

Annual Sustainability Report 25-26

Contents

Foreword	3	Values & Responsible Innovation	15
About Us	4	Sustainability Governance & Management	16
About This Report	5	Community Impact	17
Executive Summary	6	Driving ESG Excellence	18
Our Sustainability Journey	10	Aligned to Global Goals	19
2021 - Laying the Foundations	10	Strategic Sustainability Statement	20
2023 - Establishing Measurement & Control	10	Our Sustainability Pillars	21
2024 - Advancing Implementation	10	Climate & Environment	22
2025 - Scaling Impact & Enhancing Data Quality ...	10	Responsible Business	23
2026 - Embedding & Optimising ESG in Practice ...	10	People & Communities	24
Supporting Our Customers in Their Sustainability Transformation	11	A Clear Direction Forward	25
Case Study: Enabling Low-GWP, High-Precision Battery Testing	12	Integrated Sustainability	27
Customer Challenges	12	Governance & Ethical Business Conduct	28
Equipment Efficiency	12	Building a Responsible Tomorrow	29
High Refrigeration Energy Use	13		
Limited Operational Visibility	13		
Case Study: Improving Refrigeration Efficiency in Food Manufacturing	13		
Customer Outcomes	14		

Foreword //

Sustainability is rapidly becoming a defining factor in how organisations select technology partners and manage operational risk. Our customers are under increasing pressure to reduce emissions, improve energy efficiency, and demonstrate transparent ESG performance to regulators, investors, and their own clients.

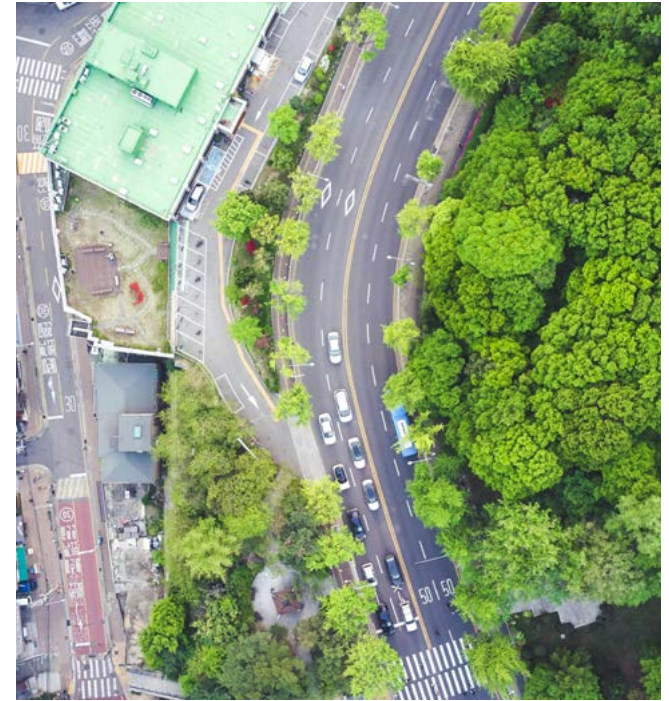
As a provider of energy management and monitoring solutions, we recognise that our role extends beyond delivering reliable technology. We have a responsibility to support our customers in achieving their sustainability goals while ensuring that our own operations reflect the same standards we help them meet.

Over the past year, we have strengthened how we measure and manage our environmental and social impacts. We expanded our greenhouse gas accounting to include a broader range of Scope 3 emissions, increased our use of renewable electricity across global sites, and enhanced the governance

structures that support ethical and responsible business conduct. These steps provide a more accurate and transparent view of our footprint and allow us to better support customers who rely on our data and systems for their own sustainability reporting.

This report outlines the progress we have made during the year, the challenges we continue to address, and the actions we are taking to improve further. More importantly, it demonstrates how our solutions contribute to reducing energy consumption, improving operational efficiency, and supporting the transition to a low-carbon economy across the industries we serve.

We remain committed to continuous improvement, open reporting, and close collaboration with our customers, partners, and employees. Together, we believe that technology, data, and responsible business practices can play a decisive role in building a more sustainable and resilient future.



About us //

For more than 26 years, we have been driven by a clear purpose: to develop technologies that transform everyday environments for everyone. Through the design and manufacture of advanced solutions in building management systems (BMS), remote monitoring, and energy management, we support organisations in operating more efficiently, safely, and sustainably.

RDM contributes to the decarbonisation, resource efficiency, and human-centric design of energy systems, buildings, and industrial environments by seamlessly connecting the physical and digital worlds. We provide customers with a comprehensive end-to-end portfolio from a single source, spanning

products, systems, and services across the entire energy value chain, from power generation through to consumption. This integrated approach, supported by an increasingly digitalised ecosystem, enables our customers to enhance operational resilience, improve performance, and reduce environmental impact, while supporting the broader transition towards more sustainable communities.

As an early advocate of open control systems at device level, we have consistently promoted the adoption of open protocols, including XML and web-based services. This commitment has played an important role in advancing interoperability and innovation within the HVACR controls industry.

In a rapidly evolving technological and regulatory landscape, we focus on developing scalable and easy-to-deploy solutions that support our customers' long-term success. This includes the development of eco-designed products that address shared industry challenges, reducing the need for bespoke, single-use solutions and enabling greater efficiency across multiple sectors. To respond effectively to changing market needs, we leverage a global sales network guided by strong regional expertise. Our success is underpinned by close customer collaboration, digital transformation, efficient processes, and strategic partnerships with specialised experts, allowing us to bring innovative solutions to market more quickly and effectively.



About this report //

Resource Data Management Limited (RDM) is committed to operating with transparency and accountability. We communicate our performance and priorities across Environmental, Social, and Governance (ESG) areas through a range of channels, including our Annual Report and statement, regulatory filings, press releases, presentations, and ongoing engagement with stakeholders.

To improve accessibility and encourage engagement, we host a dedicated ESG Information page on our corporate website, where stakeholders can access

the latest updates and detailed disclosures on our ESG initiatives and performance.

This Annual ESG Report brings together a comprehensive overview of our progress, challenges, and priorities across the ESG topics most relevant to our business and stakeholders. It also directs readers to additional sources for more detailed information on specific areas of interest.

Unless otherwise stated, all data and information in this report are accurate as of December 31, 2025.

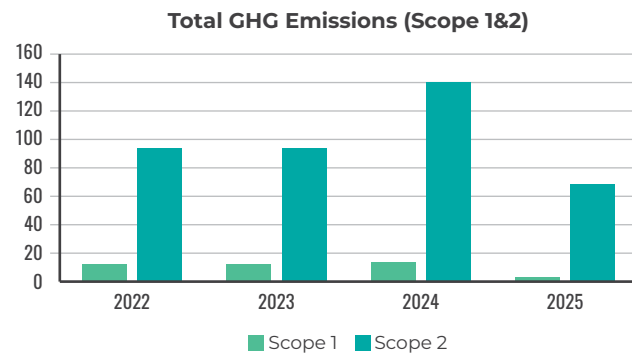
Baseline Year Restatement: RDM began calculating GHG emissions in 2021. Following material improvements in data coverage and methodology during 2024–2025 — including expanded Scope 3 categories and increased use of primary data sources — 2022 has been adopted as the Group's baseline year for all carbon intensity targets. This restatement ensures that performance comparisons reflect a consistent, reliable foundation rather than an earlier period where data completeness was limited. Targets and progress metrics stated in this report use 2022 as the reference point unless otherwise noted.

