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Annual
Sustainability
Report 2024

January - December 2024



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Company Overview

Celebrating 25 Years of Innovation in Building Control & Energy Management

Founded in 2000, Resource Data Management (RDM) proudly marks 25 years of designing and manufacturing cutting-edge solutions in Building Control, Remote Monitoring, and Energy Management. With a portfolio of over 500 products and services, we empower businesses worldwide to efficiently manage HVACR systems, optimize energy usage, and maintain regulatory compliance.

At the heart of RDM is a deep commitment to our customers. Their evolving needs shape every stage of our process—from product planning and design to development and delivery. As early advocates for open device-level control systems, we've led the way in promoting open protocols such as XML and web services, driving innovation and transparency across the HVACR controls industry.

Today, RDM is a global team of over 130 employees, operating from strategic hubs in the UK, USA, Taiwan, and Malaysia. Our mission and passion remain stronger than ever as we continue to shape the future of smart building and energy management.

We also recognise that our responsibilities extend beyond delivering advanced technology and service. We are committed to making a positive and sustainable impact on our employees, customers, communities, and the environment.

In line with this commitment, we have developed a comprehensive Sustainability Report, outlining our ESG (Environmental, Social, and Governance) strategy and reflecting on our journey so far. Grounded in strong principles, this framework enables us to measure and enhance our impact across these key areas—ensuring we continue to grow responsibly while contributing to a more sustainable future.

Word from CEO - Laying the Groundwork for Profitable and Sustainable Growth

As we reflect on another transformative year, I want to begin by expressing my heartfelt gratitude for your continued trust and partnership. Your support has been the foundation of our progress, inspiring us to pursue meaningful impact and lasting change.

This Annual Sustainability Report is more than a record of achievements; it reflects the collective effort, collaboration, and shared vision we have built together. It is with great pride that I share how far we have come and with deep appreciation that I acknowledge the vital role you play in shaping our journey toward a more sustainable and responsible future.

At RDM, we believe sustainability is not just an obligation, but an opportunity to innovate, strengthen resilience, and contribute positively to society and the environment.

Over the past year, we have made meaningful strides. We transitioned part of our supply chain to renewable energy, strengthened our waste management program, reduced our absolute emissions, and lowered our Scope 1 and 2 carbon intensity by 10% from the base year (2022). These achievements are the result of our teams' dedication and the partnerships we have built with stakeholders who share our vision.

We also recognize that the journey is not without challenges. We have expanded our emissions reporting to include all Scope 3 categories, with a particular focus on reducing emissions from business travel and purchased goods and services. We aim to source more renewable materials for our products going forward. By acknowledging these challenges, we remain transparent and accountable in our pursuit of progress.

Looking ahead, we are committed to deepening our efforts. Our priorities include strengthening sustainability integration across the organization through training, workshops, and guidance; advancing our sustainability ranking; fostering diversity and equality; and investing in sustainable innovation. We know that real impact comes from long-term commitment, collaboration, and continuous improvement.

On behalf of the leadership team, I extend my deepest thanks to our employees, customers, partners, and communities for being part of this journey. Together, we will ensure that RDM not only thrives as a business but also makes a lasting, positive impact on the world we share.

With gratitude and determination,



Ged Evans

Group CEO, Managing Director UK



Highlights in 2024

- RDM took part in the Step Up to Net Zero programme hosted by the Glasgow Chambers of Commerce

As an immediate measure to allow RDM Group to focus on our Internal Environmental practices and bring these in line with our parent company, SDIPTECH's sustainability goals, we were lucky enough to have been able to take part in the GCOC Step up to Net Zero Programme where we gained an Environmental Consultant intern as a funded placement for 6 months from February 2024. This was hugely beneficial for us as it provided a resource for us with the relevant skills and sole focus of concentrating on our businesses Environmental practices and creating relating policies under the schemes mentorship. It was in fact so beneficial, and we were lucky enough to have an amazing intern, that they have remained with us as a full time resource to drive us forward on our sustainability journey to net zero. The scheme allowed us to prove the value in the position that had been created before we have to pay for the full time resource.

