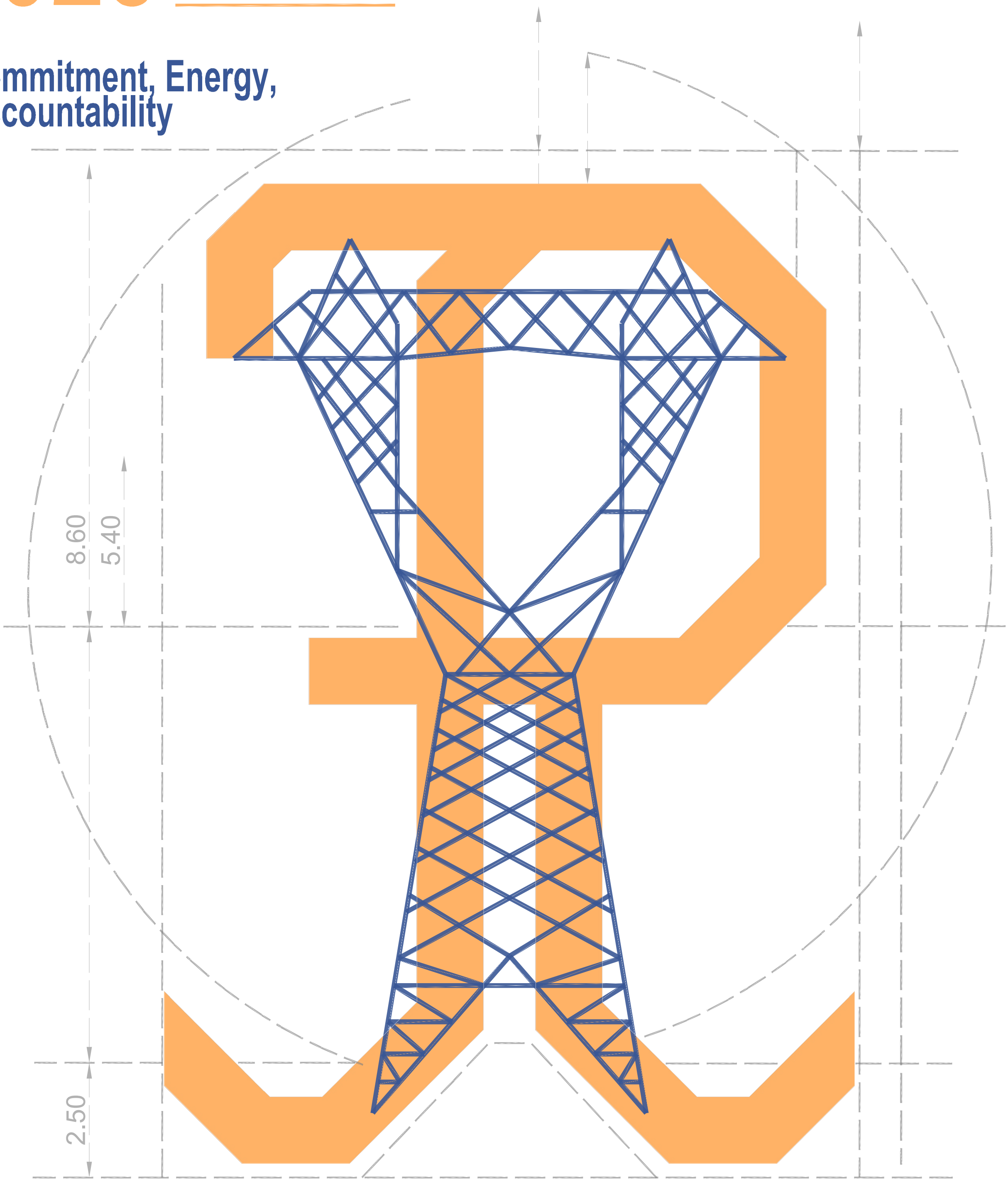
SUSTAINABILITY REPORT

2025

Commitment, Energy, Accountability



RODA S.p.A.

PEOPLE | ENVIRONMENT | INFRASTRUCTURE | SHARED VALUE

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

Contents

Letter to the stakeholders

Dear stakeholders,

I am proud to present Roda S.p.A.'s **2025 sustainability report** which goes far beyond mere reporting. Indeed, it is a tangible testament to the determined, responsible and visionary path we are taking towards a sustainable future.

Year after year, sustainability has become a core part of our identity and business strategy. Guided by the principles of ethics, integrity and transparency, we strive to protect the environment, promote the well-being of those involved in our supply chain and create shared value for the communities in which we operate.

The materiality assessment, which was approved last year and was conducted in accordance with the double materiality approach, remains a key reference for our journey in 2025. Indeed, it enables us to assess the environmental and social impacts of our activities, as well as the risks and opportunities for our business model, in a conscious manner. We constantly monitor these priorities and are ready to adjust them to changes in the environment or the expectations of our stakeholders.

Looking ahead to 2026, we are firmly committed to further strengthening our practices in the following areas: reducing environmental impact, promoting a safe, inclusive and growth-oriented working environment, responsibly involving our value chain and providing concrete support to local communities. At the same time, we will continue to invest in improving governance processes and data quality, as well as integrating sustainability goals into business planning.

We recognise the challenges posed by the global context. However, we are confident that our professional expertise, collaborative partnerships and solid values will enable us to achieve long-lasting results. Adopting a long-term perspective and keeping an eye on the future, Roda will continue to create value for everyone we work with.

I invite you to read this sustainability report and share your ideas and suggestions. Your contribution is essential in order to continue along this path together, with responsibility and determination.

We would like to thank you for the trust you continue to place in us.

Pontevico, 16 May 2026

Chair
Fermo Fiori

ESG highlights

	**100%** Withdrawals from areas with no water stress	**99%** Waste diverted from disposal	**99.99%** Non-hazardous waste generated
	**311** Own workforce	**+2%** Permanent contracts	**91%** Permanent contracts
	**14** Certifications	**78%** 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 an S.p.A.
The company becomes a company limited by shares (S.p.A.).

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.

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

The global macroeconomic environment in 2025 was characterised by moderate and uneven growth. Advanced economies experienced mixed trends: the US was in a more dynamic phase than both the euro area and the UK. Emerging economies showed signs of a slight slowdown, but maintained a strong pace. The gradual decline in inflation in major developed economies encouraged the further normalisation of monetary policy.

GDP in Italy grew moderately (by around 0.8%), mainly due to public spending, while household consumption remained modest. Despite weak imports, exports showed a gradual increase. Inflation of around 1.5%[1] contributed to the gradual recovery of purchasing power.

The geopolitical landscape remained fraught with significant risks related to the war in Ukraine, tensions in the Middle East and the strategic rivalry between the United States and China. These factors impacted trade flows and investments, leaving global value chains vulnerable to congestion and rising logistics costs.

Raw materials

In a global context still marked by geopolitical tensions and the transition towards low-emission systems, energy and commodity markets showed persistent volatility in 2025. The gas market continued to rebalance following the shocks of 2022/2023, but prices remained above historical levels and demand was weak in major markets. Meanwhile, Europe remained highly exposed to global LNG trends. Meanwhile, renewable energies continued to expand rapidly, supported by climate policies and falling costs. This helped reduce the use of fossil power plants and strengthen the resilience of the European electricity mix.

Energy transition

According to the World Meteorological Organization (WMO), 2025 was one of the three hottest years ever recorded, with an average global temperature anomaly

[1] ISTAT (Italian National Institute of Statistics) figures - Consumer prices

of around +1.43–1.44 °C compared to pre-industrial levels. The period from 2015 to 2025 was also the hottest eleven-year period on record.

2025 was characterised by extreme weather events, including heatwaves, intense rainfall, flooding and tropical cyclones. These events had severe socio-economic impacts and highlighted the increasing vulnerability of ecosystems, communities and infrastructure.

This framework confirms the need to strengthen adaptation strategies and accelerate mitigation action, particularly with respect to decarbonising energy systems, in order to maintain a trajectory that is in line with the objectives of the Paris Agreement.

Driven by the increasing electrification of industrial and domestic consumption, the development of e-mobility and the sharp increase in energy demand associated with the spread of data centres, electricity will continue to play a central role in energy transition. However, there are still significant differences between countries when it comes to achieving climate targets, often related to a lack of adequate implementation measures. This requires accelerated development of renewable energy sources, grid upgrades and increased electrification of consumption.

The first few months of 2026

The first few months of 2026 are characterised by a complex international environment. While global growth remains resilient, it is held back by geopolitical instabilities and structural weaknesses. The International Monetary Fund estimates that the global economy will grow by approximately 3.3% this year, driven by technological investment and favourable financial conditions.

Meanwhile, the geopolitical situation worsened considerably, with renewed tensions between the US and Iran causing trade disruptions and increased volatility in the international energy markets. These dynamics form part of a broader context identified by the World Economic Forum, highlighting the growing risks of geo-economic competition, conflict, extreme weather events and social polarisation in 2026. Although inflationary pressure is easing, it is still affecting the purchasing power of households, particularly in emerging economies.

1 General disclosures

Methodology for reporting non-financial information

The aim of the fourth edition of the sustainability report of Roda S.p.A. ("Roda") is to provide **clear and transparent communication on sustainability matters relevant** to the company, addressing all stakeholders, both 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 16 May 2026.

Similarly to the previous editions, the 2025 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.

In 2024, 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)**[2]. 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. In 2025, there were no significant changes to the internal or external environment that required updating the analysis. Therefore, the existing analysis was considered fully adequate and aligned with the results from 2024. (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")**.

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.

[2] The Corporate Sustainability Reporting Directive (CSRD) was adopted by the European Parliament and the Council on 28 November 2022 and came into force on 5 January 2023, replacing the previous Directive 2014/95/EU (NFRD). In Italy, the transposition process began with the publication of the draft legislative decree prepared by the Ministry of Economy and Finance on 16 February 2024. This process led to the issuance of Legislative decree no. 125 of 6 September 2024, which was published in the Italian Official Journal on 10 September 2024. Subsequently, as part of European initiatives to reduce administrative burdens on companies, the legislation was overhauled as part of the Omnibus I package. On 26 February 2026, Directive (EU) 2026/470 was published in the Official Journal of the European Union. This raised the size thresholds for the application of the Corporate Sustainability Reporting Directive (CSRD), introduced simplifications to the European Sustainability Reporting Standards (ESRS) and limited the extent of disclosure requirements along the value chain, while confirming the overall objectives of the European Green Deal.

“Stakeholder engagement and double materiality assessment”, with respect to financial materiality. Furthermore, it covered only the indicators that comply with GRI standards.