Executive Summary

Sustainability progress & key developments: 2024 - 2025 //

During the 2025 reporting period, Resource Data Management continued to strengthen its sustainability performance, expand the scope of its environmental reporting, and further integrate environmental, social, and governance (ESG) considerations into business operations and decision-making.

A key focus over the past year has been improving the quality, transparency, and completeness of sustainability data, particularly in relation to greenhouse gas emissions and supply chain impacts. As a result, the company's reporting now provides a more comprehensive and accurate representation of its environmental footprint compared with previous years.



Key Changes Since 2024

- Expansion of Scope 3 emissions reporting, resulting in a more complete greenhouse gas inventory covering approximately 95% of total emissions.
- Increased use of renewable electricity, with approximately 50% of global electricity consumption now sourced from renewable energy through power purchase agreements.
- Achieved a 39% reduction in Scope 2 (purchased electricity) emissions vs. 2024
- Full completion of ethics and compliance training across the workforce, strengthening governance and risk management practices.
- Maintained EcoVadis Bronze Medal, recognising progress in ESG performance and transparency.

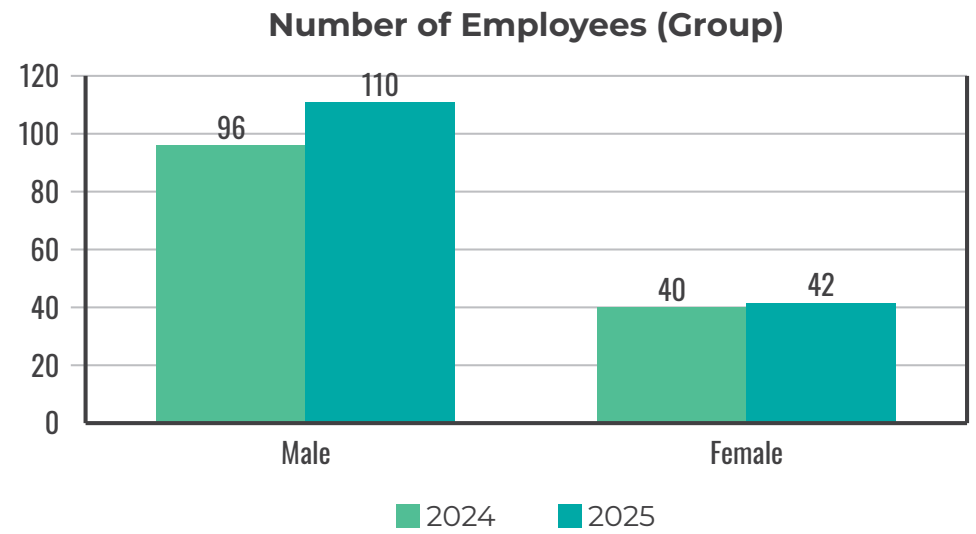
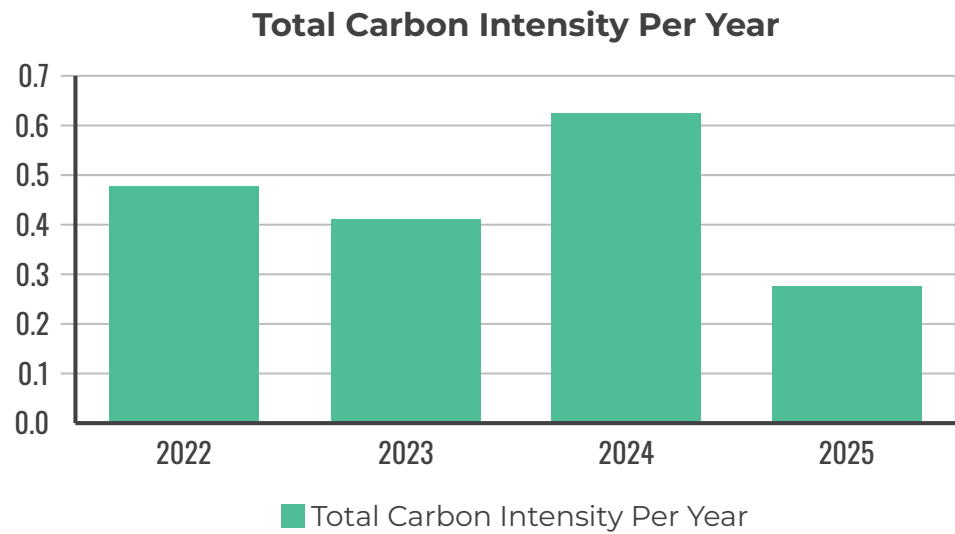
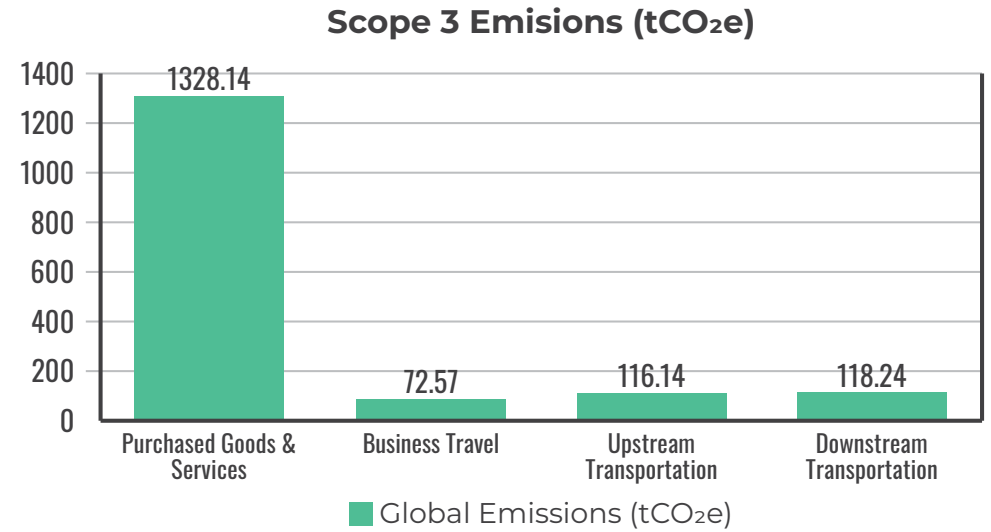
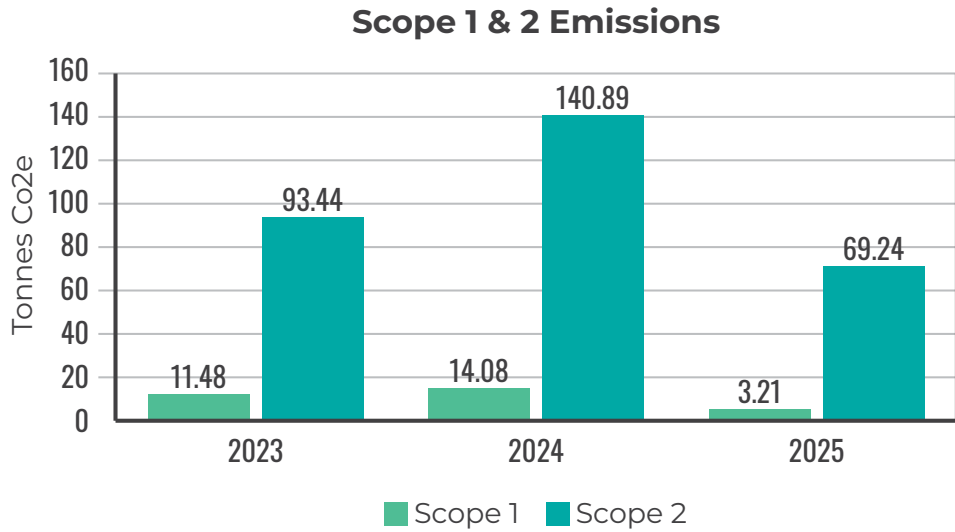
While the expansion of Scope 3 reporting has increased the total reported emissions footprint, this change reflects improved transparency rather than deterioration in environmental performance.

