

# Sažet osvrt na 2024.



2024.

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## Analitički izveštaj po RIMM-u

ETM

Analytics Report

2024

Powered by 

### Primena RIMM platforme u izradi ETM izveštaja

Tokom izrade ETM izveštaja po GRI metodologiji, usklađenog sa ESG principima, korišćena je i RIMM platforma – sveobuhvatno AI rešenje za upravljanje održivošću, namenjeno malim i srednjim preduzećima. Proces je sproveden prema njihovoj metodologiji, koja uključuje ESG scoring, poređenje sa sličnim kompanijama, analizu rizika i prilika, kao i mapiranje uticaja na Ciljeve održivog razvoja (UN SDGs). Na osnovu unetih podataka, kreiran je analitički izveštaj koji nam je pomogao da identifikujemo ključne oblasti za unapređenje i dalji razvoj održive strategije.

Važno je napomenuti da je RIMM kao „peer“ kompanije u kategoriji zabave (entertainment) koristio velike globalne aktere – striming servise, holivudske produkcije i kompanije za video igre – koje posluju na visoko razvijenim tržištima. Iako posluje pretežno u Srbiji, tržištu sa nižim stepenom razvijenosti, kao mikro preduzeće ostvarili smo izuzetne rezultate i pozicionirani smo u zelenoj kategoriji.

Naš ukupni skor iznosi 88% u oblasti održivosti, pri čemu su pojedinačni ESG rezultati:

- Environmental / Životna sredina: 86%
- Social / Društvo: 94%
- Governance / Upravljanje: 88%

Ovi rezultati potvrđuju da su naši naponi u skladu sa globalnim standardima i sopstvenim vrednostima, kao i našu posvećenost daljoj izgradnji održivog poslovanja.

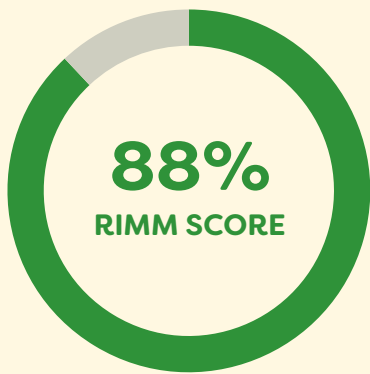
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## Analitički izveštaj po RIMM-u

### Performance Overview

#### 2.1 Sustainability Performance

This section details the company performance in a snapshot highlighting the most relevant topics, your corresponding score and recommendations on how to capitalise on existing performance.



Based on 95% disclosure rate in your assessment

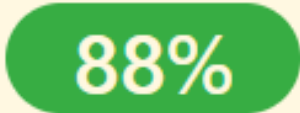
#### OVERALL SUSTAINABILITY PERFORMANCE

##### 7 Very High Material Topics

These are the seven most material topics identified in your industry. Your aggregated topic score is based on the data provided on myCSO and Rimm's analytics against relevant industry peers.

Employment	81%
Data Privacy & Security	100%
Product Safety & Quality	100%
Customer Satisfaction & Engagement	100%
Energy	63%
Water and Effluents	100%
Emissions	69%

#### Assessment Score



Environmental



Social



Governance



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## Performance and Recommendations for Very High Material Topics



### Data Privacy & Security

- **Highlight your good performance** in your internal communications to encourage employees to share in the organization's sustainability vision.
- Use **Rimm's Sustainability Report** to demonstrate accountability to your external stakeholders and accurately report the social and economic impacts of your data privacy & security strategies.
- Use **Rimm's SDG Impact Tracker** to identify the SDGs most relevant to your organization, and measure your performance on both Goal and Target levels. Present your contributions to the SDGs with **Rimm's Sustainability Report** so that your stakeholders understand how your organization aligns with the SDGs.



