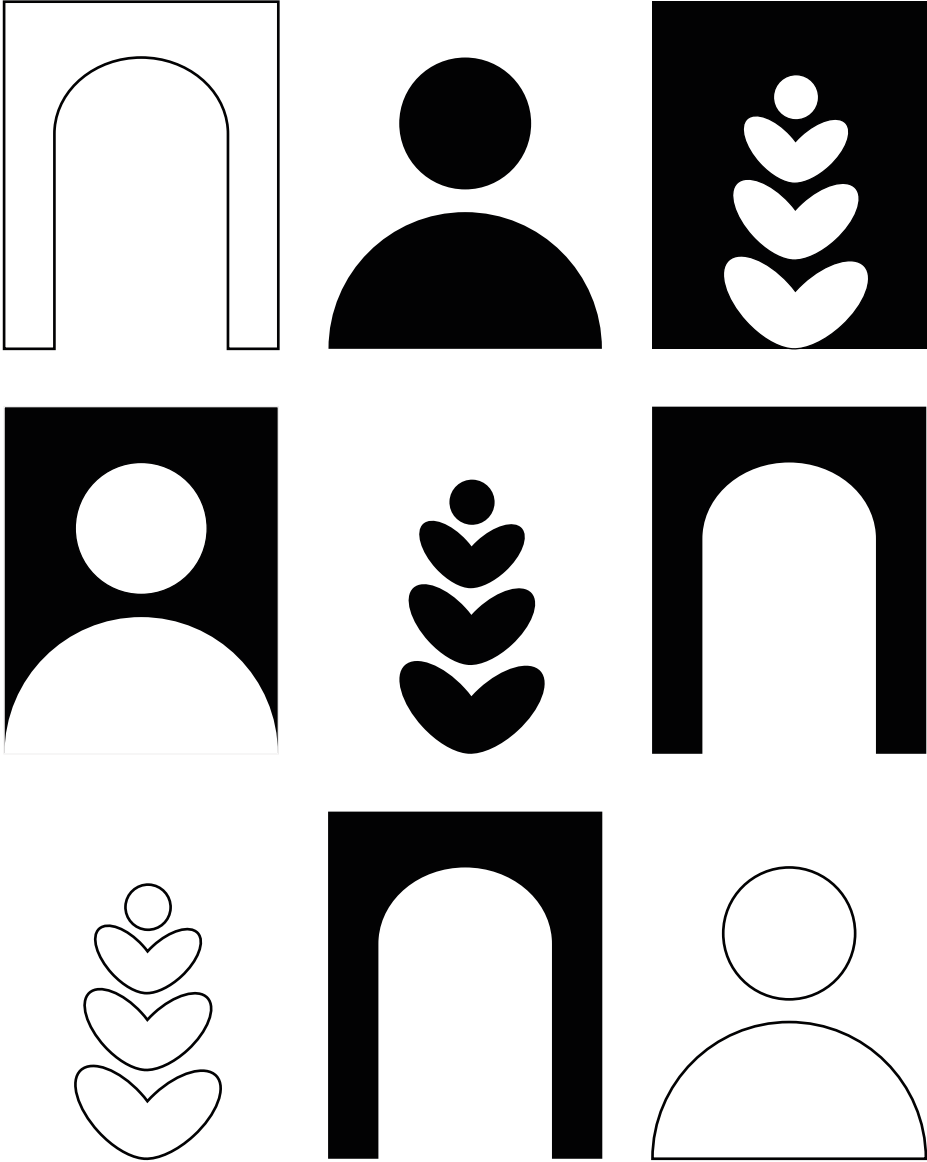


# SUSTAINABILITY REPORT 2023



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# ROLD


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- Letter to the stakeholders
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- Generated and distributed economic value
- Our ecosystem


## READING GUIDE

Our report has been designed as an interactive and navigable document, enriched with external insights. To facilitate its use, we list below the main interactive elements.

The symbol  allows you to return to the index from any section of the report. By clicking on one of the three letters E S G, you can reach the three sections of the report (Environment, Social, Governance).

 It indicates the GRI Standards to which the information provided in the page refer. The QR code allows access to the official GRI Standards website, where they can be consulted.

 It provides access to the previous sustainability report, where some of the initiatives were presented in detail and are summarized in this document to avoid redundancy.

 It highlights the presence of links to pages and sections within the report.

Words in *Italic* indicate the presence of external links, in particular websites.

# Letter to the stakeholders



GRI 2-2

## DEAR READERS,

It is with great pleasure that we present our second Sustainability Report. This report is the result of a voluntary decision, driven by our commitment to transparently share our progress and planned activities in sustainability.

At ROLD, we believe that the journey towards sustainability has to be seen as a continuous learning and improvement process, requiring the involvement and dedication of everyone. This report aims to share with you our collective approach to the sustainability journey we are experiencing at ROLD. For us, integrating sustainability themes and practices into our company is not just a strategic issue, but a shared choice supported by everyone at ROLD.

In 2023, the efforts and strategic decision made in 2022 to overcome a challenging economic period came to fruition positively. Thanks to the determination and collaboration of all, we achieved significant results that enable us to look at the future with confidence and set new goals.

The principles that guide us remain steadfast and are fundamental to every decision we make. We place people at the centre of our company, recognizing our responsibility towards them, their families, society, and the environment. It is our people and our ongoing interactions with stakeholders that strengthen our boldness to explore new markets and develop new opportunities, even in areas completely different from those where ROLD is already a recognized leader.

In this context, sustainability is not just a goal but a fundamental value that permeates all our activities. We will continue to work to improve, aware that every small step is important in making our production processes less impactful on the environment and people. The results

achieved in 2023 are concrete evidence of how crucial collaboration within our organization and ecosystem is.

I thank each stakeholder for their role in this important sustainability journey. I am confident that together, we can make a difference. Your participation and support are essential to continue on this path and reach new milestones.

Happy reading!

Laura Rocchitelli, 2024

*"For us, sustainability is a responsibility towards the future, not merely an opportunity for development. Integrating sustainable practices into our reality, from product development to reducing consumption and resources, requires innovation, collaboration, and a constant, daily commitment from everyone. It is not a simple journey, and we are aware that every step ROLD takes towards more sustainable approaches represents a valuable contribution for everyone and equally for our business. The change and goal we have set require time and determination; every initiative we undertake, regardless of its scale is born out of a desire to contribute concretely to generating a positive impact for our people, our territory, and future generations."*

Stefano Rocchitelli

*"The journey toward sustainability is a process that cannot be meaningfully and effectively undertaken 'alone': collaboration along the supply chain is necessary, as is the effort to share best practices and experiences. At ROLD, we strongly believe that only by sharing measurable processes and interacting with collaborative approach can we tackle environmental and social challenges with a broader and more integrated vision, achieving results that would be difficult for a single actor to attain. We will continue to pursue collaboration as a system of progress with suppliers and customers, creating partnerships based on transparency, trust, and the shared desire to reach an ambitious and common goal that is important for everyone."*

Massimo Rocchitelli



# ROLD's history

[To go deeper into ROLD's history - pag 6](#)



GRI 2-1

The history of ROLD is intrinsically linked to its territory and the people who are part of it. In 60 years, ROLD has established itself as a leader in the production of components for the home appliance market. Product and process innovation, including the adoption of emerging technologies, has consistently characterized ROLD's approach. The company has always been able to combine its greatest ambitions and aspirations with the pragmatism typical of a manufacturing company.

In 2023, ROLD has strengthened its global leadership and initiated an internationalization project to enhance its competitiveness. In parallel, the company has launched an innovative startup that offers solutions in the digital transition. ROLD continues to promote symbiosis with various ecosystems through its involvement in MIND and its diverse training initiatives, both conventional and unconventional, facilitated by ROLD Academy.

**1984**  
ROLD doorlock becomes a worldwide standard

**2015**  
ROLDsmartfab platform is launched and ROLD digital transition begins

**2020**  
ROLD launches Rold Academy for a long-life learning culture

**1963**  
Rocchitelli Onofrio e Loro Dolores founded ROLD

**2012**  
Laura Rocchitelli becomes ROLD president

**2017**  
ROLD creates R-Lab, its Research and Innovation Laboratory

**2023**  
In April ROLD established ROLD East Europe d.o.o. with the aim of strengthening ROLD's competitiveness. It became operational starting in July

In September, the innovative start-up Byteoolbox Srl was created to design and develop B2B and B2C software solutions

ROLD celebrated 60 years of activity

**2022**  
ROLD officially joined *MIND* ecosystem (Milano Innovation District)



**2024 Outlook**  
ROLD participated in the field testing for di EFRAG's VSME, standards, contributing to their validation  
ROLD and *BIO4Dreams*, created *BeepFactory*, an innovative start in the field of Life Science.

Definition of the new Sustainability Strategic Plan for the 2025-2027

# ROLD's values



GRI 2-23

## VALUES OF THE COMPANY

We ensure the safety of home appliances with our products.  
 We anticipate market and societal needs with innovative solutions and technologies.  
 We promote an environment of personal and collective growth through continuous and high-quality training.

We promote collaboration with various entities for continuous cross-contamination.

In summary: we generate value to share with our people, our supply chain, and society.

ROLD's internal procedures, such as the **Code of Ethics** and the **Code of Conduct**, are aligned with the 10 principles of the **UNGC - UN Global Compact** (listed in the box below). Our commitment was further formalized by joining the UNGC in March 2021

## SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, all United Nations member countries adopted the **2030 Agenda**, a shared plan to achieve sustainable development, ensuring peace and prosperity for people and the planet. ROLD is committed to contributing to some of these goals.

Here they are:



## 10 UNGC PRINCIPLES

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

## CODE OF ETHICS

ROLD's Code of Ethics is based on our 5 values and the 10 principles of the UN Global Compact. It forms the foundation of our value system, which translates into concrete and consistent actions to contribute to achieving some of the Sustainable Development Goals (SDGs). The Code of Ethics also outlines the procedure for managing Conflicts of Interest.

<h3>ROLD VALUES</h3> <p>Through 2023 results</p>	<h3>PEOPLE</h3> <p>9 new hires</p>
<h3>PASSION</h3> <p>+3 filed patents</p>	<h3>AUDACITY</h3> <p>+1 digital innovative startup</p>
<h3>RESPONSIBILITY</h3> <p>856 hours of ChangeLab workshop</p>	<h3>RESULTS</h3> <p>46,1 M€ turnover</p>

# Organizational structure



GRI 2-1, 2-2

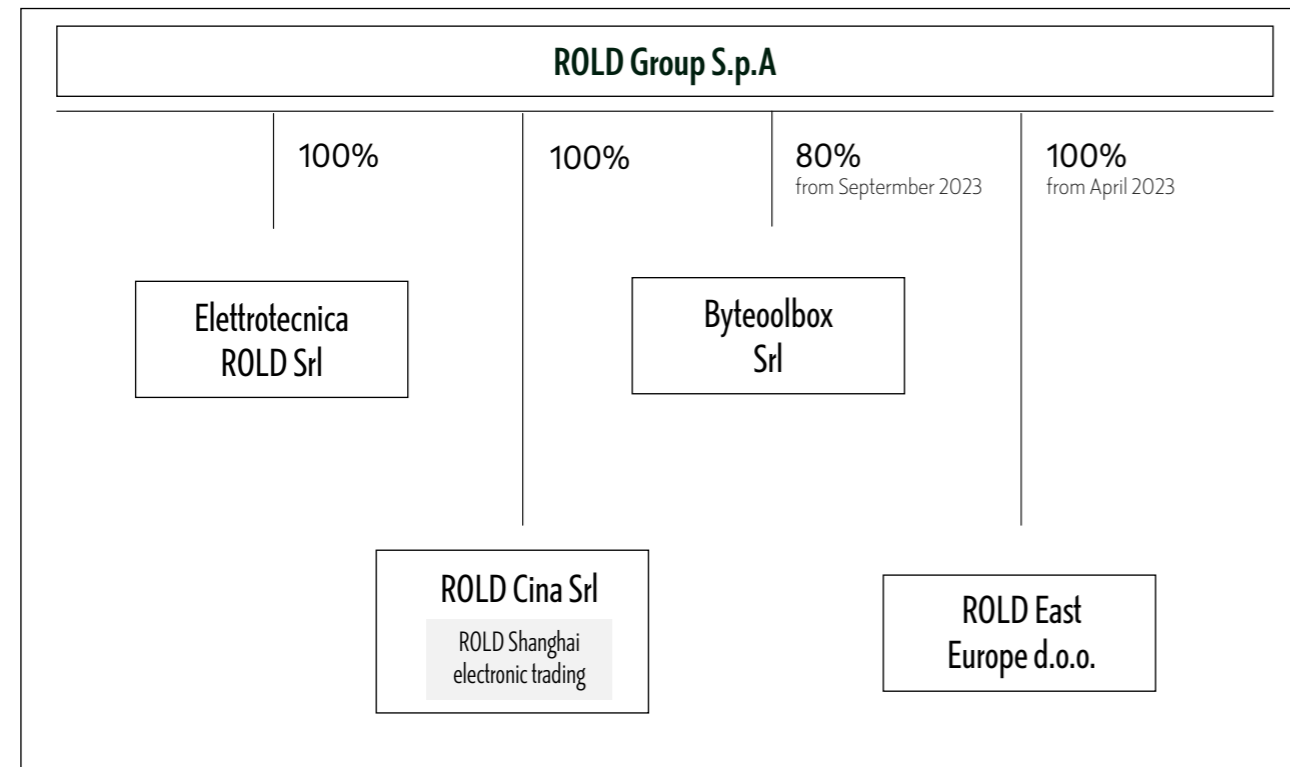
## GROUP'S STRUCTURE

Since the inception of ROLD in 1963, the evolution and strengthening of our market position and local presence have led ROLD to create a well-defined ecosystem, structured as follows:

**Gruppo ROLD S.p.A.** fully owns Elettrotecnica ROLD Srl and ROLD China Srl, which in turn owns **ROLD Shanghai Electronic Trading**. Gruppo ROLD exclusively undertakes the coordination of the group's companies. In 2023, ROLD decided to establish a new company in Serbia, **ROLD East Europe d.o.o.**, to

strengthen its approach to internationalization. In September 2023, the new innovative startup **Byteoolbox Srl** was established, with Gruppo ROLD holding an 80% stake.

The scope of this report includes Elettrotecnica ROLD. Similar to the financial statements, ROLD China is considered marginal. ROLD East Europe and Byteoolbox are not included as they commenced their activities in the second half of 2023.



ROLD Group S.p.A structure

## WHERE WE ARE

The headquarters of Elettrotecnica ROLD is located in **Nerviano**, at Via della Merlata 1, which also hosts one of the three production plants in Lombardy. The other two plants are located in Pogliano Milanese and Cerro Maggiore, in the metropolitan area of Milan.

The plant located in Nerviano includes a department for semi-finished metal products (brass, copper, iron, steel) and an injection molding department with hydraulic and fully electric presses. The assembly department is in constant evolution, continuously integrating new state-of-the-art equipment. There are both automatic and manual assembly lines.

In **Cerro Maggiore**, the plant has a blanking machine dedicated to the production of a single

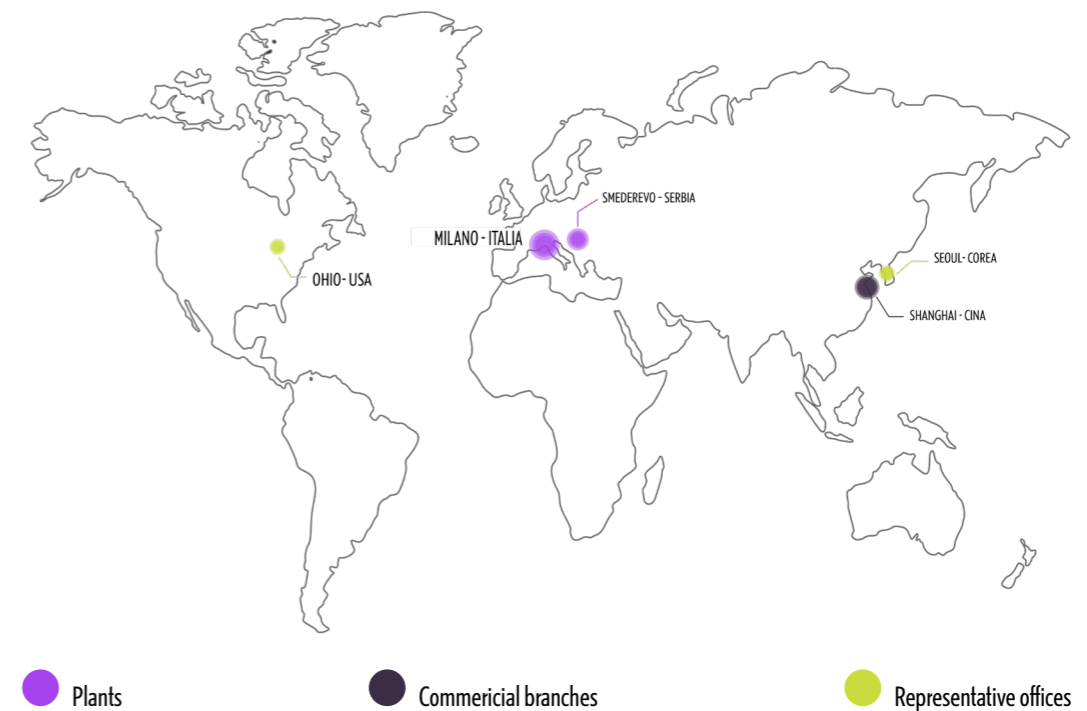
product and several assembly lines.