ESG Focus Area	2024-25	2025-26 Progress / Update
Supplier Code of Conduct	Baseline code shared with suppliers	Updated Supplier CoC implemented; all key suppliers formally acknowledged and committed
Procurement Roles	Standard procurement responsibilities	Strengthened procurement roles with ESG accountability embedded in KPIs
Overall ESG Integration	Early-stage ESG initiatives	ESG integrated into procurement, supply chain, and logistics processes, with measurable targets for emissions, supplier compliance, and sustainability performance

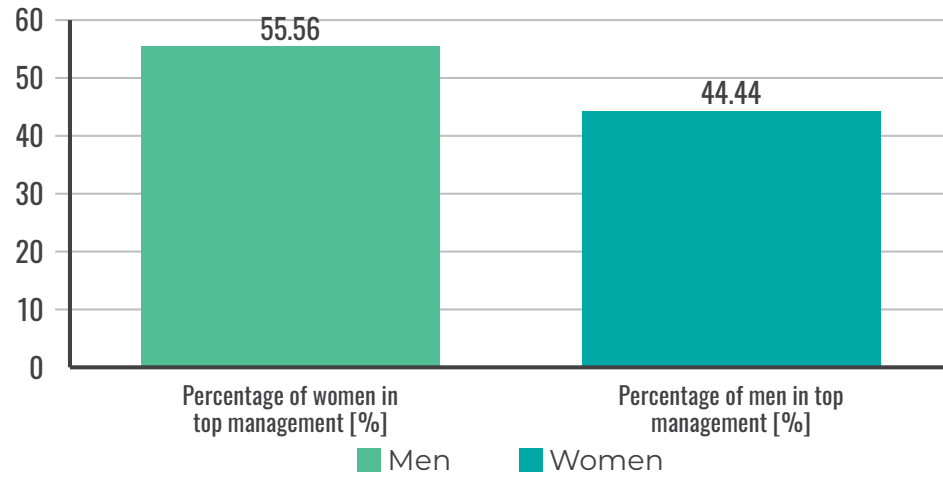
Year	Total Scope 1 & 2 Emissions (tCO ₂ e)	Notes
2022	104.92	Restated baseline year
2023	104.92	—
2024	154.970	Increase driven by US site visits and UK heating demand
2025	72.453	39% reduction vs 2024; 43% carbon intensity reduction vs 2022 baseline

↑ Overview of Scope 1 and 2 past three years

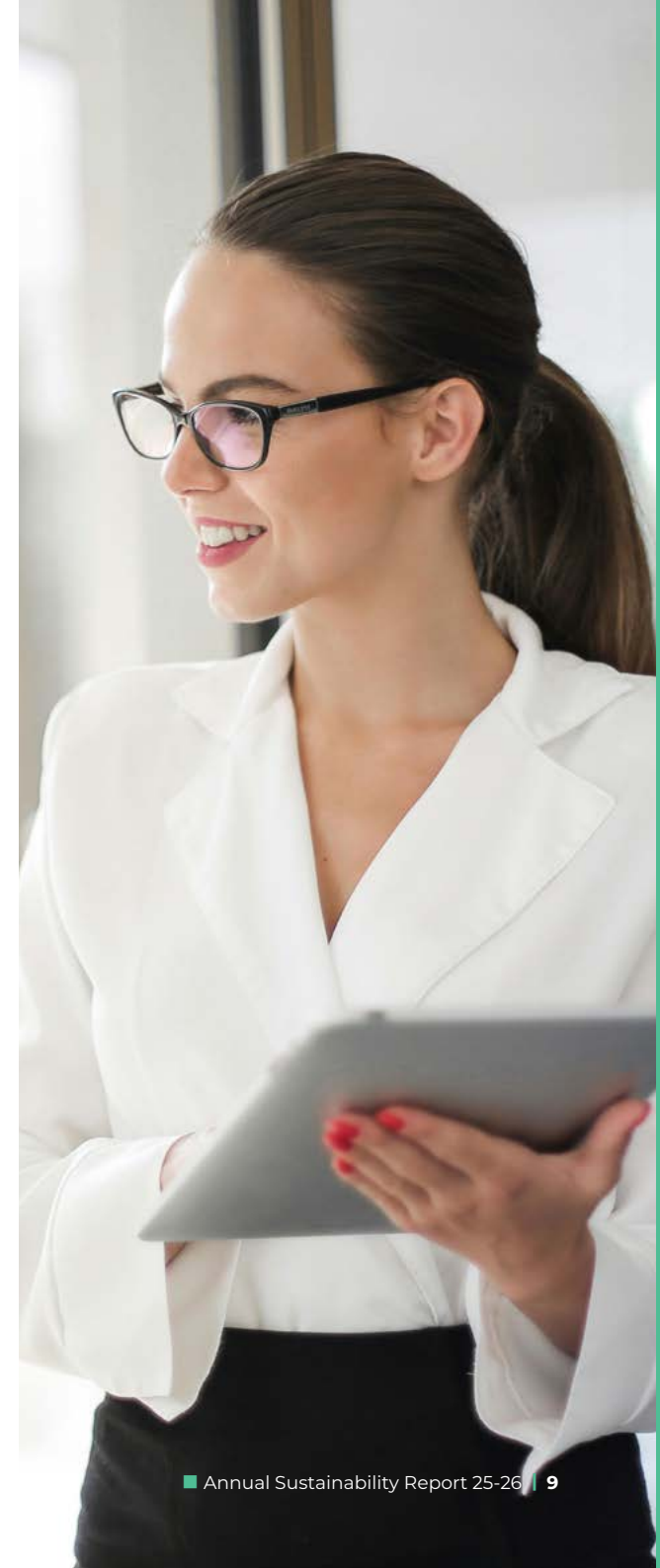
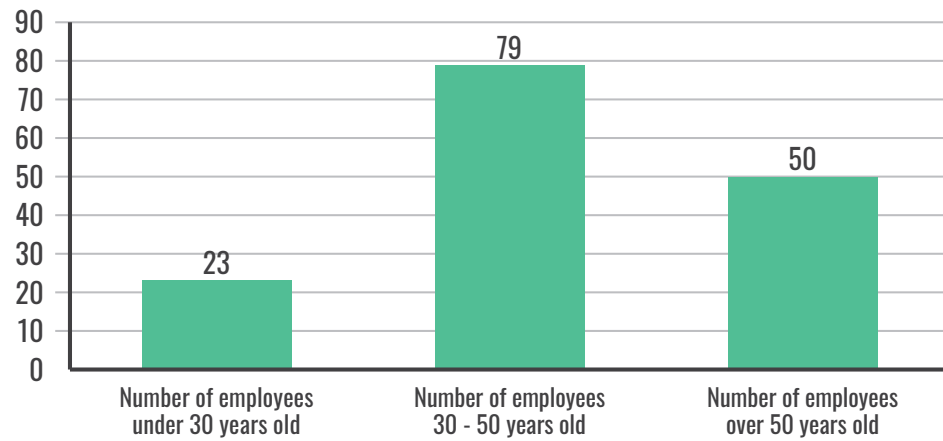
- The increase in emissions between 2023 and 2024 is primarily attributable to higher mobile combustion activities associated with business travel, including site visits in the U.S. and the use of hired vehicles.
- Additionally, increased energy consumption for heating, driven by seasonal variation and colder winter conditions in the United Kingdom, contributed to the overall rise in emissions



