



ENVIRONMENTAL PERFORMANCE

RPOW Consulting is a company committed to the Environment, which has implemented an environmental management system, according to the ISO 14001 standard. In its commitment to environmental protection and pollution prevention, the environmental management system is periodically reviewed and evaluated, with the aim of identifying actions to take to minimize the negative impact of RPOW activity on the environment around us.

Below is a summary of the evolution of our environmental performance based on the analysis of the ratios established for our main environmental aspects in 2026, compared to 2025:

- About our **electricity consumption, RPOW keeps using our LED lamps to increase the energy savings. (20%)** RPOW is conscious of computer and screen usage, ensuring devices are turned off when not needed, in line with ongoing environmental practices.
- About the **consumption ratio in paper packages**, although we do not yet have a complete ratio for the full year 2026, the results achieved so far are in line with those recorded during the same period in 2025. RPOW remains committed to implementing good environmental practices with respect to this indicator and to further reducing it wherever possible.
- In relation to our activities, the impact on the environment is virtually negligible, as we are **committed to recycling and waste segregation**. The most environmentally sensitive waste streams, such as batteries and printer toner cartridges, are carefully collected, recycled separately, and delivered to the appropriate authorised recycling facilities for proper treatment and disposal.
- Several members of our team choose **to go to the office by bicycle** on a regular basis, reflecting our commitment to environmentally responsible practices and sustainable mobility. This **contributes to reducing individual CO₂**. Approximately **45% of our employees regularly use public transport**, while some also choose to walk to the office whenever possible, minimising our environmental footprint.

In addition to these aspects, within our organization we have the commitment and objective of reducing CO₂. For its control and evaluation, we have defined it as a KPI that is analyzed quarterly. Specifically, the data collected so far for 2025 show that **CO₂ emissions have been reduced by 47,5%** compared to the previous year.

These environmental aspects are collected in the following tables:





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	January-May 2025	June-December 2025	January-December 2025	January-May 2026
Electricity Kwh/employee	51,94	61,79	113,73	56,75
Water	Consumption only available to the community not to RPOw	Consumption only available to the community not to RPOw	Consumption only available to the community not to RPOw	Consumption only available to the community not to RPOw
Paper sheets/employee	272	45	317	300
Emissions travels Tn CO2/employee	0,47	0,57	1,04	0,348

