biodiversity is a key principle for Roda, which is actively involved in respecting the animal and plant species in the areas in which it operates. Throughout its operations, the company minimises its environmental impact, integrating **environmental protection criteria along the entire value chain**. Preserving natural balances and contributing to the protection of local ecosystems is an integral part of Roda's environmental responsibility vis-à-vis the local area and future generations.

The double materiality assessment identified a material impact and a material risk in relation to biodiversity, as defined below:

- **Potential negative impact:** Contribution to the loss of biodiversity caused by production activities in protected natural areas (e.g., release of pollutants).
- **Risk:** Reputational risk due to the non-consideration of biodiversity preservation when carrying out own operations or along the value chain.

With respect to the natural resources and ecosystems characterising the areas in which it operates, Roda adopts **stringent measures to prevent any form of environmental contamination**.

The potential risk identified entails the possible accidental spill of hydraulic oils, lubricants or fuel from company vehicles, and the possible spill of hazardous substances. In order to address this possibility, the company has provided each worksite with comprehensive environmental kits which include the materials necessary to **intervene rapidly and effectively in the event of leaks or spills**.

As a further environmental protection measure, cleaning vehicles inside the worksites, except for wheel cleaning, is forbidden. In fact, cleaning must take place only after the vehicle has left the worksite, in order to avoid dirtying the road surface.

Any rainwater that comes into contact with the waste on the worksite must be intercepted and subsequently disposed of in accordance with waste management regulations, thus ensuring the protection of soil and surface water.

2.5 Circular economy

The double materiality assessment identified the following material impacts and risk in relation to circular economy:

- **Actual negative impact:** The extraction of natural resources used in our own and supply chain production processes affects the environment by compromising the availability of resources;

- **Actual negative impact:** The waste generated by Roda (including, for example, hazardous waste such as automotive oils and batteries) contributes to environmental pollution;
- **Risk:** Financial losses caused by sanctions for non-compliance with legislative requirements for waste management.

The company's **integrated policy** described in chapter "[2.1 Climate change](#)" provides for the management of the impacts and risk described above via the commitment to minimising waste generation by optimising recycling and recovery and proper management.

The company's waste is mainly generated by the **construction and maintenance of** overhead and underground **power lines**, while a smaller portion is generated by the metal carpentry division, the administrative offices, the warehouse and the mechanical workshop used to maintain vehicles and equipment.

In order to ensure **effective and responsible waste management** and promote **waste** recovery in accordance with the principles of the **circular economy**, traceability documents, such as forms and loading and unloading logs, are compiled, indicating the **volume of waste generated, broken down by area**. Roda is also **included in the National register of environmental managers**, which regulates management of waste transport carried out on its own account. Worksites have special temporary storage areas, indicated by the relevant European Waste Codes (EWC). If such areas are not available, suitable containers are provided directly by specialised waste disposal operators that also arrange for the collection of the waste.

With respect to the management of **excavated earth and rocks**, the company uses specific storage areas, marked and indicated with appropriate signs, where the material is stored and processed in accordance with the relevant management plan.

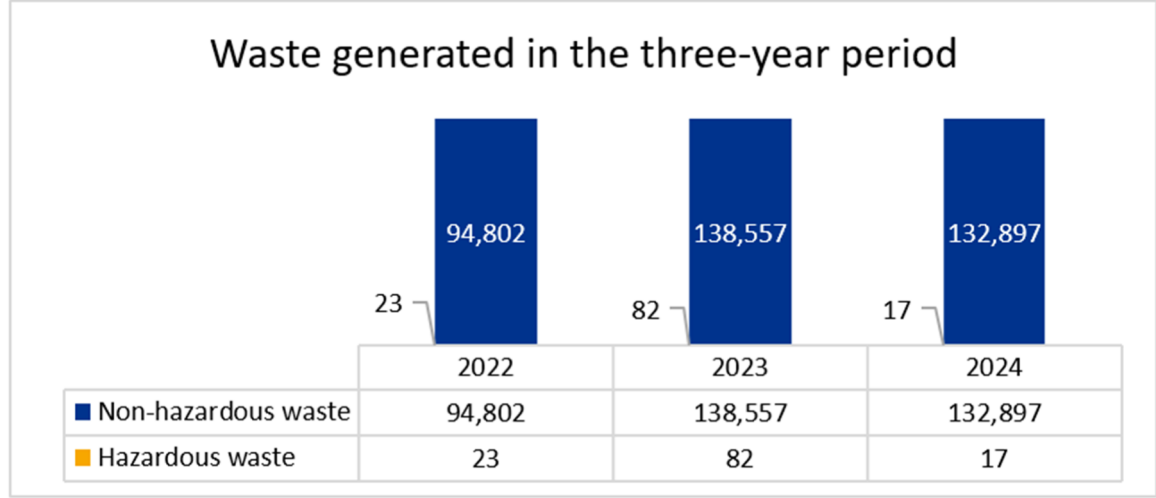
The procurement department subjects all **carriers and waste disposal operators** involved in the company's processes to a **qualification procedure** aimed at checking that they have the necessary authorisations, including registration with the National Register of environmental managers and the provincial White List (the local official list of companies vetted and approved to operate in sensitive sectors).

Given the nature of Roda's business, **hazardous materials** are limited to diesel for vehicles and equipment, cement and lubricating oils for worksite activities. Therefore, the volume of hazardous waste generated is small and mainly comprises waste oil, spent batteries replaced during maintenance of company vehicles and printer toners. The hazardous waste resulting from the demolition of power lines with fluid-filled cables comprises these cables.



Finally, Roda has more than **60 supervisors** who have received adequate training on minimum environmental criteria. They are responsible for filling in the identification forms for waste generated at worksites and sending them promptly to headquarters, where they are filed and registered in a special list. This list allows the ongoing monitoring of the volume of waste generated, ensuring transparency and continuous control.

In 2024, a total of approximately **132,914 tonnes of waste** was generated, 4% less than in the previous year. Of this, only **0.01% was hazardous waste**.



Of the waste generated, **99% was sent for recovery** to third parties, reducing landfilling as much as possible and promoting waste management in accordance with the principles of the circular economy and ensuring a **reduction in material waste**.





3 Social information

Roda attaches great importance to its human capital which it prioritises by creating safe workplaces, ensuring the well-being of **its people** and respect for diversity and human rights along the entire value chain. Furthermore, interaction with **suppliers**, establishing a strong relationship with **local communities** and collaborating with **customers** in order to meet their expectations and needs is essential for Roda.

3.1 Own workforce

Roda gives high priority to the well-being of its employees and collaborators, as it considers the protection of their health and safety, development of their skills and their active involvement to be strategic elements for the achievement of its objectives, as well as key to the company's success and continuity over time.

The double materiality assessment identified the following material topics: **working conditions** of its people, **equal treatment and opportunities for all** and aspects related to the **protection of privacy**, identifying the related impacts, risks and opportunities described below.

Working conditions:

- **Actual positive impact:** As part of its intention to establish long-lasting working relationships and foster a proper work-life balance, Roda contributes to the well-being of its employees by promoting many wellness initiatives;
- **Opportunities:** The promotion of a corporate culture that respects employees' work-life balance has a positive impact on Roda's reputation and employee productivity;
- **Risk:** The difficulty of finding highly qualified operational employees for worksites may impact the full achievement of the company goals and lead to a loss of competitiveness;
- **Potential negative impact:** Temporary injuries and/or work-related ill health occurring during the performance of work activities may have an impact on the health and psycho-physical well-being of workers;
- **Potential negative impact:** Injuries and/or work-related ill health resulting in permanent disability that occurred during the performance of work activities may have an impact on the health and psycho-physical well-being of workers;
- **Risk:** Risk related to employees' occupational health and safety resulting in temporary injuries and reputational damage;

- **Risk:** Risk related to employees' occupational health and safety resulting in injuries leading to permanent disability and reputational damage.

Equal treatment and opportunities for all:

- **Actual positive impact:** Equity and equal treatment irrespective of gender, religion, origin and culture at every stage of the career and employment relationship generate an inclusive working environment thereby improving the workplace atmosphere;
- **Actual positive impact:** Developing the professional skills of employees by organising activities and training sessions for a properly trained and competent workforce.
- **Potential negative impact:** Poor transfer of know-how due to the lack of adequate mentoring of new technical personnel could cause dissatisfaction and slow down the development of the required skills.
- **Risk:** Slowdown in productivity and resulting loss of competitiveness caused by the lack of adequately trained technical personnel and/or the loss of technical personnel with a high level of know-how.