**Pogliano Milanese**, the historic plant, includes molding, metal cutting, and assembly departments.

Since May 2022, the Innovation and Applied Research Laboratory (RLab) and Rold Academy have been based in the innovation district of **Milano-MIND**.

In 2023, ROLD decided to invest in an internationalization project by opening a plant dedicated to manual assembly in **Smederevo, Serbia**.

To ensure the broad distribution of its products, ROLD relies on a **commercial branch** (Shanghai) and **two representative offices**, one in Asia (Seoul) and one in the USA (Ohio).



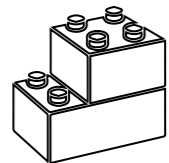
## Organizational structure



GRI 2-1

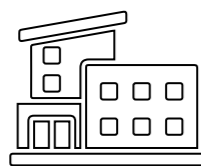
60

YEARS OF ACTIVITY



4

MANUFACTURING PLANTS



3

OFFICES AROUND THE WORLD



### OneROLD

The core of ROLD consists of activities related to the **design, engineering, and production of mechatronic components for household appliances**, such as locking and opening systems for washing machine, dishwasher, and oven doors, rotary switches, and micro switches. Thanks to continuous investments in Research and Development, ROLD has further consolidated its international leadership.

**RLab** is the multidisciplinary Innovation and Applied Research laboratory founded by ROLD in 2017. ROLD strongly believes in cross-contamination and open innovation as pathways to progress. In the laboratory, researchers with diverse expertise (mechatronics, advanced materials, electronics, biomedical, user experience) work together to devise new solutions. Additionally, RLab has always collaborated with other companies, research centers, and universities.

**Rold Academy** was established in 2020 to foster a culture of life-long learning and support the company's strategy in introducing and strengthening sustainability practices. The activities of Rold Academy involve providing both formal and informal training for the company's workforce, students of all levels, and other companies seeking to embark on a growth journey similar to that experienced by ROLD.

### ROLD EAST EUROPE

Among the initiatives undertaken by ROLD to overcome the challenging period experienced in 2022, it was decided to invest in an internationalization project. The main objectives were to **strengthen competitiveness and increase growth opportunities**.

In April 2023, ROLD East Europe d.o.o. was established, with its operational headquarters in Smederevo, Serbia. Through this project, ROLD aims to consolidate the company's presence in global markets, enhance competitiveness and diversify revenue sources, thereby contributing to its sustainable and long-term growth.

This strategic decision became effective in July 2023, with the commencement of production of one of the most established products in ROLD's portfolio. The guiding principle is to replicate the "ROLD model" in Serbia, applying an approach that always puts people at the center, ensures product reliability, responds promptly to market demands, and nurtures relationships with the ecosystem in which it operates.

For this reason, various initiatives have been promoted to foster mutual understanding among the different divisions and people of ROLD. In 2023, Rold East Europe hired 8 people: 7 women and 1 man.



# Structure and composition of governance



GRI 2-9 2-11 2-12 2-13 2-14

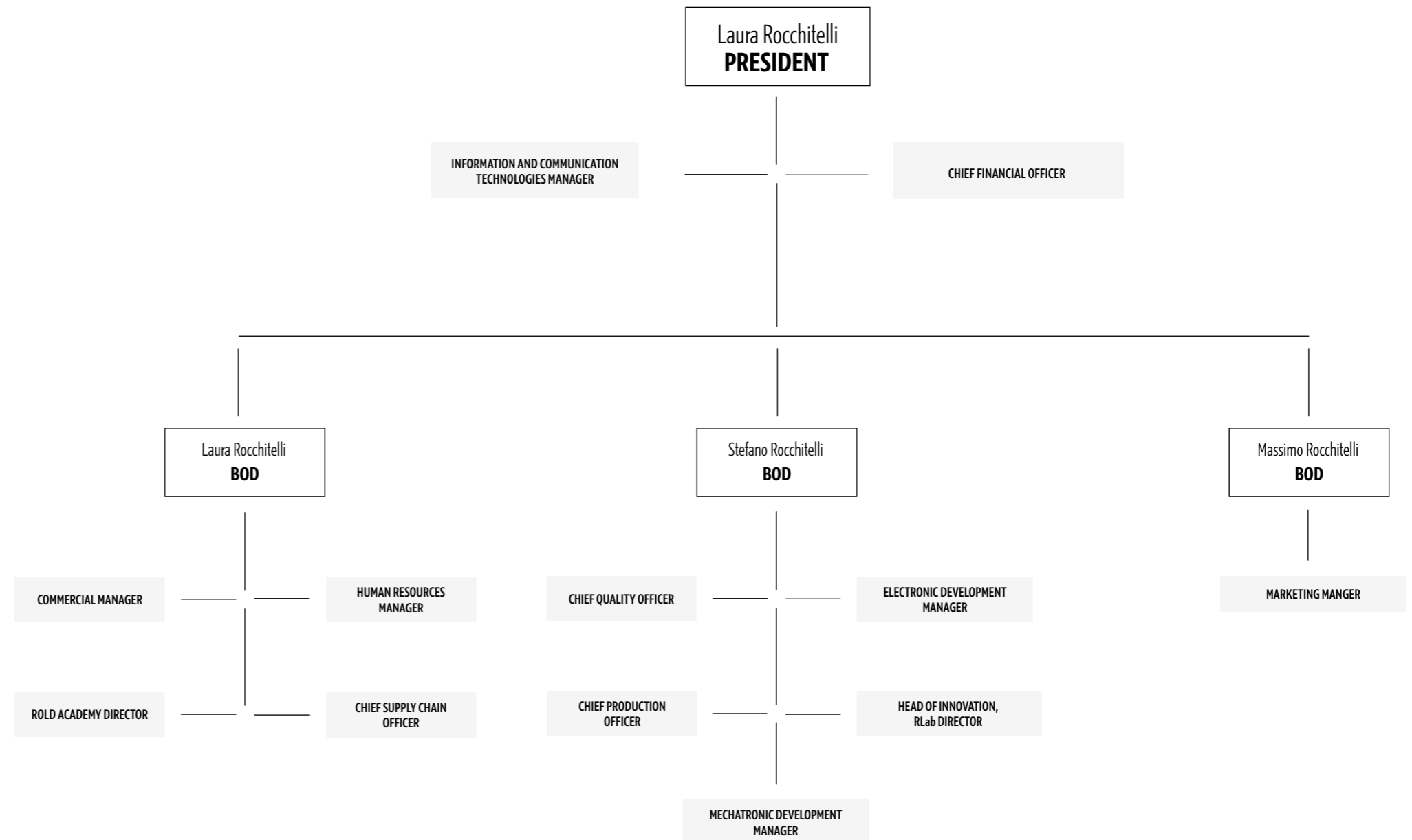
## ORGANIZATIONAL STRUCTURE

The Board of Directors (BoD) plays a crucial role in ROLD's corporate governance. As the highest governing body, it directs strategic choices and the management system.

In 2023, several changes were made to the organizational structure. The most significant change was the reduction of the BoD members from 5 to 3. The current members are Laura Rocchitelli, President and CEO, Stefano Rocchitelli, and Massimo Rocchitelli.

The BoD, with two members actively involved in the **Sustainability Committee**, has complete oversight and management of sustainability-related aspects. Being part of the Sustainability Committee allows these two BoD members to interact directly and immediately with various stakeholders responsible for implementing sustainability practices within ROLD. This ensures seamless integration of environmental and social sustainability principles at all levels.

Operationally, ROLD is organized with a structure of functional departments reporting to the three BoD members. The heads of the various areas lead teams of varying sizes depending on the impact of their activities on the company's business, fostering constant collaboration between different company areas.



## Structure and composition of governance



GRI 2-2 2-9 2-12 2-13 2-14

Across the areas of competence of the Board of Directors (BoD), the **Sustainability Committee** was established in 2022. Specifically, concerning sustainability aspects, the BoD has the authority to:

- Approve various policies on sustainability issues, based on proposals and recommendations from the Sustainability Committee
- Approve material topics and financial materiality analyses
- Approve the Strategic Sustainability Plan
- Approve the Sustainability Report.

The BoD members and the Sustainability Committee members have been directly or indirectly involved in training on sustainability topics, ESG issues, risk and opportunity analysis, materiality and double materiality analysis, sustainability in the value chain, and technological innovation supporting environmental impact and LCA analyses.

The 2022-2024 Strategic Sustainability Plan was approved by the BoD on December 15, 2021.

In 2024, ROLD is working on defining the new Strategic Sustainability Plan for the 2025-2027 period.

This report was approved by the BoD on July 9, 2024.

ROLD's policy has always been to reinvest company profits into new initiatives or investments. Consequently, no performance-related bonuses tied to specific environmental targets are provided for BoD members or executives.

### Board of Statutory Auditors

Member	Role	Activities
<b>Giancesare Sonzogni</b>	Chair person	Supervising the compliance with the law, principles of correct administration, pursuant to articles. 2397 e ss. c.c.
<b>Maurizio Ettore Giuseppe Grassano</b>	Effective member	
<b>Maria Chiara Alladio</b>	Effective member	
<b>Enrico Marrone</b>	Alternate member	
<b>Elisa Maria Rappoldi</b>	Alternate member	

### Audit firm

Member	Activities
<b>PwC - Pricewaterhouse Coopers SpA</b>	Legal audit of Financial Statement of "Elettrotecnica ROLD" and Consolidated Financial Statement of ROLD Group R&S&I cost review for "Elettrotecnica ROLD" and related auditing

## ROLD's value chain



GRI 2-6

ROLD is a manufacturing company operating in the B2B market. For over 60 years, it has been generating value through its **Research, Development, and Innovation** activities, which enable the creation of novel products. Our product design is led by the **R&D team**, which aims to meet market demands by ideating innovative solutions. This activity is supported by the **Marketing team**, which analyzes market trends and developments.

To transform ideas and projects into real products, ROLD purchases raw materials (primarily technopolymers), sub-components, and small parts (such as screws, springs, and solenoids) from suppliers mostly located in geographical areas close to its plants. The selection and management of suppliers are guided by the **Supply Chain Procurement team** through procurement practices that ensure adherence to ethical principles. ROLD's policy aims to establish and maintain long-term relationships based on quality, environmental, and social performance evaluations. This approach is based on ethical and business principles, ensuring that every collaboration is transparent and mutually beneficial. Generally, contracts with suppliers have three years duration, but for small businesses, ROLD offers customized supply conditions tailored to their specific characteristics and needs.

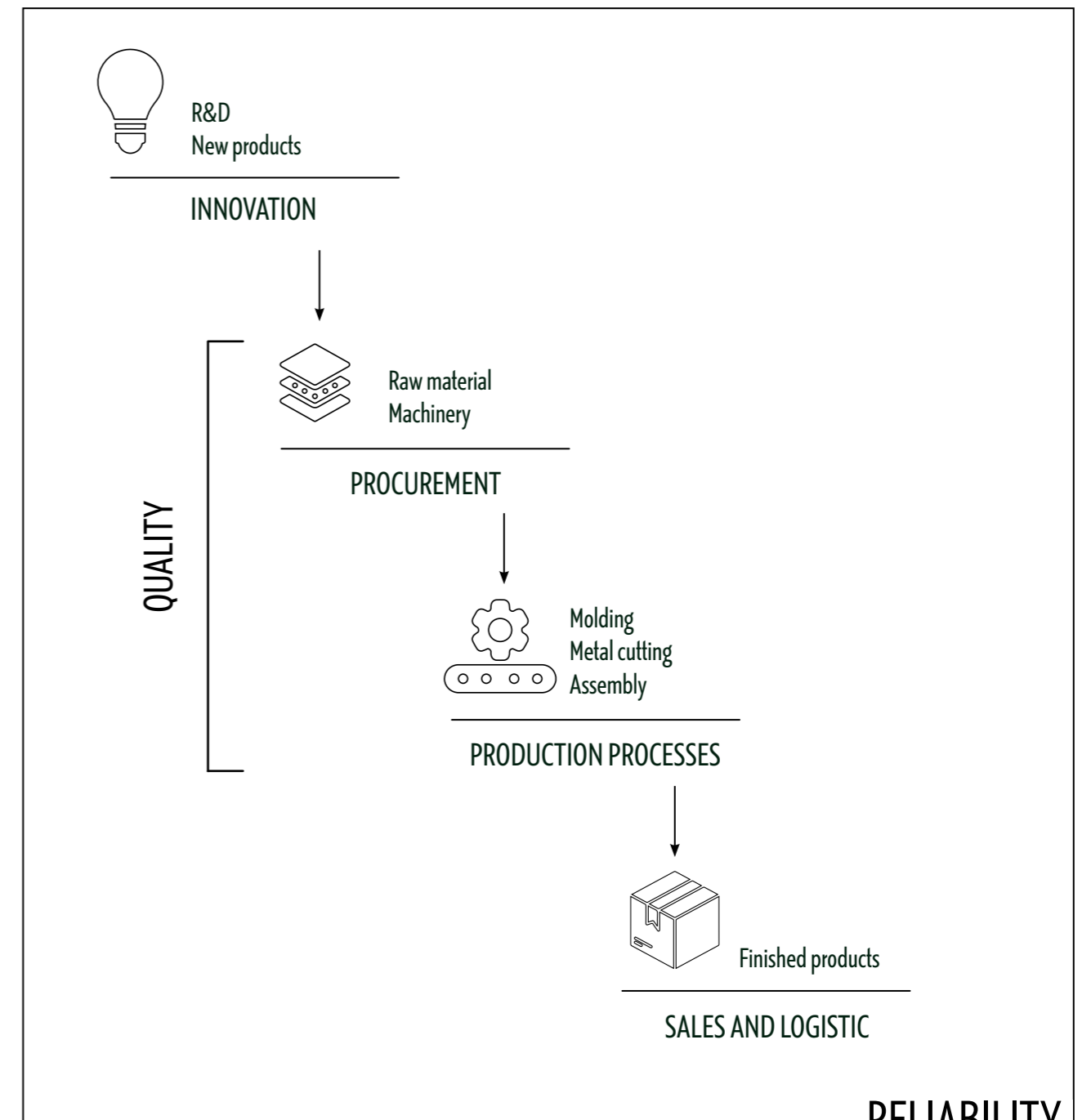
Despite the fluctuating nature of the specific company market, which can lead to significant turbulence, ROLD is committed to ensuring as much stability as possible for all suppliers. This is achieved through an inventory management and meticulous planning policy, aiming to mitigate the effects of market variations. Additionally, to facilitate accurate forecasting of raw material demand, ROLD periodically communicates

detailed information to its suppliers. This helps suppliers to better plan their production and respond effectively to requests, ensuring a more stable supply chain.

Beyond raw materials, ROLD invests in state-of-the-art interconnected machinery and coordinates the activities of over 150 people engaged in molding, stamping, automatic assembly, manual assembly, and packaging: this is the core of our production processes. Across procurement and production activities, ROLD ensures high product quality standards through controls by the Quality team at various stages of the process: from raw material verification to the validation of produced components.

The **Sales team** coordinates operations with major international appliance manufacturers, while **Logistics** and **Customer Care** ensure the timely delivery of goods as specified by clients. This synergistic approach allows ROLD to be recognized for its ability to innovate, uphold ethical principles along its supply chain, and guarantee the safety of its products.