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

Unless otherwise stated, the figures and information shown in this report cover the year **1 January – 31 December 2025**. Where possible, comparative figures for the previous two years have been provided. 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 administrative 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 taken in accordance with the law and the by-laws concern all shareholders, including absent or dissenting ones Shareholders called in to an extraordinary meeting can amend the by-laws, appoint officers and replace them and also resolve on the dissolution of the company. Furthermore, they appoint the independent auditors to perform the statutory audit pursuant to Legislative decree no. 39/2010.

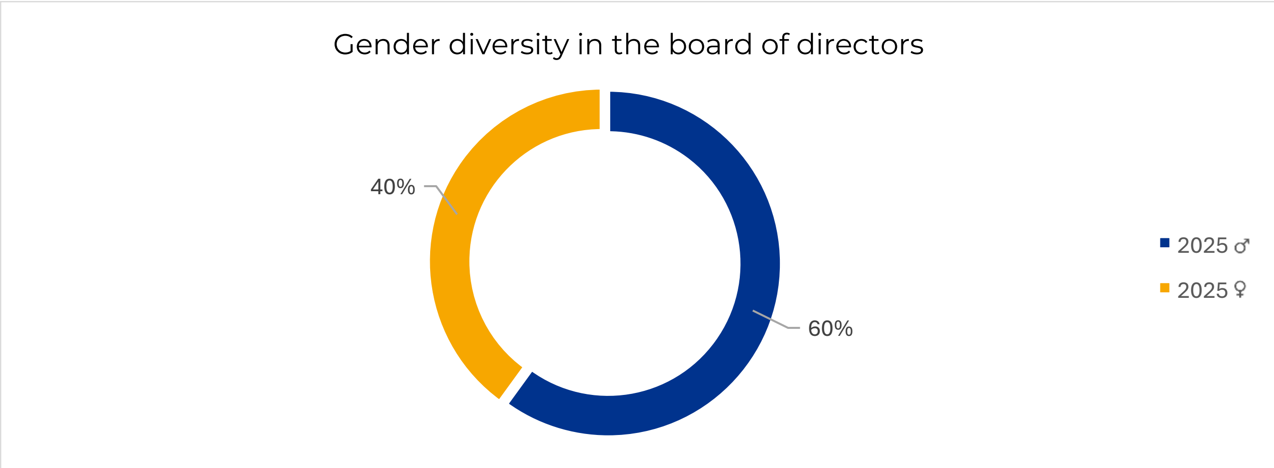
The **board of directors (BoD)** is responsible for managing the company in both ordinary and extraordinary matters, except for those reserved by the law or the by-laws to the shareholders. The powers are allocated to directors through specific delegations. The current **five-member** (three men and two women) board of directors was elected by the shareholders with a three-year term. 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.

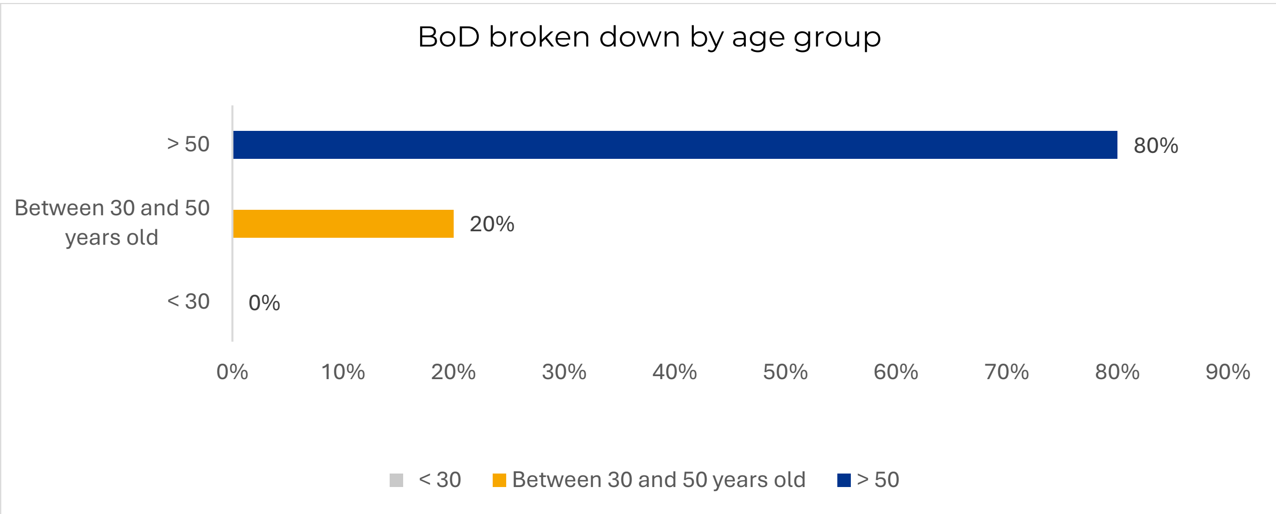
The **BoD is appointed and selected** based on criteria of **trust, sector experience and technical-managerial skills**, taking into account, in particular, shareholders’ views, gender balance, age and professional diversity, the safeguards in place to ensure autonomy in decision-making and strategic supervision, and technical, managerial and regulatory skills. Once 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 monitor 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 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 chair, who coordinates its operations. The chair 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 chair 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 2025 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

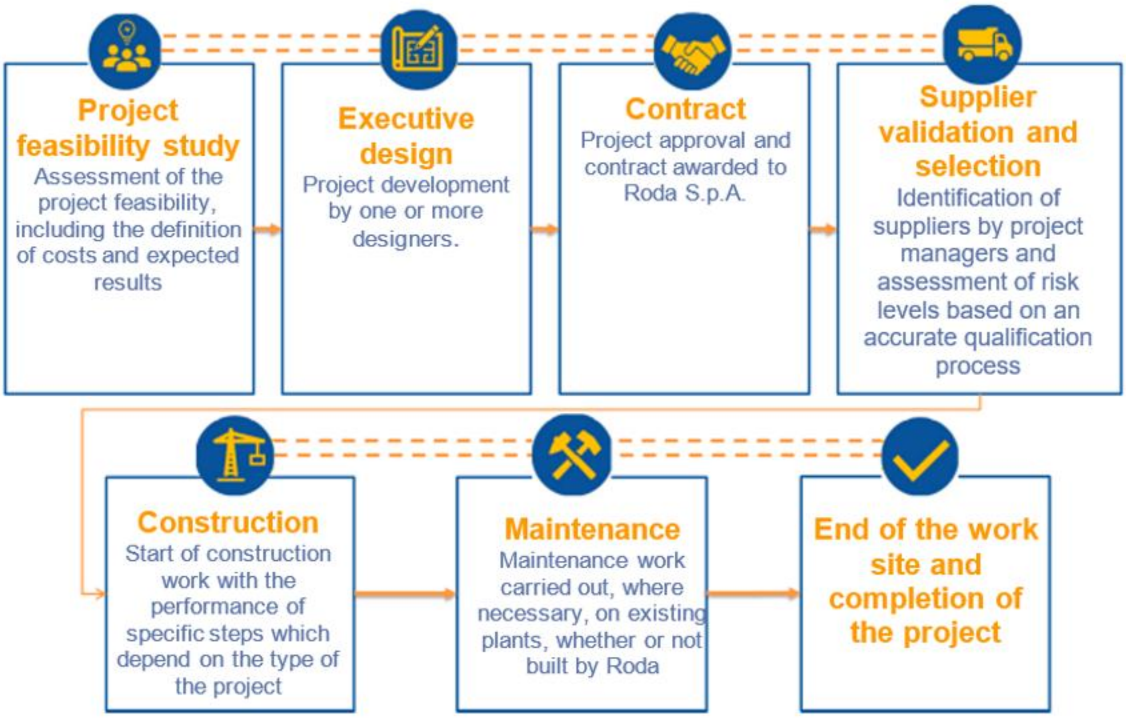
Based in Pontevico (Brescia), Roda is a leader in Italy in the electrical infrastructure sector, and is also growing its footprint in Europe. The company is active in the **design, construction and maintenance of lines** for the transmission and distribution of high and very high voltage energy, including 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. Furthermore, it continues to strengthen its position abroad, with a targeted focus on European markets. Roda works for **municipal utilities and private customers** such as Edison, Enel, Prysmian Group, Nexans, Iren and CESI. Abroad, it operates in France, Norway, the Netherlands, Ireland and Northern Ireland and with operators such as RTE, STATNETT, TENNET and ESB-NIE. Therefore, Roda is among the few companies operating on **extra high voltage systems in Italy and abroad**.

Over the past 30 years, Roda has undergone significant growth and evolution, enabling it to expand its scope of operations to include 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 main macro-phases of a construction project. Depending on the project requirements and the type of contract, Roda can manage individual phases or the entire construction cycle.



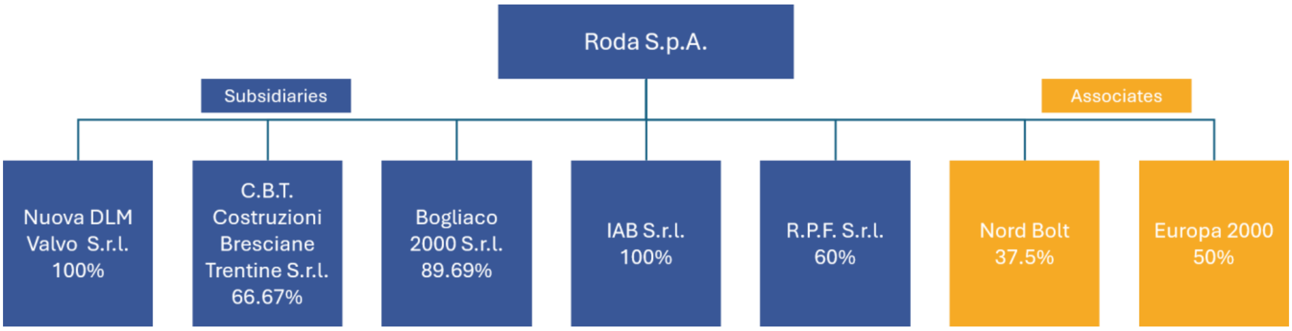
1.2.2 Group structure

Roda is the **parent** and accounted for approximately 92% of the group's production revenues in 2025.

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.
- Nord Bolt
- Europa 2000

Group structure



The investment in R.P.F. S.r.l. (60% held at 31 December 2024) was sold in 2025.