Other work-related rights (privacy):

- **Risk:** Personal data breaches caused by non-compliance with new data protection regulations, cyberattacks with negative economic and reputational repercussions.

The above-mentioned IROs deemed material are covered by the company's **code of ethics**, the **gender equality policy** and the **integrated policy**.

The company's **code of ethics** is a fundamental guide in encouraging accountability based on corporate values. This document sets out the rules of conduct that all workers, both employees and non-employees, are required to observe by promoting integrity, transparency and honesty in their daily activities. For additional information about the company's principles and commitments as set out in its code of ethics, reference should be made to chapter "[**4.1 Business conduct**](#)".

The company's **gender equality policy** confirms its focus on **diversity, equity & inclusion (DE&I)** and its commitment to ensure an inclusive and innovative work environment; to promote work-life balance, with parenting support services, flexible working hours and remote work opportunities; to ensure equal pay and equal access to career paths; and to ensure transparency through clear communication to employees on remuneration policies, wellness initiatives, benefits and leave programmes. The policy complies with **UNI/PdR 125:2022** and is periodically reviewed to ensure the continuous improvement of the gender equality management system. It is implemented by management and can be consulted on the company's website.



The **integrated policy** confirms the company's commitment to protecting the physical and moral integrity of all employees and collaborators; preventing accidents, injuries and occupational diseases through adequate risk assessment and control and continuous training and information activities; ensuring a healthy and safe working environment; respecting the principle of equal opportunities and rejecting any form of discrimination based on ethnicity, gender, language and religion; respecting employment contracts for all personnel and the requirements of confidentiality, integrity and availability of information.

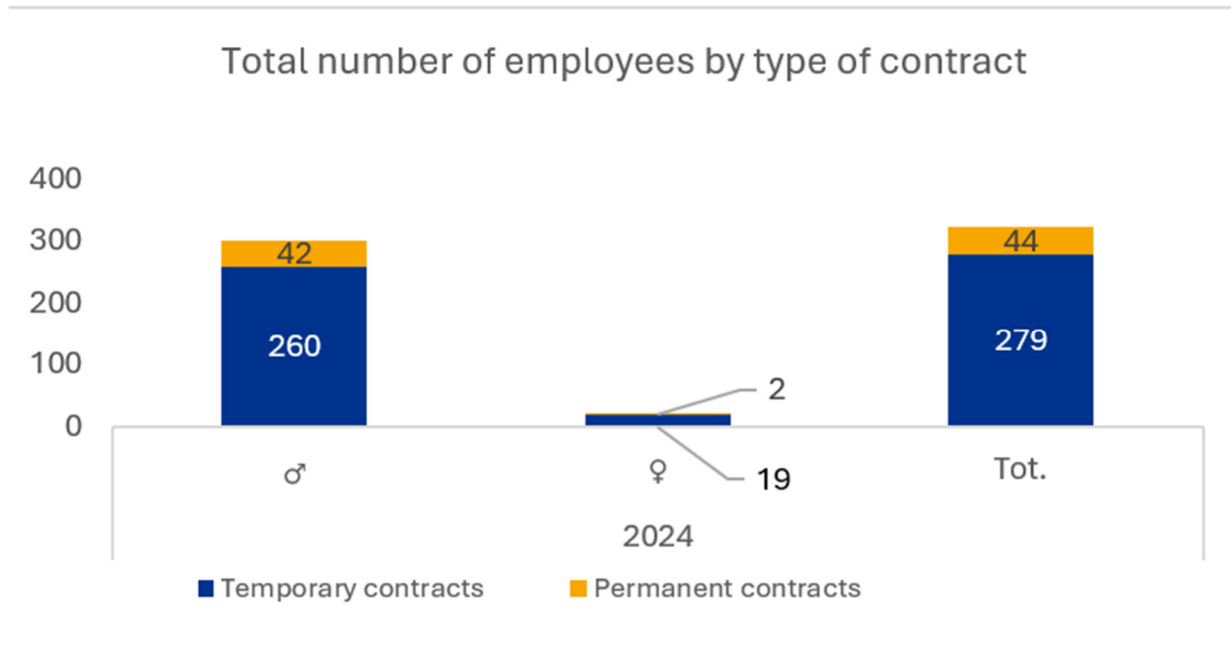
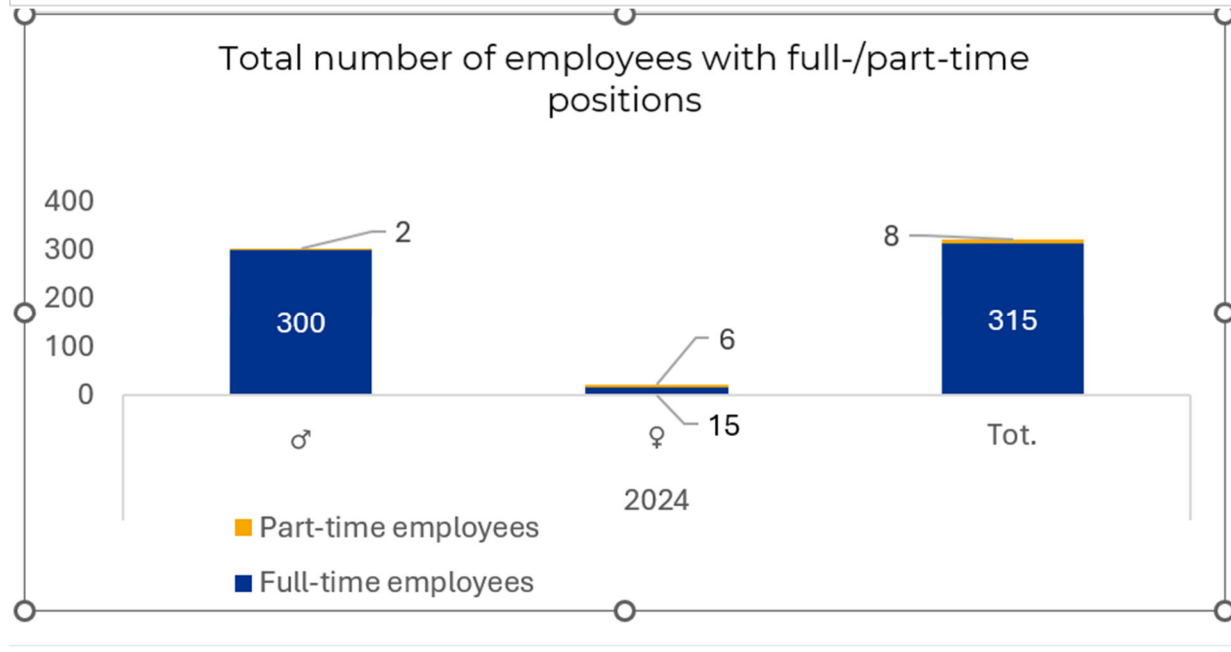
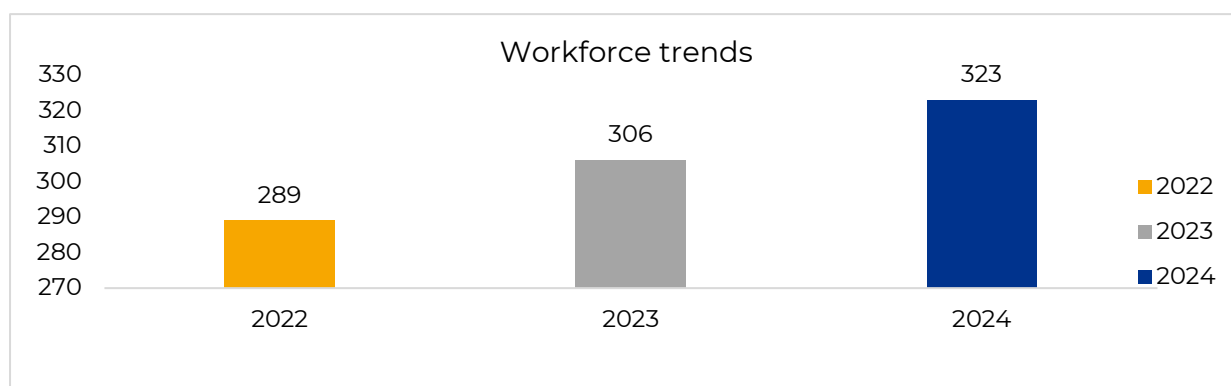
Working conditions

Workforce composition

In 2024, Roda had **323 employees, up 6% compared to 2023**. With respect to employment contracts, most employees are hired under **permanent contracts (86%)**, further confirming the company's commitment to **long-term investments in its resources** and to guaranteeing **stable employment relations**. **Temporary** employees (95% male and 5% female) account for the **residual 14%** of the company's **workforce**. In addition, **98% of employees** have **full-time contracts**, while the **remaining 2%** of the company's workforce works on a **part-time** basis. In particular, female employees with part-time contracts make up 2% of the total workforce and 29% of the company's total female population.

