

GRIVEN 

SUSTAINABILITY REPORT 2025

GRIVEN 



Letter to the Stakeholders

As manufacturers, we recognize the profound responsibility entrusted to us in shaping an inclusive, accessible, and sustainable present and future.

Over the years, we have steadfastly invested in a comprehensive programme aimed at enhancing the environmental sustainability of all our operations.

Our Sustainability Report 2025 now stands as a testament to our unwavering dedication to environmentally responsible practices within the lighting industry.

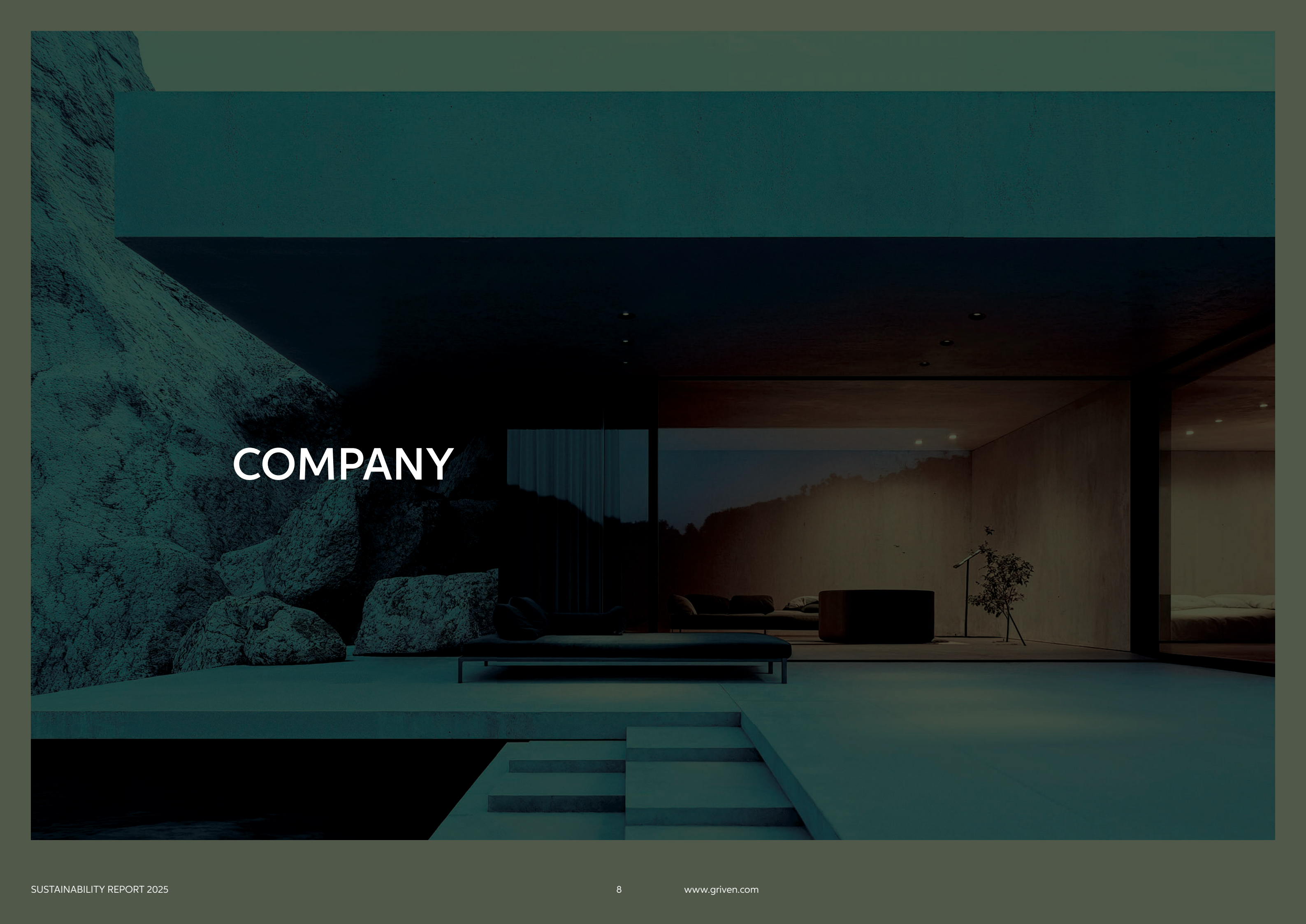
Our commitment goes beyond mere compliance with regulatory standards, exemplifying our relentless pursuit of setting new benchmarks and spearheading transformative change.

With this report, we want to share our values, the model of responsibility we follow, and the activities and results we have achieved so far under the various topics that flow into Sustainability.

This acknowledgment fuels our dedication to continuously operating with steady principles of environmental advocacy and social responsibility, striving to make our best contribution to a better world.

Luca M. Meinardi

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A photograph of a modern interior space, likely a lounge or living area. The room features large windows and glass doors that offer a view of a rocky, mountainous landscape. The interior is furnished with a low-profile sofa, a round coffee table, and a floor lamp. The lighting is warm and ambient, creating a cozy atmosphere. The word "COMPANY" is overlaid in white text on the left side of the image.

COMPANY

Our Passion for Lighting

Founded in 1990 as a family business, GRIVEN Srl is now one of the most dynamic manufacturers in the current international outdoor architectural and landscape lighting market panorama. We design and engineer all our standard, custom, and bespoke solutions specific for any lighting design need in Italy.

Our LED lighting fixtures are based on a solid made in Italy tradition, strong sustainability values, constant innovation capability, continuous research and development, high-quality standards, and, last but not least, an undivided passion for light.

Our ground-breaking collection of LED surface mount, modular, linear, recessed, underwater, and visual display projectors can enhance the most demanding architectural installations, spread all over the world, with both coloured and white light dynamic effects.



Company Vision

To be the worldwide benchmark in architectural and landscape lighting, driven by excellence in design, quality, and sustainability, as the highest expression of Made in Italy.

Company Mission

To empower lighting professionals worldwide by transforming ideas into innovative and sustainable luminaires that bring their visions to life across all types of outdoor urban, residential, and landscape projects.



Company history timeline



The Logo

Stylish and neat, our logo delivers our company’s essence through a circle and a square intersecting to create a fresh, iconic image.

Merging into our company logo, these graphic signs emblematically connect two opposite worlds, generating a unique brand identity that blends boundless creativity and technical know-how into a successful formula embodied by our collections.

The **SQUARE** symbolizes our rational self and epitomises our technical side, engineering capacity, and commitment to quality.

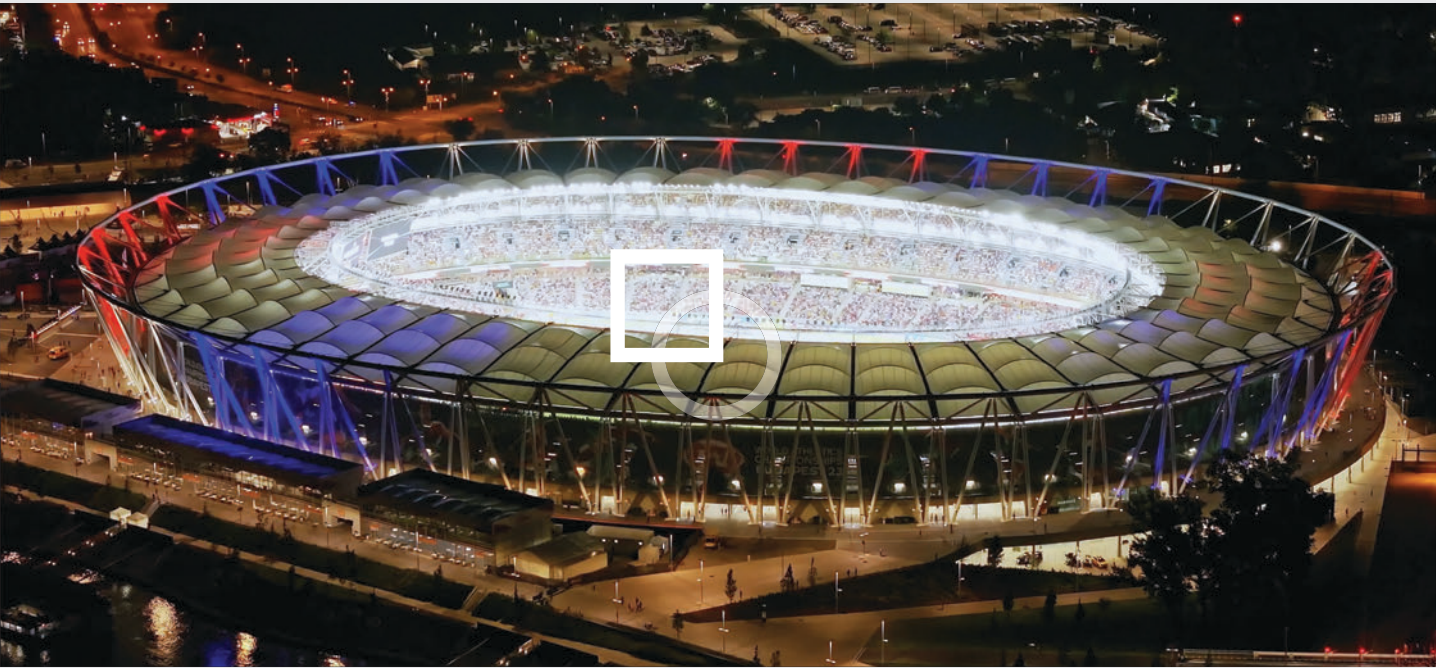
The **CIRCLE** embodies our creativity, inventiveness, vision, and intuition.