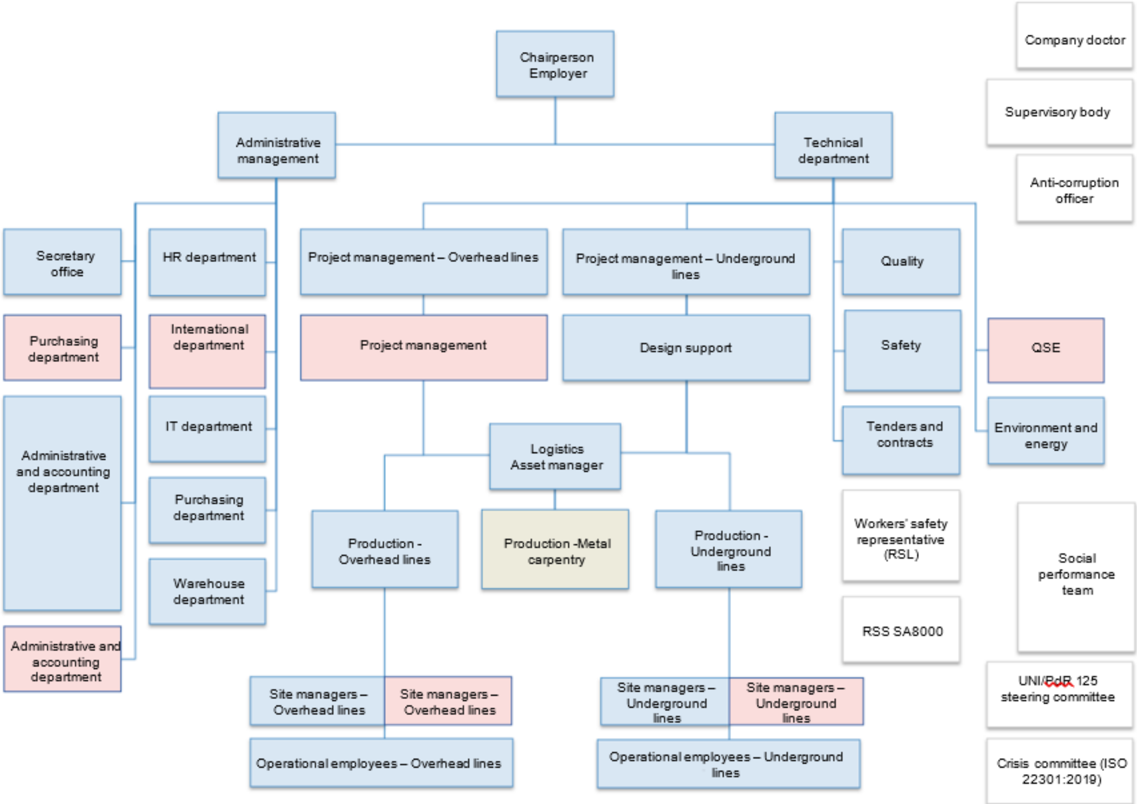
1.2.3 Organisational model

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	• Meetings addressing specific topics at all levels of the organisation; • Internal communications using in-house media; • Training courses; • Discussion of internal audit findings.
Suppliers and sub-contractors	• 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	• Local initiatives; • Participation in social projects.
Customers and business partners	• Direct communication channels; • Joint design programmes; • Periodic meetings.
Financial community	• Listening and support channels; • Institutional website; • Direct contacts.
Public decision-makers and authorities	• Institutional round tables; • Updates on new legislation; • Active participation in trade associations.

The **double materiality** assessment is a key moment of the **stakeholder engagement process** as it enables identification of the sustainability matters relevant to the company and its stakeholders.

Roda involved both internal and external stakeholders during this process. Internal stakeholders included the heads of the business divisions, who were selected according to their areas of expertise. With respect to external stakeholders, a **supplier** with in-depth knowledge of Roda's business was involved. 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 the main **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, participates in the definition of industry standards and promotes innovative solutions with a view to sustainability.

Double materiality assessment

The double 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.

In 2024, the company conducted the analysis in accordance with the ESRS and the guidance contained in "IG1: Materiality Assessment Implementation Guidance" of the European Financial Reporting Advisory Group (EFRAG).

The analysis identified both the impact that Roda has on the outside world (**impact materiality**) and the extent to which sustainability risks and opportunities impact, or could reasonably be expected to impact, Roda's development, financial position, financial performance, cash flows, access to finance and cost of capital (**financial impact**).

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 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 impacts, risks and opportunities (IROs)**: based on the above analysis and the ESRS list of sustainability topics and sub-topics (ESRS 1 AR16[3]), we prepared a list of the impacts, risks and opportunities potentially material for the company.
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

[3] Appendix B to Annex II of the CSRD.

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**.

During the reporting period, there were no changes to activities or business relationships that substantially altered the company's business, area of activity or the main business partners. Consequently, Roda concluded that the existing double materiality assessment continues to present fairly the matters of greatest interest to its stakeholders. However, the company will continue to monitor its operating environment and sector dynamics systematically, ensuring constant alignment between corporate strategy, regulatory developments, and stakeholder expectations.

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 for 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 along with reputational damage for the company.	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 good 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.

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

Climate change

In 2025, Roda reinforced its commitment to addressing climate change by incorporating climate change management into its corporate strategy and decision-making procedures. The company continuously monitors energy consumption and greenhouse gas emissions throughout the entire value chain in order to identify areas requiring action and measure progress.

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, Roda 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: 2015**[4], **UNI EN ISO 50001:2018**[5] and UNI EN ISO 9001: 2015[6], UNI ISO 45001: 2023[7], SA8000: 2014[8], UNI ISO 37001: 2016[9], ISO/IEC 27001: 2013[10] and UNI ISO 55001: *2014*[11].

Roda monitors its environmental performance by continuously monitoring its processes. The company regularly carries out **internal environmental audits together with health and safety audits**, in order to adopt an integrated model to promptly identify risks and impacts and manage improvement actions along the entire production chain.

Reducing greenhouse gas emissions is a strategic priority in order to mitigate climate change. Adopting and certifying the Energy Management System in accordance with UNI EN ISO 50001:2018 demonstrates a structured approach to the conscious use of resources, eliminating waste and continuously improving energy performance.

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 14064-1**[12] . 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 14067:2018**[13].

The company is also continuing to **renew its car fleet** by introducing more environmentally friendly vehicles. 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.[14]

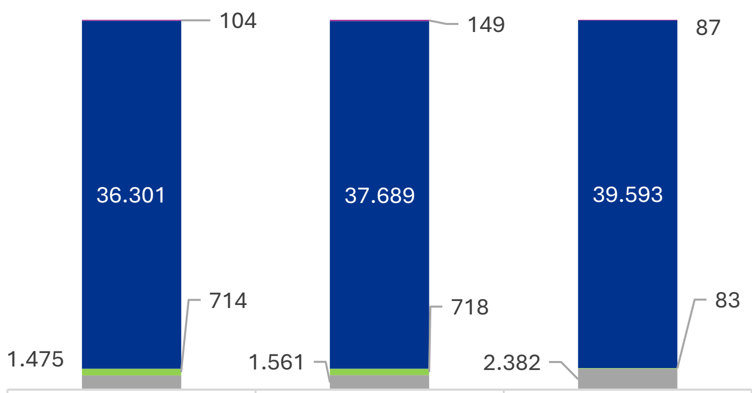
[4] The UNI ISO 14001: 2015 is an international standard that defines the requirements for effective environmental management systems (EMS).
[5] UNI ISO 50001: 2018 is the new international standard for energy management.
[6] ISO 9001:2015 is an international standard for quality management applicable to all types of public or private organisation regardless of their size.
[7] ISO 45001:2023 is an international standard for occupational health and safety (OSH).
[8] SA8000:2014 is a voluntary international standard for corporate social responsibility.
[9] UNI EN ISO 14064-1: 2019 is an international standard that enables organisations to quantify and report GHG emissions and removals.
[10] ISO/IEC 27001:2013 is the international reference standard for information security management.
[11] ISO 55001:2014 is the international standard for asset management.
[12] UNI EN ISO 14064-1:2019 is an international standard that enables organisations to quantify and report GHG emissions and removals.

[13] UNI EN ISO 14067: 2018 is an international standard that defines the principles, requirements and guidelines for calculating and reporting the Product Carbon Footprint (PCF).
[14] Source: Benaco Energia to calculate the energy mix for electricity purchased

In 2025, **total energy consumption** amounted to **42,145 GJ**, up slightly **(+5%)** compared to 2024.

Energy consumption and energy mix

Energy consumption (GJ)



	2023	2024	2025
Natural gas	104	149	87
Fuel for cars	36.301	37.689	39.593
From renewable sources	714	718	83
From other non-renewable sources	1.475	1.561	2.382

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	2025
1.Fuel consumption from coal and coal products	-	-
2.Fuel consumption from crude oil and petroleum products	9,869	10,346
3. Fuel consumption from natural gas	37	22
4. Fuel consumption from other fossil sources	153	241
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**	**10,609**
Share of fossil sources in total energy consumption (%)	***98%***	***99%***
7. Consumption from nuclear sources	**-**	**-**
Share of consumption from nuclear sources in total energy consumption	***0%***	***0%***
8. Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen)	-	-

Energy consumption (MWh)	2024	2025
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	105	23
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**	**23**
Share of renewable sources in total energy consumption	***2.0%***	***0.2%***
Total energy consumption (calculated as the sum of lines 6 and 11)	**10,538**	**10,632**
Renewable energy production	456	-
Non-renewable energy production	0	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	2025
Total energy consumption from activities in high climate impact sectors	MWh	478	426
Net revenue from activities in high climate impact sectors	€m	130	109
Energy intensity associated with activities in high climate impact sectors	**MWh/€m**	**3.69**	**3.9**

Gross Scopes 1 and 2 GHG emissions

Roda calculates its emissions by breaking them down into:

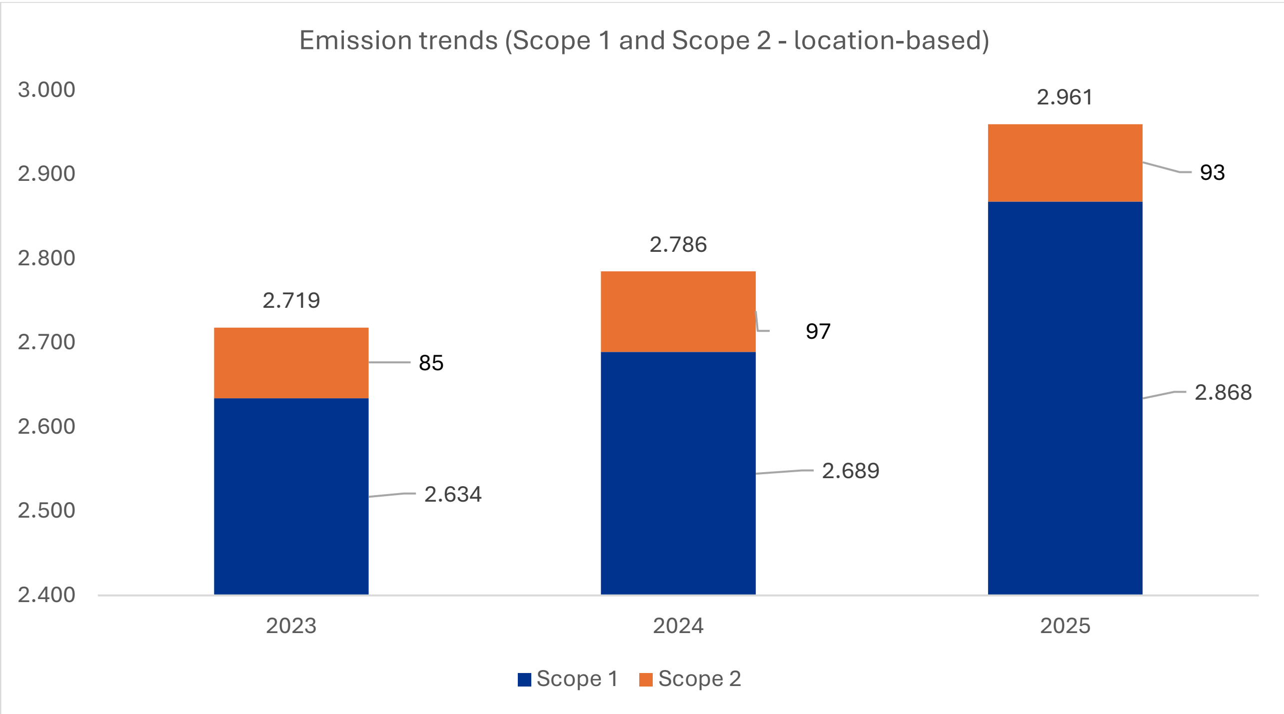
- **Scope 1:** emissions from sources directly controlled by the company such as the fuel used to power its vehicle fleet or the LPG used for heating;
- **Scope 2:** emissions from sources not directly controlled by the company and associated with the purchase of electricity, calculated in accordance 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 2025, **total emissions** (Scope 1 and Scope 2 - location-based) **amounted to 2,960 tCO_{2eq}**, up 7%, 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.	2025
Total emissions (location-based)	tCOeq	2,961
Total emissions (market-based)	tCOeq	3,045
Net revenue	€m	109
GHG intensity (location-based)	**tCOeq/€m**	**25.5**
GHG intensity (market-based)	**tCOeq/€m**	**27.9**



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 the main 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 contain and mitigate this impact, Roda has implemented various actions at the affected worksites, including the **assessment of noise impact** and **acoustic zoning analyses** to **comply with the noise emission limits**, both daytime and nighttime, 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**".

Water and marine resources

With a view to environmental sustainability and the conscious use of resources, Roda 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 **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, Roda undertakes a preliminary analysis to assess the interaction between the planned activities and the hydrogeological characteristics of the worksite. This assessment 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 adopts 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 launched **awareness-raising measures** for its personnel which promote the responsible use of water resources and disseminate good practices to reduce waste. These initiatives are part of a broader commitment to environmental responsibility, which affects daily actions and corporate culture.

In 2025, the company's **total water withdrawals** amounted to **2.359 Ml, up 0,835 Ml** (+54.8%) compared to 2024.

The group defines its **sustainability objectives** in line with its adopted **corporate policies**. These objectives provide a practical way of implementing the commitments made and enable progress against the identified priorities to be monitored over time. Against this backdrop, the group plans to reduce **water consumption by 10% within the next five years**.

Biodiversity

The protection of biodiversity is a key principle for Roda. Indeed, it guarantees the full respect of ecosystems and the animal and plant species in the areas in which it operates. The company integrates **environmental protection criteria across the entire value chain**, with the aim of minimising its impact and contributing to maintaining natural balances. This approach demonstrates a tangible commitment to the local areas and the willingness to protect environmental heritage for 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.

Roda takes rigorous measures to prevent environmental contamination wherever it operates. This includes **implementing controls and operating practices that minimise the risks associated** with worksite activities. The main aspects identified include the possible accidental spill of hydraulic oils, lubricants or fuel from company vehicles, and the possible spill of hazardous substances. In order to intervene rapidly and effectively, each worksite has been provided with comprehensive environmental kits, which allow for the **timely containment and neutralisation of leaks and spills**, limiting impacts on soil and water.

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.

Furthermore, 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.

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 above-mentioned impacts and risks, focusing on prevention and reduction at source, proper waste management and maximisation of preparation for re-use, recycling and other recovery operations, consistent with the principles of the circular economy.

Waste is mainly **generated** by **worksite activities**, while a smaller portion is generated by the **metal carpentry** division and the **administrative offices**. With respect to metal carpentry, waste is generated not only during internal processing, but also downstream in the value chain in the form of scrap. For management purposes, waste-related flows may be analysed as follows:

- **administrative offices**: plastic packaging from stationery and paper/cardboard waste (e.g., packaging or obsolete documentation) is delivered as waste but sent for recovery;
- **metal carpentry**: scrap from the processing of iron and steel, which is delivered as waste for reuse in the supply chain as secondary raw material;
- **worksites**: excavated soil and rocks, bituminous mixtures and mixed construction site waste; this type of waste results from operations and, once again, are mainly directed to recovery.

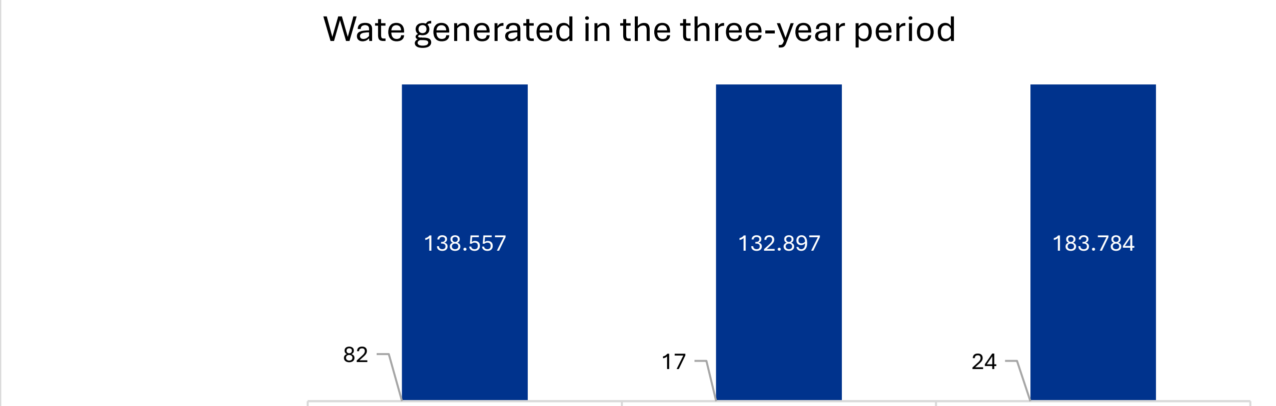
In order to **ensure traceability and compliance**, the company fills out forms and loading/unloading logs that keep track of the volume of waste generated, broken down by area. The company is also included in the **National register of environmental managers** for transport on its own account. Worksites have temporary storage areas equipped with suitable facilities, mainly containers, indicated by the relevant **European Waste Codes** (EWC); where necessary, containers are provided directly by the carrier. Excavated earth and rocks are managed in designated, specific and marked areas in accordance with a specific management plan. After being analysed, the earth may be reused on site for backfilling, handed over to the waste disposal operator or sent for recovery to authorised facilities.

The supply chain is governed by 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, thereby ensuring continuous monitoring of volumes. At the same time, all carriers and waste disposal operators involved in the company's processes are subject to a **qualification procedure carried out by the procurement department** which checks 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).

The only **hazardous substances** used are diesel fuel for vehicles and winches, cement, and lubricating oils. Consequently, the production of hazardous waste is limited, mainly comprising used oil, replaced batteries from company vehicles and printer toners. The hazardous waste resulting from the demolition of existing power lines with fluid-filled cables mainly comprises these cables.

In terms of **prevention**, metal carpentry aims to reduce waste at source by favouring the use of **raw materials containing recycled content**. It also requires suppliers to provide the appropriate certifications to demonstrate the circularity of materials, thereby reinforcing the compliance of the entire supply chain with the principles of the circular economy.

The **2025 results** confirm the effectiveness of this model: **almost all** of the waste generated was **prepared for reuse, recycling or other recovery operations**. The portion sent for **disposal** was insignificant **(less than 0.11%)**. This trend confirms the robustness of the organisational and operational controls in place, as well as the collaboration with qualified operators throughout the entire value chain.



	2023	2024	2025
Non-hazardous waste	138.557	132.897	183.784
Hazardous waste	82	17	24

Of the waste generated, **90% was prepared for reuse, 1% was sent for recovery** and **9%** to **other recovery operations** with third parties, reducing landfilling as much as possible and promoting waste management in line with the principles of the circular economy and the **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. This commitment is reflected in daily practices that are geared towards protecting and enhancing people, who are recognised as a strategic resource for the organisation's growth and resilience.

At the same time, the company recognises the importance of interacting with **its suppliers** and establishing strong relationships with **local communities**, as well as maintaining constant communication with **customers**, in order to understand and meet their expectations and needs. Roda strengthens its ties with its stakeholders and contributes to generating community spirit in the area in which it operates through an approach based on listening and collaboration.

3.1 Own workforce

Roda puts people at the heart of its strategy. The **well-being of its employees and collaborators** is considered **essential** for achieving the company's objectives, as well as being a key factor in its long-term **success and continuity.** In this framework, protecting health and safety, developing and updating skills and encouraging active involvement are all fundamental to human capital management.

The double materiality assessment identified the following material topics: **working conditions** of Roda's 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;
- **Opportunity:** 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 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 along with reputational damage;
- **Risk:** risk related to employees' occupational health and safety resulting in permanent injuries along with 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 **code of ethics** is a fundamental guide in encouraging accountability based on corporate values. This document sets out the rules of conduct to be followed by all those who work for the company, 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 (D&I)** and its commitment to:

- ensuring an inclusive and innovative work environment;
- promoting work-life balance, with parenting support services, flexible working hours and remote work opportunities;
- ensuring equal pay and equal access to career paths;
- ensuring transparency through clear communication to employees on remuneration policies, welfare, benefits and leave programmes.