### Product Safety & Quality

- **Highlight your good performance** in your internal communications to encourage employees to share in the organization's sustainability vision.
- Use **Rimm's Sustainability Report** to demonstrate accountability to your external stakeholders and accurately report how you manage product safety and quality.
- Use **Rimm's SDG Impact Tracker** to identify the SDGs most relevant to your organization, and measure your performance on both Goal and Target levels. Present your contributions to the SDGs with **Rimm's Sustainability Report** so that your stakeholders understand how your organization aligns with the SDGs.



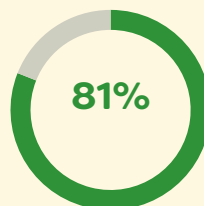
### Customer Satisfaction & Engagement

- **Highlight your good performance** in your internal communications to encourage employees to share in the organization's sustainability vision.
- Use **Rimm's Sustainability Report** to demonstrate accountability to your external stakeholders and accurately report how you manage customer satisfaction and engagement.
- Use **Rimm's SDG Impact Tracker** to identify the SDGs most relevant to your organization, and measure your performance on both Goal and Target levels. Present your contributions to the SDGs with **Rimm's Sustainability Report** so that your stakeholders understand how your organization aligns with the SDGs.



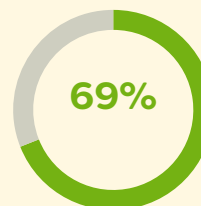
### Water and Effluents

- **Highlight your good performance** in your internal communications to encourage employees to share in the organization's sustainability vision.
- Use **Rimm's Sustainability Report** to demonstrate accountability to your external stakeholders and accurately report the environmental, social, and economic impacts of your organization's water and effluents management.
- Use **Rimm's SDG Impact Tracker** to identify the SDGs most relevant to your organization, and measure your performance on both Goal and Target levels. Present your contributions to the SDGs with **Rimm's Sustainability Report** so that your stakeholders understand how your organization aligns with the SDGs.



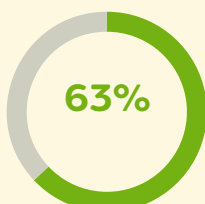
### Employment

- **Highlight your good performance** in your internal communications to encourage employees to share in the organization's sustainability vision.
- Use **Rimm's Sustainability Report** to demonstrate accountability to your external stakeholders and accurately report the social and economic impacts of your employee management strategies.
- Use **Rimm's SDG Impact Tracker** to identify the SDGs most relevant to your organization, and measure your performance on both Goal and Target levels. Present your contributions to the SDGs with **Rimm's Sustainability Report** so that your stakeholders understand how your organization aligns with the SDGs.
- Use **Rimm's Employee Sentiment Analyzer** to understand what matters to employees in your industry.



### Emissions

- No special notes.

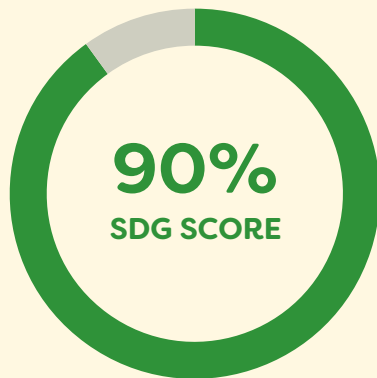


### Energy

- No special notes.

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## 2.2 Sustainable Development Goals ('SDGs') Impact



Rimm's SDGs Impact Tracker aims to help companies better understand the impacts of their practices using the 17 SDG Goals and 169 SDG Targets as a reference. The Impact Tracker identifies the most relevant SDGs to the company based on the industry's leading materiality factors, and quantifies the impacts by utilizing a scoring system to encourage better risk management and improve the company's sustainability performance.

The methodology maps every indicator of companies' sustainability performance against the SDGs, resulting in a score between 0 and 100 for each SDG Goal. See Appendix for the Rimm scoring methodology.