ROLD's value chain



### RELIABILITY

- Safe and innovative products
- Customer Care
- Ethical business principles

## ROLD, its products and its market



GRI 2-6

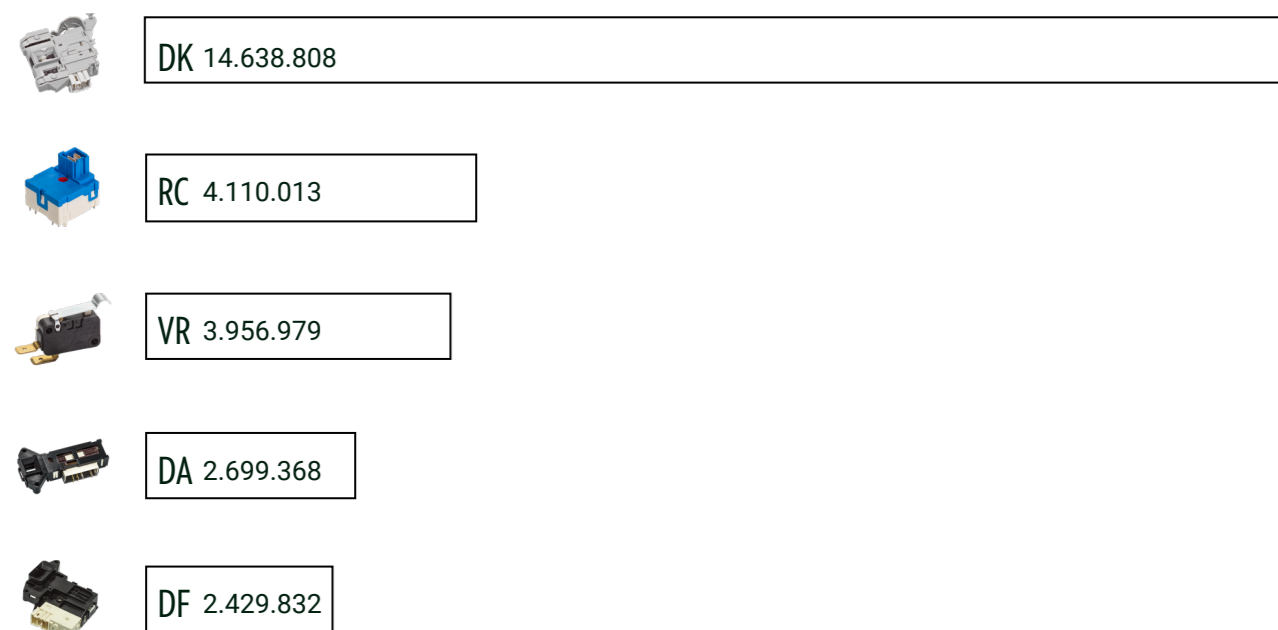
### OUR PRODUCTS

ROLD's traditional market consists of manufacturing components for household appliances and the professional market. Our products can be grouped into three main macro areas:

- Safety devices, such as washing machine door locks;
- Actuation devices, as for instance systems enabling motorized opening or closing of appliances;
- Input and user interface devices, including switches and microswitches, push-button panels, and rotary switches.

Our products are found in washing machines, dishwashers, dryers, refrigerators, ovens, stoves, range hoods, coffee machines, and more.

The design of products related to ROLD's traditional market is driven by the mechatronics R&D, electronics R&D, and Quality teams.



Sales by product in 2023

### OUR MARKET

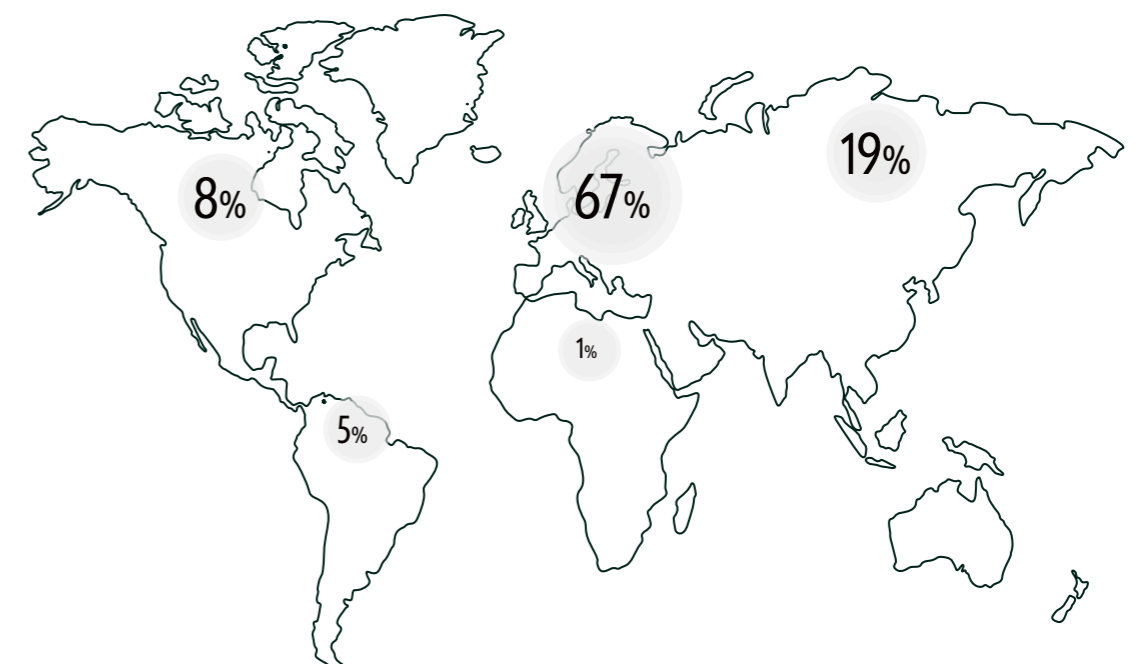
In 2023, ROLD's primary export market was **Europe**, followed by non-EU countries. Sales of our products expanded notably in North America, Europe, and Brazil. This year, **44,977,332** products were sold to major players in the global household appliance market, including ARÇELIK, B/S/H/, ELECTROLUX, GE Appliances US, GORENJE, HAIER, LG Electronics, MIELE, SMEG, VESTEL, and WHIRLPOOL.

From a market positioning perspective, ROLD maintained its market share achieved over the past years and saw the culmination of previous years' efforts with **new projects** set to launch in the next 3-5 years.

### THE DPV

In 2023, ROLD has been able to confirm its position as one of the leading suppliers of safety devices for the opening and closing mechanisms of pyrolytic oven doors, thanks to its innovative product "DPV".

This motorized device was designed to minimize the number of sub-components and mechanical parts, thereby reducing the use of sub-components, and virgin raw materials. This design approach ensures an **easy assembly process**.



Sales percentage by geographical area in 2023

## Generated and distributed economic value



GRI 201-2

### ECONOMIC VALUE

In 2023 a series of challenges for the Italian manufacturing industry, similar to those faced in 2022, have been experienced. Rising inflation, increased interest rates, severe tensions in the energy market with consequent increases in energy and gas prices, and various geopolitical tensions contributed to making the context increasingly complex. These factors led to a decrease in demand for durable goods and a slowdown in consumption and investments due to the rise in costs of raw materials, energy, and transportation. Despite this unfavourable global scenario, the strategies adopted by ROLD to cope with the difficulties of 2022 have helped mitigate their negative effects. Indeed, there was an improvement in economic and financial performance compared to the previous year, with revenue in 2023 exceeding 46.1 million euros, an increase of 6.5 million euros compared to 2022. ROLD managed to confirm its market share,

looking optimistically towards the future thanks to numerous projects under study and development, which concern not only the company's traditional markets but also new areas in the world of home appliances that were previously less explored. Many of these projects are already in the pre-production phase and will be available for the market in the next 3-5 years. We are convinced that, despite the difficulties of the period, thanks to our adaptability, solid organizational structure, and the strategy adopted, we will be able to continue the growth started in 2023.

Generated and distributed value	2021	2022	2023
Total generated and distributed economic value	44.250.027,00 €	39.605.078,00 €	46.149.307,00 €

### GENERATED AND DISTRIBUTED VALUE

The indicator of economic value generated and distributed provides an overview of the wealth created through our productive activities and illustrates how this is distributed among the various stakeholders. Specifically, the main stakeholders are:

- **Suppliers**, for the purchase of raw materials and service
- **People working in ROLD**, both as remuneration and as social charges and bonuses
- **Public Administration**, regarding current taxes and those related to previous fiscal years and various management charges
- **Community**, through close collaboration with Cooperativa Sociale Lavoro e Solidarietà (CSLS) and liberal donation to Fondazione Libellula.

ROLD continues collaborating with the Cooperativa Sociale Lavoro e Solidarietà (CSLS), by assigning manual assembly activities to the cooperative's workers, who are part of various vulnerable groups. ROLD provides all the necessary materials and tools, thus allowing the CSLS workers to perform the assembly operations directly at the cooperative's premises.

Distributed economic value	2021	2022	2023
Suppliers	33.122.070,50 €	25.316.292,90 €	27.544.993,33 €
ROLD people	13.349.780,00 €	11.998.017,00 €	12.120.689,00 €
Public Administration	170.589,45 €	148.412,19 €	221.101,16 €
Community	78.279,50 €	80.049,10 €	42.929,86 €

## Our ecosystem



GRI 2-28



**AFIL**, Associazione Fabbrica Intelligente Lombardia, is the technological cluster for advanced manufacturing in the Lombardy Region. It supports cluster members in building relationships to develop projects and research activities.

ROLD is part of the Strategic Community "Advanced Polymers" and coordinates the Sustainable and Smart Supply Chain for Advanced Polymers officially recognised by Lombardy Region.

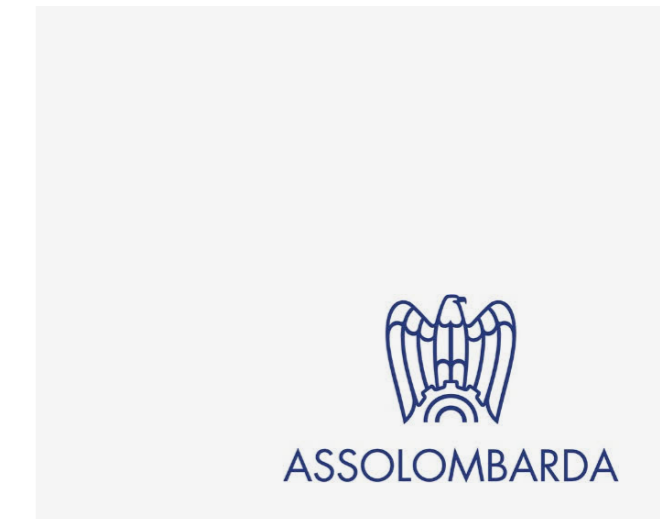
**APPLIA** is the association of manufacturers of components and home appliances. It participates in the regulatory committees at both national and international levels, contributing to the development of economic studies and scenario assessments.

Since 2021, Laura Rocchitelli has been appointed as Vice President for SMEs within APPLIA Italy.



**MIND** is the Milan Innovation District where diverse excellences coexist to tackle the major challenges we face today. ROLD joined MIND in 2022 and has since been involved in the realization of various initiatives organized within the district.

**Assolombarda** is the association of businesses operating in the Metropolitan City of Milan and the provinces of Lodi, Monza-Brianza, and Pavia. ROLD actively participates in various initiatives and activities. In 2016, thanks to the efforts of Laura Rocchitelli, ROLD contributed to the creation of STEAMiamoci. Since 2020, Laura Rocchitelli has been the President of the Mechatronics Group within Assolombarda.



**Federmeccanica** is the Trade Union Federation of the Italian Metalworking Industry. It represents and supports metalworking companies in their relations with trade unions and Italian and European institutions, and is responsible for negotiating the national collective labor contract.

ROLD is a member of the National Training Commission, defined within the Metalworkers' National Collective Labor Agreement (CCNL), and contributes to shaping training policies. Recently ROLD has played a role in the development of the MetAppendo platform.



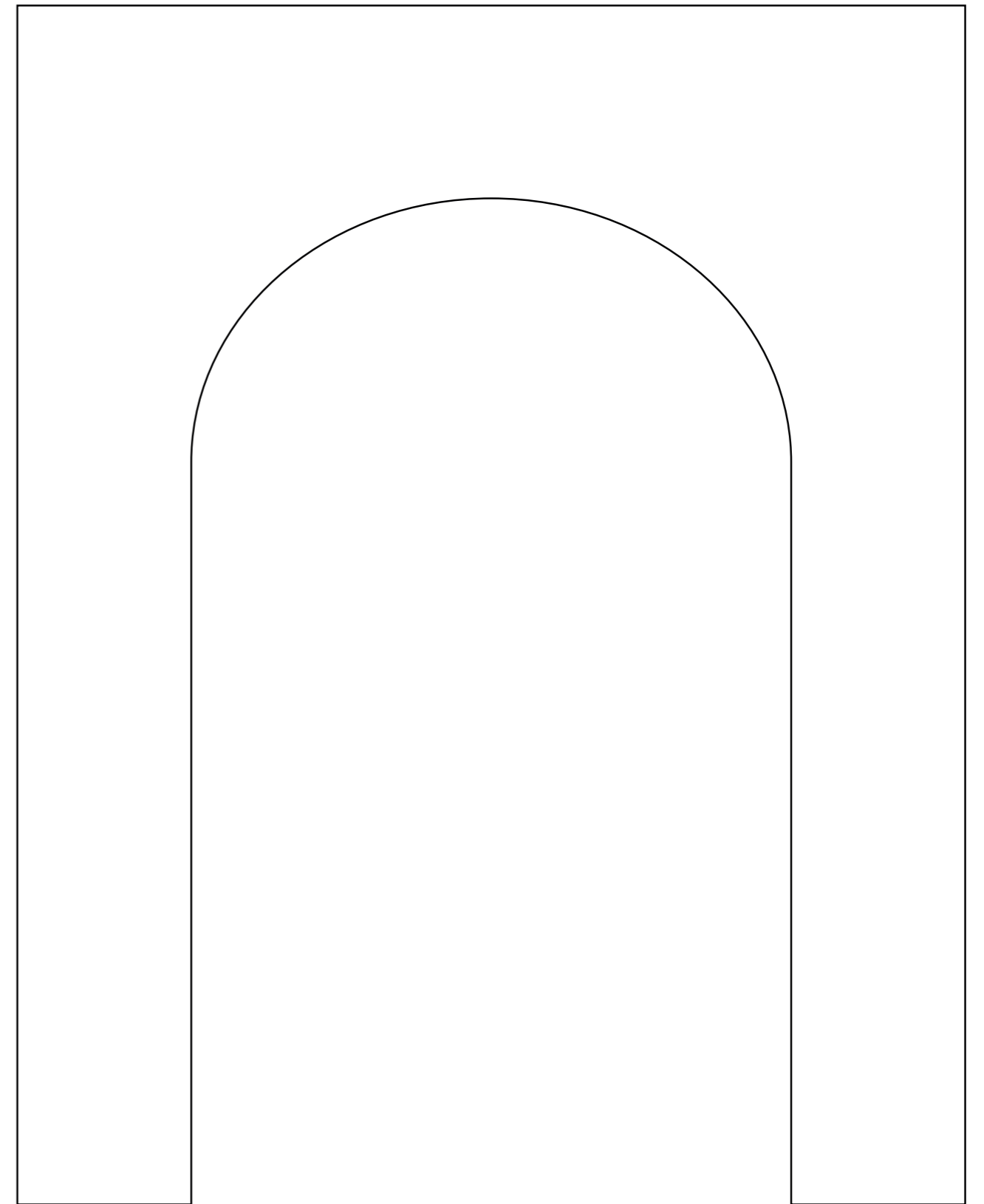
In December 2023, ROLD joined the network of the **Libellula Foundation**, an organization that provides companies with the opportunity to develop projects and activities aimed at deconstructing stereotypes, empowering women, fostering an inclusive work environment, promoting Diversity, Equity & Inclusion, and paying close attention to language.

# GOVERNANCE

for sustainability

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- Sustainability Committee
- Sustainability Strategic Plan
- Our stakeholders
- Megatrends
- Impacts, risks and opportunities analysis
- Material Topics
- For a sustainable value chain



## MATERIAL TOPICS

Governance  
Business Continuity  
Supply chain

# Sustainability committee



GRI 2-12 2-13 2-14 2-22

Established in **January 2022**, the Sustainability Committee is made up of **nine members**, each selected for his/her key role in various areas of the company. Two members of the Board of Directors participate directly in the meetings, thus ensuring **ongoing alignment** between sustainability strategies and company decisions.

In continuity with 2022, the Sustainability Committee has continued to meet periodically to coordinate and oversee various activities and initiatives related to sustainability practices. In 2023, the committee convened six times in plenary sessions to review ongoing activities against the KPIs outlined in the strategic plan, identify priority areas, and examine regulatory developments, from the *CSRD* to the *CSDDD*.

The work of the two operational groups, also established in 2022, continues as well. These groups focus on analyzing **Risks and Opportunities** related to climate transition and sustainability (**impact, risk, and opportunity analyses**) and revising internal procedures to integrate them into ROLD's sustainability strategy.

In 2024, it was decided to invite the CFO to the Sustainability Committee meetings to enhance the synergistic approach to identifying both positive and negative impacts with an inside-out and outside-in perspective.

Additionally, in 2024, the composition of the committee has been changed: Vania Pedrini was replaced by Luca Rocchitelli, the new person in charge of Management System.