The policy complies with **UNI/PdR 125:2022** and is periodically reviewed to pursue 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 work-related ill health 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

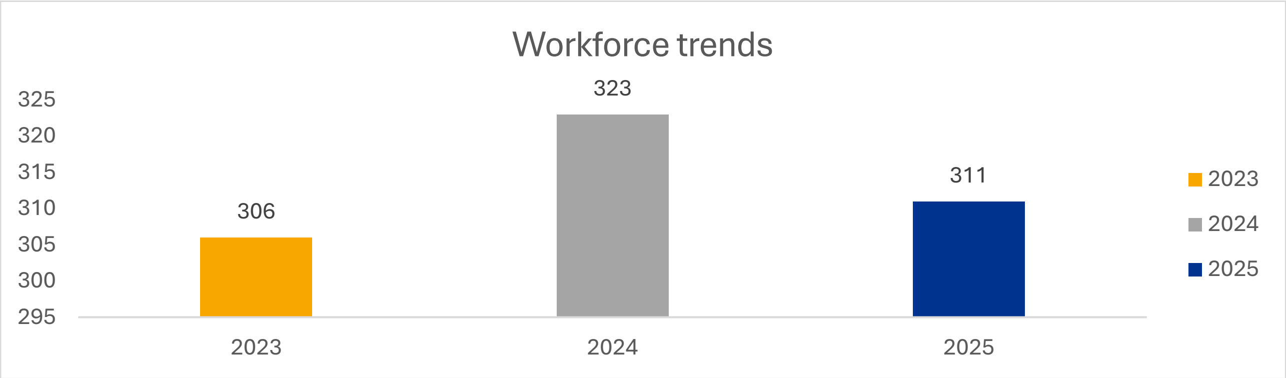
Workforce composition

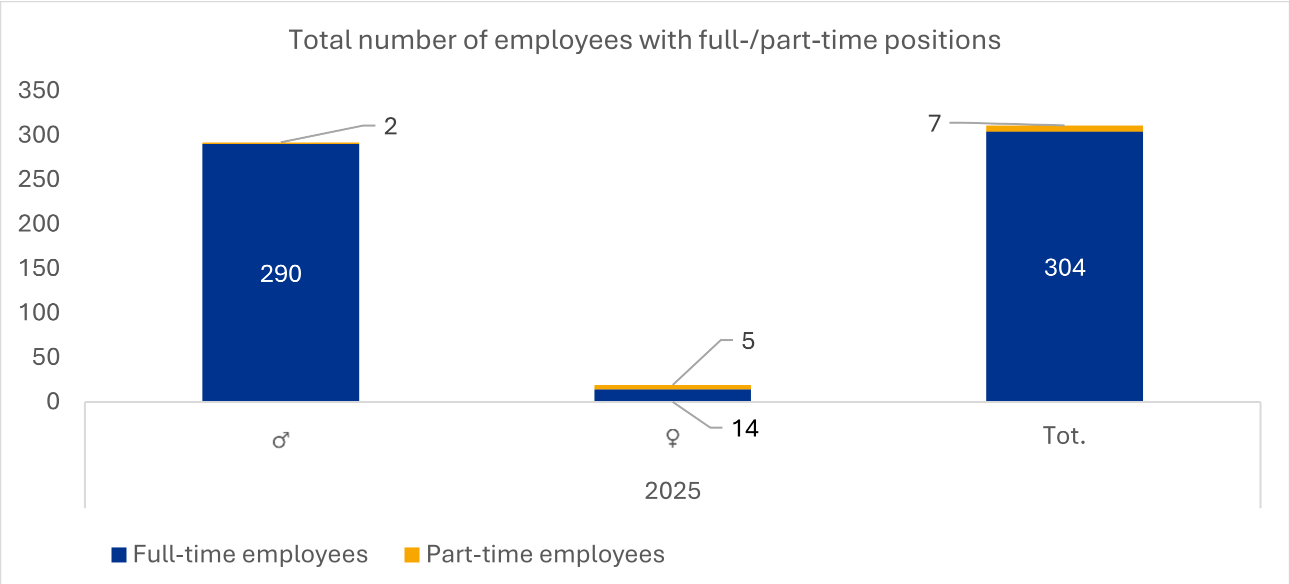
In 2025, Roda had **311 employees, down 4% compared to 2024,** but **up on 2023**. With respect to employment contracts, most employees are hired under **permanent contracts (91%),** further confirming the company's commitment to **long-term investments in its resources** and to guaranteeing **stable employment relations. Fixed-term** contracts account for **the remaining 9% of the** company **population**, all of them men, down sharply from 2024.

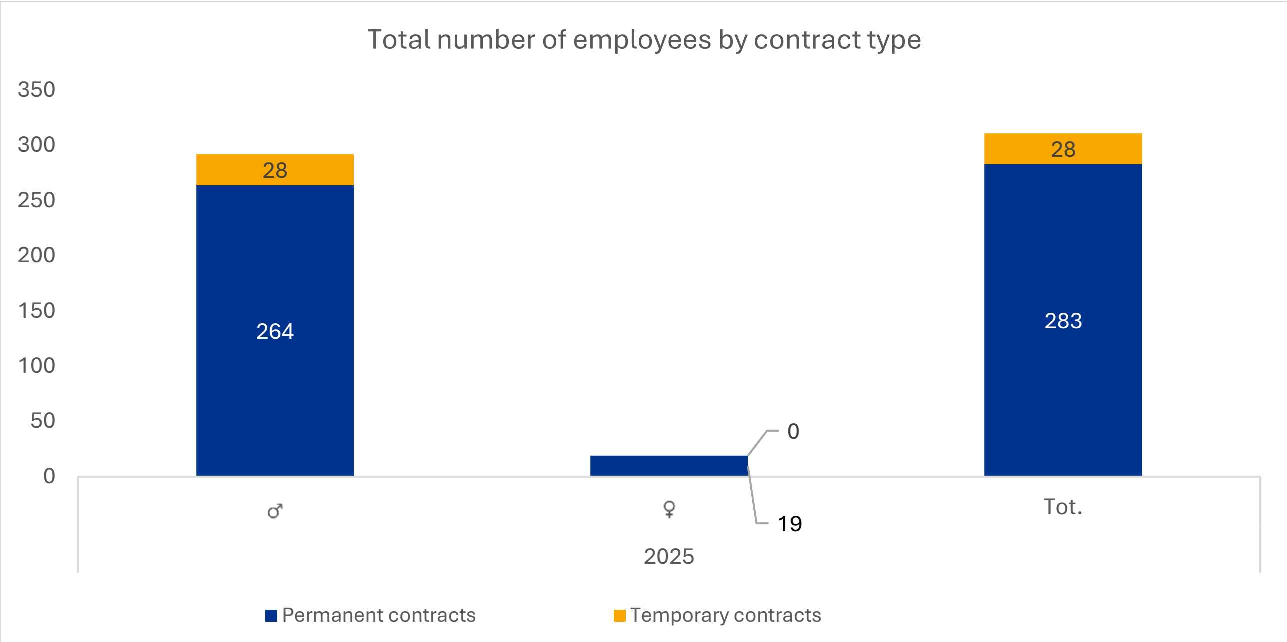
98% of employees have **full-time contracts,** while the **remaining 2%** of the company's workforce work on a **part-time** basis. In particular, female employees with part-time contracts make up 1.6% of the total workforce and 26% of the company's total female population.

At 31 December 2025, **all 311** Roda **employees** were **covered by collective labour agreements**, i.e., **100% of the total workforce,** confirming the full coverage achieved in 2024.

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







In 2025, **64 employees were hired** and **76 left** the company. With respect to new employee hires, 98% were male employees and 2% female employees, while employees who left the company were 96% male and 4% 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.**

Roda is aware of the need to promote regular two-way communication with its resources. Consequently, it carries out **a workplace climate survey** and **constantly launches 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.** To support these initiatives, and in particular to finance a series of corporate well-being meetings with a psychotherapist, Roda incurred operating costs totalling €16,160 in the current year. These costs will fluctuate in future years, depending on the number of hours allocated to this activity.

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 meets the requirements requested by some customers as well as 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 also has 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 2025, Roda allocated €400 to this end, which will constitute a two-year investment.

In 2025, there were **13 work-related injuries**, of which one while commuting. Most injuries 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. There were no fatalities or high-consequence work-related injuries.

Each event was thoroughly analysed, involving the safety officers, in order to identify the causes and implement corrective and preventive actions. Several measures were enhanced, including audits, specific training and awareness-raising campaigns targeting all personnel.

Finally, in 2025, there were **no cases of work-related ill health** or fatalities.

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. In 2025, €4,680 was allocated to the development of this specific course. This amount will be updated based on the number of hours dedicated to training in the next few years.

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.

Roda also monitors the number of days lost[15] due to injuries, fatalities and work-related ill health. In 2025 the number of lost days due to injuries was 258.

Governance and objectives

The company **aims** to reduce the number of injuries to zero, in absolute terms and as measured by injury indices. It also intends to provide at least eight hours of environmental training per employee by 2030. This goal is expressed in absolute terms and measured by the number of training hours provided per employee.

With respect to cyber security, the company aims to provide 100% of personnel using company IT equipment with cyber security training by 2027. This goal is expressed in absolute terms and measured by the number of training hours provided per employee.

By 2026, the company is committed to ensuring that all new operating technicians are included in structured mentoring and skills transfer programmes. This goal is expressed in relative terms and measured as a percentage of technicians involved in mentoring programmes.

These **goals** are defined in **quantitative** terms **and accompanied by specific monitoring indicators**. For each objective, the target level to be reached is stated, along with information on whether it is expressed in absolute or relative terms and the unit of measurement used to assess progress over time. The **base** year is **2023**, as this is the first year with consolidated data and formalised collection processes.