Collections

Leveraging the duality embedded in our company logo, our product collection is divided into two distinct categories to more effectively showcase our positioning within the architectural lighting industry.

GRIVEN



Lighting solutions for large scale projects and urban infrastructures

Our comprehensive product portfolio of architectural lighting solutions for large-scale projects and urban infrastructures allows us to obtain the widest range of light effects at any reach. Our powerful and sustainable LED lighting fixtures are capable of getting to remarkable distances with amazing precision still ensuring even light distribution and optimal performance. No matter how high or challenging a building, a tower or a bridge may be, we will always be able to light up its top in a flawless way.

GRIVEN ESSENTIALS



Lighting solutions for small to medium-scale urban, residential, and landscape projects

GRIVEN ESSENTIALS is a collection of functional and decorative lighting solutions, tailored to meet the everyday needs of lighting designers and consultants working on small to medium-scale urban, residential, and landscape projects. With a focus on delivering high emotional impact, this comprehensive range of compact and versatile luminaires stands out for its stunning performance and user-friendly design. Specifically engineered for both outdoor and indoor use where high IP protection levels are required, these luminaires are capable of enhancing any small to medium-sized setting in both vibrant colors and soft white hues.

Our Company In Numbers

1 Headquarters + 6 International Representative Offices In Milan, London, New York, Dubai, Madrid, and Mexico City

1+6

100

Distributors All Over The World

47

Employees

56873

Produced and sold custom luminaires

44

Direct Sales In 44 Countries

822

Unique Product Releases

100%

Made In Italy Product Manufacturing

63580

Produced And Sold Luminaires

Core Values



A CONSISTENT ATTITUDE TOWARDS INNOVATION

Ever since our foundation, we have always been developing innovative solutions that could stand out for their distinctiveness and efficiency in an increasingly competitive market.

A PROUD MADE IN ITALY TRADITION

Faithful to our core values, we have always been designing, engineering, manufacturing, and assembling all our lighting fixtures in Italy. We are proud of our products, which are the result of high build and design standards of the truest MADE IN ITALY tradition.

A STEADY FOCUS ON QUALITY

Quality is a core value in all our activities and such commitment pervades all of our functions and processes through a coordinated synergy among the company departments.

AN UNLIMITED CUSTOMISATION CAPABILITY

We are capable of customising our standard designs down to the smallest detail as we can rely on extreme flexibility in the personalisation capability. Each idea is embraced from its inception to the development phase and the final realisation to provide the extra distinctiveness that makes a difference.

AN ETHICAL SOCIAL RESPONSIBILITY

We are dedicated to supporting the communities where we operate and ensuring the well-being of our employees. Our commitment to diversity, equity, and inclusion is reflected in our workforce and our partnerships. We believe that a sustainable future must be inclusive and equitable.

A TIRELESS COMMITTMENT TO SUSTAINABILITY

We consider our respect for the environment an integral part of our activities. We care about our future and firmly want to improve the general environmental awareness through a coherent behaviour, by promoting greener engineering and production dynamics.



GREEN PHILOSOPHY



For some years now, we have been investing in a prevention programme aimed at improving the environmental sustainability of all our activities. We have been acting on basic criteria - such as: facilitation of recycling activities, use of recycled materials, saving of raw materials, optimization of logistics, proximity, simplification of the packaging system, optimization of production processes, and reduction of energy waste among the others – in order to reduce our impact as much as possible.

Through our **Sustainability Report 2025**, we showcase our dedication to sustainable practices in the lighting industry. This commitment is not just about meeting regulatory requirements; it is about setting new standards and leading the way in creating a more sustainable lighting industry. We aim to be the change we want to see in the world, and our report reflects the tangible actions we are taking to achieve this.

A nighttime photograph of a city skyline. The central focus is a tall, modern skyscraper with a distinctive, illuminated, multi-tiered top section. The building's facade is lit up, showing a grid of windows. In the background, other city lights and a large, ornate cathedral with a tall spire are visible. The foreground shows various other buildings, some with lit windows, and a construction crane is visible on the left. The overall scene is dark, with the city lights providing the primary illumination.

COMMITMENT



As a company deeply intertwined with the essence of lighting, our commitment to “Illuminating the world we live in” signifies our dedication to cultivating sustainable progress, not just for ourselves but for the people and communities we serve. We operate our business guided by unwavering principles of environmental commitment, social responsibility, and economic integrity.

As manufacturers, we acknowledge the profound responsibility we carry in shaping an inclusive and accessible present and future. This role grants us the privilege of actively influencing the landscape we create. In this transformative process, we have focused our attention and actions on three main areas:

- **LIGHT QUALITY IMPROVEMENT**
- **INTERNATIONAL CERTIFICATIONS**
- **ENVIRONMENTAL FRIENDLY ATTITUDES**

LIGHT QUALITY IMPROVEMENT

SMART ELECTRONIC THERMAL MANAGEMENT

Our LED lighting fixtures are equipped with an active junction temperature internal monitoring which enables them to withstand the harshest exterior weather conditions. An on-board smart sensor guarantees **the most efficient LED thermal management** according to the external temperature for extreme safety, reliable performance, high lumen maintenance, and electronic components longevity. Our fixtures are certified for seamless operation from -40°C (-40°F) up to 50°C (122°F).

FLICKER-FREE LED LIGHTING

Flicker-free LED lighting has revolutionized the way we illuminate our surroundings, offering numerous benefits that enhance our visual experience while positively impacting our well-being. Unlike traditional lighting sources, flicker-free LEDs emit a steady stream of light without rapid fluctuations, ensuring a stable and constant illumination. That's why we put the highest attention in the purchase of **top-quality LEDs and components**.