**6**  
MEETINGS



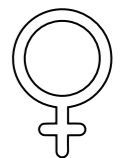
**1,5**  
AVERAGE HOURS  
PER MEETING



**9**  
MEMBERS




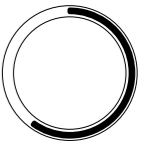
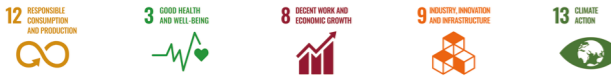


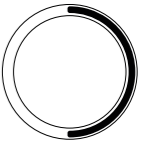

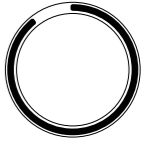

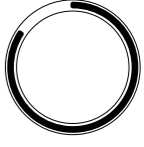

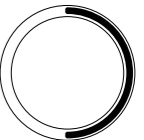
**4**  
WOMEN



## People and company sectors involved in Sustainability Committee

<b>Laura Rocchitelli</b>	CEO President of Sustainability Committee
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<b>Pietro Bottelli</b>	<b>Daniela Colantropo</b>	<b>Giuseppe Congiusta</b>	<b>Daniela De Lucia</b>	<b>Massimo Faravelli</b>	<b>Alessandro Mansutti</b>	<b>Vania Pedrini</b>	<b>Stefano Rocchitelli</b>
Supply Chain	Human Resources	Lean processes	Rold Academy Coordinator of Sustainability Committee	Quality	Innovation	Business management system	CdA member

SDG	What we have done till now	2024 ambitions	Where we are now
<p>01_Coherent governancve</p> 	<ul style="list-style-type: none"> <li>• Risk analysis</li> <li>• Start of a working table for performance bonus, including ESG topics</li> <li>• Review and update of internal procedures</li> <li>• Start of the activities to achieve ISO14001</li> </ul>	<ul style="list-style-type: none"> <li>• Continue the activities to obtain ISO14001 certification</li> <li>• Definition of Social and Environmental targets</li> <li>• KPI Identification to achieve gender equality</li> <li>• Material topics identification, using double materiality principles</li> </ul>	
<p>02_Smarter, greener and human-centered industry</p> 	<ul style="list-style-type: none"> <li>• Sending of the first assessment questionnaire to our suppliers</li> <li>• Definition of a stakeholder engagement methodology</li> <li>• Collaboration with Strategic Community AFIL, Advance Polymers</li> </ul>	<ul style="list-style-type: none"> <li>• Identification of the targets to reduce the impact of the business and define the Climate Transition Plan of the company</li> <li>• Procedure definition for the supplier selection based on the environmental and social topics</li> <li>• Continuos collaboration to identify possible actions to reduce the environmental and social impact along the supply chain</li> </ul>	
<p>03_Healthier, safe and happier life</p> 	<ul style="list-style-type: none"> <li>• Initiatives to raise awareness on health and safety topics</li> <li>• ChangeLab Workshop</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction analysis of the people in ROLD</li> </ul>	
<p>04_Life-long learning culture</p> 	<ul style="list-style-type: none"> <li>• ROLD poeple training needs assessment</li> <li>• Training Plan 2024 creation</li> <li>• Acquired skills assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Training path created with ROLD people and compay's needs</li> <li>• Assessment methodology definition</li> </ul>	
<p>05_Sparkling innovation</p> 	<ul style="list-style-type: none"> <li>• Food preservation projects</li> <li>• Activities on microplastic release</li> <li>• Waste reduction researches</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to invest in Research, Development and Innovation with projects that respond to environmental and social topics</li> </ul>	
<p>06_Smarter and clever behaviours</p> 	<ul style="list-style-type: none"> <li>• Presentation of 2022 Sustainability Report of ROLD during union trade assembly</li> <li>• "Futuro Prossimo Sostenibile" initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Active involment of all the people in ROLD in awareness initiatives</li> <li>• Waste reduction target for offices and canteens</li> </ul>	

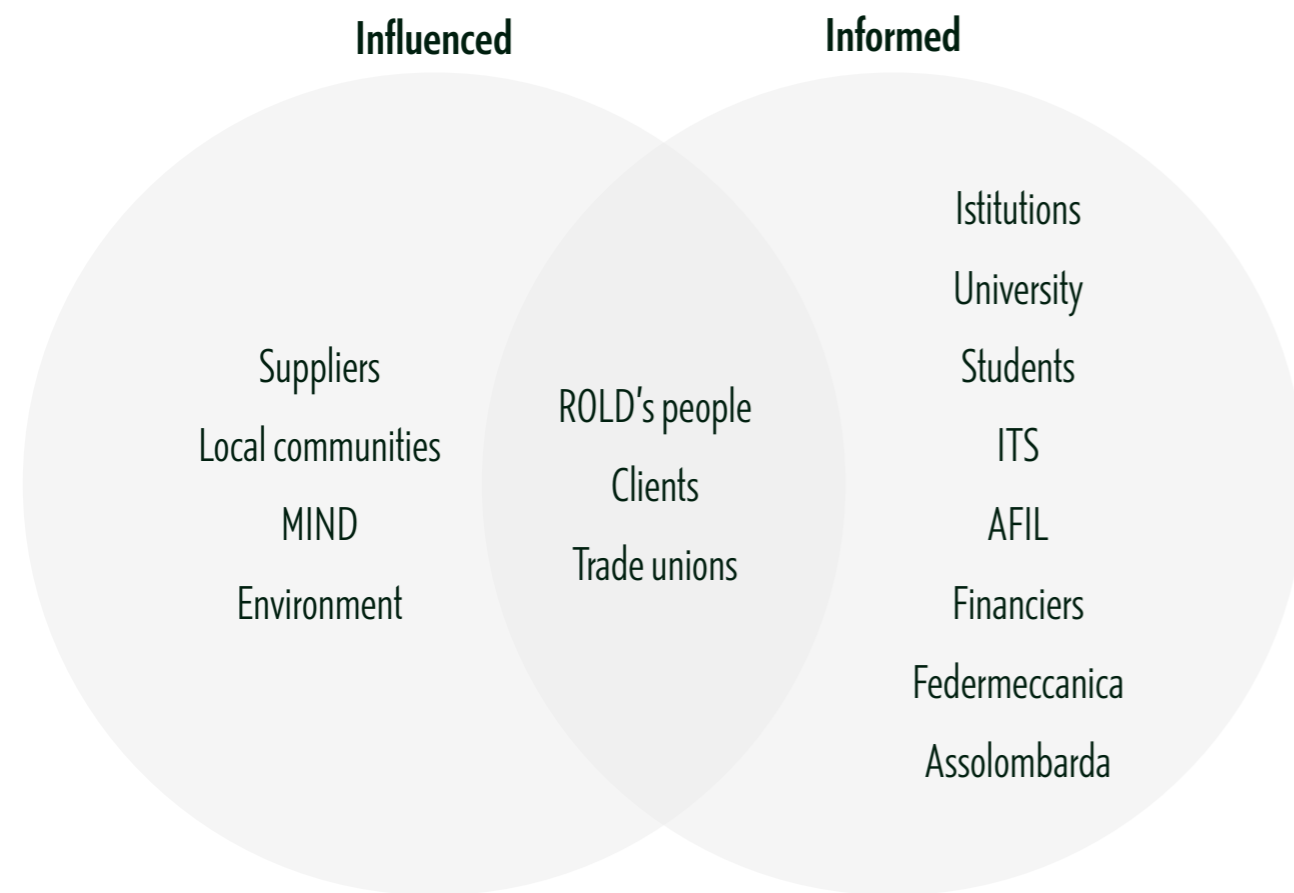
## Our stakeholders



GRI 2-29

Dialogue with our stakeholders has always been fundamental, and it was a natural step for ROLD to introduce an inclusive engagement process, based not merely on listening but on reciprocal exchange with the aim of identifying material issues.

Below are the primary methods of dialogue with our stakeholders.



## Our stakeholders

Stakeholder	Channels
ROLD people Trade Union	<ul style="list-style-type: none"> <li>• ChangeLab workshop</li> <li>• Union assembly</li> <li>• Sustainability report presentation during trade union assembly</li> <li>• Individual and team coaching sessions</li> <li>• Rold Academy training</li> <li>• Safety training</li> <li>• Events</li> <li>• ROLD's book club</li> <li>• Team Assembly Leader meetings</li> <li>• Survey</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Audit</li> <li>• Surveys</li> <li>• Visits and meetings</li> <li>• Suppliers code of conduct</li> <li>• Specific projects</li> </ul>
Financiers	<ul style="list-style-type: none"> <li>• Specific meetings</li> <li>• Events</li> </ul>
Local community MIND No Profit Organizations Institutions	<ul style="list-style-type: none"> <li>• Organization and presence/attendance in local events</li> <li>• Specific meetings</li> <li>• Projects and collaborations</li> <li>• "Futurabili" initiative</li> </ul>
ITS University	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Lessons</li> <li>• Projects</li> <li>• Collaborations</li> </ul>
Students	<ul style="list-style-type: none"> <li>• Apprenticeship</li> <li>• Internship</li> <li>• Tutoring</li> <li>• Degree thesis</li> <li>• Training courses</li> <li>• PCTO</li> </ul>
Clients	<ul style="list-style-type: none"> <li>• Audit</li> <li>• Questionnaires</li> <li>• Clients code of conduct</li> <li>• Training</li> <li>• CDP Workshop</li> </ul>

# Megatrends



GRI 2-22 3-1

To identify long-term strategic choices, ROLD has analyzed megatrends and defined their impacts, as well as the challenges and opportunities they introduce to ROLD.

The members of the operational group established within the Sustainability Committee support the Board of Directors in studying and

managing these trends. Through their operational functions, they contribute to the development of targeted actions that consider these aspects in setting objectives.

The analyses focus on major trends at global, European, and national levels.

## Megatrends and ROLD's impact

Megatrends	The impact for ROLD	ROLD's activities
<p><b>Market demands on Sustainability and Circular economy</b></p> <p>Consumers are more and more requiring that companies adopt more sustainable production practices and meet social and environmental criteria with their new products.</p> <p>Political and social drivers require that companies driving the supply chain ensure a deeper control over sustainability practices, in particular the respect of human rights and environment, throughout the entire value chain.</p>	<p>As a consequence, our clients require a greater commitment to reporting our sustainability practices.</p>	<p>We continue the process of formalising and strengthening sustainability practices, which started in 2021.</p> <p>Each year, we provide our customers with the required information about ESG practices through questionnaires and audits, demonstrating our commitment towards and progresses with regards to sustainability performances.</p> <p>ROLD is developing a series of partnerships and collaborations to identify possible ways to introduce circular economy practices in its productive process.</p> <p>ROLD joined the UN Global Compact (UNGC) to make explicit our commitment to respecting Humans and Environment rights</p> <p>ROLD has also started a process of due diligence collaborations with its suppliers to ensure a synergic approach to ESG aspects.</p>
<p><b>Skill Gap and talent attraction/retention</b></p> <p>It is more and more necessary to provide people with the proper skills to deal with the new technologies and enable them to be able to meet market requirements</p>	<p>It is increasingly essential to anticipate the emerging needs and organize training courses to meet these needs, thus ensuring the capability for people and companies to manage the changes impacting our world.</p>	<p>ROLD fosters a continuous life-long learning approach through Rold Academy activities.</p>

# Megatrends



GRI 2-22 3-1

## Megatrends and ROLD's impact

Megatrends	The impact for ROLD	ROLD's activities
<p><b>Demographic trend</b></p> <p>According to diverse studies, The increase in the global population worldwide and of the middle class in emerging economies is foreseen, as well as a growing urbanization</p>	<p>As a consequence, it is expected to register an increase in the demand for household appliances; which in turn will positively impact ROLD possibility to increase market share and production quantity</p>	<p>ROLD has decided to enhance its production capabilities by leveraging new projects, including internationalization</p>
<p><b>Process and product digitalization</b></p> <p>Since 2012 digitalization of production processes is a steady trend. The need is to enable the collection and analysis of data from machinery. The spread of Big Data ad AI will more and more support data analysis and decision making to optimize the processes. This is also related to the user interaction realm and includes the possibility to optimize the products according to the analysis of how people really interact with products</p>	<p>Data analysis enables ROLD to identify areas for improvement to optimize consumption and reduce waste within the context of production processes.</p> <p>Our clients are investing in smart products that will guide consumers toward more environmentally conscious and less impactful behaviours</p>	<p>In 2015 ROLD has started its path towards digital transition and every year continues to invest in automatic assembly lines connected with corporate management system and other interconnections with other software and tools.</p> <p>In its Applied Research Laboratory (RLab), ROLD is conducting research activities to design innovative products that leverage emerging technologies to steer user behaviors and reduce environmental impacts of products.</p>
<p><b>From resilience to Preparedness</b></p> <p>There is a greater emphasis on the capability of companies to identify the risks related to climate change and their ability to find mitigation actions to them</p>	<p>Clients and funding entities are requesting, among the others, a clear strategy that integrates impacts, risk and opportunity analysis related to climate change and ESG topics.</p>	<p>ROLD has initiated processes to identify impacts risks and opportunities so as to integrate them into the company's strategy.</p>

# Impacts, risks and opportunities analysis



GRI 2-22 3-1

ROLD has analyzed sustainability risks and opportunities based on global analyses and trends, following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). By aligning these insights with the context in which we operate and stakeholder feedback, ROLD has identified the risks and opportunities to consider and integrate into the corporate strategy.

The risks and opportunities have been defined with respect to the value chain in which ROLD operates, to make the interrelation between the various areas, and the associated risks and opportunities, more immediate.

## Impacts, risks and opportunities

Impact area	Impacts	Risks	Opportunities
<b>Research and development</b> <b>New products</b>	The use of polymers and chemical additives in the production of new products can generate an impact on the environment	The use of innovative and materials with less negative impact on the environment while ensuring price moderation may be difficult, thus affecting the company's business continuity and competitiveness.  Not being able to anticipate regulations on material and chemical additives usage limitations	A collaborative approach with clients and raw material suppliers to pursue the same goal: developing solutions with recycled or bio-based materials that have low CO2eq emissions.  Participating in standardization and lobbying committees to understand regulatory developments ahead of the design of new products
<b>Suppliers</b>	The selection of suppliers may influence the working conditions within the supply chain.  Choosing the right raw materials is fundamental to guarantee ROLD products' high quality.  Instability or disruption in the supply chain can impact our business continuity and capacity to respond to market demands	Being associated with suppliers who do not respect human rights and the environment may negatively affect ROLD's reputation.  Sudden and unexpected climate events can disrupt the supply chain	Creating collaborations with suppliers based on shared ethical principles makes the supply chain more resilient.  Establishing more productive and profitable collaborations for R&D projects and environmental impact reduction.  Strengthen the adoption of ESG (Environmental, Social, and Governance) principles throughout the supply chain.

# Impact, risk and opportunities analysis



GRI 2-22 3-1

## Impact, risk and opportunity

Impact area	Impacts	Risks	Opportunities
<p><b>Manufacturing processes</b></p>	<p>Environmental impacts resulting from energy and material consumption during the processes.</p> <p>Manufacturing processes can pose safety and health risks for the people working in ROLD</p>	<p>Violations of social, environmental, safety, and health regulations may disrupt business activities.</p> <p>Dramatic and unexpected climate events may lead to interruption of operations.</p> <p>Temperature variations may lead to health issues for workers and affect production process consumption.</p> <p>Increasing temperatures may impact the quality of our products</p>	<p>Optimizing manufacturing processes to reduce waste and inefficiency can also lower costs and environmental impact.</p> <p>The adoption of energy from renewable sources can positively affect the company's reputation among local communities, enhance talent acquisition, and benefit our clients.</p> <p>Constant attention on health and safety increases company cohesion, improves employee retention, and reduces risks</p>
<p><b>Clients</b></p>	<p>End users opt for brands that demonstrate a strong commitment to sustainability. This greater awareness in sustainability topics is one of the drivers leading our clients to ask us to work harder to perform better through our supply chain.</p> <p>Our products are mainly made of polymers and metals and may have environmental impacts.</p> <p>Most of our products have to guarantee the safety during the usage of household appliances.</p>	<p>Not being able to reduce the carbon footprint of the products.</p> <p>Possible non-compliance with our product, identified by our clients, may negatively impact the company's reputation and competitiveness.</p> <p>Not being able to respect the ESG request of our clients to be one of their top supplier</p>	<p>Develop new solutions with a low environmental impact through our RLab and R&amp;D department's expertise and collaboration with universities and other companies.</p> <p>Adopt low-impact processes leveraging our R&amp;D department's capabilities and partnerships with universities and other companies.</p> <p>Integration of ESG processes in our quality assurance procedures.</p>

# Material Topics



GRI 2-22 3-1 3-2

Material topics are not only a reference point for drafting our report; they also guide the prioritization of actions to be taken and the updating of strategic plan activities.

ROLD has monitored and discussed the material topics identified in 2021 through various consultations with our stakeholders, both internal and external, and has conducted an analysis of trends relevant to ROLD. The criteria guiding both the definition and monitoring of these topics are:

- Positive and negative impacts that ROLD and its supply chain can have on people and the environment
- Risks and opportunities related to ESG topics
- Correlation between risks and opportunities.

Following this analysis, the material topics for 2023 were confirmed. Throughout 2023, ROLD encouraged the Finance team and the CFO to also analyze the financial impact that ESG topics might have on our organization. The activities conducted so far form the basis of the evolutionary process towards the double materiality analysis, which requires companies to identify sustainability issues based on an "inside-out" logic (impacts generated by the company on people and the environment) and "outside-in" logic (most significant impacts on corporate performance). The process of identifying materiality using this dual approach is the focus of activities in 2024 and will underpin the definition of the new Sustainability Strategic Plan for 2025-27.