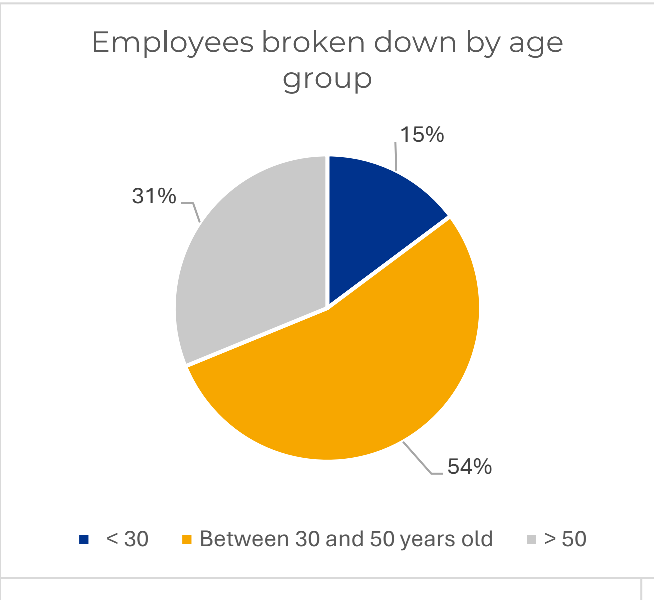
[15] Calendar days are considered for the calculation of days lost, including the first full day and last day of absence for work-related injuries, ill health and fatalities. Thus days on which the affected individual is not scheduled for work (for example, weekends, public holidays) will count as lost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

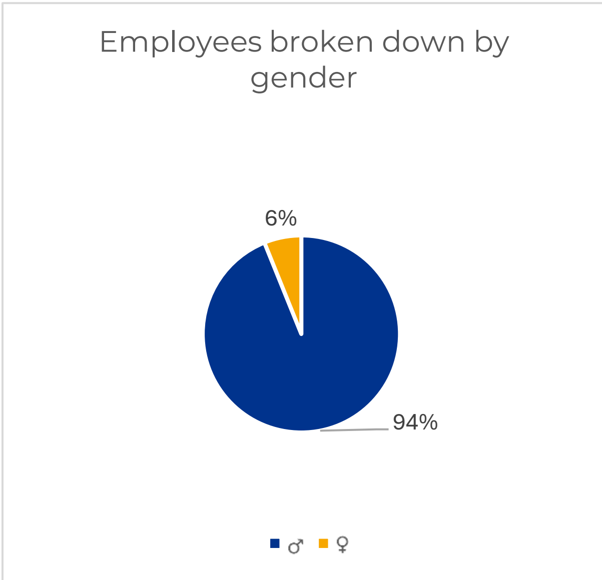
Equal treatment and opportunities for all

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 94% of the workforce, while female employees account for 7%.

A breakdown of employees by age group in 2025 shows that **54%** of our employees were between **30 and 50 years old** and the remaining **31%** and **16%** are made up of **over 50 and under 30 years old,** respectively.





Finally, at 31 December 2025, the company had **two workers with disabilities**.

Employee training and development

For Roda, **employee training and development** are key elements in HR management. They are **essential** to foster professional 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 oversees the entire process, gathering requirements, selecting the most relevant content and identifying the most appropriate training courses, in addition to choosing 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**.

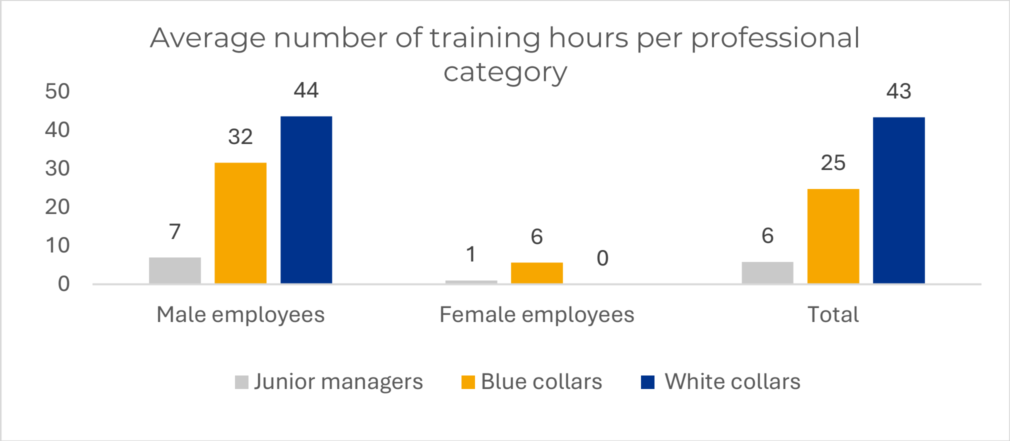
Roda also planned a specialised training course for TERNA professionals in 2025, for which an investment of €90,170 was planned. This ongoing training course is delivered to each technical employee on a three-year basis.

All initiatives, whether planned or already underway, are incorporated into a **specific training plan** that has been approved by the general management.

Training takes place at the company's offices, at worksites or at external facilities either by using in-house personnel or third-party trainers. Attendance certificates are issued for courses delivered by external trainers, while a final learning test is provided for internal training. 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, where applicable, any checks carried out by third parties, thus contributing to continuous improvement and the updating of future training plans.

A total of **11,599 hours of training** were provided **in 2025** for an average of 37 hours per employee. **Worksite workers** received the most training, with an average of **approximately 44 hours** per capita, followed by **office workers,** with an average of **around 19 hours per capita. Middle managers** more than **doubled** the average hours of training per capita from 6 to **16** hours.



Building on the significant investment in training that has already been made, Roda recognises that supporting the **professional development of its employees** is a key strategy for developing its human capital. The development path starts from the very first day of work and continues through a structured onboarding programme. 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 an individual form for administrative office employees and site managers 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 integration of the different information sources enables the system to develop a "**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.

The annual assessment of workers at worksites is based on **continuous feedback** from the on-site technicians, who provide direct feedback on performance.

In order to further complement the performance assessment system, Roda plans to introduce a self-assessment phase when employees join the company, thereby increasing individual awareness and the accuracy and transparency of the entire 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. Indeed, 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.**

At the same time, Roda promotes the protection of the **physical, moral and cultural integrity** of each individual, enhancing the skills and the 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 and collaboration,** 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 organisational and technical measures to ensure the confidentiality of the information it handles, except where disclosure is required by law. Furthermore, the company is fully compliant with current legislation on the protection of personal data and undertakes not to obtain confidential information by unlawful means or methods.

To this end, Roda has implemented **specific protocols to ensure the safe and correct handling of data,** while promoting prudent behaviour by all those involved. All parties interacting with the company must not use confidential information for purposes other than their professional activity, must not disclose or use inside information and must not alter or spread false information.

In accordance with **Regulation (EU) 2016/679** and the provisions of articles 13 and 14 thereof, the company has prepared a **privacy** notice for natural persons acting on behalf of third-party companies and their employees.

In 2025, in line with the goals pursued in previous years, the **ISO 27001:2013** certification for the information security management system was confirmed, ensuring the continuity of the standards applied to protect the privacy of those working within the company.

In parallel, the company is developing a cybersecurity training programme aimed at raising employees' awareness of the risks associated with managing personal data and the main cyber threats.

In 2025, **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 the sound and responsible management of its value chain to ensure the reliability, sustainability and integrity of its operations.

The company has mapped out the workers potentially affected by its operations, in particular the workers of **contractors** and **subcontractors** operating in the worksites where Roda, as the main contractor, is **responsible for operational coordination and safety.**

The main 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 prevent and mitigate these risks, Roda 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. These initiatives include pre-access site information and training, regular safety briefings, near-miss reporting and analysis and field audits and safety walks.

Roda's commitment to the conscientious and responsible management of its value chain is reflected in organisational and control measures that ensure the ongoing evaluation of suppliers' and subcontractors' technical, professional, quality, environmental, energy, health and safety and social responsibility suitability within its **integrated policy**. At the contractual stage, new suppliers are informed of the principles of the **code of ethics**, to which they are required to adhere. They are also asked to sign the **statement of responsibility**, whereby they acknowledge and undertake the commitments associated with their role.

In line with international standards SA8000:2014 and ISO 45001 and the applicable regulatory framework, Roda has strengthened its supply chain due diligence measures, including:

- the integration of criteria relating to **respect for human rights**, working conditions and contractual protections into the qualification process;

- the **document** request and **verification** of regular social security and insurance contributions, contracts applied to subcontracted workers and mandatory certifications;
- the activation of **technical and HSE audits** (including unannounced ones) and the performance of site visits to check regulatory compliance and alignment with company values;
- the preparation of corrective action plans and, in the event of serious or repeated non-compliance, the possibility of **terminating the contractual relationship** and/or revoking access to sites.

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.**

Governance and objectives

In 2025, Roda introduced a more structured, centrally coordinated process for defining **sustainability goals**. This process was led by management and involved the quality, safety, environment, human resources and procurement functions. This approach is fully **consistent** with the **company's governance system** and the commitments set out in its management systems.

Targets are set based on an integrated analysis of available evidence, including the results of internal monitoring and risk and impact assessments along the value chain, as well as feedback gathered through internal and external audits, supplier audits, reports and discussions with operational functions. The outlined objectives take into account the priorities emerging from the **double materiality assessment**, applicable regulatory and contractual **requirements** and **stakeholder expectations**. Once defined, they are formalised and approved by management.

With respect to **workers' engagement in the value chain**, the company mainly interacts indirectly through legitimate representatives, contact persons and the specific control and communication mechanisms provided for in the supplier qualification, monitoring and auditing processes. This is supported by a system of organised reporting and direct meetings. These interactions play a significant role in directing and updating objectives, ensuring they accurately reflect the practical requirements of workers and the operational environment.

A baseline and a base year are defined for each **objective**, from which progress can be transparently measured. For indicators that have been introduced or structured for the first time in the sustainability reporting process, the **base year** is **2023**, as this is the first year with consolidated data and formalised collection processes. The baseline corresponds to the data collected in that year from internal monitoring activities, information available in the value chain and management systems.

The company periodically measures progress from the same base year, comparing the results achieved with the baseline. Where necessary, it updates methodologies and measurement parameters to ensure the consistency, comparability and reliability of data over time. The effectiveness of **policies** and **actions** is monitored using a set of qualitative and quantitative indicators. The level of ambition is geared towards **continuous improvement**, in line with the double materiality assessment and the operational context. Progress is assessed using KPIs, audit results and the outcomes of internal and external monitoring activities against 2023 as the base year.

This approach enables Roda to combine transparency and accountability with a progressive improvement plan, providing clearer results and more robust future planning.

3.3 Affected communities

For Roda, building and maintaining solid, transparent and collaborative relationships with the local communities is an integral part of its approach. The company is aware that some of its operations can affect the local area and people's quality of life, particularly with regard to the environment and safety. Therefore, it takes a prevention-based and responsible approach to managing the related effects.

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;
- **Opportunity:** reputational benefits by building a strong relationship with local communities through the organisation of charitable initiatives, sponsorships, etc..

Negative impacts mainly arise from **complex** and **temporary works**, including large 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; and **drilling or excavation activities** in urban or suburban areas. These operations may cause **noise nuisance**, especially near homes or sensitive facilities such as schools and health centres; **temporary restrictions on circulation** or **access** to private property and farmland; and temporary alterations to the landscape or accessibility to rural or mountain paths. In some cases, citizens may express concerns about safety, **exposure to electromagnetic fields** and the **visual impact of new facilities**. Tensions may sporadically arise with residents or landowners, sometimes accompanied by demands for compensation or the need for mediation.