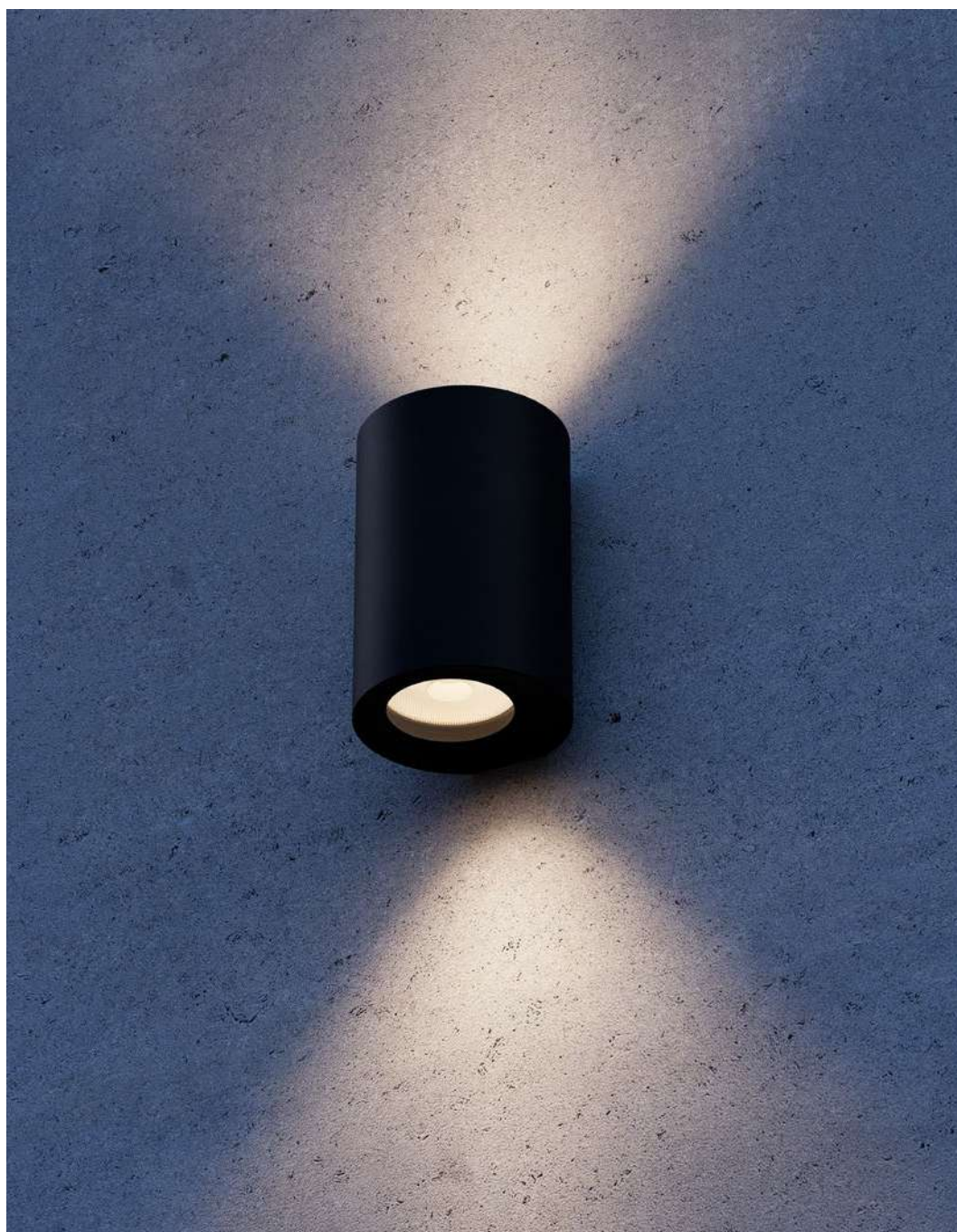
ICE-PROOF POLAR EDITION

Available for a wide selection of our lighting fixtures, the Polar Edition features an integrated de-icing system with electrically heated glass, which assures **complete functionality even in the utmost severe cold weather conditions**. A front glass de-icing system with electronic voltage supply management allows for instant light output and access to full power flux. Comfortable operations are certified up to -40°C (-40°F) even in case of heavy snow or ice formation.

LOW GLARE RATING

Our outdoor LED lighting fixtures boast an **exceptionally low glare rating**, setting a new standard for comfortable and visually pleasing illumination in exterior settings. Designed with precision and innovation, these fixtures prioritize reducing glare to ensure optimal visibility without causing discomfort or visual strain by employing **advanced optics and carefully engineered light diffusion techniques or additional accessories**.





LIGHT QUALITY IMPROVEMENT

CERTIFIED QUALITY BINNING SELECTION

As a result of the production process, LEDs show significant variations in colour and luminous flux. In order to keep these differences under tight control, LEDs are selected and delivered to the market in subclasses, known as bins and micro-bins.

Exceeding customary chromaticity industry standards, we always purchase **high performing LEDs from strictly selected micro-bins**. Through our advanced selection process, both wavelength and luminous flux stay unchanged, ensuring **reliable colour consistency and uniformity** even in situations involving multi-phased, multi-product, or multi-site installations, as well as during project expansions or fixture replacements.

PHOTOBIOLOGICAL SAFETY

The importance of photobiological safety lies in safeguarding individuals against potential harm caused by light sources. Certain wavelengths and intensities of light have the potential to cause adverse effects, such as retinal damage, skin irritation, or disruption to circadian rhythms.

The relationship between tunable white light and circadian rhythms is significant. Circadian rhythms are natural, internal processes that regulate the sleep-wake cycle, hormone release, body temperature, and other bodily functions over a roughly 24-hour cycle. Light is a primary external factor that influences the body's internal clock, affecting circadian rhythms. For this reason, almost all of our **lighting fixtures are available in tunable white configuration**, which is designed to simulate these natural lighting changes, adjusting the color temperature to mimic natural patterns to support the body's natural circadian rhythms.

Moreover, our fixtures undergo rigorous testing and compliance with **photobiological safety standards**, such as the IEC 62471 standard, to guarantee that they emit light within safe exposure limits. This meticulous approach ensures that our lighting solutions provide not only efficient and effective illumination but also a safe environment for individuals exposed to the light emitted.

LIGHT QUALITY IMPROVEMENT

CONTINUOUS PRODUCT DEVELOPMENT

Born from the collaboration between Dark Source and Griven’s Product Development department, DS is an outdoor luminaire which blends environmental responsibility with high-performance design. It emerged from a lighting improvement project in North Wales and was made possible through the support of Parc Cenedlaethol Eryri National Park.

DS was conceived to address a challenge shared by dark sky advocates worldwide: the lack of affordable, sustainable, and durable outdoor lighting alternative which is aligned with dark sky principles and industrial quality standards.

Most domestic exterior lights sourced from online or local retailers often fail to meet the basic performance requirements, leading to unnecessary material, electrical, and financial waste.

By marrying sustainability with technical precision, DS provides a responsible alternative which enables outdoor illumination without compromising the night sky.



INTERNATIONAL CERTIFICATIONS



CERTIFICATION ISO 14001

ISO 14001 is the international standard that specifies requirements for an **effective environmental management system (EMS)**. It is a must for any eco-friendly organization that wishes to set up, improve, or maintain an environmental management system.

In November 2024, through the collective efforts of all departments, we commendably secured the renewal of our ISO certifications throughout 2025. This achievement solidifies our position as a pioneering and promising company, setting a high standard for the future.

0% DANGEROUS EMISSIONS

0% DANGEROUS WATER LEAKS

100% MOON SERIES IN CLASS C (4000K) or CLASS D (3000K)



INTERNATIONAL CERTIFICATIONS



ECOVADIS SILVER CARD

Ecovadis is the first and largest collaborative platform in the world for trading partners to share sustainability performance information. It rates a company performance by assessing its **policies, actions, and results** as well as inputs from third-party professionals and external stakeholders. Their methodology covers 7 management indicators and 21 sustainability criteria in four areas: Environment, Labour & Human Rights, Ethics, and Sustainable procurement.

In 2024, EcoVadis evaluated our business model and operational procedures for the second time to assess our overall performance, awarding us a Silver Scorecard and placing our company in the top 15% of all assessed organizations.

We are proud to announce that this excellent achievement has been confirmed by the 2025 assessment, which has once again recognized the strength and consistency of our commitments.

Our target for 2026 is to further improve our global performance through consistent and focused efforts.

POLICIES Strengths	ACTIONS Strengths	RESULT Strengths
Environmental policy on product use	Specialised treatment and safe disposal of hazardous substances	Reporting on total gross greenhouse gas emissions (Scope 3) downstream
Environmental policy on materials, chemicals and waste	Measures in place for environmental emergencies	Reporting on total water consumption
Environmental policy on water	Mapping of waste streams	Reports on total weight of non-hazardous waste
Environmental policy on energy consumption and greenhouse gas emissions	Internal waste sorting and disposal according to waste streams	Reporting on total weight of hazardous waste
	Actions or training to make employees aware of waste reduction and sorting	Reports on total gross GHG emissions (Scope 3)
	Employee training on energy conservation/climate action	Reports on the quantity of EEE placed on the market
	Purchase and/or generation of renewable energy	Report Scope 2 greenhouse gas emissions
	Making technical information available to refurbishment facilities to facilitate the treatment of WEEE	Report Scope 1 greenhouse gas emissions
	All EEE products are appropriately marked with the symbol of the crossed-out wheeled bin and a producer identification mark/producer registration details	Reporting on total energy consumption
	The company has joined a producer compliance scheme or has an approved waste management plan	Standard reporting on environmental issues
	Declares that all relevant products meet the requirements of RoHS Directive 2 (not verified)	
	Green IT measures (e.g. efficiency of data centres or office hardware, virtualisation, data lifecycle management, etc.)	
	Employee training on safe handling and management of hazardous substances	
	Actions for labelling, storage, handling and transport of hazardous substances	



INTERNATIONAL CERTIFICATIONS

CERTIFICATION ISO 45001

ISO 45001:2018 specifies requirements for an **occupational health and safety (OH&S)** management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. In November 2024 we successfully extended the ISO 45001 certification procedures till end 2025.