Gender Ratio (%) in Top Management



Age Groups



Our Sustainability Journey

[2021]

Laying the Foundations

[2023]

Establishing Measurement & Control

[2024]

Advancing Implementation

[2025]

Scaling Impact & Enhancing Data Quality

[2026]

Embedding & Optimising ESG in Practice

Supporting Our Customers in Their Sustainability Transformation

Customer Sustainability Impact

Resource Data Management supports organisations in reducing energy consumption, lowering emissions, and improving operational efficiency through advanced monitoring and control solutions. By giving customers greater visibility and control over their equipment and building systems, our technologies help identify inefficiencies, optimise

performance, and support measurable sustainability improvements.

Our solutions are used across sectors where energy use is significant and continuous operation is critical, enabling customers to manage their environmental impact while maintaining reliability and cost control.



Case Study

Enabling Low-GWP, High-Precision Battery Testing

Resource Data Management's control technology was used in the development of environmental test chambers for MAHLE Powertrain's EV battery testing facility. The system enabled the use of CO₂ refrigerant, precise temperature control within $\pm 0.2^{\circ}\text{C}$, and rapid temperature transitions required for thermal shock testing. By supporting open protocol integration and bespoke control strategies, RDM's platform allowed the new chambers to be integrated into existing infrastructure while maintaining high levels of efficiency and operational reliability.

Customer challenges //

Many organisations face similar sustainability challenges:

- Rising energy costs and pressure to reduce consumption
- Increasing expectations to measure and report greenhouse gas emissions
- Ageing or complex equipment operating without clear performance visibility

Without accurate data and automated control, inefficiencies often go unnoticed, leading to higher emissions, increased operating costs, and difficulty demonstrating progress against sustainability targets.

RDM's solutions are designed to address these challenges by providing real-time data, automated control strategies, and actionable insights that support both operational and sustainability objectives.

Equipment efficiency //

Energy-intensive equipment such as refrigeration systems, HVAC, and plant infrastructure often operates continuously and represents a major portion of facility energy use. Even small inefficiencies in control settings, maintenance, or equipment condition can result in significant unnecessary energy consumption.

RDM controllers and monitoring platforms enable precise, automated control of equipment operation, helping customers maintain optimal performance while avoiding energy waste. By continuously monitoring system behaviour and adjusting operation in real time, our solutions support stable performance and improved energy efficiency across the lifecycle of the equipment.



Driving Energy Efficiency & Emissions Reduction

Building on the success of an initial BMS upgrade that delivered 30% energy savings and a 50% return on investment within three months, RDM's HVAC control and monitoring solutions were deployed across multiple car dealership sites to accelerate sustainability outcomes.

A unified, site-wide control strategy was implemented to optimise system performance, ensuring HVAC assets operate cohesively and respond dynamically to environmental conditions. Leveraging open-protocol technology, existing multi-vendor infrastructure was integrated into a single platform, minimising capital expenditure while reducing material waste and supporting circular economy principles.

This scalable approach has driven measurable reductions in energy consumption and associated carbon emissions, while enhancing indoor environmental quality for employees and customers. In addition, the standardised and user-friendly control system has improved operational efficiency and consistency across sites.

High refrigeration energy use //

In sectors such as food retail and cold chain logistics, refrigeration systems are among the largest contributors to operational energy consumption and associated emissions. These systems must run reliably at all times, making manual optimisation difficult and increasing the risk of unnoticed inefficiencies.

RDM's refrigeration control and monitoring solutions provide centralised oversight of refrigeration assets, allowing operators to monitor temperatures, compressor performance, and energy usage across multiple sites. Automated control strategies and alarms help ensure that systems operate within optimal parameters, reducing unnecessary energy consumption while maintaining product integrity and regulatory compliance.

Limited operational visibility //

A common barrier to sustainability improvement is limited visibility into how equipment and facilities are actually performing. Many organisations operate distributed assets across multiple locations, making it difficult to identify underperforming systems or respond quickly to faults.

RDM's monitoring platforms provide continuous visibility of system performance, energy use, and alarms across sites. This enables operators and facility managers to detect issues early, prioritise maintenance actions, and track performance improvements over time. The resulting data also supports internal reporting, carbon accounting, and responses to customer or regulatory sustainability requests.

Case Study

Improving Refrigeration Efficiency in Food Manufacturing

A UK food manufacturing facility upgraded its HVAC and dehumidification system to address high energy consumption and improve environmental control across two production areas with different temperature and humidity requirements. The previous system relied on cooling coils for dehumidification, which frequently iced up, resulting in inefficient operation and increased energy use while creating challenges in maintaining consistent food safety conditions.

