



Sustainability Report 2024

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Letters to Stakeholders



We live in an era where the concept of value is no longer measured only through economic indicators, but – increasingly – through the **impact generated on people, communities and the environment**. At GEWISS, we understand that every choice we make contributes to shaping the world of tomorrow. For this reason, we have chosen a path that leads towards a **more sustainable future** aimed at tangibly improving quality of life, **today and for generations to come**, while preserving the availability of natural resources. The evolution we are undergoing is an act of continuity and **adherence to the principles that have always defined our identity**. Our Group's entrepreneurial vision laid the foundation for a model where **innovation and development** have been a real driving force, and remain so to this day. Today, that legacy is reflected in the **values of integrity, culture of excellence and**

sustainability that inspire us in every project we undertake.

Over the past few years, we have accelerated the process of profound transformation by adopting a new organisational and cultural model, **M.In.D.S.**, which encompasses our four strategic levers:

- **Managerial paradigms**, to strengthen our internal structure, expand leadership and enhance the skills of our people.
- **Internationalisation**, to consolidate our presence in global markets, acting with solid governance and a shared industrial vision.
- **Digitalisation**, to innovate processes and enable new business models, improving the efficiency and quality of our solutions.
- **Sustainability**, a guiding criterion that directs our strategic and industrial choices, with the aim of generating lasting positive impacts throughout the value chain.

This Report is a transparent analysis of the results achieved in 2024 and the progress of **our Sustainability path**. Every piece of data, every initiative, **every milestone reflects our Group's solid commitment** to not only talk about the future, but to build it with passion, rigour and consistency every day.

I would like to thank **all of the people at GEWISS** who contribute to making this vision tangible every day, and **all of the partners** who share our values and join us on this journey. Their passion, commitment, expertise and sense of responsibility makes everything we do possible.

An enterprise is truly sustainable when it evolves without losing its identity, **generating value** not only for itself, but for **all of its stakeholders** within the entire context in which it operates.

Fabio BOSATELLI
GEWISS President



This year, the Sustainability Report once again reiterates our commitment to the path we have chosen and underlines the attention that the Group places on the continuous improvement of its performance. It provides us with a valuable opportunity to reflect on how every choice, every project, every transformation we have undertaken contributes to **the future of GEWISS**. More importantly, this document invites us to look forward with a new and more informed vision. With the determination of those who know that the **future isn't waiting for us, it must be built**.

We live in a world of **profound uncertainty and**

systemic challenges. The climate crisis, geopolitical fragility and technological acceleration are all manifestations of a landmark change that involves us as a company and as individuals.

At GEWISS, we have always viewed change as an opportunity to transform the way we do business. That's why, over the past few years, **we've embarked on a major evolution** that not only affects our products and markets, but our culture, our organisational models, and how we generate value. It is a transformation based on three levers that lie at the heart of our strategy: **People, Processes, Products**, aligned with our ESG development path.

People, first and foremost: they are at the heart of our sustainability path, with the prerequisites of well-being, safety, growth and trust being the real enablers of change. In 2024, we delivered over **40,000 hours of training**, strengthening technical and soft skills in every area of the organisation. The culture of safety has been strengthened, contributing to a **43% reduction in injuries** compared to the previous year, thanks to structured prevention and continuous improvement programmes. As a testament to our commitment for a fair and inclusive work environment, we have adopted **a Gender Equality Management system** and established a multi-year plan dedicated to **Diversity & Inclusion** within the Group. The **Great Place to Work** recognition confirms the substance of this undertaking. However, what really matters is the energy, competence and daily participation of everyone in our Group.

Processes as a lever for durable transformation. 2024 marked a decisive milestone

in the journey of optimising and digitalising our industrial processes. Thanks to significant interventions regarding energy efficiency, we have achieved an **overall saving of 1,410 MWh**. The increase in **renewables production** was **+40%** compared to the previous year, confirming our willingness to reduce resource consumption and make our energy model more resilient.