47 EMPLOYEES

**24 NEW EMPLOYEES
HIRED IN THE LAST 5
YEARS**

**36% of EMPLOYEES
WITH MORE THAN 10
YEARS of service**

**47% of UNDER 40
EMPLOYEES**



**50% FEMALE OFFICE
EMPLOYEES**

**100% OPEN-ENDED
CONTRACTS**

INTERNATIONAL CERTIFICATIONS

CERTIFICATION UNI PdR 125/2022
Gender equality

This important milestone confirms our ongoing commitment to gender parity, inclusion, and equal opportunities within the workplace. By obtaining this certification, Griven demonstrates that our values are not only words, but actions—integrated into our daily work, policies, and vision for the future. This achievement is not just a recognition—it’s a promise: to keep growing responsibly, creating an environment where talent, passion, and innovation can shine equally for all.



ENVIRONMENTAL FRIENDLY ATTITUDES

ENERGY SAVING PRACTICE

Since 2009 we have been producing a significant share of our energy need through the installation of a solar panel system. Due to its optimal placement, orientation, and favourable weather conditions, our photovoltaic equipment efficiently converts a high percentage of our annual energy requirement into actual electricity. Over the last five years, we have consistently recorded increasingly strong performances:

500 sqm SOLAR PANEL PLANT

57% SELF-PRODUCED ENERGY IN 2025

28% SOLD ENERGY IN 2025

	Self-produced energy	Purchased energy	Sold energy
2019	43%	57%	47%*
2020 (*)	35%	65%	30%*
2021	44%	56%	25%*
2022	49%	51%	28%*
2023	54%	46%	31%*
2024	48%	47%	26%*
2025**	57%	43%	28%*

*Of the produced solar energy
(*) In 2020 we registered a reduced energy production owing to replacement and maintenance operations on the solar panels installed in 2009
** Data as of October 31, 2025



ENVIRONMENTAL FRIENDLY ATTITUDES

RENEWABLE ENERGY SOURCES

100% of the energy we purchase for our headquarters from our provider, MA.BI. Luce&Gas, and for our offices in Milan from A2A Energia, comes from renewable sources.

Renewables are those forms of energy coming from sources that can regenerate (such as wind or water energy), or that will not be exhausted within a scale of human times (such as solar power or geothermal energy). Most important thing, their use does not affect natural resources for future generations.

100% RENEWABLE ENERGY





ENVIRONMENTAL FRIENDLY ATTITUDES

PACKAGING (R)EVOLUTION

Sometimes little things are little steps towards a great goal. Changing the everyday habits is always difficult but it means a lot for the creation of a better world. We decided to take some little steps within our everyday working habits that are a contribution to the improvement of a global sustainability:

100% of our packaging comes from over 90% recycled materials;

We have abandoned the use of foam in our packaging in 2021

Use of recycled biodegradable wraps for packing;

Use of 100% recycled cardboard boxes

Use of paper tape for packaging;

Paper glasses for coffee and water;

Reusable water bottles

Reusable paper boxes

Usage of wooden boxes for ware storage and transportation

Replacement of printed product manuals with digital versions accessible via QR codes

ENVIRONMENTAL FRIENDLY ATTITUDES

REDUCTION OF DANGEROUS EMISSIONS or WASTE

Air, water and soil pollutants harm human health and the environment. Our careful procedures allow no dangerous leaks and a very low percentage of air polluting emissions. Our office and warehouse areas already have zero CO2 emissions, and we have implemented measures to achieve zero emissions in our production department since January 2022. Additionally, we have implemented stringent procedures to ensure 100% recycling of waste materials.

Here below are our scores 2024:

0% DANGEROUS EMISSIONS

0% DANGEROUS WATER LEAKS

5600 KG OF RECYCLED PAPER (2000 KG IN 2023)

780 KG OF RECYCLED ALUMINIUM WASTE (370 KG IN 2023)

3950 KG OF RECYCLED IRON WASTE (180 KG IN 2023)

90% RECYCLABLE WASTE

10% OF WASTE DESTINED FOR DISPOSAL



ENVIRONMENTAL FRIENDLY ATTITUDES

LOCAL SOURCING

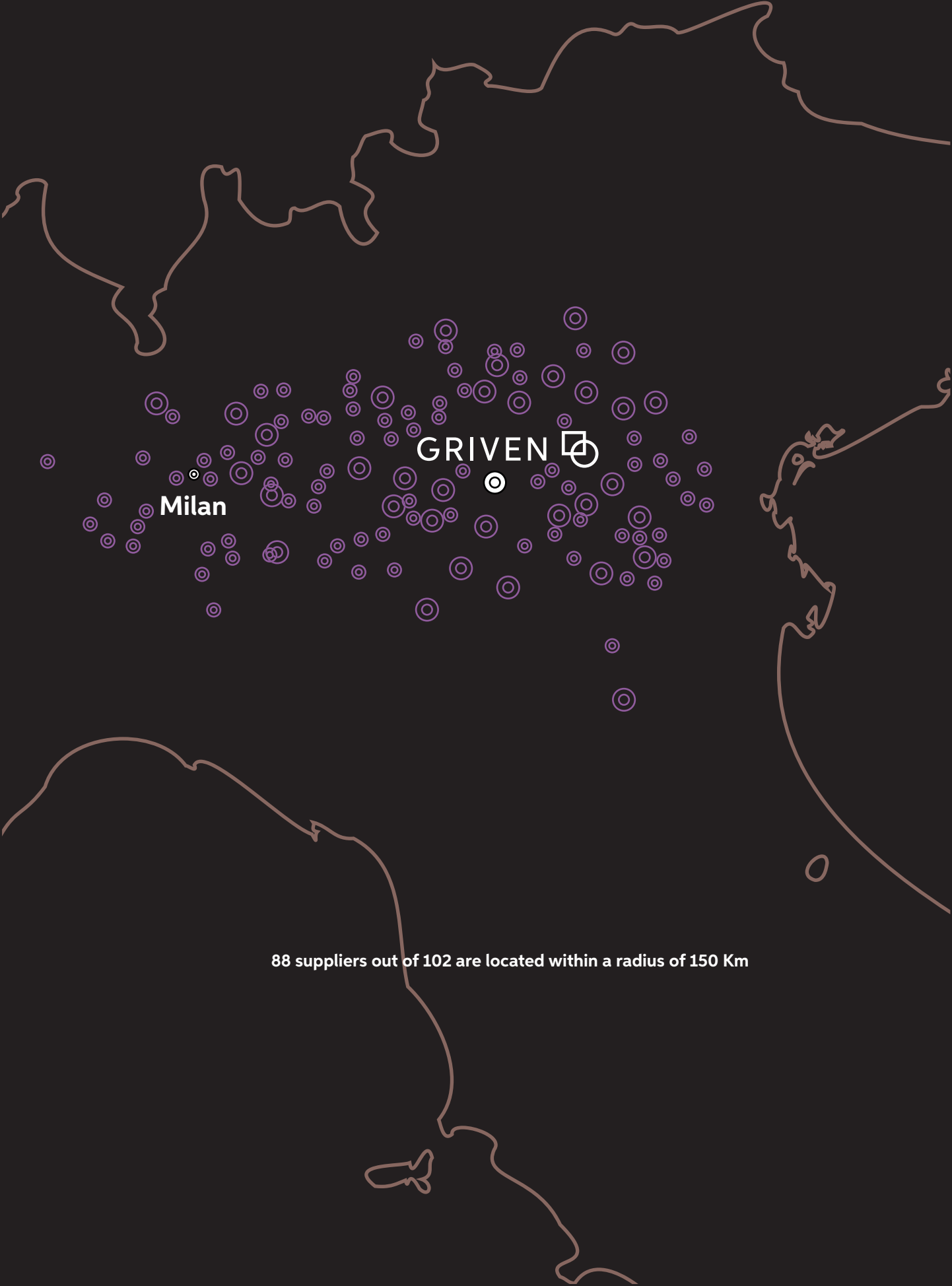
Local sourcing holds significant economic importance and sustainable value for our company's operations. By prioritizing the procurement of almost **90% of our total purchases from Italian providers, whereas 88% of them are located within a 150-kilometer radius**, we actively support the growth of our local economy while fostering sustainability in our supply chain.