To minimise these impacts, Roda adopts **careful planning** and **strict compliance with** applicable **environmental, urban planning and safety requirements.** Measures are in place to **reduce the impact of worksites**, including noise and dust control, responsible management of public land occupation and minimising interference with the road system. The company maintains **transparent communication** and constant dialogue with local stakeholders. It also coordinates with customers when necessary, sharing information on timing, operating methods and any potential temporary effects on the local area. This is complemented by **active subcontractor monitoring** to ensure partners comply with company standards and operate consistently within local contexts. Roda also supports the full **respect for human** and **labour rights** in accordance with current legislation and the commitments undertaken as part of the integrated management system.

The management of relations with the local area is supported by established instruments which were confirmed in 2025. These include:

- the **code of ethics,** which defines the binding rules of conduct for all company personnel and regulates relations with customers, suppliers and other stakeholders. It guides conduct characterised by integrity and respect;
- the **integrated policy,** which includes the goal of operating responsibly towards the community, respecting local communities and applicable legislation, and ensuring that business conduct is constantly focused on social and environmental impacts.

Roda contributes to the creation of shared value through **philanthropic initiatives** and projects which support the social, cultural and environmental development of the areas in which it operates.

Since 1997, the company 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 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 internationally renowned economists and several Nobel Prize winners.

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

- **XTERRA Sports Unlimited** to create sports events with a low environmental impact which combine 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 consumers and end-users at the core of its DESIGNS, striving every day to meet their needs and expectations. The company is fully aware of its responsibility to them and directs its choices towards **continuous improvement, responsible innovation** and the **highest quality and safety of its works and services**.

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 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.

As part of its **integrated policy,** the company's objectives include satisfying its customers and meeting excellence levels in work execution, as well as the diligent and accurate management of contracts, safeguarding its information assets and those of its customers. The **code of ethics** sets out the rules that govern conduct in relation to all stakeholders, and these rules are binding on customers. The code promotes transparency, fairness and respect for commitments.

Roda's **approach** to working with end users is **preventive** and applies throughout the entire life cycle of the project. The company focuses specifically on the quality, safety and reliability of infrastructure serving the national electricity grid. Design, construction and maintenance activities are governed by formal 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 introduced additional measures to prevent, mitigate and manage potentially negative impacts on end-users. 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; Roda expects operational costs of €46,603.50 for these tools in the current year. An additional amount of approximately €22,000 was also allocated in connection with the expected increase, in line with the company's planned investment growth;

- 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. €1,430 was included in the budget in connection with the LEAD Auditor 27001 course planned for 2026.

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 Roda's distinctive features and characterises all its lines of service: from plant engineering to large-scale construction works, design and building construction. It guides decision-making and operational processes towards solutions that are more effective, safer and of higher quality.

The innovation process begins right from the conception and design phase. The technical department team, made up of qualified professionals with the necessary certifications, oversees the entire project: 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 in order to validate technical assumptions and ensure performance in accordance with applicable requirements.

Working together with experienced engineers from first-class plant engineering companies, highly specialised manufacturers and technology partners enhances the ability to innovate. These relationships take the form of operational partnerships for executive co-design projects, integrated contract management and the specific adoption of process and product innovations to carry out complex electrical infrastructure works.

In such contexts, the approach provides for an executive design phase which is repeated and refined as required, alongside tests on structures and components in order to check their correct size, increase reliability and optimise efficiency during the installation phase. Testing and field activities provide evidence that feeds into continuous cycles of improvement, reducing operational risks and commissioning times.

Service quality and safety

Thanks to its path of **continuous innovation**, 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 of services and analysis of the degree of satisfaction of all parties involved, the company 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. In this way, Roda is able to contribute to the promotion of sustainable development in the areas in which it operates by swiftly identifying needs and issues and implementing continuous improvement measures.

Privacy

As discussed in 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, the company has implemented **specific protocols and controls to safeguard the confidentiality of the information** processed and also promotes prudent and compliant behaviour by all parties involved (internal staff, suppliers and partners) through operational rules, targeted training, contractual clauses and periodic checks.

By maintaining **ISO 27001:2013** certification, Roda confirms the adoption of an information **security management system** that complies with the highest international standards. This system ensures that appropriate technical and organisational measures are applied to protect Roda's information assets, as well as those of its customers and other affected parties. The company operates within this framework according to the principles of **prevention, control and continuous improvement** to ensure the integrity, availability and confidentiality of data throughout the entire management cycle.

4 Governance information

In order to conduct business in a responsible and sustainable manner, it is necessary to establish a solid foundation that considers the expectations and interests of all parties involved in the value chain. At Roda, **ethics** and **integrity** are the benchmarks that guide the decisions of the governing bodies and inform day-to-day behaviour, ensuring the protection and 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 **organisational, 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 all addressees must adopt when performing their work 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 the criteria of legality, correctness and transparency.

The model provides for operational protocols and control systems designed to **prevent crimes** and **behaviour contrary to the company's values**. Its definition reflects the mapping of the crimes deemed material to the company based on its operations and the identification of the areas most exposed to these crimes.

The model is reviewed and updated at regular intervals to ensure it remains in line with changes in the regulatory and operational environment, and with the risks associated with the business.

Integrated policy

The **integrated policy** formalises Roda's commitment to preventing and combatting all forms of corruption. It adopts a zero-tolerance approach, strictly prohibiting all corruption and bribery practices, whether direct or indirect. It promotes transparency of the company's operations and organisational structure, strengthening its ability to promptly detect any crimes. It ensures safe and anonymous reporting channels, providing full protection for the employees and stakeholders who make the reports.

The main commitments under the **policy include**:

- absolute prohibition of corrupt behaviour;
- enhanced transparency in business processes and decisions;
- development of effective safeguards to detect and manage potential instances of corruption;
- guarantee anonymity, confidentiality and protection from retaliation for whistleblowers.

The policy complies with **ISO 37001:2016** by integrating anti-corruption safeguards into organisational culture and business processes. The aim is to promote accountability, prevention, control and continuous improvement.

Integrated management system

Roda has adopted an **integrated management system** (IMS), as set out in its **integrated policy,** which is the single reference for understanding the company's structure and operation. The IMS combines and organises all the information required to describe the company's structure and processes.

It includes the following elements: company policies, organisational charts, process maps, procedures, operating instructions, forms and job descriptions.

This documentary system clearly defines the activities to be carried out, who is responsible for them and how they should be executed. Accordingly, it promotes operational consistency, traceability and alignment with the principles of the integrated policy.

Whistleblowing policy

In order to ensure effective, efficient and transparent corporate management, Roda has adopted a **whistleblowing policy**, which accurately 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 violations of the law or **company policies** securely and confidentially.

Reports may be made by persons who become aware of violations as part of their work, using dedicated channels that guarantee:

- the proper handling of the report;
- the confidentiality of information and the protection of whistleblowers;
- the protection of whistleblowers against any retaliatory or discriminatory measures.

Furthermore, the policy regulates the process to send the reports to the relevant bodies, protecting both the whistleblower and the reported party, ensuring impartiality, traceability and timely processing. This document is available 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, enhancing the culture of integrity and transparency in the entire value chain.

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, **220 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 2025.

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.

The company has adopted a **supplier selection and qualification procedure and** manages the list of qualified suppliers which is constantly updated. Contract managers are in charge of the selection phase. The first criterion entails the performance of document verification activities: registration with the CCIAA (Italian chamber of commerce); Durc (certificate of social security compliance); civil liability insurance policies and 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; further evidence may be requested based on the specific nature of the service or supply.

When signing 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 document verification, the company may also decide to carry out **an inspection at the supplier's premises**. To this end, second-party audits may also be conducted by appointed external auditors.

In 2025, **78% of the new suppliers were screened using environmental and social criteria.**

The screening is applied to both existing and new suppliers and is supported by a **risk classification system** based on three 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 product suppliers that participate in worksite activities, but do not provide labour;
- **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 as **88 days from the date of the invoice.**

At 31 December 2025, the company declared that **it was not involved in any legal proceedings due to late payments.**

Governance and objectives

Roda **aims** to provide **ISO 37001** training, and more generally training on aspects of the 231 model, to all administrative personnel. This goal is measured in relative terms and as a percentage of personnel who participate in dedicated training activities.

By 2026, it also intends to ensure the full dissemination of information on **anonymous and secure reporting channels**, so that all employees are aware of how to use the whistleblowing system. It also plans to conduct compliance audits on at least 50% of subcontractors by 2027, to ensure compliance with regulatory, ethical and contractual requirements. Furthermore, it aims to keep the number of confirmed cases of corruption or serious violations of the code of ethics at zero. This goal is measured in absolute terms and as the number of cases confirmed following internal audits.

The company has set the target of **assessing** at least 80% of its strategic suppliers on **environmental, social and ethical criteria** by 2028. This target is measured in relative terms and as the percentage of suppliers subject to screening, indicating a risk level higher than "low".

The goals relating to the areas of business ethics, prevention of corruption and responsible supply chain management are defined in quantitative terms and accompanied by specific monitoring indicators. The target level to be reached is stated for each goal, along with information on whether it is expressed in absolute or relative terms and the unit of measurement used to assess progress over time.

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 personnel by the total workforce.
Employee turnover rate	**Positive:** the inbound turnover rate is calculated by comparing the number of new employee 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 against 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_2O. 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 CO2eq.) 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 $CO_{2eq.}$) 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)	**2023**	**2024**	**2025**
Direct energy consumption	**37,335**	**38,785**	**40,613**
From non-renewable sources	**694**	**707**	**1,020**
Heating oil	**-**	**116**	**-**
Natural gas	104	149	87
LPG	590	442	933
Consumption by cars	**36,301**	**37,689**	**39,593**
Petrol	355	553	833
Diesel	35,946	36,547	38,759
LPG	-	589	1
Self-generated and consumed solar energy	**340**	**389**	**-**
Indirect energy consumption	**1,259**	**1,332**	**1,532**
From non-renewable sources	885	1,003	1,449
From renewable sources	374	329	83
Total energy consumption	**38,594**	**40,117**	**42,145**

305-1: Direct (Scope 1) GHG emissions, 305-2: Energy indirect (Scope 2) GHG emissions			
GHG emissions (tCO_{2eq})	**2023**	**2024**	**2025**
Direct (Scope 1) emissions	**2,625**	**2,681**	**2,868**
From non-renewable sources (natural gas, diesel, LPG)	44	45	62
From consumption of fuel for the company fleet (petrol and diesel)	2,580	2,636	2,806
Indirect (Scope 2) emissions – market-based	**113**	**117**	**178**
Indirect (Scope 2) emissions – location-based	**85**	**97**	**93**

303-3: Water withdrawal				
Water withdrawal, by source and type [megalitres]	**2024**		**2025**	
	Total	**of which: areas with water stress**	**Total**	**of which: areas with water stress**
Third-party water	**1.524**	**0.1**	**2.359**	**-**
Freshwater	**1.524**	**0.1**	**2.359**	**-**
Total water withdrawal	**1.524**	**0.1**	**2.359**	**-**