## Material topic and relevant aspects for ROLD

	Material Topics	Relevance for ROLD
Governance	Governance	<ul style="list-style-type: none"> <li>• Integration of a sustainability strategy in ROLD</li> <li>• Risk management and opportunities identification</li> <li>• Ethics, transparency and integrity</li> </ul>
	Business Continuity	<ul style="list-style-type: none"> <li>• Creation of shared value</li> </ul>
	Gestione della filiera	<ul style="list-style-type: none"> <li>• ESG themes integration in pre-assessment</li> <li>• Collaboration</li> </ul>

## Material topic and relevant aspects for ROLD

	Material Topics	Relevance for ROLD
Social	Health and safety at work	<ul style="list-style-type: none"> <li>• Participative approaches to reduce work injuries</li> </ul>
	Skills development in ROLD for future generations	<ul style="list-style-type: none"> <li>• Personal growth</li> <li>• Sharing and active listening</li> <li>• Development of new generations</li> </ul>
	Impact on local community and territory	<ul style="list-style-type: none"> <li>• Local communities involvement</li> <li>• Training and orientation</li> <li>• Dissemination events</li> </ul>
	Diversity and Inclusion	<ul style="list-style-type: none"> <li>• Creation of a more inclusive culture</li> <li>• Uniqueness of every person</li> <li>• Active listening and communication</li> </ul>
Environment	Raw material and resource management	<ul style="list-style-type: none"> <li>• Raw materials conscientious management</li> </ul>
	Research, development and innovation for sustainability	<ul style="list-style-type: none"> <li>• Research and development of new solutions</li> <li>• Digitalization</li> </ul>
	Emissions and environmental impact of productive process	<ul style="list-style-type: none"> <li>• Energetic transition and Climate Change mitigation</li> </ul>

## For a sustainable value chain



GRI 3-3 308-1 414-1 204-1

### ROLD FOR THE CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE (CSDDD)

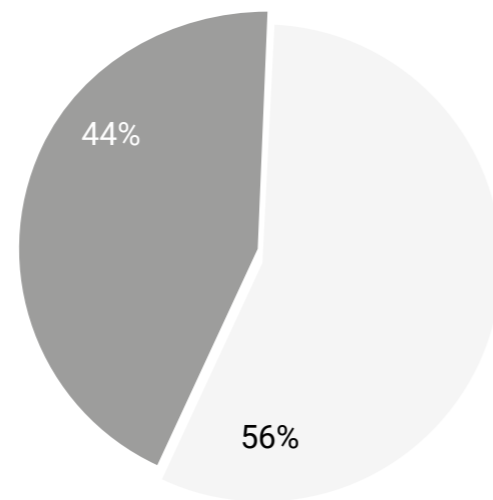
The evaluation of our suppliers' performance has always been implemented at ROLD to ensure high quality standards in line with ISO 9001. ROLD's suppliers are divided into two main categories: supplier of raw materials and small components, and general services providers. The former includes producers of polymers, metals, screws, springs, and solenoids, while the latter category involves providers of management software, catering services, HR management software, and logistics carriers.

ROLD tends to establish long-lasting and ethically based relationships with all suppliers, with three-year contracts. For what concerns smaller companies, the conditions are co-defined to ensure their ability to meet our requirements. Supplier selection and evaluation are managed by the Supply Chain team in conjunction with the Quality team. To ensure high standards, suppliers are required to complete a preliminary self-assessment. For those suppliers considered as critical, the Quality team conducts audits to verify the actual situation.

In 2023, ROLD introduced an additional step based on activities carried out in 2022. Specifically, ROLD identified all active product suppliers in 2023 and decided to submit a customized questionnaire to these suppliers, tailored to their size and the sustainability practices they have already integrated into their operations.

The analysis has led to the grouping of the active suppliers into two main categories:

- Preliminary Survey
- A more extensive questionnaire investigating ESG practices



84%  
ITALIAN SUPPLIER



of which  
72%  
FROM LOMBARDY

The preliminary survey questionnaires aim to provide ROLD with an initial set of preliminary information on the sustainability practices adopted by suppliers using a streamlined and user-friendly tool.

The more extensive questionnaire includes questions on environmental policies, working conditions, regulatory compliance, waste management practices, energy consumption, and more.

For both questionnaires, ROLD included two questions regarding the suppliers' willingness to engage in **joint activities** to develop further sustainability practices along the supply chain.

ROLD is currently analyzing the results of the surveys and the questionnaires. The collected data will form the basis for defining the next steps, which will focus on three main areas:

- **Organization of audits** and establishment of a **continuous monitoring process** for the sustainability performance of our product suppliers. The analyses will verify working conditions, resource management, regulatory compliance, waste and emissions management, and more.
- **Definition of joint KPIs** for analyzing the environmental and social performance of suppliers to determine possible supply chain KPIs regarding CO2 emissions, energy consumption, water usage, working conditions, and human rights.
- **Continuous organization of workshops, seminars, and training programs** for suppliers to promote a culture of sustainability and enhance the supply chain's ability to meet the requirements of the CSDDD.

### AUDIT AND SUPPLIER SELECTION

The Quality team is responsible for organizing audits to select new product suppliers and to verify the performance of existing ones.

In 2023, 12 audits were conducted, of which 6 aimed to delve deeper into the data from the self-assessment questionnaire for the approval of new suppliers, and 6 audits were organized for follow-up and surveillance activities.

### CSDDD

On 24th May 2024, the European Council approved the CSDDD (Corporate Sustainability Due Diligence Directive), which requires companies to report on environmental impacts, human rights, and risks related to their value chain.

## For a sustainable supply chain

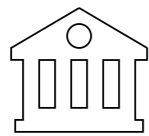


GRI 3-3

24  
COMPANIES



6  
UNIVERSITIES



5  
OTHERS



Sustainable and Smart Supply Chain of Advanced Polymers recognized by Lombardy Region and Synergies with the European PLASTIX Project.

As one of the members of AFIL, ROLD actively participates in the activities of the **Strategic Community “Advanced Polymers”** to explore, together with other companies in the same supply chain and with the scientific and methodological support of leading universities from Lombardy, solutions that accelerate the adoption of circular and sustainable practices in the polymer materials sector.

This collaboration led to the submission of an **Expression of Interest to the Lombardy Region**, outlining the activities to be undertaken to meet the needs for reducing environmental impacts, developing bio-materials, and integrating enabling technologies in processes and products to **ensure traceability**.

In February 2023, the Expression of Interest, titled **“Sustainable and Smart Supply Chain of Advanced Polymers”** (ID 593901), was approved (Decree 2490 of 22/02/23), and ROLD is the coordinator of this supply chain.

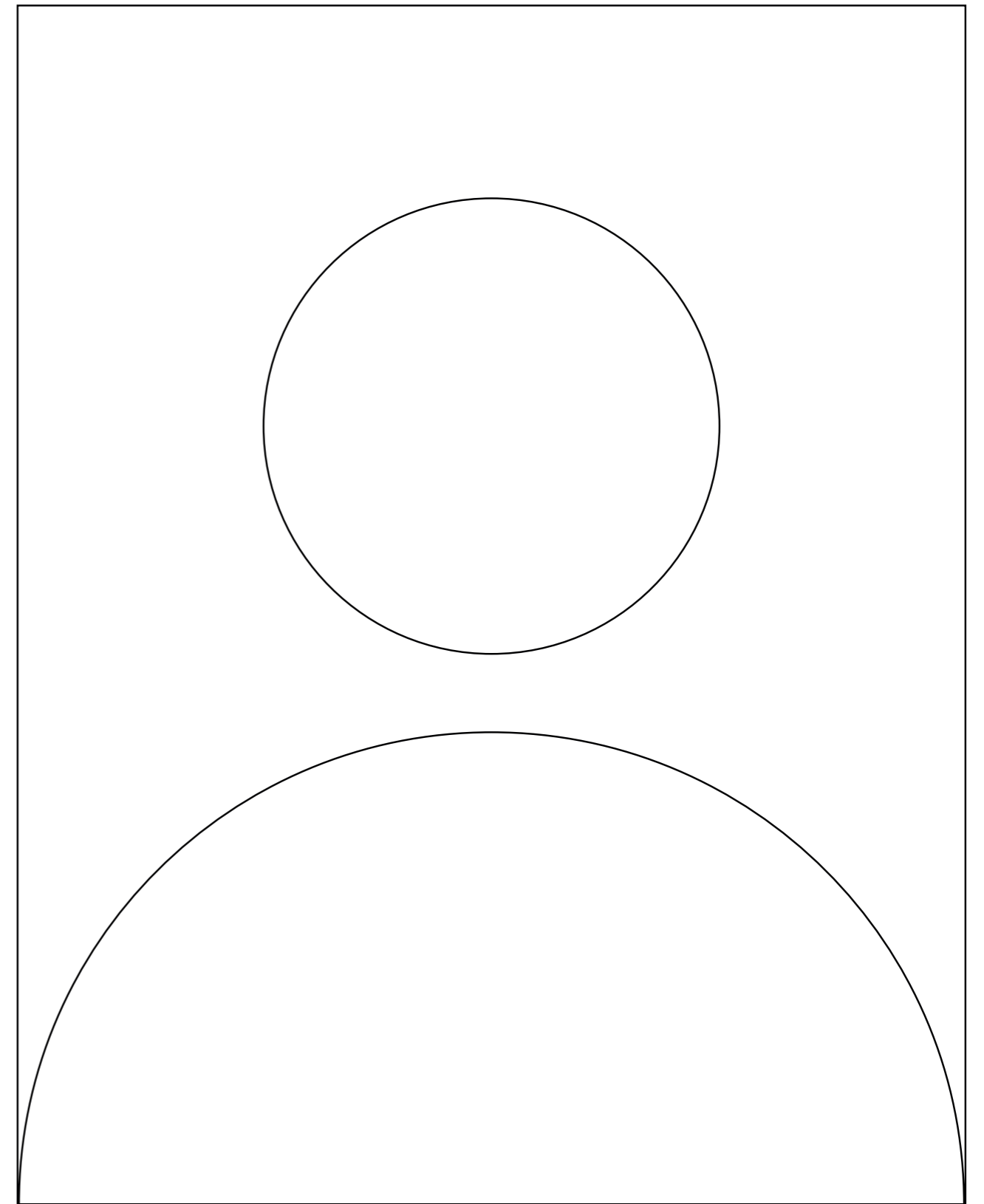
In July 2023, the supply chain members were hosted at **ROLD’s MIND site** to identify the main activities to start with. In this context, ROLD has been invited as representative of the initiative to the stakeholders of the Interreg **PLASTIX project** meetings, whose aim is to develop best practices in the field of Circular Economy and microplastics issues.



# SOCIAL

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- Policies for people
- Promoting a culture of Safety and healthy workplace
- For a long-life learning culture approach
- Give back to our community through education
- Give back to our community through outreach events



## MATERIAL TOPICS

Skills development in ROLD for future generations  
Health and safety at work  
Impact on local community and territory  
Diversity and Inclusion

## Policies for people



GRI 3-3 2-7 402-1 2-30 405-1

The Human Resources department at ROLD is responsible for defining personnel policies, ensuring the respect of rights, and promoting an inclusive approach. This involves implementing specific actions to guarantee gender equality and fair treatment, developing compensation policies, and creating an environment of active listening for employees. The **safety, health, and well-being** of the staff, as well as **work-life balance**, are among ROLD's priorities and are developed in line with the company's overall vision and strategy.

In particular, the Human Resources department supports Rold Academy for internal training, participating in the development of personal and

professional growth plans and safety training. This synergy ensures that employees receive continuous and targeted training, contributing to their **development and professional growth**.

Regarding personnel selection, ROLD adopts principles of absolute inclusion, basing choices solely on the assessment of skills and prior training, in line with the requirements of the role to be filled.

Below are the personnel data.

Type of employment	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
C-Levels	0	3	3	0	3	3	0	4	4
Managers	1	11	12	1	12	13	2	10	12
Employees	18	50	68	16	42	58	16	40	56
Workers	53	106	159	47	97	144	45	96	141
Apprentices	1	4	5	1	1	2	3	2	5
	<b>73</b>	<b>174</b>	<b>247</b>	<b>65</b>	<b>155</b>	<b>220</b>	<b>66</b>	<b>152</b>	<b>218</b>

Type of contract	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Temporary	6	4	10	0	0	0	0	1	1
Permanent	66	167	233	64	154	218	63	149	212
Apprentices	1	3	4	1	1	2	3	2	5
	<b>73</b>	<b>174</b>	<b>247</b>	<b>65</b>	<b>155</b>	<b>220</b>	<b>66</b>	<b>152</b>	<b>218</b>

All contractual relationships that regulate employment relations are framed by the **National Collective Labor Agreement (CCNL) for the Metalworking Industry**; for executives, the CCNL for Industry Executives is referenced. In accordance with the CCNL, we have a Unitary Trade Union Representation (RSU), which is updated periodically, every three months, on the company's performance and any potential changes.

The minimum notice period for operational changes is one week. Generally, the most common type of contract is permanent (in 2023, this accounts for 93%), and full-time. Part-time work is often chosen by employees who need to balance their work with caregiving or study activities.

Type of contract	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	60	173	233	54	155	209	53	151	204
Part time	13	1	14	11	0	11	13	1	14
	<b>73</b>	<b>174</b>	<b>247</b>	<b>65</b>	<b>155</b>	<b>220</b>	<b>66</b>	<b>152</b>	<b>218</b>

## Policies for people



GRI 3-3 2-7 2-8 402-1 2-30 406-1 405-1

ROLD strongly believes in **personal growth** and therefore aims to establish stable and long-term relationships with its collaborators. However,

during periods of high workload, ROLD also relies on the support of temporary staff.

Type of employment	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees	73	174	247	65	155	220	66	152	218
Non employees	20	5	25	5	3	8	6	5	11
	<b>93</b>	<b>179</b>	<b>272</b>	<b>70</b>	<b>158</b>	<b>228</b>	<b>72</b>	<b>157</b>	<b>229</b>

### POLICIES FOR INCLUSION

At ROLD, one of our core values is the centrality of people, which is why we place great importance on the dignity of everyone within the organization. We believe that it is essential to foster and promote the uniqueness of each individual, and that true value can only be created through cross-contamination of ideas and perspectives.

This belief is the foundation of many initiatives launched by ROLD, ranging from wellness courses to coaching activities and the implementation of initiatives like the Book Club (📖 **For a culture of continuous learning**).

All these efforts aim to spread a shared culture within and outside ROLD, based on principles of inclusion and openness to others, where each person can add value through ideas, suggestions,

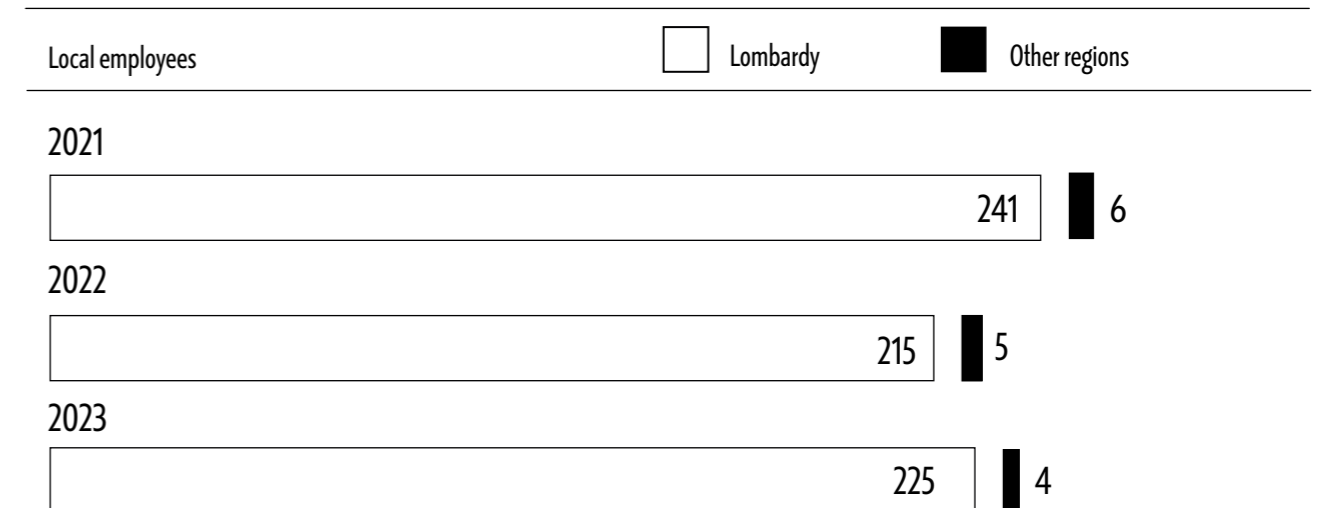
and moments of active listening and sharing. Additionally, to enable everyone to raise and highlight any concerns, the HR department has implemented specific tools to request ad-hoc meetings to express doubts, receive answers, and take improvement actions. To further underscore our daily commitment to ensure an environment where personal dignity is paramount, ROLD has joined the Fondazione Libellula (🐝 **Our ecosystem**), with the goal of creating projects and activities that contribute to building a culture based on respect for individuals.