This commitment to local sourcing greatly benefits our community by stimulating regional economic development. By collaborating with selected artisans and small to medium-sized companies within our territory, we contribute directly to job creation and the sustenance of local businesses. Moreover, the connection forged with local artisans and suppliers also cultivates a sense of partnership and trust allowing for better communication, flexibility, and quality control, thereby ensuring the superior quality of our products.

Moreover, our emphasis on local sourcing aligns with our sustainability goals. Reduced transportation distances for sourcing materials and components translate to decreased carbon emissions and environmental impact. By minimizing our carbon footprint through shorter supply chains, we actively contribute to environmental conservation and promote a greener approach to our operations.

89% OF TOTAL PURCHASES FROM ITALIAN PROVIDERS

88% OF THE ITALIAN PROVIDERS ARE LOCATED WITHIN A 150KM RADIUS



88 suppliers out of 102 are located within a radius of 150 Km

ENVIRONMENTAL FRIENDLY ATTITUDES

CIRCULAR ECONOMY

The concept of a circular economy lies at the heart of our company's ethos and policy. We've embraced this innovative approach as a guiding principle in our operations, aiming to minimize waste, maximize resource efficiency, and create a sustainable ecosystem within our business model.

Central to our circular economy policy is the **idea of reducing, reusing, and recycling resources at every stage of our product lifecycle**. We prioritize the design and manufacturing of products that are durable, repairable, and made from materials that can be easily recycled or repurposed. By doing so, we minimize the generation of waste and promote longevity in the use of our products.

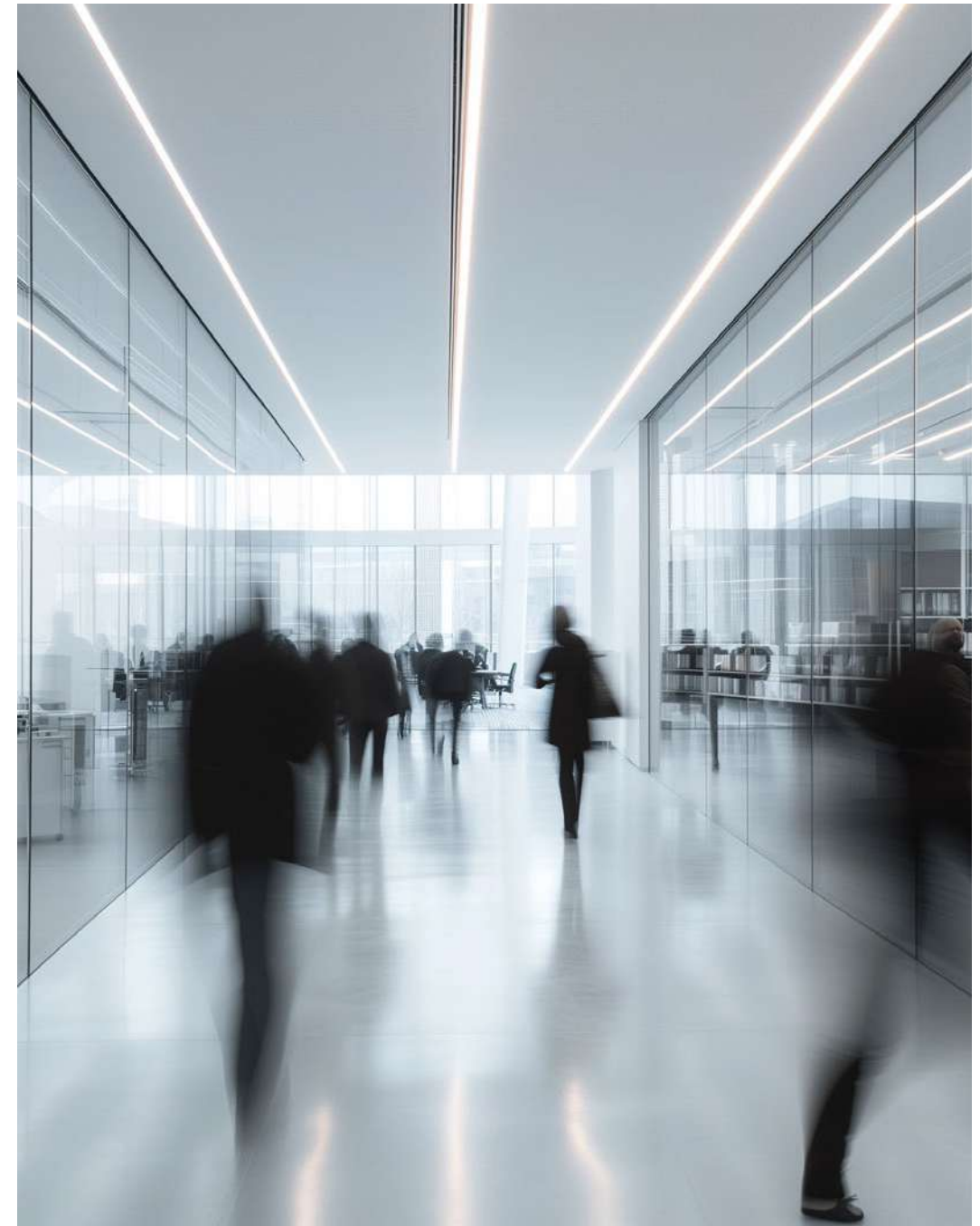
Moreover, our commitment extends beyond product design. We actively seek ways to close the loop within our supply chain by fostering partnerships that prioritize the reuse of materials, components, and packaging. Whether it's through innovative recycling programs or collaborations with suppliers committed to sustainable practices, we strive to create a network that embraces circularity.



ENVIRONMENTAL FRIENDLY ATTITUDES

HUMAN-CENTRIC WORKING SPACES

The work place is far more than just a place where people work. Spaces and places have a massive impact not only on our state of mind but also on our performance. As we care about our people, we do everything to improve their everyday conditions, creating a natural, healthy working environment. In all our offices we have installed **100% LED lighting**, which are capable of creating a safe and well lit ambience, while allowing energy savings. The air recirculation and purification system installed in our offices allows a safe breathing condition and is fed with zero emission green energy sources. The lighting system of our exterior building, parking, and gardens is also 100% LED. Every further step we take, now and in the future, is the result of careful and environmentally friendly choices.



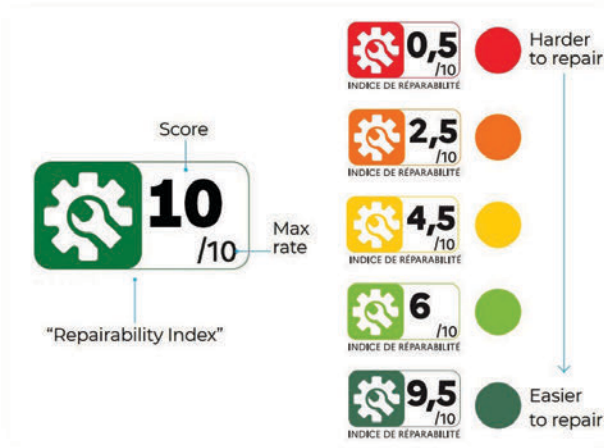
REPAIRABILITY INDEX

The repairability index consists of a score out of 10 intended to be displayed at the time of purchase to inform consumers of the categories of electrical and electronic products. Its goal is to encourage manufacturers to design products that are easier to repair, thereby extending their lifespan and reducing electronic waste.