At 31 December 2024, **all 323 Roda employees** were **covered by collective labour agreements**, i.e., **100% of the total workforce**.

Finally, the company has **no non-employee workers**.





In 2024, **79** employees **were hired** and **62 left the company**. With respect to new employee hires, 96% were male employees and 4% female employees, while employees who left the company were 89% male and 11% female.

Corporate wellness programmes

The corporate wellness programme complies with the relevant **national collective labour agreements (CCNL)**. Accordingly, all employees are entitled to **health care, disability and invalidity insurance, parental leave and the contributions provided for by law**. In addition, the company entered into an agreement to **sell products and services to employees at preferential prices**.

The company also prioritises **wellness issues related to health protection**: workers are provided with support and special assistance in returning home should their health deteriorate during business trips.

Roda is aware of the need to promote regular two-way communication with its resources. Consequently, it plans to carry out **a workplace climate survey** and **launch new initiatives to encourage the engagement of all personnel** in order to draw up a **specific wellness plan based on the needs of its people**.

Employee health and safety

Since 2012, Roda has adopted an **occupational health and safety management system** that was firstly compliant with the requirements of the international standard OHSAS 18001, and subsequently **ISO 45001** from 2020 in order to fully protect the health and safety of its entire workforce. The system, which **covers all employees**, was audited by accredited certification bodies, which confirmed its compliance. It both meets the requirements requested by some customers and long-standing company policies, which provide for a formal management structure to oversee health and safety.

The employer and the prevention and protection service officer head the occupational health and safety management system. In addition, three worksite technical managers are responsible for directing work on the installations and coordinating site managers, based on their remit. Overall, there are more than **60** team leaders and site managers **to ensure that every procedure is carried out in accordance with the highest safety standards**.

All activities and tasks performed by employees are covered by the management system. In particular, they are broken down into those relating to the maintenance and construction of overhead and underground HV (high voltage) power lines and the production of metal carpentry and those of a managerial, administrative, technical, management and logistic nature.

Roda regularly carries out a risk assessment in order to identify in advance the areas most at risk and define the measures necessary to minimise such risks. All the hazards and risks identified and the people and the related processes used to determine and subsequently manage them are set out in the **risk assessment document** drawn up in accordance with Legislative decree no. 81/08 and periodically revised and updated, and in the specific assessments carried out for each active worksite. The assessment involves ongoing discussions between health and safety management specialists and operating personnel, in order to combine their skills and obtain an analysis as accurate and representative of the operational context as possible.

The risk assessment process is carried out systematically for each operational context and considers experience gained, any critical issues identified and the lessons learnt from significant events, in order to continuously improve the effectiveness of this process. Constant discussion between the people involved, together with the employer's active participation, play an essential role in ensuring a robust and consistent management system.

Workers can **actively participate in hazard identification and risk assessment** activities during regular meetings held by the personnel in charge. Furthermore, the company has adopted a **stop work policy** procedure which is disseminated among employees through information and training activities and provides for their participation at all levels in order to identify and act promptly in the event of hazardous situations.

The company has also a **doctor** who carries out checks-ups on personnel in accordance with the health protocol, as per the company's health and safety officers' protocols, in order to ensure they are fit for their job roles. The company doctor also carries out periodic medical visits, scheduled by the head of the prevention and protection service, during which employees are also made aware of the importance of the correct use of personal protective equipment and the risks associated with their job.

In order to protect the psycho-physical health of workers, the company also carries out **work-related stress surveys** based on the type of work performed by most employees.

In 2024, there were **eight** work-related **accidents**, of which two while commuting. Most accidents were attributable to ordinary operating dynamics such as accidental impacts, slips or crushing injuries and generally occurred during warehouse activities, manual handling or access to company vehicles. In 2024, there was one fatality caused by an electrostatic discharge. The procedures and checks conducted after this irreversible event did not identify any liability on the part of the employer.



Each event was thoroughly analysed, involving the safety officers, in order to identify the causes and implement corrective and preventive actions. The accidents confirmed certain types of risk the company was already aware of, particularly those related to the work on HV lines. The company continues to strengthen its prevention measures through audits, specific training and awareness-raising campaigns aimed at all personnel, striving for a progressive reduction in the accident rate.

FOCUS:

Occupational health and safety training

For Roda, training all employees is extremely important. To this end, it provides training both on emergency management and on occupational health and safety issues which are not necessarily covered by regulatory obligations or customer requirements.

During the recruitment phase, each employee participates in a training session on the company's management systems to emphasise the importance of active involvement.

Training is also provided by internal lecturers in order to ensure a context-sensitive approach. Emergency management training includes specific topics such as first aid and fire-fighting procedures.

As electrocution is one of the prevailing risks for operating personnel, additional training is provided, focusing on how to earth high-voltage power lines using portable devices, in order to ensure completely safe working conditions.

Furthermore, another mandatory specific training course was designed for technical and operating staff on the correct use of portable devices for earthing HV lines. The company plans to tighten up operating checks, including through spot checks and technical support.

Finally, the company's main customer requires that all personnel employed on its sites, as well as HSE technical managers, meet specific professional requirements, achievable by attending dedicated training courses of between 24 and 32 hours depending on their role.

Workers are actively involved in the discussion of any critical issues identified during training activities.

Finally, in 2024, there were **no cases of work-related ill health**.

Roda also monitors the number of days lost¹⁷ due to injuries, fatalities and work-related ill health as shown in the table below.

	2024	
	Employees	Total
Number of days lost to injuries, accidents, fatalities and work-related ill health	389	389
Number of days lost to work-related injuries	314	314
Number of days lost to fatalities	75	75
Number of days lost to work-related ill health	0	0
Number of days lost to fatalities from ill health	0	0

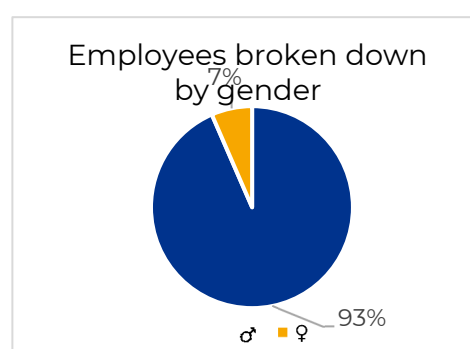
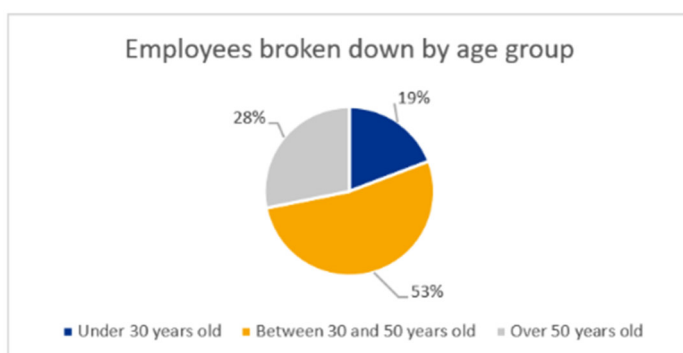
¹⁷ Calendar days are considered for the calculation of days lost, including the first full day and last day of absence for work-related injuries, ill health and fatalities. Thus days on which the affected individual is not scheduled for work (for example, weekends, public holidays) will count as lost days.

Equal treatment and opportunities for all

Employee diversity

Due to the nature of Roda's core business, which mainly relates to the **provision of services and labour on construction site activities**, the breakdown by employee gender is significantly tilted towards the male gender. Indeed, male employees account for 93% of the workforce, while female employees account for 7%.

A breakdown of employees by age group in 2024 shows that **53%** of our employees were between **30 and 50 years old** and the remaining **28%** and **19%** are made up of **over 50 and under 30 years old**, respectively.



Finally, at 31 December 2024, the company had **two workers with disabilities**.

Employee training and development

For Roda, **people training and development** are key elements in HR management. They are **essential** to foster individual growth and enhance the company's potential.

Employee training starts from the first induction day through specific courses tailored to their role and tasks.

Training needs may be identified over time from several sources, such as internal reports, customer requests or from the analysis of possible weaknesses in performing procedures, technical skills or operating methods. The quality, safety and environment (QSA) division is responsible for meeting these needs. It assesses the most relevant content and identifies the most appropriate training courses, and chooses the most effective supports and tools to ensure that personnel is continuously updated.