Working with Space Engineering Services, the facility implemented a new air handling solution controlled using Resource Data Management's Intuitive HVACR controllers and DMTouch monitoring platform. The upgraded system delivers precise control of temperature, humidity, and airflow while replacing the inefficient dehumidification process with a more energy-efficient drying approach. As a result, the facility now maintains compliant food safety conditions with lower energy consumption, improved reliability, and enhanced operational visibility. The system also supports audit readiness by storing environmental data and provides automated monitoring and alarms, enabling faster maintenance response and helping ensure ongoing efficient performance.

Customer Outcomes

By improving visibility, automating control, and enabling data-driven decision-making, RDM helps customers to:

- Reduce energy consumption and associated greenhouse gas emissions
- Maintain stable and compliant operating conditions
- Extend equipment lifespan through early fault detection and predictive maintenance
- Generate reliable data to support sustainability reporting and audits

These outcomes allow customers to progress toward their own environmental targets while maintaining operational resilience and cost efficiency.



Circular Design Principles

Our design approach prioritises durability, responsible sourcing and resource efficiency. We continue to apply circular design principles that support repair, reuse and recycling, with the aim of extending product lifecycles and reducing environmental impact.

We remain committed to increasing the share of recycled and sustainably sourced materials in our products and operations. Building on progress to date, we are taking further steps to accelerate adoption through supplier engagement, innovation in materials, and the exploration of advanced manufacturing techniques.

Values & responsible innovation //

At RDM, our values — **Responsibility, Development, and Meaningful Innovation** — shape how we design products, serve customers, and conduct business. They are not abstract principles; they are reflected in the decisions we make every day.

Responsibility means we hold ourselves accountable for the environmental and social consequences of our operations and our products. We apply the same standards we help customers achieve to our own business — in how we source, how we report, and how we govern. This commitment underpins our approach to transparent ESG disclosure and ethical supply chain management.

Development means we invest continuously in our people, our capabilities, and our customers' long-term success. Whether through leadership programmes, expanded technical expertise, or solutions designed to evolve alongside changing regulatory and operational requirements, we believe sustained progress, not short-term performance and is the right measure of value.

Meaningful Innovation means we build technology that solves real problems. Our focus is on solutions that deliver measurable outcomes: reduced energy consumption, lower emissions, improved operational visibility, and greater resilience. Innovation at RDM is judged by its impact, not its novelty.

Together, these values define what it means to work with RDM, a technology partner whose purpose is aligned with yours, and whose performance you can hold us to.



RDM 2.0
VISION

To lead industries in open-standard, data-driven, end-to-end control solutions – trusted for quality, built for the future, and shaped by collaboration.

Values

- R Responsibility**
We take ownership – for our actions, our customers, and our planet. Trust is built when accountability is real.
- D Development**
We grow our people, our technology, and our impact. Learning fuels progress – for us and for our customers.
- M Meaningful Innovation**
We solve real problems with smart, sustainable solutions. Innovation that makes a real difference.

Sustainability Governance & Management

Sustainability at Resource Data Management is managed through structured processes that ensure environmental, social, and governance (ESG) considerations are integrated into business operations, decision-making and continuous improvement activities

Performance Monitoring & Review

Key sustainability indicators, including greenhouse gas emissions, energy consumption, training completion, and supplier compliance, are monitored on a regular basis. Performance data is consolidated and reviewed and submitted quarterly to the parent company and stakeholders.

Going forward, any deviations from expected performance or emerging risks will be addressed through defined corrective actions, tracked within existing management processes. This ensures a timely response and maintains sustainability performance at the same level of scrutiny as other core business metrics.

Tracking Actions and Continuous Improvement
Going forward, improvement actions identified through audits, risk assessments, EcoVadis evaluations, and internal reviews will be systematically recorded and tracked through to completion. Progress will be monitored through periodic reviews, with lessons learned incorporated into updated procedures, training, and operational controls where appropriate.

This structured approach will enable ongoing evaluation of sustainability actions, ensuring their effectiveness and supporting continuous improvement in performance over time.

Tracking Actions & Continuous Improvement

Going forward, improvement actions identified through audits, risk assessments, EcoVadis evaluations, and internal reviews will be systematically recorded and tracked through to completion. Progress will be monitored through

periodic reviews, with lessons learned incorporated into updated procedures, training, and operational controls where appropriate.

This structured approach will enable ongoing evaluation of sustainability actions, ensuring their effectiveness and supporting continuous improvement in performance over time..

Ownership & Accountability

Overall responsibility for sustainability performance rests with senior management, who provide strategic direction and approve key objectives and targets. Day-to-day coordination of sustainability activities is led by the Sustainability and Compliance function, which is responsible for maintaining policies, monitoring performance indicators, coordinating data collection, and supporting business units in implementing improvement initiatives.

This structure ensures that sustainability is not managed as a standalone activity but is embedded within existing operational and governance frameworks across the organisation.



Community impact //

RDM is proud to invest in and support our local communities, recognising the importance of giving back and making a positive difference. In 2025, during the Christmas period, our employees participated in Christmas Jumper Day, raising funds for the Save the Children organisation to support children in need. Alongside this, we organised a foodbank donation drive, providing essential supplies to local charities and community groups.

Beyond the festive season, we also sponsored other charitable initiatives, including the Awesome Foundation, Glasgow, which supports local projects and grassroots community efforts. Through these activities, RDM demonstrates its commitment to strengthening communities, supporting social causes, and creating a meaningful and lasting impact where we operate.



Driving ESG Excellence

In 2025, Resource Data Management (RDM) was awarded an EcoVadis Bronze Medal, placing us among the top 35% of companies globally for environmental management, labour practices, sustainable procurement, and business ethics. Bronze is a foundation, not a finish line. Our aim is to achieve Silver or higher by 2026, guided by targeted improvements in climate action, supplier sustainability, and workforce development.

Embedding ESG Across Our Value Chain

We will integrate sustainability throughout our operations and supply chain. Our Supplier Code of Conduct ensures all suppliers meet high standards for human rights, health & safety, environmental stewardship, and ethical business practices, including anti-corruption and responsible sourcing. Our procurement process actively monitors compliance and drives continuous improvement.



RDM aligns with the UN Sustainable Development Goals, focusing on:



These priorities shape policies, decisions, and performance, ensuring sustainability is integral to our operations and customer solutions.