- Empowering our leaders through external & internal Training & Development

Over the past year as we start to drive our business forward under new ownership, we have focussed on developing our workforce. Our Senior Leadership team took part in an external Leadership and Development training programme covering a wide range of modules such as Change Management, DISC Profiling, Effective Communication and many more. This training will continue throughout the organisation with a new group of leaders each year. In addition we have engaged in bespoke external trainings for our sales teams, and senior executive teams. We have also started various internal training schemes such as mentorship programmes, cross functional training and departmental skills development. We identified the need for these using a skills and training matrix. We are continuing to build up both our internal and external training matrix for each department to ensure continued professional development across the business.

- **Raising the bar with recycled material ambition** – As we are moving closer to achieving the target of Net Zero, RDM commits for using 50 percent recycled material in production by 2030.
- Won the bronze sustainability rating - earned a bronze sustainability rating, reflecting our progress in integrating environmental and social responsibility into our operations.
- Won the ESG Achievement award at Sdiptech 2024 - In recognition of our ongoing commitment to responsible business practices, RDM was proud to receive the ESG Achievement Award at Sdiptech 2024, acknowledging the efforts made to communicate our Net Zero journey through initiatives such as the RDM Net Zero News.

Our Approach to ESG

At **Resource Data Management limited** (together with its subsidiaries, “we” or “the firm”), our commitment to Environmental, Social, and Governance (ESG) principles is a core component of our long-term strategy and operational framework. Our reputation has been built on reliability, accountability, and responsiveness to the needs of our clients, customers, and the communities we serve. Today, integrating ESG considerations into our business is not only a matter of responsibility but also a key driver of sustainable growth and resilience.

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We view ESG as a fundamental lens through which we evaluate risk, opportunity, and value creation. ESG factors are embedded across our operations, including:

- **Corporate Governance:** Maintaining robust governance structures and ethical standards that ensure transparency and accountability.
- **Risk Management and Controls:** Integrating ESG-related risks into our broader enterprise risk management frameworks.
- **Human Capital Management:** Investing in our people through professional development, diversity and inclusion initiatives, and employee wellbeing.
- **Client and Customer Engagement:** Prioritising responsible and ethical service delivery that aligns with our values and stakeholder expectations.
- **Community Impact:** Supporting local communities through engagement, volunteering, and targeted initiatives.
- **Operational Sustainability:** Managing our environmental footprint and enhancing the efficiency and sustainability of our physical operations.

We recognize that ESG-related risks—ranging from climate change to social inequality—can impact the firm, and we take a proactive approach to identifying and mitigating these challenges. Just as importantly, we believe in using our business as a force for good. This includes:

- Leveraging our data and technological capabilities to contribute to climate solutions.
- Applying our expertise to advance inclusive economic growth.
- Mobilizing resources to support a more sustainable and equitable future.

As we continue to evolve and grow, ESG will remain a strategic priority—guiding our decision-making, strengthening stakeholder trust, and helping shape a resilient and responsible business for the future.

About This Report

At **Resource Data Management Limited (RDM)**, we are committed to transparency in how we operate and manage our business. We regularly communicate our performance and priorities across Environmental, Social, and Governance (ESG) areas through multiple channels, including our Annual Report and Proxy Statement, regulatory filings, press releases, presentations, and ongoing dialogue with stakeholders.

To enhance accessibility and engagement, we maintain a dedicated **ESG Information** page on our corporate website, where stakeholders can find the latest updates and detailed disclosures related to our ESG initiatives and performance.

This **Annual ESG Report** is intended to provide a consolidated overview of our progress, challenges, and priorities across key ESG topics that matter to both our business and our stakeholders. It also serves as a guide to where more in-depth information can be found on specific areas of interest.

Unless otherwise specified, all data and information presented in this report are as of **December 31, 2024**.

Measuring Progress on our Commitments

Sustainable Development Goals

To guide our sustainability efforts, we have aligned our approach with the United Nations Sustainable Development Goals (SDGs), which serve as a foundational framework.

In September 2015, all UN member states adopted a 15-year agenda aimed at ending poverty, reducing inequality, protecting the planet, and fostering prosperity for all. At the heart of this agenda are 17 SDGs, which offer a universal language for countries, businesses, and communities to measure and communicate their sustainability progress.