In 2023, no incidents of direct discrimination were recorded or reported.

Women age*	2021			2022			2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
C-Levels	0	0	0	0	0	0	0	0	0
Managers	0	1	0	0	1	0	0	2	0
Employees	1	13	4	0	12	4	0	9	7
Workers	2	23	28	1	19	27	1	12	38
Apprentices	1	0	0	1	0	2	3	0	0
	<b>4</b>	<b>37</b>	<b>32</b>	<b>2</b>	<b>32</b>	<b>31</b>	<b>4</b>	<b>23</b>	<b>45</b>

Men age*	2021			2022			2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
C-Levels	0	1	2	0	1	2	0	1	3
Managers	0	4	7	0	4	8	0	3	7
Employees	6	33	11	4	27	11	3	23	14
Workers	5	61	40	4	55	38	1	50	50
Apprentices	3	1	0	0	1	0	2	0	0
	<b>14</b>	<b>100</b>	<b>60</b>	<b>8</b>	<b>88</b>	<b>59</b>	<b>6</b>	<b>77</b>	<b>64</b>

\* Data includes non employees



The geographic distribution of ROLD's employees shows that the majority is resident in the region where ROLD's offices are located.

## Policies for people



GRI 3-3 2-7 2-8 402-1 2-30 406-1 401-1 401-3 405-1

New hires	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Age									
<30	2	2	4	1	0	1	2	3	5
30-50	13	10	23	0	2	2	0	4	4
>50	3	4	7	0	0	0	0	0	0
	<b>18</b>	<b>16</b>	<b>34</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>9</b>

Employees turnover	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Age									
<30	0	2	2	2	6	8	0	4	4
30-50	2	4	6	5	14	19	0	3	3
>50	3	2	5	1	2	3	1	3	4
	<b>5</b>	<b>8</b>	<b>13</b>	<b>8</b>	<b>22</b>	<b>30</b>	<b>1</b>	<b>10</b>	<b>11</b>

### INITIATIVES FOR LIFE/WORK BALANCE

Over the years, ROLD has promoted various initiatives to help people balancing private life and work. For employees not involved in production processes, a **flexible hours system** has been implemented, allowing them to adjust their start and end times. This measure was introduced to better meet employees' needs.

Additionally, ROLD has permanently established the possibility of **remote working** for all employees whose roles are compatible with this arrangement. To further support work-life balance, ROLD has created a **Time Bank**, allowing employees to accumulate overtime hours in an individual account to be used later without losing pay or vacation time.

ROLD has also introduced specific leave policies for the care of children, spouses/partners, parents, and siblings. Beyond the statutory leave, employees can take up to **10 additional hours** of paid leave annually. For the birth, adoption, or foster care of a child, ROLD grants an additional 8 hours of paid paternity leave beyond the statutory requirement. Furthermore, for a child's initial enrollment in daycare or preschool, parents are granted **4 hours** of paid leave, which can be taken for each child, including adopted or foster children.

The tables summarize the hours utilized for these various provisions. All employees who took parental leave have returned to the company, as indicated in the tables below.

Parental leave	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
People who have parental leave right	73	174	247	65	155	220	72	157	229
People who benefited from parental leave	2	11	13	3	5	8	3	9	12
Total of benefited hours	200	672	872	134	200	334	356	608	964
People who came back to work after the parental leave	2	11	13	3	5	8	3	9	12

## Policies for people



GRI 3-3 2-7 2-8 402-1 2-30 406-1 401-1 401-3 405-1

### INITIATIVES FOR PROMOTING HEALTH AND WELL-BEING AT ROLD

In 2016, the Metalworkers' National Collective Agreement (CCNL Metalmeccanici) established *Metasalute*, a supplementary healthcare fund for workers in the metalworking industries. This fund provides workers with access to additional healthcare services beyond those offered by the National Health Service. Additionally, ROLD has established a series of

specific agreements in the healthcare sector, allowing employees to access a wide range of services. ROLD also grants **12 hours of paid leave** for medical appointments, a measure voluntarily adopted by the company without any regulatory or contractual obligation, defined during the previous triennial supplementary agreement.

Company leave rights	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
People who have leave rights	73	174	274	65	155	220	72	157	229
People that benefited from company rights	48	98	146	43	68	111	72	111	183
Total of benefited hours	330	617	947	306	446	752	430	647	1.077

### WELFARE

The Metalworkers' National Collective Agreement (CCNL Metalmeccanici) prescribes the management of welfare resources. To facilitate access to these resources, we make use of a digital platform that enables employees to select discount vouchers or other benefits across various domains such as health and well-being, education, culture, and leisure.

In 2023, besides the €200 per employee allocated for welfare as stipulated by the CCNL, ROLD successfully met the targets for the **Performance Bonus**. Employees have the option to channel the entirety of this bonus into the services available

on the platform. To incentivize this option, ROLD pledges to augment the bonus by 20% for employees who decide to convert their Performance Bonus into welfare benefits.

### TOWARDS A NEW PERFORMANCE BONUS AGREEMENT

As of this writing, ROLD's management, along with HR and HSE managers, executives, and union representatives, are engaged in formulating the new Performance Bonus agreement for the 2024-2026 period.

### ROLD'S WELFARE EXCELLENCE AWARD

On 13th June 2024, during the event "The Maturity of Corporate Welfare," ROLD was awarded for its 2023 welfare initiatives. Among over 7,000 companies surveyed, ROLD received the highest score in the Champion Category, alongside

approximately 140 other companies in Italy. This award was granted in recognition of the numerous policies and initiatives ROLD has implemented to support the welfare of its people.



## Promoting a culture of Safety and healthy workplace



GRI 3-3 403-1 403-2 403-4 403-6 403-7 403-8 403-9

Ensuring the **safety** and **health** of everyone working at or interacting with ROLD is one of our core principles. We believe it is crucial for the entire company to embrace a culture of safety and prevention. To this end, we manage health and safety through formalized corporate practices embedded in our **Quality Management System**, which we constantly update through close collaboration with our employees, supervisors, and union representatives.

### NEW ORGANIZATIONAL STRUCTURE

In 2023, following the retirement of the Board member responsible for safety, ROLD **reorganized the structure** overseeing this vital area. A new Health and Safety Manager was appointed, supported by the newly established role of **HSE Supervisor** (Health, Safety & Environment Supervisor).

The first action of the new team was to consolidate existing practices. **New roles** were added to the established emergency teams and responsible personnel, increasing the number of actively involved individuals and ensuring coverage across all three shifts.

As required by regulations, we conduct regular **risk assessments** in collaboration with the external Prevention and Protection Service Manager (RSPP) and the Workers' Safety Representatives (RLS) through periodic meetings.

We strive to ensure that all ROLD people are actively engaged in raising awareness, understanding, and defining clear and coherent procedures. To this end, several initiatives have been launched to enhance awareness of identifying and reporting near-misses. ROLD encourages reporting hazards to supervisors,

the Workers' Safety Representative, and the Prevention and Protection Service Manager through specific procedures.

To facilitate continuous improvement, ROLD has initiated a participatory process to review and draft work instructions and procedures. This approach allows us to incorporate the perspectives of those who work in our environments daily and gather constant feedback from ROLD employees.

To ensure safety is prioritized and understood by everyone, we have decided to strengthen practices related to managing supplier access. Once the procedure review is complete, we will organize training activities with two primary goals: increasing knowledge of the new procedures across the company and enhancing awareness of the importance of everyone's contribution to implementing these procedures. This complex task requires **strong collaboration with supplier companies**.

In previous years, safety expenses were distributed across various company areas. Starting in 2023, ROLD has decided to establish a **dedicated budget** exclusively for HSE (Health, Safety, and Environment). This budget includes plans for health surveillance, personal protective equipment, and safety training.

Injuries	2021	2022	2023
Fatalities	0	0	0
High-consequence work-related injuries	0	0	0
Reported injuries	2	2	1
Total worked hours	391.011	339.833	350.753
Rate of recordable work-related injuries*	1,02	1,77	0,57

Rate multiplier 200.000

\* The rate of work-related injuries is calculated as: Tot. Number of reported injuries x multiplier / Tot. N of worked hours

Despite the various procedures implemented to ensure the safety of our facilities, a non-serious incident occurred at one of our plants in 2023. This event has prompted the Management to intensify efforts to eliminate risks, starting with a thorough investigation of the causes behind the incident and planning improvement actions to be implemented in the coming months.

Compared to the 2022 sustainability report, we have consolidated all data related to injuries and hours worked across the entire company into a single table, without distinguishing between office staff and workers.

### SAFETY CUP

To celebrate World Day for Safety and Health at Work, ROLD organized the Safety Cup—a competition among our plants aimed at **promoting the importance of workplace safety**.

Objectives of our Safety Cup:

- **Promote Safety:** Encourage increased awareness and commitment from everyone.
- **Active Involvement:** Ensure all ROLD employees recognize the crucial role each person plays in creating a safe working environment.
- **Continuous Improvement:** Collect data to facilitate ongoing improvements in company safety practices.

## For a lifelong learning culture approach



GRI 3-3 403-5 404-1 404-2

Throughout 2023, Rold Academy continued its efforts to foster a culture of continuous learning both within ROLD and externally. In collaboration with various company departments, Rold Academy organized courses for ROLD employees, local high school students, ITS Academy and university students, and for guiding young people through initiatives promoted by Futurabili.

Internal Training Activities Included:

- **Mandatory Safety Training:** ensuring compliance with safety regulations

- **Technical Training:** delving into the features of specific ROLD products
- **Patent Research Training:** focusing on issues related to patent research
- **Well-being Training:** offering the ChangeLab course aimed at improving overall well-being
- **Individual and Team Coaching:** providing personalized and group coaching sessions.

In total 1553,5 hours of training were delivered, including the 12 hours of the ChangeLab course attended by the members of the Board of Directors. ( ChangeLab).

Hours of training on Safety	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
C-Levels	0	0	0	0	1	0	0	4	4
Managers	0	44	44	0	104	104	0	18	18
Employees	26	167	193	39	176	215	46	223	269
Workers	0	0	0	133	676	809	33	179	212
Apprentices	8	20	28	8	0	8	52	48	100
	<b>34</b>	<b>231</b>	<b>265</b>	<b>180</b>	<b>956</b>	<b>1.136</b>	<b>131</b>	<b>472</b>	<b>603</b>

7,1



TOTAL AVERAGE TRAINING HOURS

6,1



TOTAL AVERAGE TRAINING HOURS FOR WOMEN

Hours of hard/soft skills training	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
C-Levels	3	42	45	0	13	13	0	12	12
Managers	3	139	142	0	51	51	8	48,5	56,5
Employees	78	505	583	29	272	301	64	224,5	288,5
Workers	371	540	911	118	256	374	175,5	383,5	559
Apprentices	11	11	22	16	13	29	26,5	8	34,5
	<b>466</b>	<b>1.237</b>	<b>1.703</b>	<b>163</b>	<b>605</b>	<b>768</b>	<b>274</b>	<b>676,5</b>	<b>950,5</b>

### EIT MANUFACTURING

ROLD participated in an *EIT manufacturing* funded project titled "AIGEDA- Skills Development in AI-Driven Generative Development and Design Automation".

The project aimed at developing a comprehensive skills program for industrial professionals involved in product development. Specifically, it focused on creating a course to enhance knowledge and skills in using **generative engineering** tools and AI-based **design automation**.

The Mechatronic R&D team and the RLab team were involved in the project through

two distinct phases:

In the initial phase, the teams were interviewed by project partners -*Ruhr-University Bochum, RUB Akademie* and *Politecnico di Torino*- to collaboratively define the criteria necessary for developing an effective training program.

In the evaluation phase, the teams personally tested the validity of the course created during the project, providing hands-on feedback on its effectiveness.

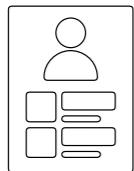
This involvement helped shape and validate the course content, ensuring it meets the needs of professionals in the field.

## For a lifelong learning culture approach

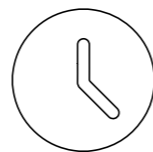


GRI 3-3 404-1 404-2

**3**  
COURSES ADDRESSED TO THE ENTIRE COMPANY



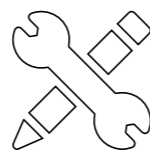
**3.206**  
PLANNED HOURS



**18**  
COURSES FOR SOFT SKILLS



**46**  
COURSES FOR TECHNICAL SKILLS



In 2023, Rold Academy, in collaboration with HR, introduced a systematic approach to developing the 2024 Training Plan for the entire workforce. Rold Academy and HR gathered input from various managers, executives, and ROLD employees to design a training program that would enhance existing skills, acquire new knowledge, and foster new collaboration methods.

To define this plan, the necessary training needs were identified. This was done in order to enable the entire company population to make the company increasingly competitive, capable of innovating, and at the same time **promoting and practicing a culture of continuous learning.**

The foundation of the Plan's creation and all the decisions made at ROLD for the promotion of training activities is the conviction that every training activity or experience has equal dignity and that all contribute to individual and collective growth.

The plan was created based on:

- **Corporate Strategic and Specific Needs:** addressing the overarching strategic goals of the company
- **Team-Specific Needs** gathering requirements from different teams within the company.

Identified Key Areas:

- **Reinforcing competences:** activities focused on improving understanding of tools and techniques to enhance company performance.
- **Upskilling:** introducing new knowledge related to emerging technologies, such as artificial intelligence.

- **Leadership Development:** Strengthening leadership skills, including project management, team management, and goal-setting.
- **Sustainability:** Continuing to spread knowledge on sustainability topics.

The training plan ensures:

- **Objective Measurement:** competency acquisition will be assessed through questionnaires to evaluate the acquired skills.
- **Quality and Effectiveness Evaluation:** course participants will provide feedback on their training experiences, enabling continuous improvement
- **Access and Autonomy:** all employees will have access to the training programs and can also request additional courses not initially scheduled.

This structured approach aims to strengthen the company's competitiveness, foster innovation, and promote a culture of continuous learning.

## For a lifelong learning culture



GRI 3-3 404-1 404-2

### COACHING

In 2022, ROLD decided to leverage coaching techniques to enhance the managerial and middle management teams' coaching skills, thereby fostering a systemic vision within the company to achieve ROLD's ambitions. To drive this initiative, the HR Manager completed a Master's program in **Business Coaching for Change – BCOACH (Università Carlo Cattaneo LIUC)** to gain the necessary skills and champion this transformation.

Coaching Activities in 2023:

- **Individual Coaching:** tailored for Team Assembly Leaders and certain responsible for production plants.
- **Team Assembly Leaders:** the focus was on revisiting goals set in 2022, setting new ones, and receiving feedback and input to facilitate agile approaches in daily activities and team management.
- **Responsible for production plants:** coaching sessions aimed to strengthen leadership capabilities and enhance collaboration between department heads and other key areas in the production world.
- **Team Coaching:** organized for the Mechatronics R&D team, with the goal of identifying the group's needs and streamlining the management of their activities.

These coaching initiatives were designed to support the development of leadership skills, improve team dynamics, and ensure effective management across various functions within the company.

### CHANGE LAB

In a period of **significant internal and external changes**, ROLD recognized the need to implement an initiative for all its employees: the ChangeLAB course. This 4-hour workshop invited the entire workforce to reflect on the organizational and external factors influencing our work relationships.

Primary Objectives:

- **Identify Limiting Factors:** Explore elements that hinder the well-being of our employees.
- **Uncover Potential:** Investigate how to leverage individual and organizational strengths to thrive.

The ChangeLAB course aimed to deepen the understanding of these factors and promote a more resilient and flourishing work environment.

To facilitate this process, significant attention was given to analyzing the complexities of the current moment and understanding how our needs may vary based on our individual identities, personal goals, and the objectives of the company. The 22 workshops were led by Gloria Bevilacqua, a psychotherapist and organizational psychologist.

### ROLD'S BOOKCLUB

At ROLD, we believe in the importance of **shared moments** where we can discuss together, listen to different viewpoints, and broaden our horizons. To foster this, Rold Academy has launched an initiative open to all ROLD people: **the Book Club**.

Every three months, anyone interested can participate in analyzing a chosen book. This

initiative aims at expanding discussions, promote growth, facilitate communication, and encourage interactions among different individuals within ROLD.

# For a lifelong learning culture

To go deeper into Rold Academy - pag.53



GRI 3-3 404-1 404-2

## 3 YEARS OF ROLD ACADEMY

### A Day to Explore Essential Skills for Today's and Tomorrow's Complexities.

In the European Year of Skills, Rold Academy organized a public and free event titled "Dialogues on Skills: Abilities, Knowledge, and Attitudes for Navigating Tomorrow".