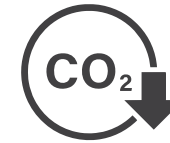


Strategic Sustainability Statement

RDM sustainability aligns environmental performance with customer value — enabling decarbonisation, ethical operations, and resilient communities. We embed ESG principles into our operations, products, and partnerships to create measurable impact for customers, stakeholders, and society.

ecovadis

EcoVadis Bronze Medal (Top 35% globally); Target Silver or higher for 2026



43% reduction in carbon intensity since 2022



50% of electricity consumption from renewable sources



Scope 3 emissions now cover **~95%** of total carbon footprint



Zero reported incidents of bribery, corruption, tax evasion, or fraud

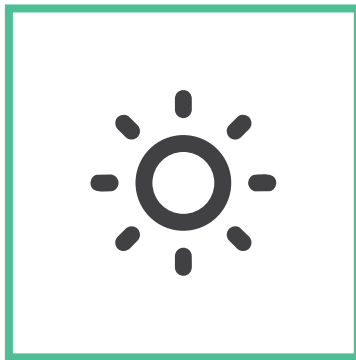


55.6% of top management positions held by women

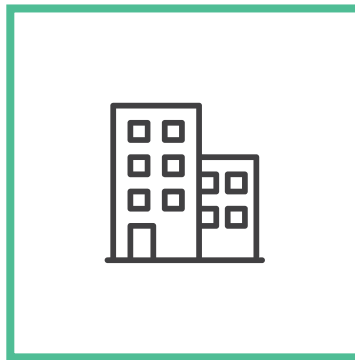


Employee-led community initiatives: Save the Children fundraiser, foodbank donations, local project support

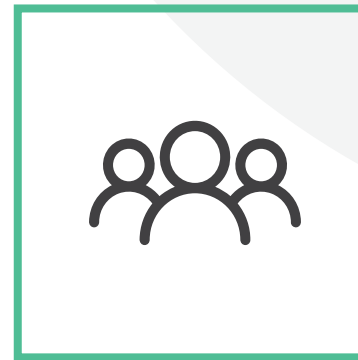
Our Sustainability Pillars



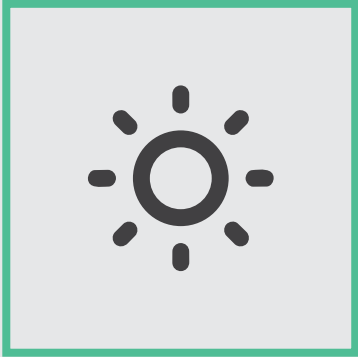
Climate &
Environment



Responsible
Business



People &
Communities



Climate & environment //

Driving decarbonisation and low-carbon solutions for our customers

Carbon & Emissions Management

- Scope 1: 3.21 tCO₂e; Scope 2: 69.24 tCO₂e; Scope 3: 1,709.76 tCO₂e
- 43% reduction in carbon intensity since 2022;

Renewable Energy Transition

- Power Purchase Agreement (PPA) for Taiwan, reduces 39% of operational emissions
- Global renewable electricity share: ~50%

Data-Driven Decarbonisation

- Comprehensive GHG inventory covering Scope 1, 2, and relevant Scope 3 emissions
- Baseline year 2022; expanded reporting provides transparency and guides reduction initiatives

Customer Impact

- Solutions support customers in optimising energy use and reducing emissions

Future Focus

- Expand renewable electricity, strengthen supplier engagement, improve emissions data granularity, integrate climate into procurement

Emission Source	Total Emissions (tCO ₂ e)
Purchased Goods & Services	1328.14
Business Travel	72.57
Upstream Transportation	116.14
Downstream Transportation	118.24

↑ Breakdown of the scope 3 emissions (Market-based)



Responsible business //

Embedding ethics, transparency, and sustainable practices across operations and value chain

Governance & Compliance

- Oversight by senior management; Sustainability & Compliance function coordinates initiatives
- Quarterly monitoring of key ESG KPIs

Responsible Sourcing & Procurement

- Supplier Code of Conduct updated 2025, aligned with UN Global Compact
- Requirements: human rights, health & safety, environmental stewardship, anti-corruption, conflict minerals
- Structured supplier ESG assessment and engagement programme by 2026

Business Ethics & Transparency

- Zero incidents in 2025; 100% of employees completed ethics training
- CSRD-aligned reporting for credibility and stakeholder trust
- Double Materiality Assessment ensures ESG priorities address both societal impact and business risks

Customer & Investor Value

- Assurance of ethical sourcing, regulatory compliance, and responsible operations across the value chain

2025 Business Ethics Performance Highlights

- Zero reported incidents of bribery, corruption, tax evasion or fraud
- Zero breaches of the Code of Conduct
- Zero information security breaches
- 100% of employees completed ethics and whistleblowing training



People & communities //

Investing in employees, promoting inclusion, and creating positive local impact

Employee Development & Wellbeing

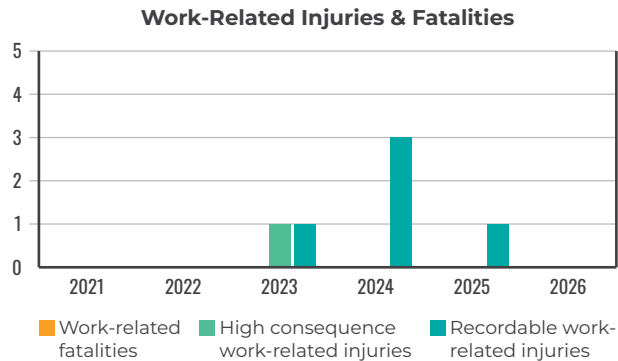
- Leadership development: 25 managers trained 2024–2025; 13 emerging leaders in 2026
- Target: 5% of working hours weekly for continuous training

Diversity, Equity & Inclusion (EDI)

- 28% female workforce, 55.6% women in top management, 9% cultural/racial diversity
- Policies to remove barriers and foster inclusion

Health & Safety

- One recordable work-related incident in 2025; target <5 by 2030
- Safety culture built on awareness, training, and personal responsibility



Metric	Number of employees	Permanent Employees	Temporary Employees
Global	39	39	0
Taiwan	28	28	0
UK	78	76	0
US	9	5	4

A clear direction forward //

Demand for sustainable infrastructure solutions remains strong, and we continue to position ourselves to capture this growth. Over the past year, we have further strengthened our sustainability capabilities across both head office and operating companies, enabling more consistent implementation of our ESG strategy.

We have continued to invest in training, workshops and practical engagement initiatives to embed sustainability across the organisation. This includes initiatives such as Climate Week and the integration of everyday sustainability practices into operations, helping to build awareness and drive behavioural change at all levels.