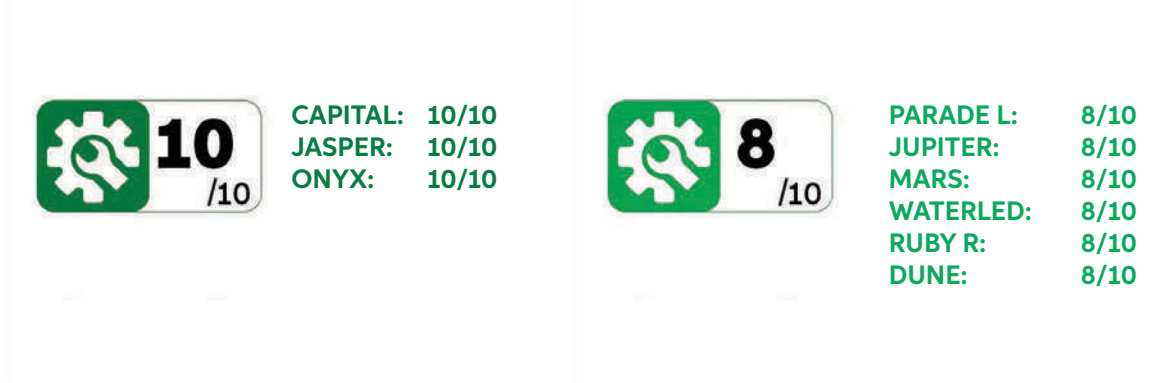
The manufacturer assigns a repairability index score based on five criteria:

- **Documentation:** the quality and availability of technical documentation to help repair products.
- **Disassemblability:** the ease with which a product can be disassembled to gain access to components or parts that need replacing.
- **Availability of spare parts:** how easy it is to obtain the spare parts needed to repair the product.
- **Price of spare parts:** how much spare parts cost.
- **Specific criteria:** product-specific criteria including software updates, how helpful the website is, any hotlines, etc.

Each factor is assigned a score, and the overall repairability score is calculated based on these individual ratings.



According to these criteria, our below reported lighting fixtures reach the highest repairability scores:

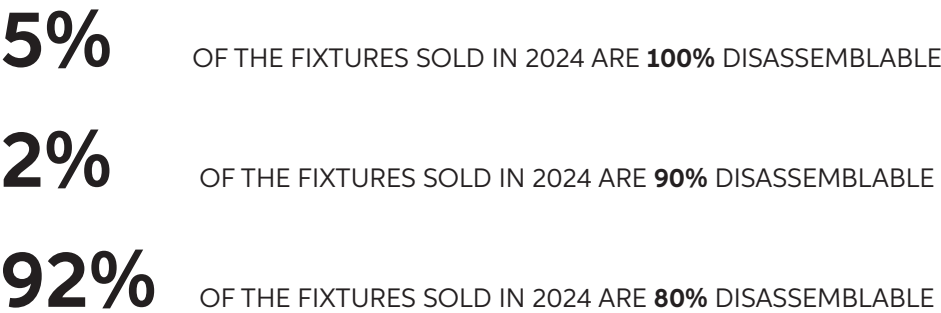


ENVIRONMENTAL FRIENDLY ATTITUDES

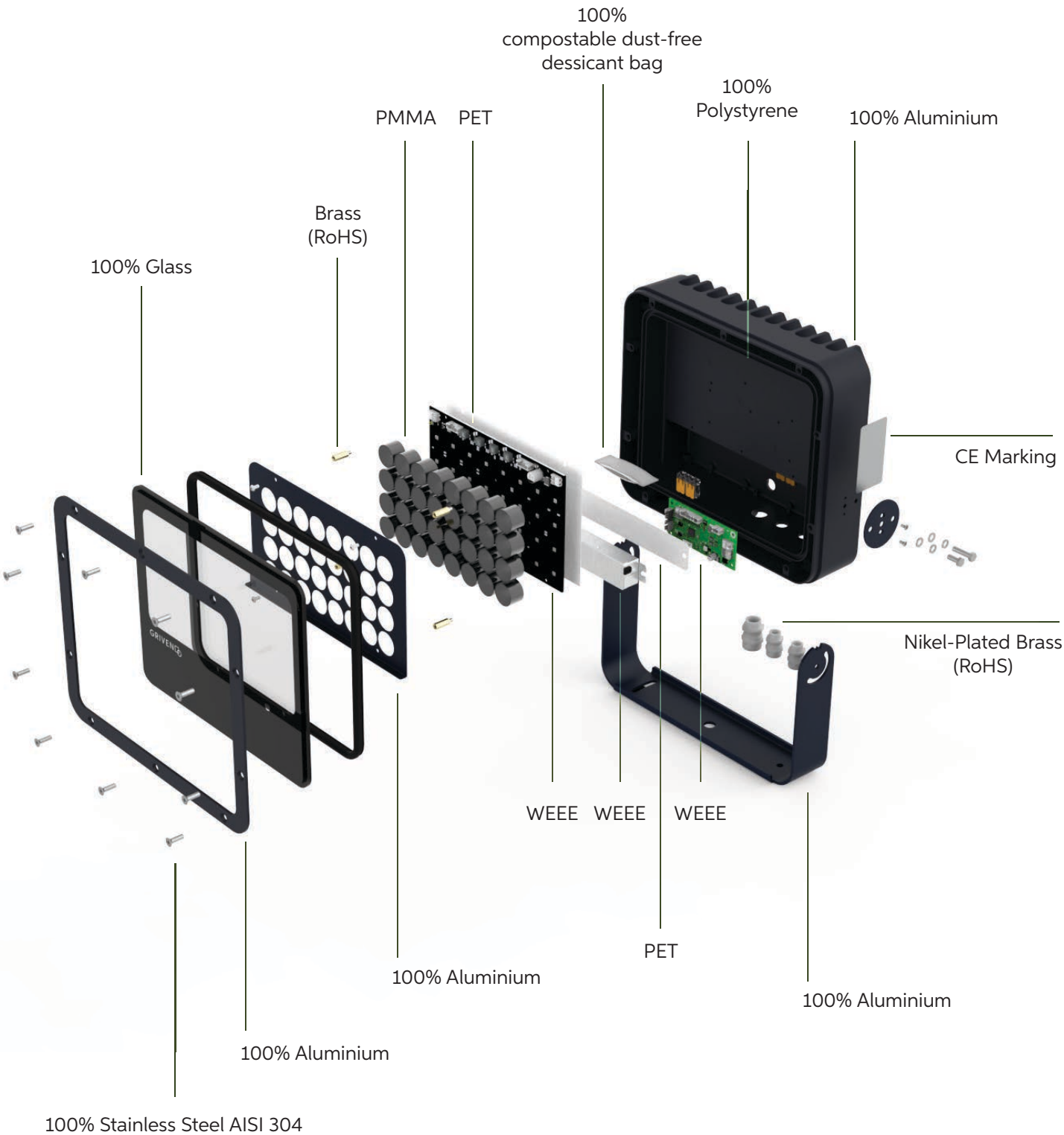
DISASSEMBLABILITY

Disassemblability refers to the ease with which a lighting fixture can be taken apart into its constituent parts. This characteristic is crucial for several reasons. Firstly, it facilitates maintenance and repair, allowing components to be accessed and replaced with minimal effort. This not only extends the lifespan of the fixture but also reduces the need for frequent replacements, thereby cutting down on waste. Furthermore, disassemblability plays a significant role in recycling and resource recovery and aligns with the principles of circular economy and sustainable design. By dismantling fixtures into separate materials such as metal, plastic, and glass, these components can be more effectively recycled or repurposed at the end of their life cycle. This not only conserves valuable resources but also reduces the environmental footprint associated with manufacturing new materials.

As we are focusing on sustainable design practice, our scores are gradually increasing:



CAPITAL SERIES
100% DISASSEMBLABLE



Overview

100% RENEWABLE ENERGY

780 KG OF RECYCLED ALUMINIUM WASTE

5% OF THE FIXTURES SOLD IN 2024 ARE 100% DISASSEMBLABLE

2% OF THE FIXTURES SOLD IN 2024 ARE 90% DISASSEMBLABLE

90% RECYCLABLE WASTE 92% OF THE FIXTURES SOLD IN 2024 ARE 80% DISASSEMBLABLE

5600 KG OF RECYCLED PAPER 3950 KG OF RECYCLED IRON WASTE

89% OF TOTAL PURCHASES FROM ITALIAN PROVIDERS

500 sqm SOLAR PANEL PLANT

88% OF THE ITALIAN PROVIDERS ARE LOCATED WITHIN A 150 KM RADIUS

0% DANGEROUS WATER LEAKS

100% PACKAGING FROM OVER 90% RECYCLED MATERIALS

0% DANGEROUS EMISSIONS

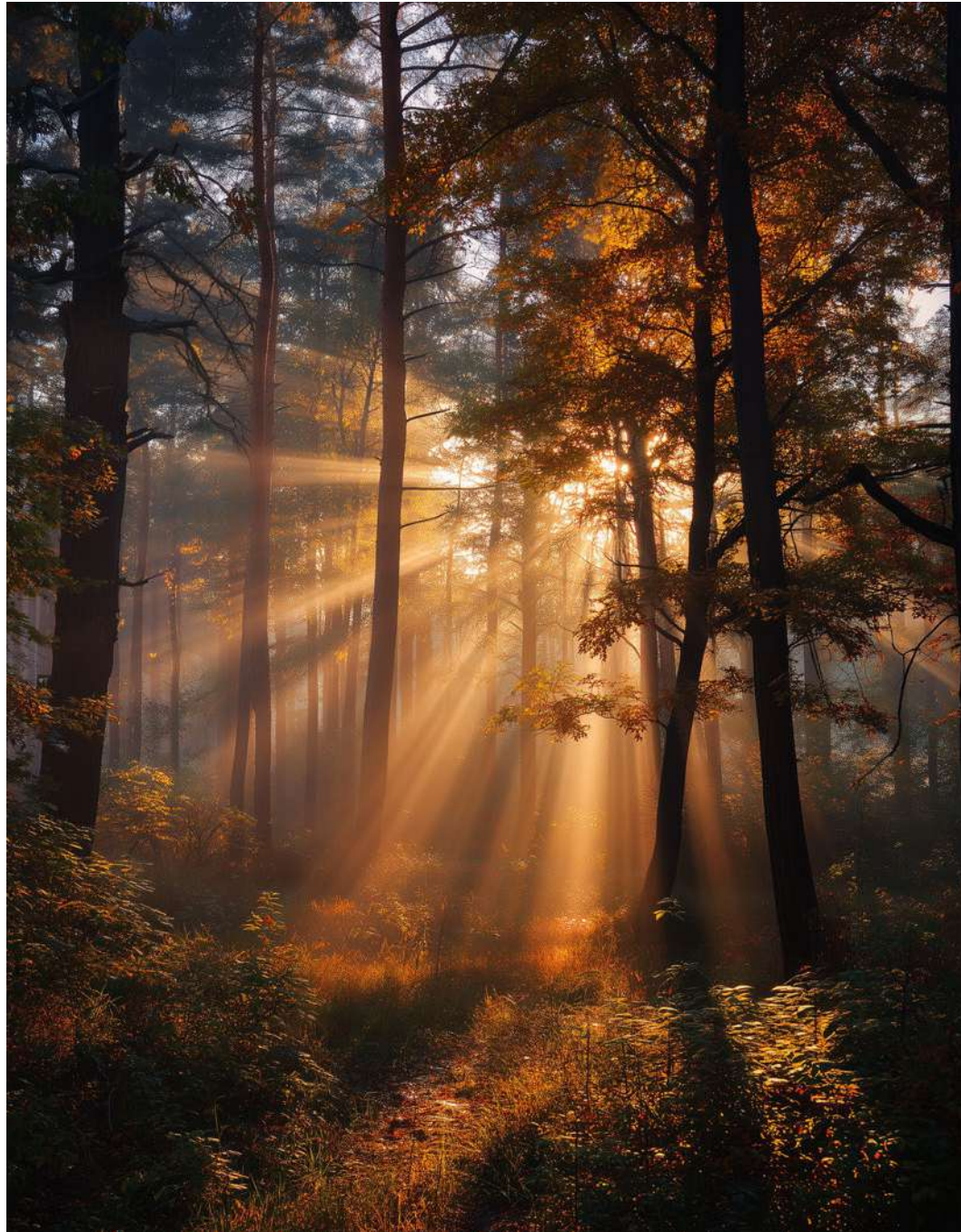
10% OF WASTE DESTINED FOR DISPOSAL

100% MADE IN ITALY PRODUCT MANUFACTURING

100% MOON SERIES IN CLASS C (4000K) or CLASS D (3000K)



IMPROVEMENT ACTIONS



IMPROVEMENT ACTIONS

In a rapidly evolving world where environmental concerns are paramount, the significance of concrete improvement actions within a global sustainability plan, such as ours, cannot be overstated. These actions serve as catalysts for meaningful change, not only within the organization but across the entire industry. By committing to sustainability, we not only meet regulatory requirements but set a precedent for innovation and leadership. Through our proactive approach, we aim to inspire others to follow suit, ultimately shaping a future where sustainable practices are the norm, ensuring a healthier planet for generations to come. In the next pages, we will share our ideas, our ambitious plans for present and future improvement actions, our schedule of sustainable activities, which will be a guiding light for all of us for the next years.

CERTIFICATION PROGRAMME

We are committed to implementing a comprehensive strategy that encompasses various vital certifications aimed at enhancing our sustainability, social responsibility, and overall organizational performance.

Our plan involves a gradual introduction and adoption of several key certifications to reinforce our commitment to these crucial areas:

- CBSE TM65 - Embodied carbon in building service
- CBSE TM66 - Circular economy
- ESG 360 - Environmental, Social, Governance
- ITALYX - Certified Italian Excellence
- SGDs - Sustainable development goals (ONU)
- ISO 14025 - EPD environmental product declaration
- ISO 14040 - LCA Life cycle assessment.

CERTIFICATION PROGRAMME IN DETAIL

- CBSE TM65 – Embodied carbon in building service**
Addressing the environmental impact of our building services, this certification helps us measure and reduce embodied carbon, contributing to sustainable practices in our construction and service-related activities.
- CBSE TM66 – Circular economy**
Embracing the principles of a circular economy, this certification guides us toward minimizing waste, maximizing resource efficiency, and promoting sustainable product lifecycles within our operations.
- ITALYX - Certified Italian Excellence**
The ITALYX certification recognizes, attributes value, and provides visibility to businesses that embody and represent the values of Italian culture: pursuit of quality, style, attention to detail, and creativity promoting the development of Italian production chains and their competitiveness.
- ESG 360 - Environmental, Social, Governance**
This certification provides a holistic framework for assessing and enhancing our Environmental, Social, and Governance practices, ensuring we align with ethical and sustainable standards
SGDs - Sustainable Development Goals (UN)
- SGDs – Sustainable development goals (ONU)**
Aligning with the United Nations’ Sustainable Development Goals, we aim to incorporate these global objectives into our strategies, contributing positively to societal and environmental progress.
- ISO 14025 – EPD environmental product declaration**
- ISO 14040 – LCA Life cycle assessment**

These certifications enable us to measure the environmental impact of our products through comprehensive life cycle assessments and develop environmental product declarations to communicate their sustainability aspects effectively.

IMPROVEMENT OF REPAIRABILITY INDEX

As shown previously, some of our product series already display the highest repairability index, while others are very close to achieving it. Our target for next years is to **improve the repairability index** of all product series that score below 8 out of 10.

This will involve implementing all necessary modifications in the production process and component purchases to help us reach this important milestone.

RECYCLING TOGETHER

To enhance our dedication to sustainability and advance our proactive role in fostering a circular economy, we are implementing a **new recycling system** with the support of our global customers. One of our primary goal is to recover a minimum of 80% of the raw materials from our discontinued products and achieve 100% recycling of these components within 2035. We are currently assessing the feasibility and procedures for implementing this approach, which we are confident will soon become an established habit.

NIGHT LIGHT PROJECT

Light pollution alters natural levels of nighttime light for humans, animals, and plants, resulting in negative consequences on biodiversity. This alteration compromises the migratory, nocturnal, and reproductive activities of animals, ultimately leading to the decimation of insects and pollinators. These creatures are fatally attracted to increasingly powerful light sources, often devoid of any shielding.

Through the **NIGHT LIGHT research project**, we aim to craft environmentally mindful lighting that respects the nocturnal ecosystem. Specifically, we consider the nocturnal pollinators like moths, which, akin to bees in daylight, play a crucial role in pollination during nighttime hours.

Our methodology involves deploying installations in specific areas of interest identified and monitored by research entities. Leveraging our products equipped with advanced multi-coloured LED technology and adeptly manipulating the intensity of distinct light channels, our aim is to identify the precise chromaticity or range of nanometers that do not interfere with the behaviour of nocturnal insects.

Once we identify the optimal light spectrum for projection, determining the operational hours throughout the night and the appropriate levels of illumination becomes paramount. This necessitates a delicate equilibrium between providing adequate light for intended purposes while minimizing disruption to the natural activities of nocturnal insects.