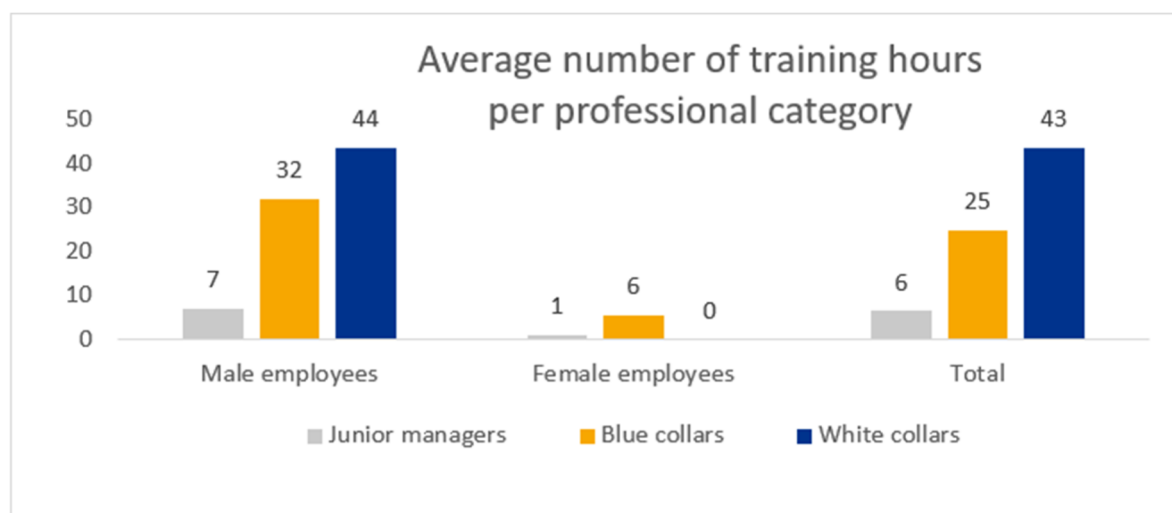
In general, **training** is mainly focused on the following **issues**:

- **Operating conditions and environmental issues** relating to sector procedures, instructions and forms;
- **Special working conditions** that may occur during the year or worksite development;
- Specific **emergency situations**.

All training activities, both those already carried out and those scheduled, form part of a **specific training programme**, approved by general management. Training can be delivered either by in-house personnel or by external trainers and takes place at the company's offices, worksites or external facilities. For courses delivered by external trainers, attendance certificates are issued to each participant, while in-house training includes a final assessment test. At the end of practical training courses, each participant receives direct feedback from their mentor.

Training effectiveness is assessed annually during the **management review**. The assessment also takes into account the findings of internal audits and any checks carried out by third parties, thus contributing to the identification of additional future training needs.

A total of **12,116 hours of training** were provided in **2024** for an average of 38 hours per employee. **Worksite workers** received the most training, with an average of **approximately 43 hours** per capita, followed by **office workers**, with an average of **around 25 hours per capita**.



In addition to training, its **employees' professional development** is a priority for Roda. Similarly to training, this process starts from the very first day of work. New employee hires shadow a tutor - usually a division or area manager - who guides them through operational activities and theoretical concepts useful to their role.

Every year, general management **assesses the competence of personnel** together with the various corporate divisions. Roda has a management software package which includes a form for each administrative office employee and site



manager that contains information such as their contractual position, general remit, main task and level of skills, any alternative tasks to be assigned, and training courses completed or in progress during the year.

The general management and various corporate divisions joint analysis of this information enables the system to develop a customised **“skills matrix”** for each employee, highlighting the **skills acquired or improved during the year**. This tool facilitates an accurate analysis of professional development and helps to check that the requirements for possible career advancement have been met.

Workers at worksites are assessed annually based **on continuous feedback** gathered through direct discussions with site technical personnel.

In order to further strengthen the performance assessment system, Roda also plans to introduce a self-assessment phase when employees join the company, thereby increasing individual awareness and the accuracy of the appraisal process.

Pay gap

Employee remuneration complies with the provisions of the national collective labour agreements, guaranteeing adequate wages for the entire workforce.

The company calculates the gender pay gap by comparing the average gross hourly remuneration of male employees and that of female employees to the average gross hourly remuneration of male employees.

Combating discrimination and harassment

For Roda, the well-being and needs of its people are particularly important. It is committed on a daily basis to ensuring it **avoids any form of discrimination** (related to age, gender, sexual orientation, health conditions, geographical origin, social class, political opinions, trade union membership or religious beliefs), as confirmed by the ongoing efforts to protecting human and labour rights. **No forms of discrimination were reported during the year.**

Furthermore, Roda strives to ensure the protection of the **physical, moral and cultural integrity** of each individual, promoting human capital in order to enhance and expand the skills and know-how of its employees, thus increasing their contribution to the company's competitiveness. The company **strongly condemns any form of child, forced or compulsory labour**, as well as any act of physical violence, corporal punishment or psychological abuse.

Furthermore, it does not in any way tolerate behaviour that includes pressure or threats aimed at inducing employees to violate the law, the code of ethics or

internal policies. The company promotes a **work environment characterised by mutual respect**, which entails engagement among colleagues and collaborators.



Privacy

In order to prevent the risks caused by possible breaches of its people's personal data, Roda takes all necessary measures to ensure the confidentiality of the information in its possession, except where disclosure is required by law. Furthermore, the company is fully compliant with current legislation on the protection of personal data and strictly refrains from obtaining confidential information by unlawful means or methods.

To this end, Roda has implemented **specific protocols to safeguard the confidentiality of the information** processed and is committed to ensuring that all parties adopt prudent and compliant behaviour.

All parties interacting with the company must not use confidential data for purposes other than their professional activity, must not disclose or use inside information and must not alter or spread false information.

In addition, following the introduction of **Regulation (EU) 2016/679** and in accordance with the provisions of articles 13 and 14 thereof, the company has prepared a **privacy** notice covering data relating to natural persons acting on behalf of a company and its employees, if any.

In 2024, in line with the goals pursued in previous years, the **ISO 27001:2022** certification for the information security management system was confirmed, safeguarding the privacy of those working within the company.

Finally, Roda is committed to developing a cybersecurity training plan for its employees in order to raise awareness on the impacts and risks inherent in personal data management.

In 2024, **there were no incidents of loss, unauthorised access or misuse of personal or sensitive data managed by Roda.**

3.2 Workers in the value chain

Roda is aware of the strategic importance of managing its value chain to ensure the reliability, sustainability and integrity of its operations.

The company has identified the workers in the value chain who may be affected by its operations, including those exposed to potential impacts, in particular, the workers of **contractors** and **sub-contractors** operating in the worksites where **Roda**, as the main contractor, **is responsible for control and operational coordination and worksite safety**.

The material impacts related to workers in the value chain refer to the following health and safety aspects:

- **Potential negative impact:** Temporary injuries and/or work-related ill health occurring during the performance of work activities may have an impact on the health and psycho-physical well-being of workers along the entire value chain;
- **Potential negative impact:** Injuries and/or work-related ill health resulting in permanent disability that occurred during the performance of work activities may have an impact on the health and psycho-physical well-being of workers along the entire value chain.

In order to handle possible work-related injuries, the company encourages strict compliance with prevention and protection measures also by the workers who are not employees operating on its sites, by coordinating, monitoring and promoting constant awareness-raising activities on health and safety issues.

The various safeguards implemented confirm Roda's commitment to the responsible management of the value chain. In particular, through its **integrated policy**, the company constantly checks that its suppliers and sub-contractors comply with technical, professional, quality, environmental, energy, safety and social accountability standards. Furthermore, when entering into supply contracts, new suppliers are informed of the universal principles set out in the **code of ethics**, with which they must comply, and are asked to sign the **statement of responsibility** assuming responsibility for their actions.

Furthermore, in line with SA8000:2014 and ISO 45001:2023, the company adopted specific supply chain management measures which include the incorporation of criteria relating to the **respect of human rights, working conditions** and **contractual protections** into the supplier qualification process; the request and **documentary check** of the contracts in place with sub-contracted workers, the regular payment of contributions and mandatory certifications; the performance of **technical and HSE audits** and surprise inspections, to monitor sub-contractors' compliance with regulations and company values; and the possibility



of **terminating the contractual relationship** or revoking access to worksites in the event of serious or repeated violations.

Finally, Roda, which operates in regulated national and European contexts where the respect for workers' rights is guaranteed by an established regulatory framework, **has not identified** any activities in the value chain that show a significant risk of **incidents of forced or compulsory labour**.