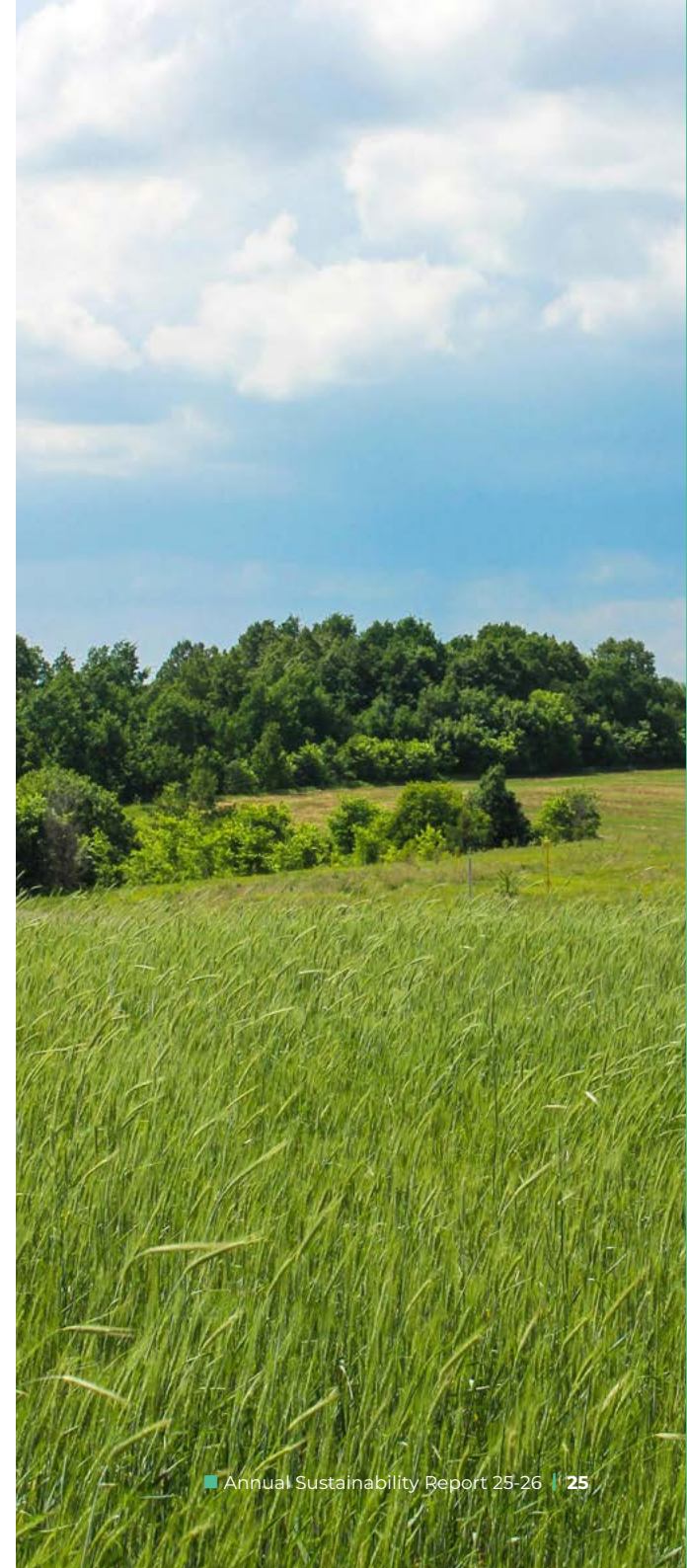
These efforts are supporting a more structured and scalable approach to sustainability management, while also enhancing preparedness for evolving regulatory requirements, including ESRS, CSRD and UK sustainability regulations.

2026 Commitments & Outlook

Looking ahead, our key focus areas for 2026 include:

- Achieving the EcoVadis Silver Medal or higher, placing us in the top 25% of assessed companies globally
- Expanding supplier ESG engagement and enhancing compliance tracking across the value chain
- Increasing the share of renewable electricity and continuing decarbonisation initiatives across operations
- Strengthening employee development programs and maintaining safety excellence
- Continuing transparent ESG reporting aligned with CSRD and EU Taxonomy requirements

These commitments reflect our ongoing dedication to embedding sustainability throughout the organisation and driving meaningful impact across our business and wider value chain.



Pillar	Commitment	2025 Status	2026 Target	Review Date
Climate & Environment	Reduce Scope 1 & 2 emissions (tCO ₂ e)	72.5 tCO ₂ e (+30% vs 2022)	Interim ≤68 tCO ₂ e by end 2026	Quarterly
	Increase renewable electricity share & efficiency	~50% (PPA in place)	≥65% renewable electricity across all global sites by 2028	Quarterly
	Reduce carbon intensity vs 2022 baseline	43% reduction achieved	-35% 2027; 50% reduction, ahead of long-term target	Quarterly
	Improve Scope 3 data granularity & coverage	~95% footprint covered	Supplier-level emissions data for top 20% by spend; refine methodology	Annually
	Maintain CSRD-aligned annual GHG disclosure	Aligned; GHG Protocol referenced	Independent third-party verification of Scope 1 & 2 data by Q4 2026	Annually (Q4)
Responsible Business	Achieve EcoVadis Silver Medal	Bronze maintained; gap analysis complete	Silver Medal (Top 25% globally) by Dec 2026	Post-assessment (annual)
	Launch structured supplier ESG assessment programme	Framework designed; rollout pending	ESG assessment completed for ≥30% of strategic suppliers by Q3 2026	Bi-annually
	Maintain 100% ethics & compliance training completion	100% Achieved	Maintain 100%; extend to include supply chain ethics module	Annually (Q1)
	Zero incidents of bribery, fraud, or Code of Conduct breach	Zero incidents	Maintain zero; introduce whistleblowing effectiveness review	Quarterly
People & Communities	Increase average training hours per employee	22 hrs/employee/year	30 hrs/employee/year; progress toward 5% of working hours weekly	Quarterly
	Develop emerging leaders pipeline	13 emerging leaders enrolled for 2026	Complete 2026 cohort; define 2027 succession programme	Bi-annually
	Reduce recordable workplace incidents	1 incident in 2025	Zero recordable incidents in 2026; target <1 annually by 2030	Monthly
	Strengthen community engagement programme	Save the Children, foodbank, Awesome Foundation supported	Formalise annual community budget;	Annually (Q4)

■ Achieved
 ■ On Track
 ■ In Progress / Action Required



Integrated Sustainability

Sustainability remains central to how we operate and create long-term value. We continue to focus on four key areas where we believe we can have the greatest impact:

- Decarbonising our supply chain
- Increasing the use of recycled and sustainably sourced materials
- Optimising production to better match demand
- Scaling circular business models

This year we aim to further embedded sustainability

into our operations and decision-making processes, supported by improved data, strengthened governance and increased organisational awareness.

We continue to make progress towards our ambition of using 100% recycled or sustainably sourced materials by 2030. In parallel, we are exploring new technologies and approaches to support this transition, including the planned introduction of 3D printing capabilities to enable more efficient material use and reduce waste.

Our efforts continue to be recognised externally. We

maintained our EcoVadis Bronze Medal status while achieving an improved score, alongside recognition from regional organisations such as the Glasgow Chamber of Commerce.

Our sustainability capabilities remain a key driver of innovation, supporting efforts to rethink materials, optimise resource use and minimise environmental and social impacts.