The goal of the meeting was to foster a shared moment of reflection to address questions such as: What knowledge and skills are needed to understand the complex world we live in? What systemic changes are necessary to create an educating community, making us flexible and open to change? How can society promote innovation, and how can innovation meet the needs of tomorrow's society?

To provide a diverse and comprehensive perspective, various guests were invited to speak:

- **Gloria Bevilacqua**, Organizational Psychologist and Psychotherapist
- **Gaetano Cascini**, Professor at Politecnico di Milano, Department of Mechanical Engineering
- **Sabrina de Santis**, Education and Training Director at Federmeccanica and President of MetApprendo
- **Corrado la Forgia**, General Manager at VHIT SPA - Weifu Group and Vice President of Federmeccanica
- **Alessandra Mambriani**, Marketing and Communications Manager at Fondazione Triulza
- **Giampiero Rossi**, Journalist at Corriere della Sera
- **Francesca Montagna**, Professor at Politecnico di Torino - Dipartimento di Ingegneria Gestionale e della Produzione.



## CONTRIBUTING TO THE EDUCATION OF FUTURE GENERATIONS

ROLD continues to collaborate with **high schools**, **ITS Academy**, and **universities** to develop training projects and transfer acquired skills to young people.

In 2023, ROLD hosted students for school-work alternation programs (PCTO) and internships, while RLab welcomed thesis and Ph.D. students. The table below summarizes the main training activities provided in 2023. Among the interns and thesis students hosted in 2023, two were hired by ROLD upon completing their studies.

RLab also ventured into university classrooms again this year, continuing to pose challenges that students addressed by proposing technical solutions in various areas, such as Water filtration, leveraging Artificial Intelligence to enhance food preservation in refrigerators, Product redesign studies and so on. Furthermore, Rold Academy held two courses, one at Politecnico di Milano and one at Politecnico di Bari, on how SMEs can introduce and strengthen sustainability practices in their operations, demonstrating a commitment to fostering sustainable development alongside technical and professional education.

### 2023 Courses provided to other entities

Entities	Courses/ training initiatives	ROLD division	Students	Hours
Politecnico di Milano	MAMD	RLab	28	36
Politecnico di Milano	MED	RLab	18	16
Politecnico di Milano	Design	RLab	32	16
Politecnico di Milano	Final test_mechanical engineer	RLab	16	16
Politecnico di Milano	Horizontal skills	RLab, Rold Academy	85	340
Politecnico di Bari	Sustainability business	Rold Academy	25	50
-	"Futurabili"	RLab, Rold Academy	20	81
-	Tesist students	RLab	4	392
-	PCTO, internships and apprentices	ROLD	8	1976
-	Ph.D students	RLab	2	55
Fondazione Nord Comunitaria, Assolombarda	"Futuro prossimo sostenibile"	RLab, Rold Academy	150	600

**388**

**3578**

## Give back to our community through education



GRI 3-3 404-1 404-2 413-3

### "FUTURABILI"

#### The Future of Work: Skills and Jobs for Tomorrow

The job market is undergoing profound transformations driven by rapid technological advancements and the social and environmental challenges that governments and companies must address.

This ever-evolving landscape demands new skills and professional roles. In response to these changes, ROLD has decided to dedicate some of the activities of Rold Academy and RLab to guiding both young people and adults. Specifically, thanks to the opportunity provided by the *TFactor* project, various entities at *MIND* have created *Futurabili*: the first career guidance event, provided by the MIND Community House and focused on future jobs and skills. *Futurabili* is designed as a series of free educational experiences, curated by RLab researchers and centered on specific themes that will characterize many future professions. Alongside ROLD, other promoters of the initiative include *PlusValue*, *Cooperho*, *Fondazione Triulza*, *Polifactory* e *Designtech*.

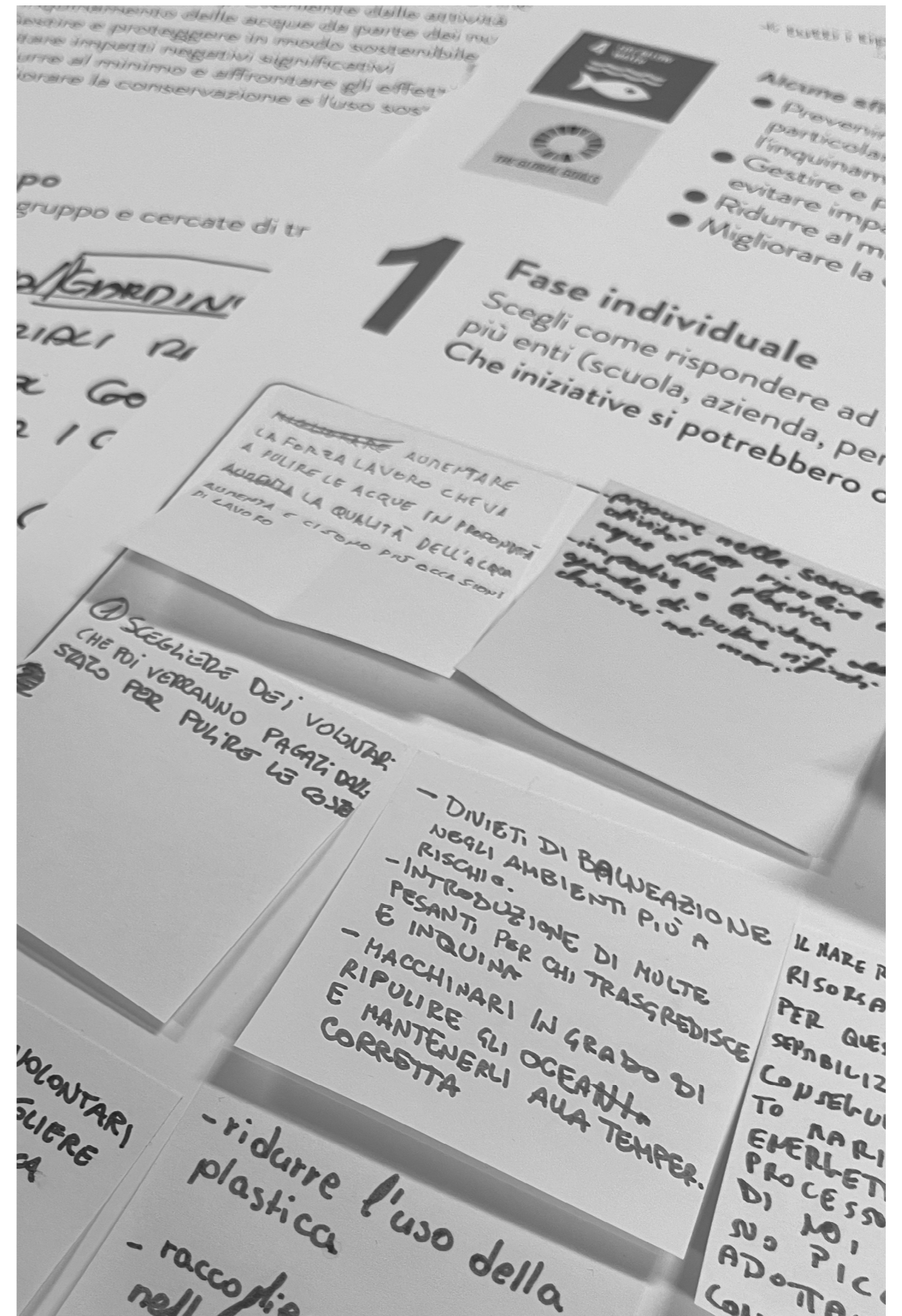
### "FUTURO PROSSIMO SOSTENIBILE"

In 2023, ROLD collaborated with *Assolombarda*, *Fondazione Nord Comunitaria* e *Fondazione Paganelli* to develop the event for launching the "Futuro Prossimo Sostenibile" (Sustainable Future) project.

This project aims at developing new models of school-work alternation (PCTO), where schools collaborate with companies and third-sector entities to offer educational paths and projects focused on sustainability. Guided by corporate professionals, teachers, and educators, students participate in orientation hours provided in secondary schools, engaging in lessons and activities to co-develop projects.

ROLD has not only been one of the companies actively involved in the orientation paths (scheduled between February 2024 and May 2024) but also managed the organization and delivery of the initial workshop held on the November 27, 2023, in the *MIND* innovation district. Over **150 students** from Bollate, Rho, and Cinisello Balsamo, accompanied by their teachers, attended the workshop, along with eight third-sector operators and three representatives from companies in Northern Milan.

The workshop was divided into two phases: the first part introduced sustainability practices and the evolution of the sustainable development concept, while the second phase engaged students in proposing collaborative initiatives to meet the targets of the sustainable development goals (SDGs).



## Give back to our community through outreach events



GRI 3-3 404-1 404-2 413-1

### INNOVATION WEEK

As part of the Innovation Week initiative launched in 2023 by *MIND*, ROLD organized two events based on the “Pint of Innovation” format. These events aim to foster **sharing and dialogue** on various aspects of innovation in an informal atmosphere, often accompanied by a beer. The goal is to create an environment where experts and participants can discuss the challenges and opportunities related to both **social and technological innovation**.

In 2023, ROLD hosted two sessions focused on sharing experiences and perspectives around two themes that we consider of utmost importance: the courage to deviate from predetermined paths and the centrality of innovation. The events emphasized specific topics such as innovation within society and society’s role as a driver of innovation.

#### First Evening: Unconventional Paths

Stories of individuals and their **unconventional life paths**.

The aim of the open discussion is to remind everyone that changing course is an act of courage and a necessary step for personal and professional evolution and innovation. To facilitate this sharing of experience, six members of the ROLD ecosystem shared their experiences, highlighting how facing changes in direction led to innovation in their lives.

#### Second Evening: Dialogues on Innovation

Starting from the **innovation methods** applied at ROLD and other organizations, the invited speakers guided the conversation, encouraging participants to reflect on the different meanings of innovation.

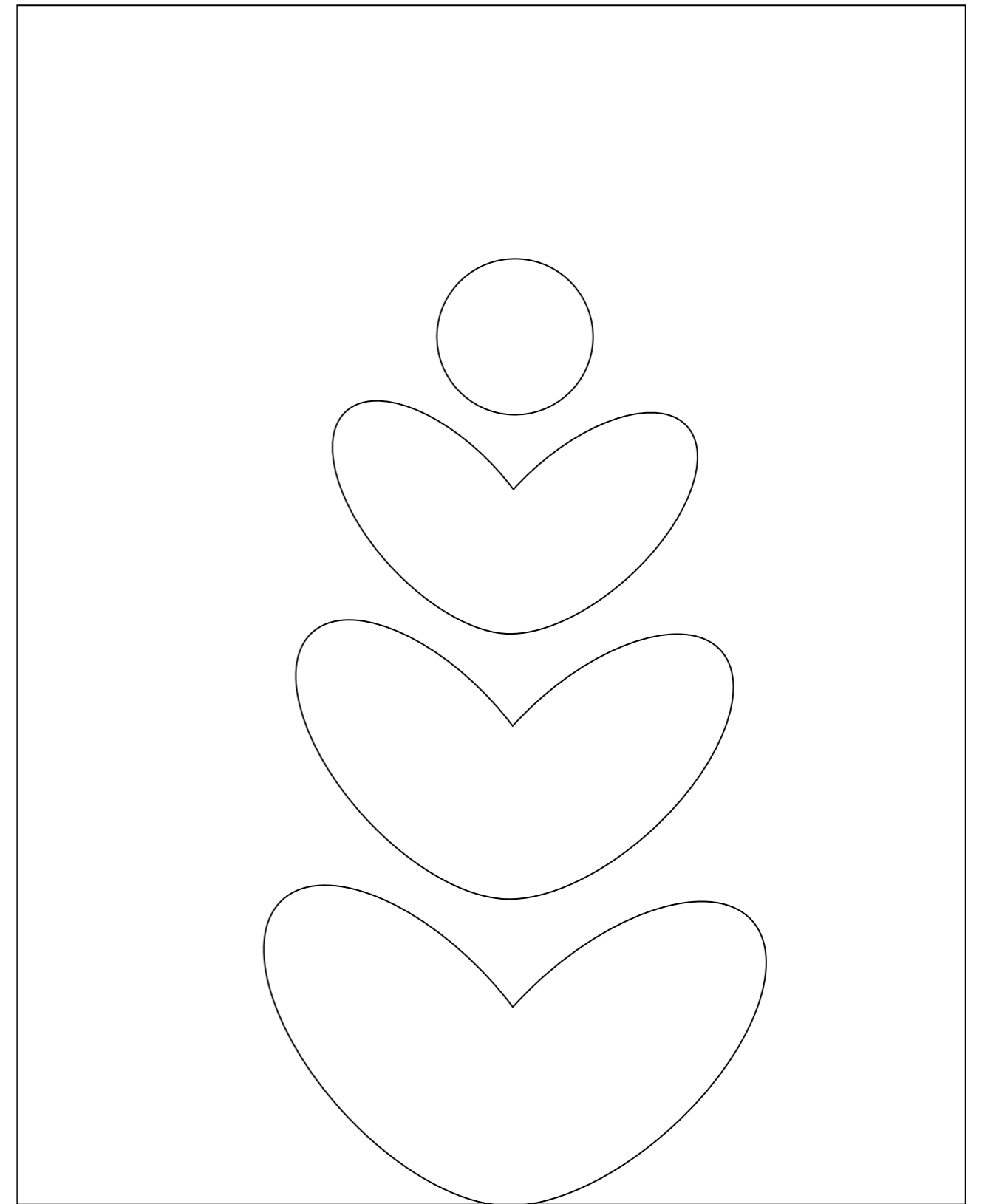
Topics included collaboration between public and private sectors, art restoration, higher education, communication, and the creation of new businesses.



# ENVIRONMENT

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- Emissions and production processes management
- Raw materials and resources management
- Addressing Great Challenges through R&D&I
- ROLD and microplastics



## MATERIAL TOPICS

Research, development and innovation for sustainability  
Emissions and environmental Impact of productive process  
Raw material and resource management

# Emissions and production processes management



GRI 3-3 305-1 305-2 305-4

To establish targets for **reducing our emissions** and the **environmental impacts** of our production processes, we have been monitoring our GHG emissions for Scope 1 and 2 since 2021. The tables below present the data for the years 2021, 2022, and 2023. For 2022 and 2023, the **energy consumption** (Scope 2) calculations include the MIND site.

For the MIND site, ROLD has purchased certified green energy with a guarantee of origin for 100% of the site's consumption. This results in **zero emissions** calculated using the Market-Based method for the MIND site. The analyses have been conducted following the guidelines of the **GHG Protocol**.

## Emissions

	U.M.	2021	2022	2023
GHG direct emissions (Scope 1)	tCO <sub>2</sub> eq	699,85	466,24	399,80
indirect GHG from energy consumption (Scope 2)	tCO <sub>2</sub> eq	3.809,34	3.054,52	3.331,98
Total generated emission (Scope 1 + Scope 2)	tCO <sub>2</sub> eq	4.509,19	3.520,76	3.731,78
GHG emission intensity per product	tCO <sub>2</sub> eq/pz	0,000078	0,000084	0,000081
Intensity per turnover	tCO <sub>2</sub> eq/€	0,0000102	0,000089	0,000083

**-13%**

INDIRECT EMISSIONS

in 2023, compared to 2021

**-43%**

DIRECT EMISSIONS

in 2023, compared to 2021

## SCOPE 1

Using 2021 as the baseline year, ROLD has **reduced direct emissions** by **43%** by the end of 2023.

This result was achieved through the gradual optimization of the **company fleet** and the transition to hybrid vehicles for some models. The reduction in natural gas consumption in 2022, and the associated emissions, can also be attributed to higher-than-average seasonal temperatures.

This reduction has been achieved through several initiatives, including:

- **Revamping and energy efficiency** upgrades of production machinery
- **Revamping and replacement** of compressed air generation and distribution systems
- **Optimization** of production processes through constant analysis of production lines, reorganization of cycle times, and active involvement of the workforce for continuous improvement (LEAN).

## SCOPE 2

Compared to GHG emissions in 2021, ROLD has **reduced indirect emissions** from purchased energy by **13%** by the end of 2023.

## Scope 1

	U.M.	2021	2022	2023
Corporate fleet	tCO <sub>2</sub> eq	95,76	88,18	74,25
HVAC fugitive emission	tCO <sub>2</sub> eq	62,93	17,65	47,45
Natural Gas	tCO <sub>2</sub> eq	541,16	360,41	278,10

## Scope 2 (market based)

	U.M.	2021	2022	2023
Purchased energy	tCO <sub>2</sub> eq	3.809,34	3.054,52	3.331,98

## Emissions and production processes management



GRI 3-3 305-1 305-2 305-4

### LEAN

Since 2012, ROLD has implemented the **LEAN methodology**, focusing primarily on its application to production activities with the aim of reducing waste, optimizing resource use, and streamlining processes. This approach has enabled us to produce our products more effectively and efficiently.

At the core of our processes and the application of LEAN methodology are our people, who are encouraged to promote ideas and suggestions for continuous improvement.