## PERFORMANCE FOR EACH SDG GOAL

### UN SDGs

### Impact Score



End poverty in all its forms everywhere

70



Ensure healthy lives and promote well-being for all at all ages

86



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

75



Achieve gender equality and empower all women and girls

100



Ensure availability and sustainable management of water and sanitation for all

100



Ensure access to affordable, reliable, sustainable and modern energy for all

63



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

100



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

100



Make cities and human settlements inclusive, safe, resilient and sustainable

100



Take urgent action to combat climate change and its impacts

100



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

100

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## Performance Analysis

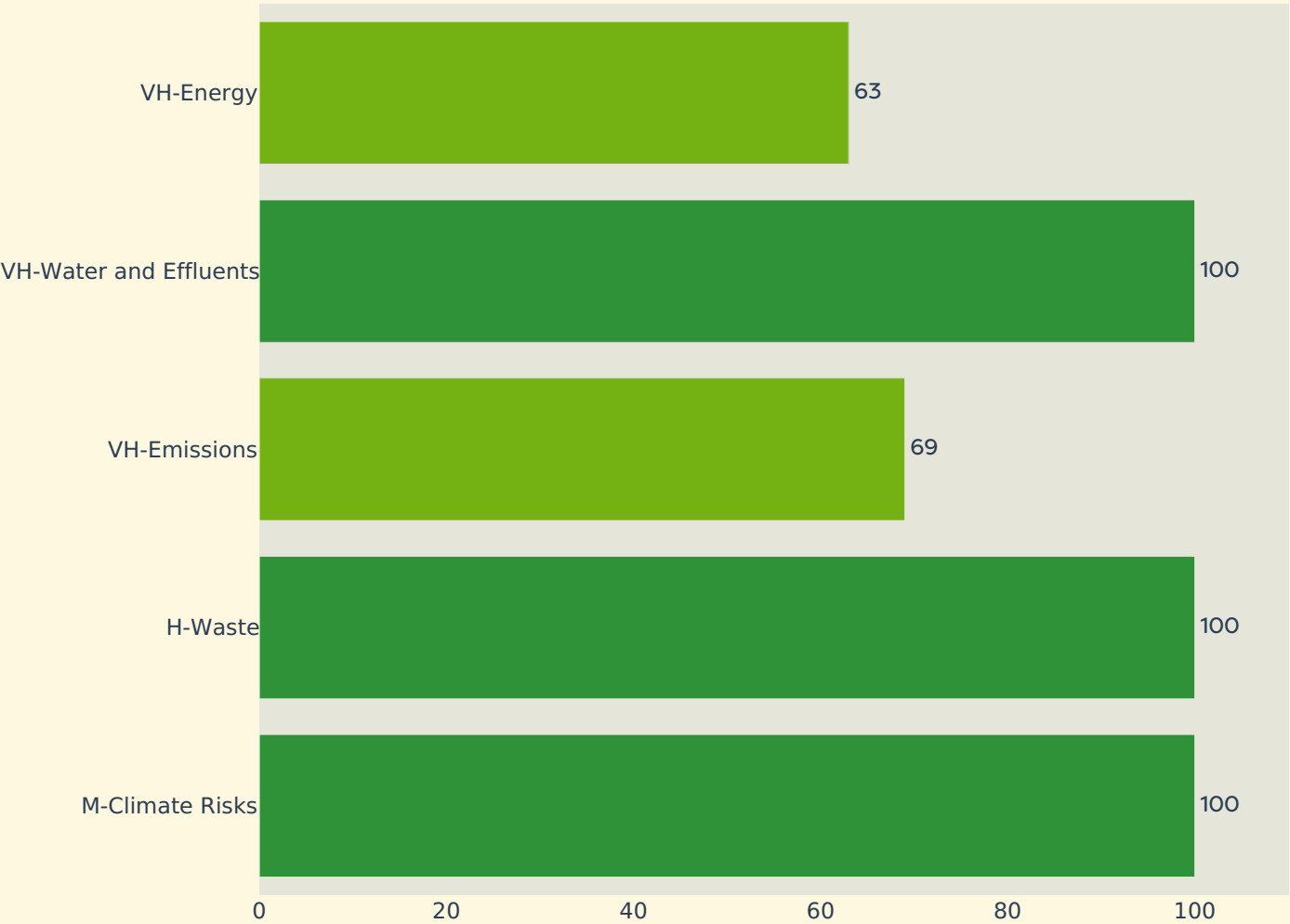
This section breaks down performance into 3 major categories: Environment, Social and Governance. Each category dives deeper into topics where the company has scored poorly (0% - 50%) and very well (75% and above) with insights on the risks the company may be exposed to, the recommendations and benefits to take action on when defining your sustainability strategy.