306-3: Waste generated (tonnes)			
Waste generated [tonnes]	**2023**	**2024**	**2025**
Hazardous waste	**82**	**17**	**24**
Construction and demolition wastes	64	-	11
Spent oil and liquid fuel residues	9	5	3
Waste packaging, absorbents, wiping cloths, filter materials and protective clothing	1	5	1
Wastes from shaping and physical and mechanical surface treatment of metals and plastics	-	-	-
Wastes not otherwise specified	7	7	9
Non-hazardous waste	**138,557**	**132,897**	**183,784**
Construction and demolition wastes	138,267	132,657	183,001
Drilling muds and other drilling waste	8	60	339
Packaging waste	169	100	175
Municipal waste, including separately collected fractions	82	55	210
Wastes from waste management facilities	-	-	1
Use of printing inks	-	-	-
Wastes not otherwise specified	31	25	59
Total waste	**138,639**	**132,914**	**183,808**

306-4 Waste diverted from disposal (tonnes)			
Waste sent for recovery by third parties (tonnes)	**2023**	**2024**	**2025**
Hazardous waste	**60**	**16**	**13**
Preparation for reuse	-	-	13
Recycling	-	-	-
Other recovery operations	60	16	-
Non-hazardous waste	**138,539**	**131,622**	**183,596**
Preparation for reuse	-	-	165,939
Recycling	-	-	1,897

Other recovery operations	131,622	131,622	15,780
Total waste recovered	**131,639**	**131,639**	**183,609**

306-5: Waste directed to disposal (tonnes)			
Waste directed to disposal by third parties (tonnes)	**2023**	**2024**	**2025**
Hazardous waste	**22**	**1**	**11**
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfilling	-	-	11
Other disposal operations	22	1	-
Non-hazardous waste	**19**	**1,274**	**188**
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfilling	-	-	4
Other disposal operations	19	1,274	184
Total waste directed to disposal	**41**	**1,275**	**199**

2-7: Employees										
Employees by gender, type of contract and with full-/part-time positions [no.]		**2023**			**2024**			**2025**		
		♂	**♀**	**Total**	**♂**	**♀**	**Total**	**♂**	**♀**	**Total**
Total number of employees by type of contract		**281**	**25**	**306**	**302**	**21**	**323**	**292**	**19**	**311**
Permanent employees	*type of contract*	260	25	**285**	260	19	**279**	264	19	**283**
Temporary employees	*type of contract*	21	0	**21**	42	2	**44**	28	0	**28**
Non-guaranteed hours employees	*type of contract*	0	0	**0**	0	0	**0**	0	0	**0**
Total number of employees with full-/part-time positions		**281**	**25**	**306**	**302**	**21**	**323**	**292**	**19**	**311**
Number of full-time employees	*full-/part-time positions*	279	13	**292**	300	15	**315**	290	14	**304**
Number of part-time employees	*full-/part-time positions*	2	12	**14**	2	6	**8**	2	5	**7**

2-30: Collective bargaining agreements									
Percentage of total employees covered by collective bargaining agreements	**2023**			**2024**			**2025**		
	♂	**♀**	**Total**	**♂**	**♀**	**Total**	**♂**	**♀**	**Total**
Total number of employees by type of contract	**281**	**25**	**306**	**302**	**21**	**323**	**292**	**19**	**311**
Number of employees covered by collective bargaining agreements	269	20	289	302	21	323	292	19	311
Percentage of employees covered by collective bargaining agreements	96%	80%	94%	100%	100%	100%	100%	100%	100%

401-1: New employee hires and employee turnover						
Employees by gender, type of contract and with full-/part-time positions	**2025**					
	♂	**♂ %**	**♀**	**♀ %**	**Total**	**Total %**
New employee hires	**63**	**21%**	**1**	**5%**	**64**	**20%**
< 30	16	27%	0	0%	16	26%
30-50 years old	39	25%	0	0%	39	23%
> 50	8	9%	1	17%	9	10%
Employees who left the company	**73**	**24%**	**3**	**14%**	**76**	**24%**
< 30	21	36%	1	33%	22	35%
30-50 years old	41	26%	1	8%	42	25%
> 50	11	13%	1	17%	12	13%

403-8: Workers covered by an occupational health and safety management system			
Number of employees covered by an occupational health and safety management system	**2023**	**2024**	**2025**
Total employees (no.)	306	323	311
Employees covered by an occupational health and safety management system (no.)	**306**	**323**	**311**
Employees covered by an occupational health and safety management system (%)	**100%**	**100%**	**100%**

403-9: Work-related injuries									
Employees	**2023**			**2024**			**2025**		
	♂	**♀**	**Total**	**♂**	**♀**	**Total**	**♂**	**♀**	**Total**
Recordable work-related injuries (no.)									
Total recordable work-related injuries	**8**	**0**	**8**	**8**	**0**	**8**	**12**	**0**	**12**
At the company's premises	8	0	8	6	0	6	1	0	1
Commuting incidents	0	0	0	2	0	2	13	0	13
Fatalities (no.)									
Total fatalities as a result of work-related injury	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
At the company's premises	0	0	0	1	0	1	0	0	0
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	0	0	0	0	0	0
Commuting incidents	0	0	0	0	0	0	0	0	0
Calculation of the number of hours worked and injury rate									
Hours worked (H)	**460,175**	**31,698**	**491,873**	**491,656**	**32,412**	**524,068**	**517,914**	**32,060**	**549,973**
Rate of recordable work-related injuries	**17**	**0**	**16**	**16**	**0**	**15**	**25**	**0**	**24**
Rate of fatalities as a result of work-related injury	**0**	**0**	**0**	**2**	**0**	**2**	**0**	**0**	**0**
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]	**2023**			**2024**			**2025**		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Total hours of training	**16,038**	**88**	**16,126**	**12,022**	**94**	**12,116**	**11,545**	**54**	**11,599**
Managers	0	0	0	0	0	0	0	0	0
Junior managers	313	12	325	118	4	122	298	46	344
White collars	1,062	76	1,138	1,422	90	1,512	1,072	8	1,080
Blue collars	14,663	0	14,663	10,482	0	10,482	10,175	0	10,175

Average hours of training by employee category	**2023**			**2024**			**2025**		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Total average hours of training	**57**	**4**	**53**	**40**	**4**	**38**	**40**	**3**	**37**
Managers	0	0	0	0	0	0	0	0	0
Junior managers	20	3	16	7	1	6	17	12	16
White collars	27	4	20	32	6	25	25	1	19
Blue collars	65	0	64	44	0	43	44	0	44

405-1: Diversity of employees												
Employees per employee category and age group	**2023**				**2024**				**2025**			
	♂	**♀**	**Total**	**Total %**	**♂**	**♀**	**Total**	**Total %**	**♂**	**♀**	**Total**	**Total %**
Managers	**0**	**0**	**0**	**0%**	**0**	**0**	**0**	**0%**	**0**	**0**	**0**	**0%**

< 30	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%
> 50	0	0	0	0%	0	0	0	0%	0	0	0	0%
Junior managers	**16**	**4**	**20**	**7%**	**15**	**4**	**21**	**6%**	**18**	**4**	**22**	**7%**
< 30	0	1	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	13	0	15	4%	13	1	14	4%	14	1	15	5%
> 50	3	3	5	2%	4	3	7	2%	4	3	7	2%
White collars	**40**	**18**	**58**	**19%**	**47**	**16**	**61**	**20%**	**43**	**14**	**57**	**18%**
< 30	11	2	13	4%	9	3	10	3%	7	2	9	3%
30-50 years old	23	11	33	11%	28	10	40	12%	29	7	36	12%
> 50	6	5	12	4%	8	3	13	3%	7	5	12	4%
Blue collars	**225**	**3**	**228**	**75%**	**240**	**1**	**241**	**75%**	**231**	**1**	**232**	**75%**
< 30	51	0	51	17%	50	0	50	15%	37	0	37	12%
30-50 years old	95	1	96	31%	117	1	118	36%	116	1	117	38%
> 50	79	2	81	26%	73	0	73	23%	78	0	78	25%
Total (no.)	**281**	**25**	**306**		**302**	**21**	**323**		**292**	**19**	**311**	
Total (%)	**92%**	**8%**	**100%**		**93%**	**7%**	**100%**		**94%**	**6%**	**100%**	

405-1: Diversity of governance bodies

Members (BoD)	2023				2024				2025			
	♂	♀	Total	Total %	♂	♀	Total	Total %	♂	♀	Total	Total %
Total (no.)	**3**	**2**	**5**	**100%**	**3**	**2**	**5**	**100%**	**3**	**2**	**5**	**100%**
< 30	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	1	0	1	20%	1	0	1	20%	1	0	1	20%
> 50	2	2	4	80%	2	2	4	80%	2	2	4	80%

Members of the board of statutory auditors	2023				2024				2025			
	♂	♀	Total	Total %	♂	♀	Total	Total %	♂	♀	Total	Total %
Total (no.)	**2**	**3**	**5**	**100%**	**2**	**3**	**5**	**100%**	**2**	**3**	**5**	**100%**
< 30	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50 years old	1	1	2	40%	0	1	1	20%	0	1	1	20%
> 50	1	2	3	60%	2	2	4	80%	2	2	4	80%

308-1/414-1: New suppliers that were screened using social and environmental criteria

Suppliers	2023	2024	2025
	no.	no.	no.
Total new suppliers	493	382	281
of which selected using environmental criteria	281	320	220
Percentage of new suppliers that were selected using environmental criteria	**57%**	**84%**	**78%**
Total new suppliers	493	382	281
of which selected using social criteria	281	320	220
Percentage of new suppliers that were selected using social criteria	**57%**	**84%**	**78%**

GRI content index

Statement of use	Roda S.p.A. has reported the information disclosed in this GRI content index for the period 01/01/2025 to 31/12/2025 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 Company profile
	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	1.3 Governance in Roda
	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	In 2025, the non-monetary penalty imposed on the company in 2024 remained in place.
	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 305: Emissions 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
	303-1 Interactions with water as a shared resource	2.3 Water and marine resources

GRI 303: Water and effluents 2018		
	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: Local communities 2016	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 health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.4 Consumers and end-users
GRI 418: 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.)

Independent auditors' report on the sustainability report

To the board of directors of
KPMG S.p.A.

We have been engaged to perform a limited assurance engagement on the 2025 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.

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 for consistency with available evidence;
  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.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2025 sustainability report of Roda S.p.A. has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards.

Brescia, 21 May 2026

KPMG S.p.A.

(signed on the original)

Monica Mazzotti
Director of Audit