3.3 Affected communities

For Roda, strong relationships of trust and collaboration with its local communities are essential. The company is aware that its operations may have significant impacts on them, leading to environmental damage and public health risks.

The double materiality assessment identified the following material impacts and opportunities in relation to local communities:

- **Actual positive impact:** Socio-economic development of local areas and communities by promoting numerous initiatives (in the health, academic, sports and environmental fields);
- **Actual negative impact:** Contribution to the deterioration of the quality of life of local communities as a result of ordinary production activities that cause significant noise emissions;
- **Opportunities:** Reputational benefits by building a strong relationship with local communities through the organisation of charitable initiatives, sponsorships, etc..

With respect to the actual negative impact identified, the **activities** responsible for such impact mainly refer to large **temporary worksites**, which involve the movement of heavy vehicles and the occupation of public land; the **installation** and **dismantling of supports and pylons** near inhabited areas, agricultural areas or sensitive ecosystems; **drilling or excavation activities** in urban or suburban areas. The various impacts generated by the company's operations include **noise nuisance**, especially near homes or sensitive facilities such as schools and health centres; possible **temporary restrictions on circulation or access to private property** and farmland, with possible disruptions for local residents and activities; **temporary alterations to the landscape** or accessibility to rural or mountain paths due to the presence of vehicles, pylons, micro-worksites and fences; **concerns by communities** regarding safety, exposure to electromagnetic fields or the presence of visually impacting structures, particularly during the installation of new supports. Finally, rarely, there may be possible **tensions with local communities** during the execution of works or when crossing agricultural land, sometimes accompanied by demands for compensation or the need for mediation.

Roda has adopted a **preventive approach** to manage these impacts carefully and responsibly. In particular, its commitment is based on the following propositions:

- **careful planning and strict compliance with** applicable **environmental, urban planning and safety requirements**;



- **minimisation of the impacts caused by worksites** by adopting specific measures to contain noise, dust, occupation of public land and interference with the road system;
- **transparency and communication** with stakeholders, supported by coordination, where necessary, with the customer to ensure agreement of timelines, operating methods and potential impacts that may temporarily affect the area;
- **active oversight of sub-contractors** to ensure that third-party companies also operate in line with the company's values and respect the local areas in which they operate;
- full **respect for human and labour rights** in accordance with current legislation and commitments undertaken on a voluntary basis as part of the integrated management system.

The company monitors engagement with its local communities with the following tools:

- the **code of ethics**, which is binding for all the company's people. They undertake to comply with the provisions set out therein and to align their conduct and actions with its principles for all transactions with customers, suppliers, colleagues, line managers, employees or any other person with whom they engage;
- the **integrated policy**, whose objectives include acting responsibly vis-à-vis the community, respecting local communities and regulations.

In addition, through a series of **philanthropic actions** carried out in the health, academic, sports and environmental fields, the company contributes to generating shared value and fostering the sustainable development of the areas in which it operates.

Indeed, since 1997, Roda has regularly funded local sports initiatives, such as its long-standing sponsorship of **Trofeo Città di Brescia**, an important event for many young cyclists.

In the academic field, Roda partly funds a scholarship organised by the Institute of Economics and Employment Studies (I.S.E.O.) and awarded to the most deserving participants of the Summer School in Economics. Each edition sees the participation of several Nobel Prize winners in economics, along with some of the best known international economists. The aim of the Summer School is to bring together a large number of graduates (including master's or PhD students, researchers and young professionals) from the most important international universities to improve their knowledge in economic fields.

Since 2023, Roda has also increased its active participation in local initiatives, supporting:

- **XTERRA Sports Unlimited** to create a sports event with a low environmental impact and focused on sustainability, highlighting the connection between caring for people's health, sports and the environment;
- **O.D.V. Occhi Azzurri ONLUS** and its **CR SINAPSI** project to build a state-of-the-art rehabilitation centre for the management of disability and personal difficulties, open to all families in need in the Cremona area;
- **cleaning** the bed of Lake Garda and participation in the event "Let's clean up the world", an initiative to raise awareness among primary school children about the importance of environmental protection.



3.4 Consumers and end-users

Roda has always placed customers at the core of its operations, striving every day to meet their needs and expectations. The company is aware of its responsibility vis-à-vis the consumers and end-users of the works it carries out.

Customer relationships are based on **continuous improvement, responsible innovation** and the **quality and safety of the works and services offered**.

The double materiality assessment identified an impact and an opportunity in relation to consumers and end-users, as described below:

- **Potential negative impact:** Poor customer data management processes causing data breaches and loss/spillage of sensitive data;
- **Opportunity:** Reputational benefits generated by customer loyalty following compliance with guarantees in terms of safety and quality of the works carried out.

The objectives of the company's **integrated policy** include satisfying its customers and meeting the quality levels set by their customers, as well as the diligent and accurate management of acquired contracts, safeguarding its information assets and those of its customers. Furthermore, the provisions of the **company's code of ethics** are also binding for its customers.

Roda manages its impacts on end-users in accordance with a **preventive approach** which focuses on the prevention of the negative impacts that could potentially be generated throughout the entire construction cycle, in particular, in terms of quality, safety and reliability of the infrastructure made available to the national grid. Design, construction and maintenance activities are governed by formal company procedures, a certified integrated management system and constant interaction with customers in order to comply with stringent technical standards; fully meet environmental, safety and business continuity requirements; and have controlled management of suppliers and sub-contractors that are selected and monitored also based on their ability to meet the same standards expected by Roda and end-users.

In addition to management tools (policies, certifications, technical controls and procedures), Roda has implemented additional measures to prevent, mitigate and manage potentially negative impacts on the end-users of the relevant infrastructure. The main initiatives include:

- the adoption of **digital traceability and quality control tools**, shared with the customer, allowing **real-time monitoring of critical activities** and immediate access to technical and test documentation;

- the active presence of **expert technicians at strategic worksites** to directly supervise works, **check compliance** and provide immediate **operational support** in the event of deviations from the expected standards;
- the **structured management of worksite feedback**, including findings, reports and non-conformities, with centralised analysis at management level and discussion of results with the divisions involved to ensure corrective and preventive actions;
- the organisation of **regular technical and HSE coordination meetings** with customers, aimed at operational alignment, definition of improvement measures and early detection of possible critical issues;
- the inclusion of the **suppliers' and sub-contractors' assessment** in the company system, also based on their compliance with customers' standards, with suspensions and revocations in the most critical cases;
- **specialised training at the customer's request**, embedded into internal training courses, to ensure that operational skills are aligned with quality, environmental and safety expectations.

Roda carries out contracts governed by stringent technical and contractual standards and maintains a **structured and proactive dialogue with its customers**, including through audits, technical meetings and sophisticated digital control tools, in order to pre-empt any critical issues and ensure that the works delivered meet the reliability, durability and safety criteria envisaged in the national strategic framework.

Design and innovation

Innovation is one of our **strengths**. It characterises all types of services the company offers: from plant engineering to large-scale construction works, design and building construction.

The innovation of our services begins in the design stage. The technical department team, made up of qualified personnel with the necessary professional certifications, manages the various project phases: from the initial feasibility study to the drafting of the executive design and, at the customer's request, the performance of the works. When necessary, experimental checks are also carried out by means of specific tests and test programmes.

The team often collaborates with experienced engineers from renowned plant engineering companies, as well as highly specialised construction and technology partners, to develop advanced technical solutions for complex electrical infrastructure projects. These relationships take the form of operational partnerships for executive design projects, integrated contract management and the adoption of process and product innovations.



Key to the success of these partnerships is the repetition of the executive design phase by carrying out tests on structures or components in order to check their correct size and optimise efficiency during the installation phase.

Service quality and safety

Thanks to its continuous innovation policy, Roda provides customers with **top quality, safe works and services**. Together with strict compliance with current regulations, including on a voluntary basis, customer satisfaction and excellence in the execution of works are essential elements in the definition of any strategic objective.

Through constant monitoring and analysis of the degree of satisfaction of all parties involved, Roda can provide highly qualified and competitive services, consolidating its leading role in the construction of power lines that comply with regulations and achieve environmental harmony, while contributing to the promotion of sustainable development in the areas in which it operates.

Privacy

As discussed in the chapter [“3.1.3 Privacy and cybersecurity”](#), Roda is **fully compliant with current legislation on the protection of personal data** and strictly refrains from obtaining confidential information by unlawful means or methods.

In order to protect the data and information of its customers, Roda has implemented **specific protocols to safeguard the confidentiality of the information** processed and is committed to ensuring that all parties adopt prudent and compliant behaviour.