### Environment

#### OVERALL PERFORMANCE

Figure below displays performance for each topics in different materiality levels. The letter in front of the topics indicates the materiality level. They are categorised as follow:

- VH:Very High Materiality
- H:High Materiality
- M:Medium Materiality
- L:Low Materiality



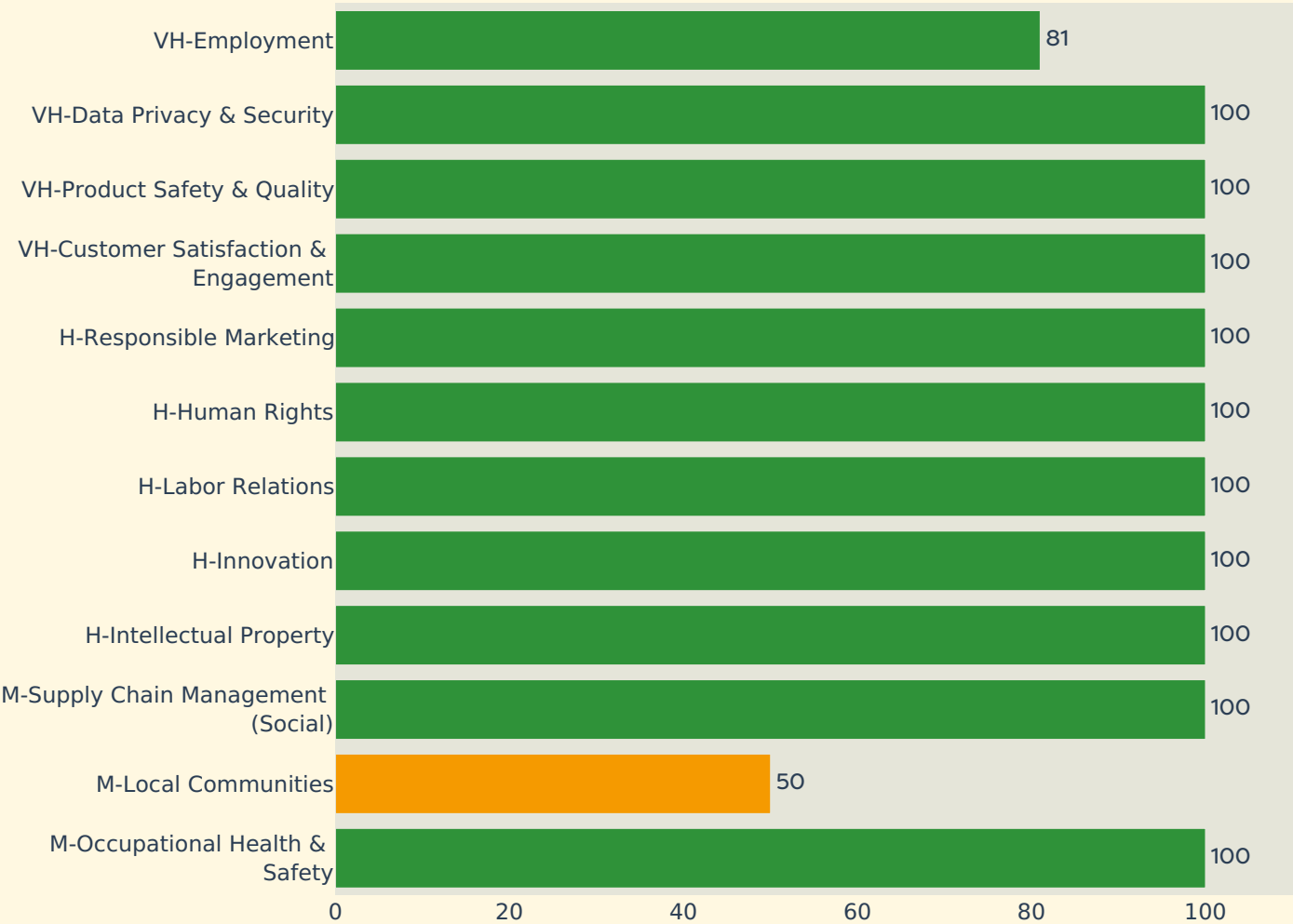
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## Social