At RDM, and as part of the Sdiptech Group, we are proud to contribute toward the following three SDGs:

- Zero Hunger
- Affordable & clean energy
- Responsible consumption & production

Our Value Chain

To deliver the best customer offering and an elevated experience across all sales channels, we prioritise an efficient, demand-driven supply chain that can respond swiftly to trends and evolving customer needs. Our value chain encompasses every stage—from planning, design, sourcing, and production to logistics, sales, usage, reuse, and recycling.

The segment covering production, logistics, and distribution forms the core of our supply chain. It is built on long-term strategic partnerships, mutual trust, and fair purchasing practices. We maintain close communication with our suppliers, enabling us to rapidly adjust volumes, sales channels, and markets in response to shifting demand and unforeseen events.

By integrating advanced technologies and leveraging highly automated logistics centres, we are continuously improving lead times and enhancing the customer experience. These efforts are helping to drive sustainable economic growth, reduce environmental impact, and support a responsive and responsible value chain.

As part of our strategic partner framework, we have optimised production by consolidating volumes with fewer, stronger suppliers. This shift has improved forecasting accuracy and allowed us to respond more quickly to changing market trends.

Decarbonising our value chain remains a central focus. To accelerate progress, we continue to work closely with our suppliers to support their transition to renewable products, services, and energy-efficient operations. We have also integrated sustainability targets into our supplier partnerships, ensuring alignment with our environmental goals. The increased use of preferred transport options, including electric vehicles, has further contributed to emissions reduction.

Recognising our reliance on raw materials, we are committed to a long-term goal of using only recycled or sustainably sourced materials. In 2024, we took decisive steps toward this ambition by significantly increasing the proportion of recycled and responsibly sourced materials used in our operations.



Environment

Accomplishments

- Work with our waste management providers to improve recycling practices across both offices, with the aim to divert 100% of our waste from landfill.
- We installed our first EV charging point at our Glasgow office back in 2019 and now have a total of three charging points with capacity to simultaneously charge five vehicles
- In April 2024 we switched to a renewable electricity contract for the supply to our Glasgow office. Now, 100% of the electricity supplied is generated from renewable sources and backed by Renewable Energy Guarantee of Origin (REGO) certificates

Goals

- Continue to develop our team's knowledge on climate-related laws and regulations, carbon literacy, best recycling practices, and efficient resource consumption.
- Engage with our supply chain to assess its carbon footprint and sustainability criteria. This collaboration will help us gain a better understanding of, and ultimately lower, our Scope 3 emissions.
- Improve energy efficiency at our Oldham office by evaluating the viability of installing renewable energy sources and motion sensor lighting. This will enable us to reduce our energy consumption and carbon footprint at this location.

Governance

At RDM, we are committed to being an attractive and inspiring place to work — where people feel motivated, engaged, and genuinely included. Our aim is to foster a workplace culture where every individual feels valued, respected, and empowered to thrive.

In 2024, we continued to invest in building and retaining high-performing, diverse teams. We placed a strong emphasis on career development by offering opportunities for cross-functional and cross-business experiences. Team members were encouraged to broaden their perspectives and skillsets through rotational assignments, mentoring relationships, and targeted development programs.

These initiatives reflect our belief that personal and professional growth go hand in hand with business success. By nurturing talent from within and providing meaningful opportunities to learn and lead, we are helping our people reach their full potential — and building a stronger RDM in the process.

Climate Change

Science clearly shows global warming must stay below 1.5°C to avoid serious consequences like extreme weather, rising seas, loss of wildlife, and risks to people's health and jobs.

Greenhouse gases (GHG), such as carbon dioxide, trap heat in the atmosphere and cause temperatures to rise. Lots of these gases are released when we make and transport products, as



well as dealing with them when they can no longer be used. Therefore, we are actively cutting emissions where we can.

What are scope 1, 2 and 3 emissions?

To be able to reduce emissions, we need to know where they come from. Greenhouse gas (GHG) emissions are grouped into three categories, based on how directly a company controls them.

- Scope 1, are direct emissions from our own operations, such as fuel use for heating or company vehicles.
- Scope 2, are emissions from electricity, heat or steam we buy to power our own operations, e.g. electricity and district heating for stores, warehouses and offices.
- Scope 3, are indirect emissions from outside our operations but still relate to our business, e.g. cultivation of raw materials such as cotton, manufacturing by suppliers, product transport and what happens to products at the end of their life, for example recycling or incineration for energy recovery.

Please note emissions from when customers use and care for our sold products are not included in our Scope 3 targets.