By maintaining **ISO 27001:2022** certification, Roda is committed to **meeting the highest standards of cybersecurity for customers and stakeholders**.

4 Governance information

Operating in a responsible and sustainable manner requires a solid structure that takes into account the expectations and interests of the actors that make up the entire value chain. **Ethics** and **integrity** are the guidelines that shape Roda's work and determine the governing bodies' decisions in conducting business and respecting the confidentiality of the information handled.

The impacts, risks and opportunities in relation to governance are identified by conducting a materiality assessment, which identified the following material impacts and risks:

- **Actual positive impact:** Combating corruption and bribery by disseminating ethical business principles;
- **Actual positive impact:** Safe, anonymous and accessible channels enable all stakeholders to report illegal acts without fear of retaliation or discrimination;
- **Risk:** Employees' or third parties' unethical or improper conduct may damage the company's good reputation;
- **Risk:** Risk of slowdown and/or disruption of Roda's work activities due to non-compliance of sub-contractors' activities;
- **Risk:** Reputational risk caused by the lack of integration of environmental and/or social criteria into supplier selection and non-oversight of their sustainability performance.

The company uses several tools to ensure effective, efficient and transparent management of its business operations, including the **code of ethics**, the **organisation, management and control model**, the **integrated policy**, the **integrated management system** and the **whistleblowing policy**.

Code of ethics

The **code of ethics** is the reference standard containing the principles, values and rules of conduct that the addressees must adopt when performing their work and regardless of their level of responsibility.

The addressees of this document include all those who work with Roda and towards whom the company undertakes to act in accordance with the relevant principles.

The code of ethics prioritises respect for the following principles and values:

- honest, decent and transparent behaviour of employees and collaborators;
- transparent and fair dealings on the market;
- transparency, completeness and accuracy of financial and technical information;



- confidentiality of information;
- equal opportunities and respect for the individual;
- occupational health and safety;
- environmental protection;
- probity in relations with public administrations;
- no conflicts of interest;
- embargoes;
- safeguarding business continuity and corporate assets.

Roda provides all employees with training about the code to ensure its dissemination and their compliance; such training is modified for new hires in line with their roles and responsibilities. Awareness-raising activities are also offered to suppliers and third parties acting on behalf of the company.

The code of ethics can be consulted on Roda's website.

Organisational, management and control model

With the aim of minimising the risk of committing the crimes covered by Legislative decree no. 231/2001, Roda has adopted an **organisational, management and control model** (the "model"), whereby all relations and activities pursued by the company are based on mean correct behaviour and legality. The model provides for operational protocols and control systems specifically designed to **prevent crimes** and behaviour contrary to the company's values. It reflects the mapping of the crimes deemed material to the company based on its operations and the areas most exposed to these crimes. The model is refreshed regularly in order to keep it as **up-to-date and consistent** as possible in line with changes in the business context and the related risks.

Integrated policy

The **integrated policy** enshrines Roda's anti-corruption commitment and includes a series of undertakings adopted by the company, such as the adoption of a **firm and absolutely prohibitive approach towards any form of corruption**, as well as enhancing the transparent nature of the business and the company, increasing its ability to detect episodes of corruption by ensuring anonymity and protecting the whistleblowers. The policy complies with **ISO 37001:2016**, making the fight against corruption an integral part of the organisational culture and business processes.

Integrated management system

Roda has adopted an **integrated management system (IMS)** as set out in its **integrated policy** which contains all information necessary to understand the company's structure and operation. Indeed, it provides information on company policies, organisation charts, process maps, procedures, operating instructions, forms and job descriptions used to define the company's activities, those in charge and the correct methodology.

Whistleblowing policy

In order to ensure effective, efficient and transparent corporate management, Roda has adopted a **whistleblowing policy**, which governs the receipt, analysis and processing of the reports of unlawful conduct or irregularities that indicate a breach of national or EU provisions which could be detrimental to the company's interests. Thanks to this policy, employees, collaborators and external stakeholders can report any unlawful conduct or a breach of company policies securely and confidentially. Reports may be made by persons who become aware of unlawful conduct or a breach of company policies as part of their work, using information channels that guarantee not only the proper handling of the report, but also the confidentiality and protection of whistleblowers against any discriminatory measures. Furthermore, the policy regulates the process to send the reports to the relevant bodies, protecting both the whistleblower and the reported party. This policy can be consulted on Roda's website.

As already mentioned, Roda has adopted an organisational, management and control model in line with the provisions of Legislative decree no. 231/2001, which includes monitoring corruption risks. In line with the code of ethics, as part of its operations, the company undertakes to prevent all forms of bribery and corruption and to avoid collusive behaviour.

Furthermore, it is committed to communicating the anti-corruption regulations and procedures applicable to its people and its business partners. In particular, during the year, **453 suppliers** were informed about the anti-corruption regulations and procedures implemented by the company. **Anti-corruption training** is also provided to **new employee hires**.

Finally, the company **did not record any instances of bribery or corruption** during 2024.

Management of relationships with suppliers and payment practices

Roda is committed to ensuring respect for human rights and safe and decent working conditions in its supply chain. Accordingly, it promotes responsible social and environmental development in collaboration with suppliers.



In accordance with the supplier selection procedure adopted by the company, the list of qualified suppliers is limited and is constantly updated.

Contract managers are in charge of the selection phase. The first criterion requires that suppliers provide a number of valid documents, including their registration with the CCIAA (Italian chamber of commerce); the Durc (certificate of social security compliance); civil liability insurance policies and the anti-mafia certification. In addition, if available and relevant to the supplier's activity, its **risk assessment document** and any **certifications** obtained in accordance with the **ISO** standards are also requested. Based on the specific nature of the service or goods supplied, additional documentation may be subsequently required.

When signing supply contracts, suppliers must acknowledge the company's code of ethics and **sign the statement of responsibility**, thus formally undertaking to comply with **the company's principles**.

During the selection phase, in addition to the documentary check, the company may also decide to carry out **an inspection at the supplier's premises**. To this end, second-party audits are conducted by experts.

In 2024, **84% of the new suppliers were screened using environmental and social criteria**, up 27% compared to 2023.

The screening covered both existing and new suppliers. In addition, a **supplier classification system** has been implemented based on three risk levels (high, medium and low), determined according to the supplier's degree of involvement in the company's operations.

- **High risk:** this category includes suppliers that provide labour at worksites (sub-contracting, installation services, transport of materials and waste). High risk profile suppliers are screened every year and the expiry date of the documents provided is regularly monitored;
- **Medium risk:** this category includes suppliers of products which participate in worksite activities, but do not provide labour force;
- **Low risk:** this category includes all suppliers not falling into the previous two categories and that solely provide materials and services for the administrative offices.

The company calculates the average number of days for invoice payment: **80 days from the date of the invoice**.

At 31 December 2024, the company declared that **it was not involved in any legal proceedings due to late payments**.

Calculation methodology

KPI	Methodology
Own workforce	
Industrial relations	Workers covered by collective bargaining agreements: this indicator covers all employees whose employment relationship is governed by collective bargaining agreements (national, category, company or site).
Hours of training	Training hours provided to employees: hours of training that Roda provides to employees included in a specific training programme. Training takes place at the company's offices, at worksites or at external facilities either by using in-house personnel or third-party trainers. The average number of training hours is calculated by dividing the total number of training hours offered to the personnel by the total workforce.
Employee turnover rate	Positive: the inbound turnover rate is calculated by comparing the number of new employees hires against the previous year's workforce Negative: the outgoing turnover rate is calculated by comparing the number of employees who left the company during the year and the previous year's workforce
Safety	Rate of recordable work-related injuries: rates of work-related injuries are calculated in accordance with GRI 403-9, using 1,000,000 hours worked as the baseline. Recordable work-related injuries which fall under applicable legislation (Legislative decree no. 81/08) were considered, also including those with a prognosis of more than three days. Data were collected from company records, INAIL (the national institute for insurance against accidents at work), communications and internal reports.
Environment	
Energy consumption	Energy consumption was calculated using the conversion factors for petrol, diesel, natural gas, LPG and electricity published in the UK Department for Environment, Food and Rural Affairs (DEFRA) database, annually updated in 2022, 2023 and 2024.
GHG emissions	Scope 1 emissions: Scope 1 emissions are those directly generated by the company and include the following gases: CO ₂ , CH ₄ and N ₂ O. The emission factors used for petrol, diesel, natural gas and LPG were taken from the ISPRA (the Italian Institute for Environmental Protection and Research) database annually updated in 2022, 2023 and 2024. Scope 2 emissions (market-based): these are indirect GHG emissions generated by energy consumption and based on the market (tonnes of CO ₂ eq.) This calculation was performed using the Residual Mixes published by the Association of Issuing Bodies (AIB). Scope 2 emissions (location-based): these are indirect GHG emissions generated by energy consumption and based on the geographical location (tonnes of CO ₂ eq.) The emission factor used for the electricity purchased from the grid under the location-based method has been taken from the ISPRA 2024 database.