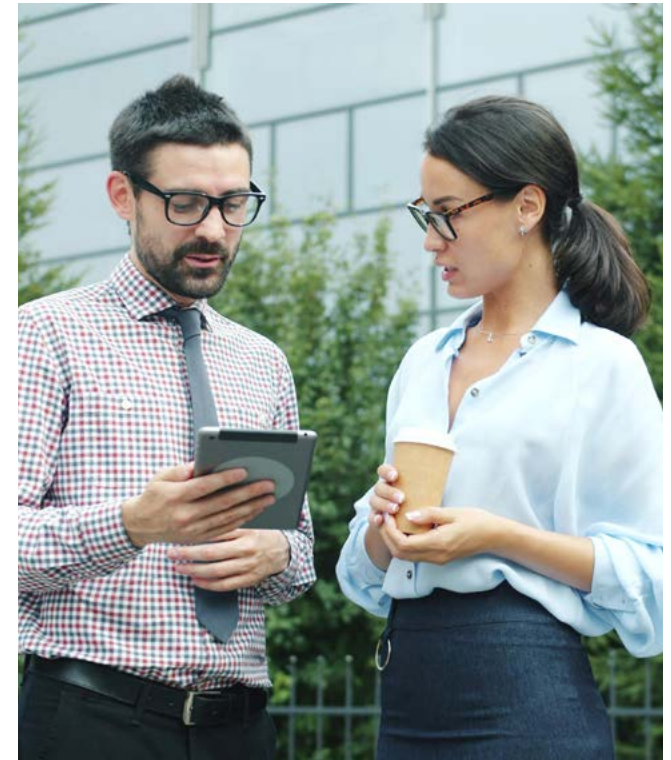
Governance & ethical business conduct //

Effective corporate governance underpins our ability to operate responsibly and sustainably. At RDM, this includes ensuring compliance with applicable regulations across all markets, supported by robust internal frameworks such as company values, global policies and guidelines.

Over the past year, we have further strengthened our alignment with ESRS, CSRD and UK sustainability regulatory requirements, enhancing our governance structures and reporting practices to meet evolving expectations.

Operating across diverse geographies presents varying regulatory, environmental and social contexts. This reinforces the importance of maintaining a consistent, Group-wide approach guided by a strong ethical foundation.

We remain committed to conducting business with integrity, transparency and accountability across all areas of our operations, from supplier relationships to customer engagement.



Building a Responsible Tomorrow

At RDM, sustainability is at the heart of everything we do. Over the past years, we have made tangible progress in reducing our environmental impact, strengthening governance, and embedding ESG principles into our operations.

In 2026, we are focused on increasing renewable energy use, increase energy efficiency and install LEDs in the office. Expanding supplier ESG engagement, advancing circular design and materials innovation, and maintaining high

standards for employee development and safety. We are also working towards achieving the EcoVadis Silver Medal and aligning our reporting with CSRD and EU Taxonomy requirements.

Sustainability is a journey, not a destination. By being transparent, setting ambitious targets, and embedding ESG across our business, we aim to create positive impact for our customers, employees, suppliers, and the communities we serve—building a more sustainable and resilient future together.



Appendix

Greenhouse Gas Emissions: Resource Data Management (Group)

Reporting: Jan 2025 - Dec 2025		Boundary: Organisational		Base Year: 2022		
Emission Source	Unit	Q1 (tCO2e)	Q2 (tCO2e)	Q3 (tCO2e)	Q4 (tCO2e)	Annual Total
Scope 1 – Direct Emissions (Owned / Controlled Sources)						
Stationary Combustion – Natural Gas	tCO2e	0.970	1.450	0.060	0.060	3.210
Mobile Combustion – EV Fleet	tCO2e	0.000	0.000	0.000	0.000	0.000
Total – Scope 1		0.970	1.450	0.060	0.060	3.210
Scope 2 – Indirect Emissions (Purchased Energy)						
Purchased Electricity – Location-based	tCO2e	29.450	38.037	47.050	32.880	147.417
Purchased Electricity – Market-based	tCO2e	16.326	17.856	19.922	15.137	69.241
Total – Scope 2		45.776	55.893	66.972	48.017	216.658
Scope 3 – Value Chain Emissions (Selected Categories)						
Cat. 1: Purchased Goods & Services	tCO2e	284.470	275.400	356.420	411.810	1,328.100
Cat. 2: Capital Goods	tCO2e	7.510	7.510	7.510	7.510	30.040
Cat. 3: Fuel & Energy-related Activities	tCO2e	9.176	11.595	13.604	10.030	44.405
Cat. 4: Upstream Transportation & Distribution	tCO2e	18.860	34.280	32.210	30.790	116.140
Cat. 5: Waste Generated in Operations	tCO2e	0.000	0.010	0.000	0.000	0.010
Cat. 6: Business Travel	tCO2e	18.500	26.470	12.120	15.470	72.560
Cat. 9: Downstream Transportation	tCO2e	19.490	33.550	37.650	27.550	118.240
Cat. 12: End-of-life Treatment of Sold Products	tCO2e	0.080	0.120	0.020	0.000	0.220
Total – Scope 3		358.086	388.935	459.534	503.160	1,709.715
Total Ghg Emissions (Location-Based)		388.506	428.422	506.644	536.770	1,860.342
Total Ghg Emissions (Market-Based)		375.382	408.241	479.516	519.027	1,782.166

Appendix

ESG Performance Summary: Resource Data Management (Group)

Environmental – Energy			
KPI Metric	Value (Annual)	Unit	Source / Notes
Total Energy Consumed (Group)	471,270.00	kWh	Meter reading
Renewable Energy as % of Total (Group)	50.00	%	Certificate from supplier
Carbon Intensity (tCO ₂ e / £ revenue)	1.21	tCO ₂ e / £ revenue	Calculated
YoY Energy Reduction (%)	46.04	%	Calculated
Environmental – Water			
Total Water Consumption (Group)	1,770.00	m ³	Meter reading
Environmental – Waste			
Total Waste Generated	6.56	tonnes	NWH/WEEE
Hazardous Waste Total	0.23	tonnes	NWH/WEEE
Waste Diverted from Landfill (%)	0.24	%	NWH/WEEE
Waste Recycling Rate (%)	96.00	%	NWH/WEEE
Environmental – GHG Emissions			
Scope 1 Emissions (tCO ₂ e)	3.21	tCO ₂ e	Utility bills Submitted Km(s)
Scope 2 Emissions – Location-based (tCO ₂ e)	147.42	tCO ₂ e	Utility bills
Scope 2 Emissions – Market-based (tCO ₂ e)	69.24	tCO ₂ e	Data reports from RDM systems
Total Scope 3 Emissions (tCO ₂ e)	1,709.76	tCO ₂ e	Complete '4. GHG' tab
Total GHG Emissions (tCO ₂ e) (Market-based)	1,782.21	tCO ₂ e	Sum of all scopes
GHG Intensity (tCO ₂ e / £m revenue)	1.21	tCO ₂ e/£m	Calculated
Social-Diversity in Company's Own Workforce (Group)			
Total Employees	152.00	number	HR/ Payroll
Female Employees (%)	28.00	%	HR/ Payroll
Employee Turnover Rate (%)	15.13	%	HR/ Payroll
Average Training Hours per Employee	96.00	hours	Trainig Matrix



**Resource
Data Management**

Resource Data Management Head Office
80 Johnstone Ave, Glasgow, G52 4NZ, UK
+44 (0) 141 810 2828
resource@resourcedm.com