Measuring emissions

Different greenhouse gases affect the planet in different ways. Some are stronger than others at trapping heat. CO₂e, or carbon dioxide equivalent, is a way to make their impact comparable. It adds up the effect of each gas and expresses it as if it were all carbon dioxide. This helps us measure climate impact in a clear, consistent way – even when different gases are involved.

Our position on offsetting

We prioritise reducing our emissions over offsetting to achieve our near-term targets. When you offset, you balance out GHG released into the atmosphere by funding projects that either remove or avoid the same amount of emissions elsewhere. For example, a company might support protecting forests or invest in technology that captures carbon dioxide from the air. While offsetting helps, it doesn't reduce emissions from our business.

Actions to meet our 2030 near-term target:

Reduce scope 1 and 2 GHG emissions by 56 percent

- Energy efficiency

Across our entities, offices and warehouses we are rolling out programmes to make sure we do not waste energy. These include real-time monitoring of energy use, LED lighting, motion sensors to automatically turn off lights when spaces are empty and temperature adjustments to avoid unnecessary heating or cooling.

- Sourcing renewable electricity

At Resource Data Management (RDM), we are committed to reducing our carbon footprint through long-term investment in renewable energy. Since 2021, our UK operations have been powered by renewable electricity through a long-term power purchase agreement (PPA) with a certified renewable energy provider. In 2025, RDM Taiwan followed suit by securing a similar

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agreement for renewable electricity. These multi-year contracts support the development and operation of clean energy infrastructure—such as wind farms and solar parks—by providing suppliers with stable, predictable revenue.

Looking ahead, we plan to transition to renewable gas at RDM UK by 2026 and are actively exploring renewable energy options for all RDM entities globally, with a goal of expanding renewable energy use across our operations by 2030.

Progress

In 2024, we reported a 28 percent reduction in scope 2 GHG emissions since 2022, our baseline year. This improvement was largely driven by an increase in the amount of renewable electricity we purchased. Beginning 2025, RDM Taiwan will switch to the renewable source of electricity as well, helping us achieve the target of 35% reduction from the base year.

Strengthened Sustainability in a Time of Change

At RDM, our ambition is clear: to be the **preferred partner in helping our customers decarbonize**. We achieve this through innovative products and solutions that support the global transition to a low-carbon economy.

Across industries, businesses are transforming the challenge of decarbonisation into opportunities for **value creation and competitive advantage**—a shift made even more urgent by rising energy costs. RDM plays a crucial role in this transition by helping our customers boost machine productivity, enhance energy efficiency, and advance electrification.

This integrated annual report highlights the tangible ways we're delivering impact. As a component manufacturer for the energy transition, our **positive climate contribution** comes from the energy and emissions savings our customers achieve using our solutions. We're actively expanding a portfolio designed to deliver **significant energy and cost reductions—anywhere they are deployed**.

2024 marked a pivotal year for our sustainability journey. We took bold steps to further integrate sustainability into our core strategy—strengthening both our long-term value creation and our resilience in a rapidly evolving world.

Reduced emissions despite growth

Despite continued growth, we're proud to have reduced our absolute emissions and lowered our Scope 1 and 2 carbon intensity by 10% over the past year – a total reduction of 24% since our 2022 base year. These results confirm that our climate strategy is working, with investments in energy efficiency, electrification, and renewables showing clear impact. While the current reduction pace may seem modest, it aligns with our plan, as many measures have delayed effects. With both implemented and upcoming actions, we remain on track to achieve our 50% reduction target by 2027.

Reporting and data sources

We started to calculate the Group's greenhouse gas emissions in 2021. Sdipotech measures direct emissions from its own and leased vehicles, its own boilers and refrigerants (scope 1), indirect emissions from purchased electricity, steam, heating and cooling (scope 2) and other indirect emissions (scope 3), which are limited to emissions from business travel, parts of purchased goods and services, waste, fuel and energy related activities and water (upstream under other). This is calculated in accordance with the Greenhouse Gas Protocol (GHG). All business units



report their total Scope 1, 2 and 3 carbon emissions when they submit their financial statements on a quarterly basis. All units report the remaining sustainability data at the end of the financial year. The companies that have not been part of Sdipotech for the entire financial year report only the ESG data for the period for which they have been part of the Group

A clear direction going forward

Looking ahead, we perceive a continued solid demand for sustainable infrastructure solutions. To meet these developments, we will continue to drive innovation and acquire companies with solutions that create more sustainable, efficient and safe societies, and thereby strengthening our impact throughout the value chain. In 2025, we will continue preparing for the expanded reporting requirements, while also focusing on strengthening sustainability expertise both at the head office and within our companies. Regular training, workshops and guiding materials have allowed us to create a solid foundation for integrating sustainability throughout the organisation. This is crucial if we are to develop our work in a credible and scalable manner.