In recent years, leveraging the expertise of the Team Assembly Leaders, we have revised procedures to incorporate new activities related to **waste data collection**, facilitate **job rotation**, and foster a **continuous improvement** approach on the production floor.

### TOWARD A CIRCULAR APPROACH

ROLD has recently initiated a series of studies and initiatives aimed at introducing practices aligned with the principles of the **Circular Economy**.

Specifically, RLab researchers are conducting studies to identify potential redesigns of ROLD products from a DfX (Design for X) perspective. This approach seeks to apply a holistic methodology to the design or redesign of products to make them less environmentally impactful. The mechatronics R&D team has set an ambitious goal to make our products increasingly compact to reduce the use of virgin materials. ROLD's participation in the Strategic Community of AFIL for Advanced Polymers is crucial for transferring basic research results from universities and research centers into the industrial world.

The Quality team is conducting analyses and feasibility studies to determine the possibility of introducing a reuse approach for waste to obtain secondary raw materials. Currently, this activity is in the analysis phase to evaluate whether secondary raw materials can ensure the same mechanical performance as primary materials. To date, the study has analyzed 230 components or sub components.

Additionally, ROLD recycles part of its metallic scraps. In fact, the scraps produced during the stamping and metal cutting process are handed over to partner companies for recycling. In 2023, over 150,000 kg of scraps were reclaimed.



# Raw materials and resources management

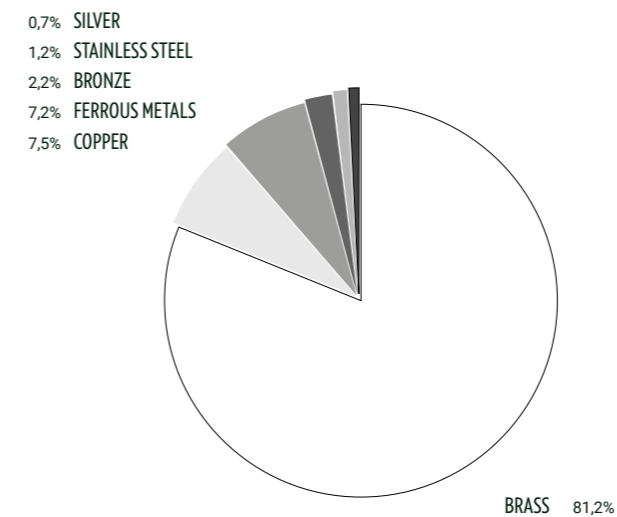
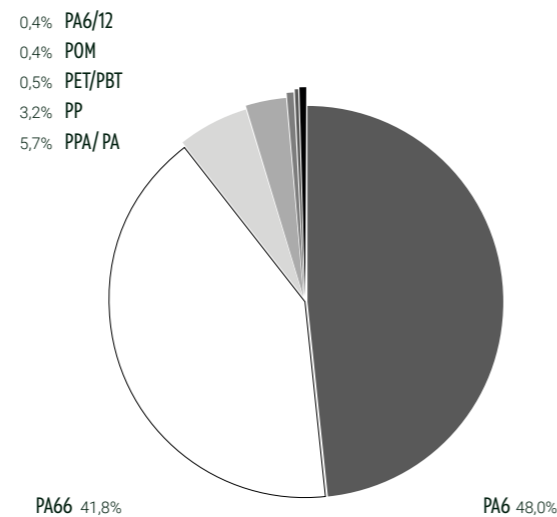


GRI 3-3 301-1 306-3

## RAW MATERIAL AND RESOURCES

To produce its products, ROLD purchases and uses:

- Raw materials for manufacturing products (primarily polymers in pure form, blended forms, compounds, and metals)
- Hardware (screws, springs)
- Solenoids
- Printed circuit boards
- Packaging materials (cardboard, polyethylene)



## WASTE

The waste generated by ROLD primarily comes from production processes and includes scraps and production waste, as well as packaging used for the delivery of raw materials. Additionally, the use of oils and solvents related to maintenance activities and the presence of oil in the equipment contribute to the production of hazardous waste.

The management of all waste is entrusted to authorized entities for transportation and disposal at specialized facilities, which enable the treatment of waste for material or energy recovery.

### Material category

Material category	U.M.	2021	2022	2023	RENEWABLE
Polymers (PA, PA66, compound, blended)	t	1.476,8	1.020,1	1.122,5	✗
Metals (Aluminium, Bronze, Steel, blended)	t	351,7	160,7	243,1	✗
Cardboard for packaging	t	130,8	103,7	92,6	✓
Plastic for packaging	t	37,8	28,9	53,6	✗
	t	<b>1.997,1</b>	<b>1.313,4</b>	<b>1.511,8</b>	

### Purchased components

Purchased components	U.o.M.	2021	2022	2023
Solenoids	t	156,4	91,7	136,2
Small parts (steel)	t	124,8	113,9	98,9
Printed circuits	t	3	2,4	2,8
	t	<b>284,2</b>	<b>208</b>	<b>237,9</b>

### Hazardous waste

Hazardous waste	U.o.M.	2021	2022	2023
Preparation for reuse (including energetic reuse)	t	3,68	1,633	3,2
Disposal	t	-	0,225	-

### Non-hazardous waste

Non-hazardous waste	U.o.M.	2021	2022	2023
Preparation for reuse (with energy recovery)	t	478,79	477,453	472,520

## Addressing Great Challenges through R&D&I

To go deeper into R&D in ROLD - pag 61-62



GRI 3-3

A fundamental theme for ROLD is to continue innovating through the research and development activities of RLab, the Mechatronics R&D team, and the Electronics R&D team.

Thanks to the strong collaboration of the different groups, the research activities cover the entire range of TRL (Technology Readiness Level) up to pre-industrialization.

RLab, with its Advanced Materials Laboratory, starts with basic research activities. Additionally, research activities are conducted in collaboration with various universities.

The Mechatronics, Electronics, and Prototyping laboratories perform **industrial research** in various fields, not necessarily linked to ROLD's main market. The R&D team, in turn, conducts both industrial research and experimental development with a specific but not exclusive focus on the home appliance sector and professional world.

ROLD's ambition is to conceive and develop innovative solutions that address societal and environmental needs through various **Research, Development, and Innovation** activities. In 2023, RLab continued research on the characterization and filtration of various pollutants (including microplastics) released by washing machines during and after washing. Moreover, in collaboration with the Electronics R&D team, RLab researchers are exploring the potential of emerging technologies to analyze food conditions and ensure its preservation.

Furthermore, research activities are ongoing by two RLab researchers within the context of their Industrial Ph.D. programs. The first research line for the PhD candidate, started in 2020 and is conducted in collaboration with **Politecnico di Milano – Department of Mechanical Engineering**. It aims to investigate the potential of Artificial

Intelligence, Machine Learning, and Digital Twin to identify incorrect user behaviours in interaction with home appliances and suggest more sustainable and conscious practices. The second one, which began in 2022 in collaboration with the **University of Milano Bicocca–Department of Materials Science**, focuses on treating wastewater from home appliances to reduce consumption and impact at the domestic level.

### THE AMBITION OF THE MECHATRONICS R&D TEAM

- Design increasingly miniaturized devices to **reduce the use of raw materials and components**
- Create products that are increasingly **easier to assemble**.
- Continue to innovate by **anticipating customer needs** and finding solutions that facilitate human-machine interaction.



## ROLD and microplastics



GRI 3-3



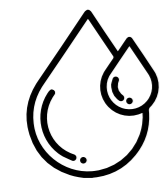
2019

R-Lab joined CLIK, the Politecnico di Torino experimental laboratory and presented its first challenge about microplastics. 26 students, divided into 5 teams, proposed new solutions. One of these proposals would be further deployed in a research thesis.



2021

ROLD joined the Microplastic consortium, led by *Applia*. The 19 members collaborated to find a standard methodology to conduct reliable tests, which could be repeated and reproduced and aimed to rate the microplastics released by the washing machines cycles.



2023

During 2023, ROLD continued its activities within the Group of the "Advisory Group IEC" (International Electrotechnical Commission), specifically supporting the studies conducted by the Technical Committee TC59. Researchers from RLab participate in regular meetings and in-person workshops held at various laboratories of the commission members. The committee is divided into subgroups focused on specific topics to analyze various issues such as the characterization of microplastics and their quantification within washing machine effluent. The ultimate goal is to identify the parameters to be included in the future standard for measuring the release of microplastics from fabric washing.



2020

R-Lab, in collaboration with Politecnico di Milano, supported a thesis research on the development of a filter ideated through a **bio-inspired approach**. This activity led to the development of a proof of concept prototype.



2022

ROLD commitment in 2022 led us to be chosen as a member of the *IEC* (International Electrotechnical Commission) working group on microplastics.



# METHODOLOGICAL

Note

- 
- Methodological note
  - GRI Index

## METHODOLOGICAL NOTE



GRI 3-3 2-2 2-3

This Sustainability Report accounts for ROLD's economic, social, and environmental sustainability performance for the year 2023, according to the material topics identified in the materiality analysis process.

The Report has been prepared with reference to the GRI Standards 2021. ROLD continues its commitment to implementing procedures and practices to enhance its ESG reporting capacity in the coming years.

### OUR PERIMETER

The reporting scope refers to Elettrotecnica ROLD S.r.l. The reporting period aligns with the fiscal year 2023.

### PREPARATION PROCESS AND METHODS

This is the second Sustainability Report produced by ROLD, continuing from the 2022 Report published in 2023. The document is prepared on a voluntary basis through the collaborative efforts of various company departments. Specifically, the multidisciplinary team that contributed to the preparation of the Report was coordinated by the Sustainability Committee and supported by ROLD Academy.

The project leader is Daniela De Lucia, with the support of Camilla Porrini, who is also responsible for the graphic design and editing.

The ROLD Board of Directors reviewed and approved the consolidated report on **July 9, 2024**.

Through the application of the sustainability principles set forth by the GRI Standards, the implementation, where possible, of the indications derived from the ESRS, and the analysis of megatrends and the context in which ROLD operates, this report provides a comprehensive overview of the management of material topics and the impacts arising from ROLD's activities.

For data related to economic/financial information, reference is made to the ROLD Group's consolidated financial statements. The management of all data mentioned above is governed by the procedures in place at ROLD, certified ISO 9001.

For personnel and material management data, information recorded in company management systems has been used.

Regarding training hours for safety and continuous learning, reference is made to attendance records.

All data related to purchased and processed materials is generated by the company's management system. For R&D material topics, we have defined qualitative and quantitative indicators based on what is typically required in ISTAT questionnaires and funded project reports. To facilitate data comparability over time and assess the performance of ROLD's activities, the information for the current year is compared with that of the two previous years, unless otherwise stated. For GHG Emissions analysis, 2021 is considered the reference year for comparisons. In the following pages, we provide the GRI Standards alignment table with material topics. For the GRI Standards - SDG correlation, reference is made to the document Linking the SDGs and the GRI Standards - the new version amended in May 2022, which relates the GRI Content Index contents to the SDGs.

Questions and comments regarding the Sustainability Report can be sent to the email: [sustainability@rold.com](mailto:sustainability@rold.com)

# GRI Index



<b>Declaration of use</b>	Elettrotecnica ROLD Srl has reported the information cited in this GRI content index for the period 01/01/2023 - 31/12/2023 with reference to the GRI Standards.
<b>GRI used</b>	GRI 1- Fundamental Principles - 2021 version
<b>Specific GRI Industry sector standards</b>	N/A

## GRI 2: General Disclosures 2021

GRI standard	Disclosure	Section	Page	SDG
2-1	Organizational details	ROLD history, Organizational structure	8-9, 12-15	16
2-2	Entities included in the organization's sustainability reporting	Methodological note, Organizational structure	88-89, 12, 14	
2-3	Reporting period, frequency and contact point	Methodological note	88-89	
2-6	Activities, value chain and other business relationships	ROLD's value chain	20-21	
2-7	Employees	Policies for people	52-59	8-10
2-8	Workers who are not employees	Policies for people	54	10
2-9	Governance structure and composition	Structure and composition of governance	16-19	16
2-11	Chair of the highest governance body	Structure and composition of governance	16-17	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Committee, structure and composition of governance	30-13, 16-19	16
2-13	Delegation of responsibility for managing impacts	Sustainability Committee, structure and composition of governance	30-31, 16-19	16
2-14	Role of the highest governance body in sustainability reporting	Sustainability Committee, structure and composition of governance	14-16, 28	16
2-22	Statement on sustainable development strategy	Sustainability Strategic Plan	32-33	16
2-23	Policy commitments	ROLD's values	10-11	-
2-26	Mechanisms for seeking advice and raising concerns	Policies for people	54	
2-28	Membership associations	Our ecosystem	26-27	-
2-29	Approach to stakeholder engagement	Our stakeholders	34-35	16
2-30	Collective bargaining agreements	Policies for people	52-59	-

### GRI 3: Material Topics 2021

GRI standard	Disclosure	Section	Page	SDG
3-1	Process to determine material topics	Material topics, Megatrends	44-45, 36-39	-
3-2	List of material topics	Material topics	44-45	-

#### Material Topic: Business continuity

### GRI 201: Economic Performance 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Generated and distributed economic value	24-25	-
201-1	Direct economic value generated and distributed	Generated and distributed economic value	24-25	8,9
201-4	Financial assistance received from government	Note to the consolidated financial statements - 2023	-	-

#### Material Topic: Supply chain

### GRI 204: Procurement Practices 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	For a sustainable value chain	46-49	-
204-1	Proportion of spending on local suppliers	For a sustainable value chain	46-49	8

### GRI 308: Supplier Environmental Assessment 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	For a sustainable value chain	46-49	-
308-1	New suppliers that were screened using environmental criteria	For a sustainable value chain	46-49	8, 9, 12

### GRI 414: Supplier Social Assessment 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	For a sustainable value chain	46-47	-
414-1	New suppliers that were screened using social criteria	For a sustainable value chain	46-47	5, 8, 16

Material Topic: Well-being and safety in ROLD

**GRI 401: Employment 2016**

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Policies for people	52-59	-
401-1	New employee hires and employee turnover	Policies for people	52-59	8, 9, 12
401-3	Parental leave	Policies for people	52-59	

**GRI 402: Labor/Management Relations 2016**

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Policies for people	52-59	-
402-1	Minimum notice periods regarding operational changes	Policies for people	52-59	8

**GRI 403: Occupational Health and Safety 2018**

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Promoting a culture of Safety and healthy workplace	60-69	-
403-1	Occupational health and safety management system	Promoting a culture of Safety and healthy workplace	60-61	8
403-2	Hazard identification, risk assessment, and incident investigation	Promoting a culture of Safety and healthy workplace	60-61	8
403-4	Worker participation, consultation, and communication on occupational health and safety	Promoting a culture of Safety and healthy workplace	60-61	8,16
403-5	+Worker training on occupational health and safety	For a lifelong learning culture approach	62-69	8
403-6	Promotion of worker health	Promoting a culture of Safety and healthy workplace	60-61	3
403-8	Workers covered by an occupational health and safety management system	Promoting a culture of Safety and healthy workplace	60-61	3, 8
403-9	Work-related injuries	Promoting a culture of Safety and healthy workplace	60-61	-

Material Topic: Upskilling and reskilling for ROLD people and young talents

GRI 404: Training and Education 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	For a lifelong learning culture approach	62-69	-
404-1	Average hours of training per year per employee	For a lifelong learning culture approach	62-69	8
404-2	Programs for upgrading employee skills and transition assistance programs	For a lifelong learning culture approach	62-69	

GRI 413: Local Communities 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	For a lifelong learning culture approach	62-69	-
413-1	Operations with local community engagement, impact assessments, and development programs	For a lifelong learning culture approach	62-69	4

Material Topic: Relationships with local community

GRI 413: Local Communities 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Give back to our community through education	70-71	-
413-1	Operations with local community engagement, impact assessments, and development programs	Give back to our community through education	70-71	4

Material Topic: Diversity and inclusion

GRI 406: Non-discrimination 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Policies for people	54	-
406-1	Incidents of discrimination and corrective actions taken	Policies for people	54	5, 8

Material Topic: Raw material and resource management

GRI 301: Materials 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Raw materials and resources management	80-81	-
301-1	Materials used by weight or volume	Raw materials and resources management	80-81	8, 12

Material Topic: Emissions and environmental impact of productive process

GRI 305: Emissions 2016

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Emissions and production processes management	76-79	-
305-1	Direct (Scope 1) GHG emissions	Emissions and production processes management	76-79	3, 12, 13
305-2	Energy indirect (Scope 2) GHG emissions	Emissions and production processes management	76-79	3, 12, 13
305-4	GHG emissions intensity	Emissions and production processes management	76-79	13

GRI 306: Waste 2020

GRI standard	Disclosure	Section	Page	SDG
3-3	Management of material topics	Raw materials and resources management	80-81	-
306-3	Waste generated	Raw materials and resources management	80-81	3, 12

Material Topic: Research, development and innovation for sustainability

GRI standard	Disclosure	Section	Page	SDG
-	Other indicators	Addressing Great Challenges through R&D&I	82-83	3, 12



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