### OVERALL PERFORMANCE

Figure below displays performance for each topics in different materiality levels. The letter in front of the topics indicates the materiality level. They are categorised as follow:

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- L:Low Materiality



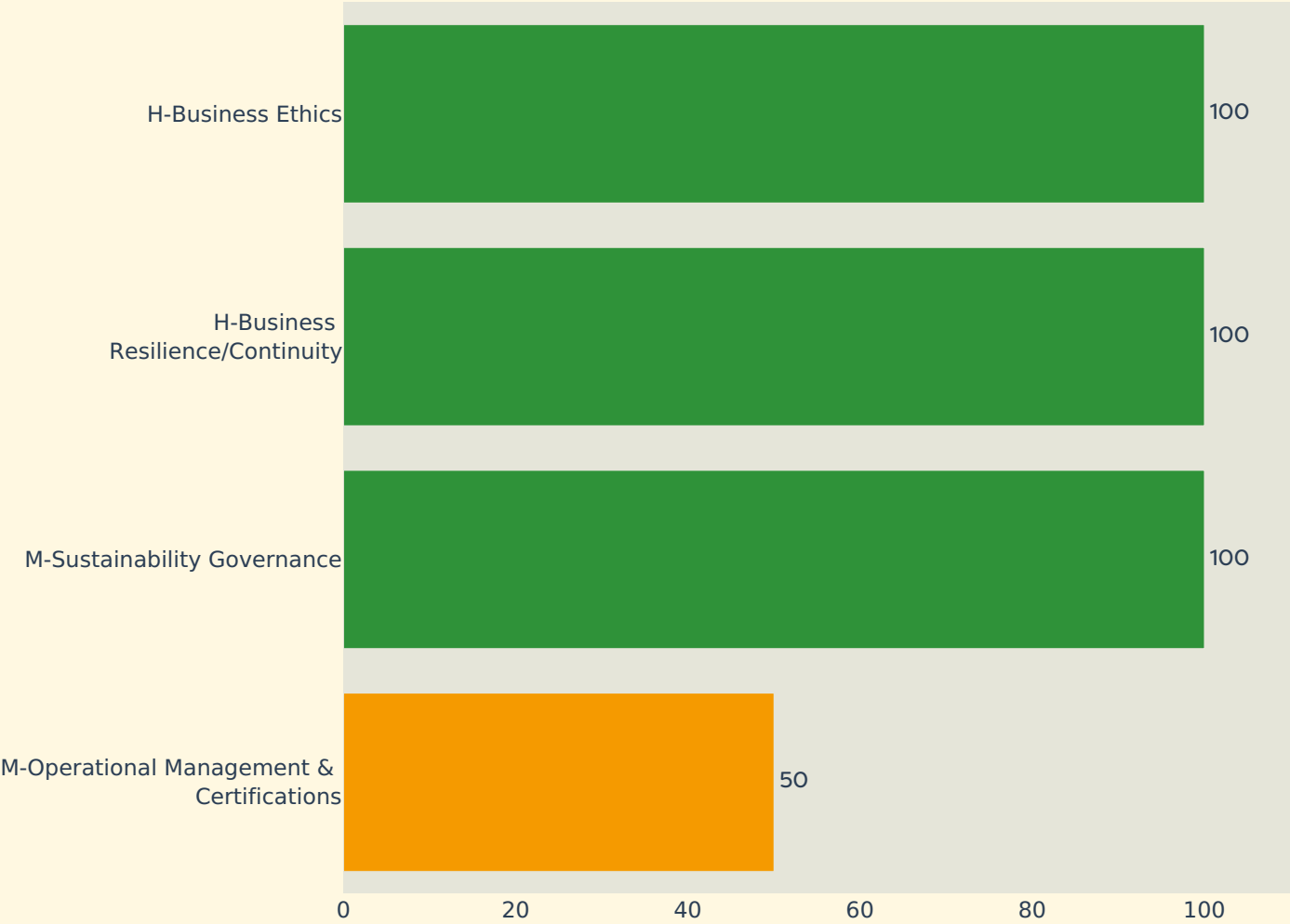
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## Governance