Integrated sustainability

Sustainability is a key priority. It is fundamental to how we operate and essential for long-term success. We have identified four areas where we have the greatest potential: Decarbonising our supply chain, shifting towards recycled or sustainably sourced materials, optimising production to match demand and scaling circular business models to keep materials in use and extend product life. In 2024 we integrated sustainability even further into our business. Currently, 75 percent of the materials we use are circulated or sustainably sourced, and we aim to make that 100 percent by 2030. Our efforts have been recognised by global rankings, such as EcoVadis and Glasgow chambers of commerce.

Our sustainability capabilities act as the ethical compass of our innovation efforts. This work is critical in rethinking materials, optimising resource use and minimising our negative impact on people and the planet

Circular design principles

Our design process prioritises responsibly sourced, durable materials and methods, supporting repair, reuse and recycling, all aimed at prolonging product lifespan and minimising negative environmental impact.

Recycled and sustainably sourced materials - as we are very reliant on materials, our commitment to investing in startups focused on new innovative materials remains steadfast. Our long-term ambition is to only use recycled or sustainably sourced materials and in 2026 we look to decisive steps to increase use of recycled and sustainably sourced materials.

Effective corporate governance ensures that companies are managed as sustainably, responsibly and efficiently as possible in the interests of their shareholders. For, RDM this means ensuring compliance with external regulations, supported by the use of important tools such as company values, global policies and guidelines. RDM as a Group operates across multiple markets, each with their different laws, environmental requirements, social conditions and challenges. These varied contexts underline the importance of acting consistently guided by a strong ethical compass. It is of utmost importance for the RDM Group to always act ethically, transparently and responsibly across all parts of the business – from collaborating with suppliers to meeting with customers.



External and Internal Governance

RDM Group's corporate governance operates in accordance with external regulations, international frameworks, and internal control documents. It is founded on the company's values and a corporate culture that emphasises simple, straightforward, cost-conscious, entrepreneurial business practices, teamwork, a belief in people, and a drive for constant improvement. Sustainability is core to RDM Group and is integrated into all parts of the business. Examples of external regulations and frameworks include:

- The General Data Protection Regulation (GDPR)
- The Swedish Companies Act
- The Global Reporting Initiative (GRI)
- The UN Guiding Principles Reporting Framework

Examples of internal control documents include the company's:

- Data privacy policy
- Environmental policy
- Financial policy
- Human rights policy
- Sustainability commitment
- Whistleblowing policy

Our Social Commitment

Diversity and Inclusion

At RDM, we are proud to be a diverse team of over 130 employees representing a variety of nationalities, cultures, and perspectives. As of 30 November 2024, women made up 29.4% of our global workforce, with men comprising 70.6%. This data reflects aggregated figures from our global operations, taking into account varying legal requirements and reporting systems. We are also making progress in leadership diversity: in 2024, women held 23% of management positions, up from 19% in 2023.

At RDM, inclusion and diversity are not just initiatives — they are embedded in our identity. We are committed to cultivating a workplace where every individual feels respected, empowered, and free to be their authentic self. By fostering a culture of belonging, we aim to create an environment that reflects our values and strengthens our collective impact. Our ambition to help build a better, more inclusive world remains steadfast.

Our Commitment to Inclusion and Leadership Development

We are committed to strengthening gender diversity in leadership by ensuring that women represent at least 30% of our succession plans, talent pipelines, and new hires. We continue to invest in talent development through strategic rotation and mentoring programs designed to support and accelerate women's career progression.

Additionally, we remain dedicated to fostering an inclusive workplace culture. Through targeted learning sessions focused on psychological safety and encouraging diverse perspectives, we aim to drive innovation and reinforce our entrepreneurial spirit.