GRI indicator tables

GRI 302-1: Energy consumption within the organization			
Energy consumption (Gj)	2022	2023	2024
Direct energy consumption	28,149	37,335	38,785
From non-renewable sources	212	694	707
Heating oil	-	-	116
Natural gas	212	104	149
LPG	0	590	442
Consumption by cars	27,594	36,301	37,689
Petrol	288	355	553
Diesel	27,306	35,946	36,547
LPG	0	0	589
Self-generated and consumed solar energy	344	340	389
Indirect energy consumption	520	1,259	1,332
From non-renewable sources	342	885	1003
From renewable sources	178	374	329
Total energy consumption	28,669	38,594	40,117

305-1: Direct (Scope 1) GHG emissions, 305-2: Energy indirect (Scope 2) GHG emissions			
GHG emissions (tCO _{2eq})	2022	2023	2024
Direct (Scope 1) emissions	1,952	2,634	2,689
From non-renewable sources (natural gas, diesel, LPG)	11	54	53
From consumption of fuel for the company fleet (petrol and diesel)	1,942	2,580	2,636
Indirect (Scope 2) emissions – market-based	43	113	117
Indirect (Scope 2) emissions – location-based	38	85	97

303-3: Water withdrawal		
Water withdrawal, by source and type [megalitres]	2024	
	Total	of which: areas with water stress
Third-party water	1.524	0.100
Freshwater	1.524	0.100
Total water withdrawal	1.524	0.100

306-3: Waste generated (tonnes)			
Waste generated [tonnes]	2022	2023	2024
Hazardous waste	23	82	17
Construction and demolition wastes	10	64	0
Spent oil and liquid fuel residues	5	9	5
Waste packaging, absorbents, wiping cloths, filter materials and protective clothing	1	1	5
Wastes from shaping and physical and mechanical surface treatment of metals and plastics	0	0	0
Wastes not otherwise specified	7	7	7
Non-hazardous waste	94,802	138,557	132,897
Construction and demolition wastes	94,268	138,267	132,657
Drilling muds and other drilling waste	281	8	60
Packaging waste	181	169	100
Municipal waste, including separately collected fractions	22	82	55
Wastes from waste management facilities	2	-	0
Use of printing inks	0	0	0
Wastes not otherwise specified	48	31	25
Total waste	94,825	138,639	132,914

306-4 Waste diverted from disposal (tonnes)			
Waste sent for recovery by third parties (tonnes)	2022	2023	2024
Hazardous waste	21	60	16
Preparation for reuse			
Recycling			
Other recovery operations	21	60	16
Non-hazardous waste	94,774	138,539	131,622

Preparation for reuse			
Recycling			
Other recovery operations	94,774	138,539	131,622
Total waste recovered	94,795	138,598	131,639

306-5: Waste directed to disposal (tonnes)			
Waste directed to disposal by third parties (tonnes)	2022	2023	2024
Hazardous waste	2	22	1
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations	2	22	1
Non-hazardous waste	28	19	1,274
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations	28	19	1,274
Total waste directed to disposal	30	41	1,275



2-7: Employees										
Employees by gender, type of contract and with full-/part-time positions [no.]		2022			2023			2024		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Total number of employees by type of contract		269	20	289	281	25	306	302	21	323
Permanent employees	<i>type of contract</i>	254	20	274	260	25	285	260	19	279
Temporary employees	<i>type of contract</i>	15	0	15	21	0	21	42	2	44
Non-guaranteed hours employees	<i>type of contract</i>	0	0	0	0	0	0	0	0	0
Total number of employees with full-/part-time positions		269	20	289	281	25	306	302	21	323
Number of full-time employees	<i>full-/part-time positions</i>	266	11	277	279	13	292	300	15	315
Number of part-time employees	<i>full-/part-time positions</i>	3	9	12	2	12	14	2	6	8

2-30: Collective bargaining agreements										
Percentage of total employees covered by collective bargaining agreements		2022			2023			2024		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Total number of employees by type of contract		269	20	289	281	25	306	302	21	323
Number of employees covered by collective bargaining agreements		269	20	289	269	20	289	302	21	323
Percentage of employees covered by collective bargaining agreements		100%	100%	100%	96%	80%	94%	100%	100%	100%

401-1: New employee hires and employee turnover							
Employees by gender, type of contract and with full-/part-time positions		2024					
		♂	♂ %	♀	♀ %	Total	Total %
New employee hires		76	27%	3	12%	79	26%
Under 30 years old		22	32%	1	33%	23	37%
30-50 years old		45	35%	1	8%	46	33%
Over 50 years old		9	11%	1	10%	10	12%
Employees who left the company		55	20%	7	28%	62	20%
Under 30 years old		20	29%	0	0%	20	28%
30-50 years old		22	17%	2	17%	24	17%
Over 50 years old		13	15%	5	50%	18	19%

403-8: Workers covered by an occupational health and safety management system			
Number of employees covered by an occupational health and safety management system	2022	2023	2024
Total employees (no.)	289	306	323
Employees covered by an occupational health and safety management system (no.)	289	306	323
Employees covered by an occupational health and safety management system (%)	100%	100%	100%

403-9: Work-related injuries									
Employees	2022			2023			2024		
	♂	♀	Total	♂	♀	Total	♂	♀	Total
Recordable work-related injuries (no.)									
Total recordable work-related injuries	9	0	9	8	0	8	8	0	8
At the company's premises	9	0	9	8	0	8	6	0	6
Commuting incidents			0	0		0	2		2
Fatalities (no.)									
Total fatalities as a result of work-related injury	0	0	0	0	0	0	1	0	1
At the company's premises	0	0	0	0	0	0	1	0	1
Commuting incidents	0	0	0	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities) (no.)									
Total high-consequence work-related injuries	0	0	0	0	0	0	0	0	0
At the company's premises			0			0			0
Commuting incidents			0			0			0
Calculation of the number of hours worked and injury rate									
Hours worked (H)	442,718	25,871	468,589	460,175	31,698	491,873	491,656	32,412	524,068
Rate of recordable work-related injuries	20	0	19	17	0	16	16	0	15
Rate of fatalities as a result of work-related injury	0	0	0	0	0	0	2	0	2
Rate of high-consequence work-related injuries	0	0	0	0	0	0	0	0	0

404-1: Average hours of training per year per employee									
Hours of training by employee category [H]	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total hours of training	20,803	116	20,919	16,038	88	16,126	12,022	94	12,116
Managers	0	0	0	0	0	0	0	0	0
Junior managers	354	0	354	313	12	325	118	4	122
White collars	1,839	116	1,955	1,062	76	1,138	1,422	90	1,512
Blue collars	18,610	0	18,610	14,663	0	14,663	10,482	0	10,482

Average hours of training by employee category	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total average hours of training	77	6	72	57	4	53	40	4	38
Managers	0	0	0	0	0	0	0	0	0
Junior managers	30	0	30	20	3	16	7	1	6
White collars	53	7	38	27	4	20	32	6	25
Blue collars	84	0	83	65	0	64	44	0	43

405-1: Diversity of employees												
Employees per employee category and age group	2022				2023				2024			
	♂	♀	Total	Total %	♂	♀	Total	Total %	♂	♀	Total	Total %
Managers	0	0	0	0%	0	0	0	0%	0	0	0	0%
Under 30 years old	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	0	0	0	0%	0	0	0	0%	0	0	0	0%
Over 50 years old	0	0	0	0%	0	0	0	0%	0	0	0	0%
Junior managers	12	0	12	4%	16	4	20	7%	15	4	21	6%



Under 30 years old	0	0	0	0%	0	1	0	0%	0	0	0	0%
30-50 years old	10	0	10	3%	13	0	15	4%	13	1	14	4%
Over 50 years old	2	0	2	1%	3	3	5	2%	4	3	7	2%
White collars	35	17	52	18%	40	18	58	19%	47	16	61	20%
Under 30 years old	11	4	15	5%	11	2	13	4%	9	3	10	3%
30-50 years old	19	9	28	10%	23	11	33	11%	28	10	40	12%
Over 50 years old	5	4	9	3%	6	5	12	4%	8	3	13	3%
Blue collars	222	3	225	78%	225	3	228	75%	240	1	241	75%
Under 30 years old	48	0	48	17%	57	0	51	19%	50	0	50	15%
30-50 years old	101	1	102	35%	93	1	96	31%	117	1	118	37%
Over 50 years old	73	2	75	26%	75	2	81	25%	73	0	73	23%
Total (no.)	269	20	289		281	25	306		302	21	323	
Total (%)	93%	7%	100%		92%	8%	100%		93%	7%	100%	