### OVERALL PERFORMANCE

Figure below displays performance for each topics in different materiality levels. The letter in front of the topics indicates the materiality level. They are categorised as follow:

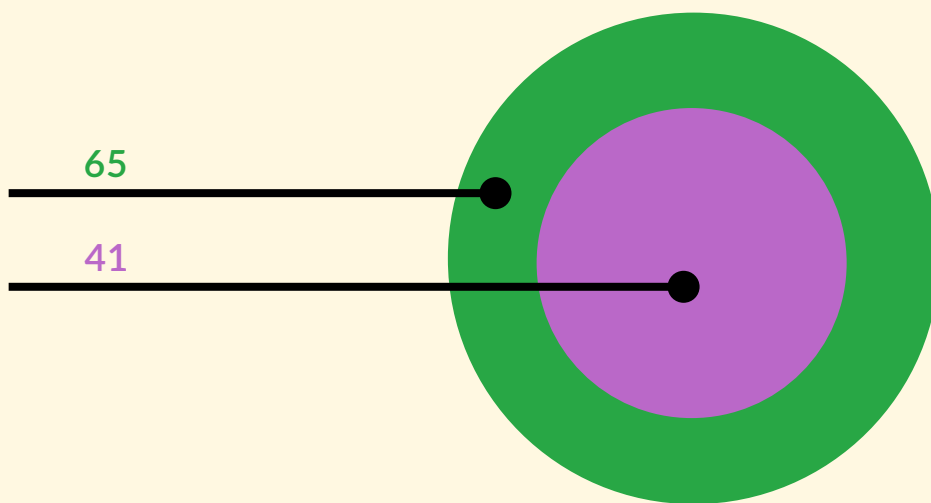
- VH:Very High Materiality
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## Ocena po GREEN FILM standardu



### GREEN FILM standard i praksa ETM produkcije

GREEN FILM predstavlja međunarodni profesionalni standard koji vodi audiovizuelne produkcije ka održivom i ekološki odgovornom radu. Kroz jasno definisane kriterijume, ovaj sistem ocenjuje svaki segment produkcije – od potrošnje energije, transporta i kateringa, do društvene odgovornosti i komunikacije – i omogućava dodelu sertifikata za produkcije koje poštuju principe održivosti.

ETM produkcija je među prvim u regionu usvojila principe GREEN FILM standarda, uz čvrsto uverenje da filmska industrija može da se razvija bez kompromisa po prirodu i ljude. Ova odluka nije rezultat trenda, već deo naše dugoročne filozofije. U 2024. godini, uprkos izazovima koje nosi nerazvijena infrastruktura i skromniji budžeti srpskog tržišta, ostvarili smo izvanrednih 41 od 65 poena, čime smo se svrstali među lidere održive produkcije u regionu.

Posebne rezultate postigli smo u oblastima kateringa, smanjenja karbonskog otiska, društvene održivosti i lokalnih inicijativa. Trudimo se da kroz sopstveni primer inspirišemo i druge – partnere, saradnike i klijente – kako bi održivost postala nova norma i u našoj industriji. Svaki bod, svaka akcija i svaki izbor svesno su usmereni ka stvaranju sadržaja koji poštuje planetu, ljude i budućnost.