MOBILITY PLAN

Our forthcoming mobility plan heralds a transformative shift towards a sustainable future. At the forefront of this imminent initiative is the phased integration of company hybrid vans and trucks, whereas we can already rely on hybrid cars. Embracing the evolution of transportation, we confirm our dedication to reducing carbon footprints and reliance on fossil fuels by always embracing the latest mobility technology.

GREEN DAY

We think that adopting and consistently practicing tangible initiatives can significantly strengthen your company’s commitment to sustainability while positively impacting the environment and the community. We are therefore planning to concretise our ideas in participating in local community involved activities and partnerships:

- Engage in local sustainability projects or volunteer initiatives
- Partner with environmental organizations for joint initiatives
- Sponsor or participate in community clean-up events

SUPPORTING SOCIAL AND ENVIRONMENTAL CAUSES

Beginning in 2024, we are committed to supporting initiatives that promote scientific progress, environmental responsibility, and animal welfare. In 2024, our annual donations were directed to three organisations: Telethon, Bioforest, and Il Sentiero di Ares.

TELETHON

By supporting the Telethon research organisation, we joined the many companies that choose to act responsibly and believe in the importance of research, merit, and innovation. Scientific research represents a shared heritage and a key driver of sustainable and conscious growth.

BIOFOREST

In 2024, we became a supporting member of the Italian non-profit association Bioforest, which promotes reforestation projects to offset industrial CO₂ emissions. Through this collaboration, we help restore the balance of renewable raw materials taken from nature by planting new trees.



IL SENTIERO DI ARES

To promote respect for animals and support those most in need, we chose to donate to Il Sentiero di Ares, a volunteer-based non-profit organisation that provides shelter and care to abandoned or mistreated domestic animals, offering them a home, medical care, affection, and dignity in the final stage of their lives.

For 2025, based on recommendations from our employees, who are actively involved in this donation programme, we selected several organisations to receive our support:

Alzheimer Italia works to improve the quality of life for people with dementia and their families, raising awareness, providing support services, advocating for rights, and promoting medical research.

Let's Do It! World mobilises communities to clean up the planet, tackling waste and fostering environmental awareness to create a healthier world.

FAI – Fondo Ambiente Italiano, a non-profit foundation founded in 1975, protects and enhances Italy's historical, artistic, and natural heritage, preserving special places, educating the public, and safeguarding environmental and cultural assets.

Finally, **ENPA – Ente Nazionale Protezione Animali** has, for over 150 years, rescued and sheltered stray or abandoned animals, promoted adoptions, protected wildlife, and fostered a culture of respect and care for all animals.

Through these initiatives, we reaffirm our belief that true sustainability combines scientific excellence, environmental stewardship, and empathy, guiding our actions and shaping a more responsible and conscious future.

CORPORATE FAMILY DAY

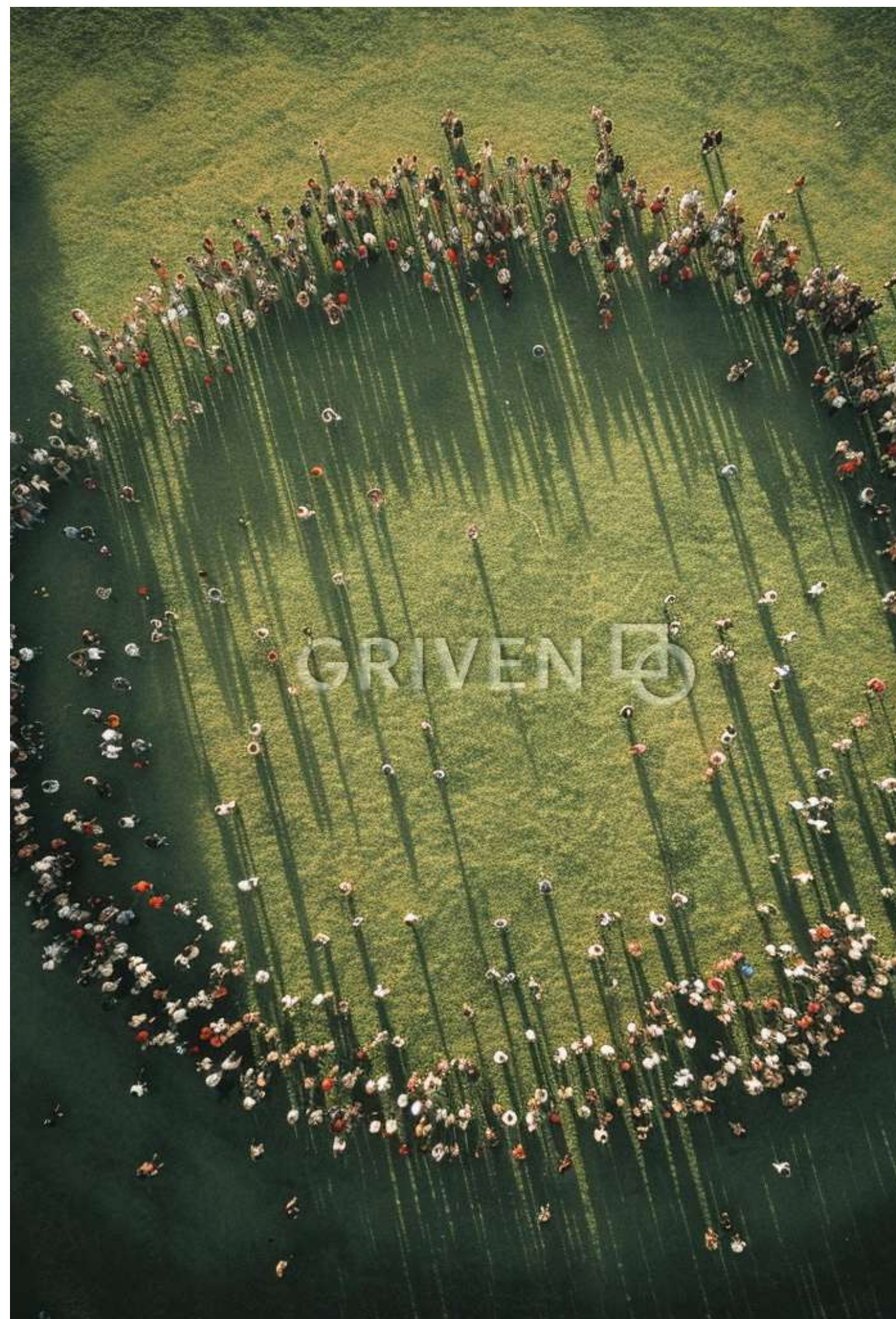
Corporate family day events offer a valuable opportunity for employees to connect with their families, while also serving as a means for companies to express gratitude towards their workforce, contributing to the creation of a deep-rooted positive corporate culture. Recognizing the importance of this topic, we are planning a Corporate Family Day initiative for next year. Through this special event, we aspire not only to foster a sense of togetherness among our employees and their families but also to educate and engage the younger generation in understanding the importance of sustainable practices. By showcasing our dedication to environmental commitment through interactive workshops, educational activities, and demonstrations focused on sustainability, we hope to inspire and empower the youth to become advocates for a greener future.

GETTING READY FOR THE EU DIGITAL PRODUCT PASSPORT

Global legislative requirements are mandating a higher level of transparency in product data across the retail industry. The EU's Digital Product Passport (DPP) legislation will revolutionise how the industry gathers and shares product data throughout the value chain, significantly impacting commerce overall. It is therefore crucial to prepare for DPP requirements, currently affecting select industries such as textiles, electronic devices, construction, plastics, automobile, and chemicals, as they will soon extend to all market categories.

To enable sharing of key product related information that are essential for products' sustainability and circularity allows a rapid transition to circular economy, boosting material and energy efficiency, extending products lifetimes and optimizing products design, manufacturing, use and end of life handling besides helping consumers in making sustainable choices.

We are therefore already outlining our strategy and defining a planning in order to anticipate the official regulations empowerment.



HUMAN-CENTRIC WORKING SPACES

In our vision for the next years, we're committed to creating new spaces focused on enhancing the wellbeing of our employees. This includes:

- A spacious, shaded garden for relaxation
- A serene green area furnished with comfortable seating for enjoyable lunch breaks during the warmer seasons
- Modern, ergonomic office spaces designed to support productivity and comfort for all staff members of the technical department
- A new indoor canteen to cater to dining needs
- An exterior showroom to showcase our offerings
- Gym facilities accessible to all employees for promoting health and wellness.



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