We obtained five new certifications for management systems in line with ISO Standards: **ISO 45001 for Health and Safety, ISO 14001 for the Environment, ISO 37001 for Anti-bribery, UNI PdR 125:2022 for Gender Equality**, a testament to our unified approach across the Group's different offices.

An ecosystem of solutions (Products and Services) to generate shared value.

Over the past few years, we have built a technology ecosystem that connects buildings, public spaces, infrastructure and people. Today, GEWISS is an integrated leader in home and building automation, energy management, electric mobility and intelligent lighting, bringing **scalable and adjustable solutions to businesses, professionals and communities**.

A coherent strategy of growth and consolidation has made this possible and paved the way for the entry into our Group of leading technology companies such as **Performance in Lighting, Pulsar Engineering, Twilight and Beghelli**.

The 2024 Sustainability Report that you are reading documents all of this: it is the snapshot of **a Group that has chosen to take a stance** in order to face the major issues of our time. It's an invitation to look beyond, with courage and consistency. **Thank you to all the people at GEWISS** who make our vision and sustainability path possible every day.

The future is not something that happens to us. **The future is something we build. Together.**

Paolo CERVINI
GEWISS CEO

① GENERAL INFORMATION



1.1 General information about the Sustainability Report

ESRS 2

1.1.1 General basis for preparation of sustainability statements

BP-1

The reporting scope of the Sustainability Report (hereinafter also “Report” or “Document”) includes the parent Company, GEWISS S.p.A., with headquarters at Via Domenico Bosatelli 1, Cenate Sotto (BG), and all of its entirely consolidated subsidiaries (hereinafter also “GEWISS Group” or “GEWISS”). This perimeter is aligned with that of the Group’s 2024 Consolidated Financial Statements, with the exception of PiL UK, in liquidation, and TVILIGHT, a Company acquired in mid-December 2024. GW Belgium is also excluded from this document, as it was incorporated into PiL Belgium during 2024, as is Beghelli, whose acquisition process will be finalised in FY25.

This Report has been prepared voluntarily, based on the *European Sustainability Reporting Standards* (ESRS) introduced by the *European Financial Reporting Advisory Group* (EFRAG) and adopted by the European Union (EU) under the *Corporate Sustainability Reporting Directive* (CSRD), implemented in Italy by Legislative Decree 125/2024. Although the Group is not yet required to comply with this decree for the 2024 fiscal year, it has decided to proactively initiate a progressive alignment with the ESRS requirements, starting with this Report, with the aim of guaranteeing increased transparency and robustness of the data provided. To ensure the accuracy and reliability of the information contained in the document, GEWISS has refined its data collection process throughout the year. In advance of the regulatory obligation, and as a continuation of the previous Sustainability Report, this Document is guided by the reporting principles of the GRI Sustainability Reporting Standards

published by the Global Reporting Initiative (GRI) in 2016 and updated as of 2021 - using them according to the “*with reference to*” option. The Sustainability Report 2024 was prepared with the technical-methodological support of KPMG Advisory S.p.A. and was presented and approved at the Board of Directors meeting held on 21/07/2025. The periodicity of the publication of the Report, also available on the Group’s website (www.gewiss.com) under the Sustainability section, is set to occur annually. It should be noted that GEWISS has not omitted any information relevant to its environmental, social and governance performance regarding intellectual property, know-how or results of innovation.

Disclosures in relation to specific circumstances

BP-2

In order to allow the comparability of data and to better communicate its performance over the years, the GEWISS Group hereby discloses the data relating to the reporting period (1/01/2024 - 31/12/2024) and also provides, where possible, data relating to the previous year (1/01/2023 - 31/12/2023).

Any changes in the data relating to the previous reference period, where the methodology and perimeter have remained unchanged, as well as any perimeter restrictions with regard to the individual data, and information relating to estimated data and/or that derives from indirect sources, are promptly reported at the same time as the data in question, within the chapters of the document.