405-1: Diversity of governance bodies												
Members (BoD)	2022				2023				2024			
	♂	♀	Total	Total %	♂	♀	Total	Total %	♂	♀	Total	Total %
Total (no.)	3	2	5	100%	3	2	5	100%	3	2	5	100%
Under 30 years old	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	2	0	2	40%	1	0	1	20%	1	0	1	20%
Over 50 years old	1	2	3	60%	2	2	4	80%	2	2	4	80%

Members of the board of statutory auditors	2022				2023				2024			
	♂	♀	Total	Total %	♂	♀	Total	Total %	♂	♀	Total	Total %
Total (no.)	2	3	5	100%	5	2	5	100%	3	5	5	100%
Under 30 years old	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	1	1	2	40%	2	1	2	40%	1	2	1	20%
Over 50 years old	1	2	3	60%	3	1	3	60%	2	3	4	80%

308-1/414-1: New suppliers that were screened using social and environmental criteria			
Suppliers	2022	2023	2024
	no.	no.	no.
Total new suppliers	403	493	382
of which selected using environmental criteria	324	281	320
Percentage of new suppliers that were selected using environmental criteria	80.4%	57.0%	83.8%
Total new suppliers	403	493	382
of which selected using social criteria	324	281	320
Percentage of new suppliers that were selected using social criteria	80.4%	57.0%	83.8%

GRI content index

Statement of use	Roda S.p.A. has reported the information disclosed in this GRI content index for the period 01/01/2024 to 31/12/2024 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021
GRI sector standard applicable	N/A

GRI standard	Disclosure	Reference paragraph and note
GRI 2: General disclosures 2021	2-1 Organizational details	1.2 Strategy and business model
	2-2 Entities included in the organization's sustainability reporting	1.1 Methodology for reporting non-financial information
	2-3 Reporting period, frequency and contact point	1.1 Methodology for reporting non-financial information
	2-4 Restatements of information	1.1 Methodology for reporting non-financial information
	2-5 External assurance	Independent auditors' report
	2-6 Activities, value chain and other business relationships	1.2 Strategy and business model 4. Governance information
	2-7 Employees	3.1.1 Working conditions GRI indicator tables
	2-8 Workers who are not employees	3.1.1 Working conditions
	2-9 Governance structure and composition	1.1 Governance
	2-10 Nomination and selection of the highest governance body	1.3 Governance in Roda
	2-11 Chair of the highest governance body	1.3 Governance in Roda
	2-15 Conflicts of interest	1.3 Governance in Roda
	2-16 Communication of critical concerns	1.3 Governance in Roda
	2-22 Statement on sustainable development strategy	Letter to the stakeholders
	2-26 Mechanisms for seeking advice and raising concerns	1.3 Governance in Roda
	2-27 Compliance with laws and regulations	During 2024, a non-monetary penalty was levied on the company.
	2-28 Membership associations	1.2.4 Stakeholder engagement and double materiality assessment
	2-29 Approach to stakeholder engagement	1.2.4 Stakeholder engagement and double materiality assessment
	2-30 Collective bargaining agreements	3.1.1 Working conditions GRI indicator tables
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.2.4 Stakeholder engagement and double materiality assessment
	3-2 List of material topics	1.2.4 Stakeholder engagement and double materiality assessment
Climate change		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.1 Climate change
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2.1 Climate change GRI indicator tables
	302-3 Energy intensity	2.1 Climate change
GRI 302: Energy 2016	305-1 Direct (Scope 1) GHG emissions	2.1 Climate change GRI indicator tables
	305-2 Energy indirect (Scope 2) GHG emissions	2.1 Climate change GRI indicator tables
Pollution		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Pollution
Water and marine resources		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 Water and marine resources
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	2.3 Water and marine resources
	303-3 Water withdrawal	2.3 Water and marine resources GRI indicator tables



Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.4 Biodiversity
Circular economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.5 Circular economy
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2.5 Circular economy
	306-2 Management of significant waste-related impacts	2.5 Circular economy
	306-3 Waste generated	2.5 Circular economy GRI indicator tables
	306-4 Waste diverted from disposal	2.5 Circular economy GRI indicator tables
	306-5 Waste directed to disposal	2.5 Circular economy GRI indicator tables
Working conditions – workforce composition		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.1 Working conditions
GRI 401: Employment 2016	401-1 Employment	3.1.1 Working conditions GRI indicator tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.1 Working conditions
Working conditions – Employee health and safety		
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	3.1.1 Working conditions
	403-2 Hazard identification, risk assessment and incident investigation	3.1.1 Working conditions
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.1.1 Working conditions
	403-5 Worker training on occupational health and safety	3.1.1 Working conditions
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1.1 Working conditions
	403-8 Workers covered by an occupational health and safety management system	3.1.1 Working conditions GRI indicator tables
	403-9 Work-related injuries	3.1.1 Working conditions GRI indicator tables
	403-10 Work-related ill health	3.1.1 Working conditions
Equal treatment and opportunities for all – Employee training and development		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.2 Equal treatment and opportunities for all
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	3.1.2 Equal treatment and opportunities for all GRI indicator tables
Equal treatment and opportunities for all – Employee diversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.2 Equal treatment and opportunities for all
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	3.1.2 Equal treatment and opportunities for all GRI indicator tables
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.1.2 Equal treatment and opportunities for all
Workers in the value chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2 Workers in the value chain
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.2 Workers in the value chain
Affected communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Affected communities
413-2	413-2 Operations with significant actual and potential negative impacts on local communities	3.3 Affected communities
Consumers and end-users		
GRI 3: Material Topics 2021	3-3 Management of material topics	3.4 Consumers and end-users
GRI 416: Customer	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.4 Consumers and end-users

health and safety 2016		
GRI 416: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.4 Consumers and end-users
Business conduct		
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Governance information
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	4. Governance information
	205-3 Confirmed incidents of corruption and actions taken	4. Governance information
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	4. Governance information GRI indicator tables
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	4. Governance information GRI indicator tables

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(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

Roda S.p.A.

2024 Sustainability report

(with independent auditors' report thereon)

KPMG S.p.A.

4 August 2025



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Independent auditors' report on the sustainability report

*To the board of directors of
Roda S.p.A.*

We have been engaged to perform a limited assurance engagement on the 2024 sustainability report (the "sustainability report") of Roda S.p.A. (the "company").

Directors' responsibility for the sustainability report

The company's directors are responsible for the preparation of a sustainability report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards").

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

They are also responsible for defining the company's objectives regarding its sustainability performance and the identification of the stakeholders and the significant aspects to report.

Auditors' independence and quality management

We are independent in compliance with the independence and all other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our company applies International Standard on Quality Management 1 (ISQM Italia 1) and, accordingly, is required to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Roda S.p.A.

Independent auditors' report

31 December 2024

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the sustainability report with the requirements of the GRI Standards. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 revised"), issued by the International Auditing and Assurance Standards Board (IAASB) applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the sustainability report is free from material misstatement.

A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the sustainability report are based on our professional judgement and include inquiries, primarily of the company's personnel responsible for the preparation of the information presented in the sustainability report, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

- 1 analysing the reporting of material aspects process, specifically how the reference environment is analysed and understood, how the actual and potential impacts are identified, assessed and prioritised and how the process outcome is validated internally;
- 2 understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the sustainability report.

Specifically, we held interviews and discussions with the company's management personnel. We also performed limited procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the sustainability report.

Furthermore, with respect to significant information, considering the company's business and characteristics:

- at company level:
 - a) we held interviews and obtained supporting documentation to check the qualitative information;
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- we visited the company's Pontevico site, which we have selected on the basis of its business, contribution to the key performance indicators and location, to meet its management and obtain documentary evidence, on a sample basis, supporting the correct application of the procedures and methods used to calculate the indicators.



Roda S.p.A.

Independent auditors' report

31 December 2024

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2024 sustainability report of Roda S.p.A. has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards.

Other matters

The 2022 comparative figures presented in the sustainability report have not been examined.

Brescia, 4 August 2025

KPMG S.p.A.

(signed on the original)

Monica Mazzotti
Director of Audit