Corporate governance

GOV-1

The governance model of GEWISS S.p.A., the Company at the head of an international Group consisting of commercial and industrial companies, is designed to ensure the implementation of its corporate strategy and, therefore, the achievement of set organisational objectives. The Company’s governance also ensures maximum effectiveness and operational efficiency, contributing significantly to the creation of shared value in the medium to long term and operating with transparency in the interest of all stakeholders.

In particular, the Governance model adopted by the parent Company, in accordance with the provisions of the Articles of Association, follows the structure of a traditional model of administration and control and is divided into the following bodies:

Shareholders’ Meeting

Board of Directors

Board of Directors, which in the reporting period consists of 5 members including Chairman of the Board of Directors, Chief Executive Officer and 3 Directors. The Board of Directors, of which 20% are women¹, is responsible for the strategic and organisational guidance of the Company and the Group, verifying the adequacy of the organisational structure and the suitability of the controls necessary to monitor the progress of the Company and the Group;

Board of Statutory Auditors

The Board of Statutory Auditors, composed of 5 members (3 effective auditors and 2 alternate auditors), is the body responsible for overseeing compliance with the law and the Articles of Association, compliance with the principles of proper administration and the adequacy of the organisational, administrative and accounting structure adopted by the Company.

GEWISS S.p.A. also has an Organisation, Management and Control Model, as referred to in Legislative Decree 231/2001, which provides for the appointment of a **Supervisory Board**, composed of two internal members and an external member (the Chairperson), with independent powers of initiative and control and who are appointed to supervise the operation and compliance with the Model. The latter consists of a general section that illustrates the principles and goals of the Organisational Model and special sections that describe, in detail, offences considered relevant to the Company, activities at risk of offence, principles of conduct, and the organisation's control procedures.

¹ According to the indicator for Principal Adverse Impacts (PAI) defined in the Commission Delegated Regulation (EU) 2022/1288 supplementing Regulation (EU) 2019/2088 (Sustainable Finance Disclosure Regulation - SFDR), the percentage of women compared to men is 25%.



As of 31 December 2024, the GEWISS Group is structured as indicated above.

Sustainability governance

GOV-2

To ensure the allocation of clear and effective responsibilities for sustainability, as well as ensuring the correct management of the Group’s relevant impacts, risks and opportunities, GEWISS has a specific Sustainability Governance, structured as follows:

- > the **Chief Executive Officer** of GEWISS, who is responsible for defining the Group’s course of action on sustainability issues, approving and supervising policies, action plans and objectives in accordance with the organisation’s overall strategic direction;
- > the **Sustainability Steering Committee**, a committee composed of members of senior management and reporting directly to the CEO. This body meets periodically to monitor the interventions on sustainability issues and actions to manage significant impacts, risks and opportunities recognised by the Group, as well as to define new strategic plans that will then be submitted for approval by the CEO, in order to integrate a sustainable business model with long-term value to the company objectives;
- > the **Sustainability Manager**, who coordinates the Sustainability Steering Committee is responsible for monitoring and achieving the Group’s sustainability objectives and stimulating sustainability awareness throughout the Group;
- > the **Sustainability Sponsor Team** supports the Sustainability Steering Committee and Sustainability Manager in identifying new objectives, and is responsible for participating in and promoting the various Environmental, Social and Governance (ESG) initiatives, as well as spreading the culture and principles of sustainability throughout the organisation. The Sustainability Sponsor Team meets periodically to share progress on sustainability projects linked to the Group’s relevant impacts, risks and opportunities.

The list of sustainability questions that emerged as material issues for GEWISS in 2024, and their respective impacts, risks and opportunities (IROs), is reported in the “*Impacts, risks and relevant opportunities and interaction with the business strategy and model*” section (see pages 33 - 34) and was submitted and validated by the Board of Directors on 21/07/2025, together with the Sustainability Report.



1.2 The GEWISS Group and Sustainability

1.2.1 Strategy, business model and value chain

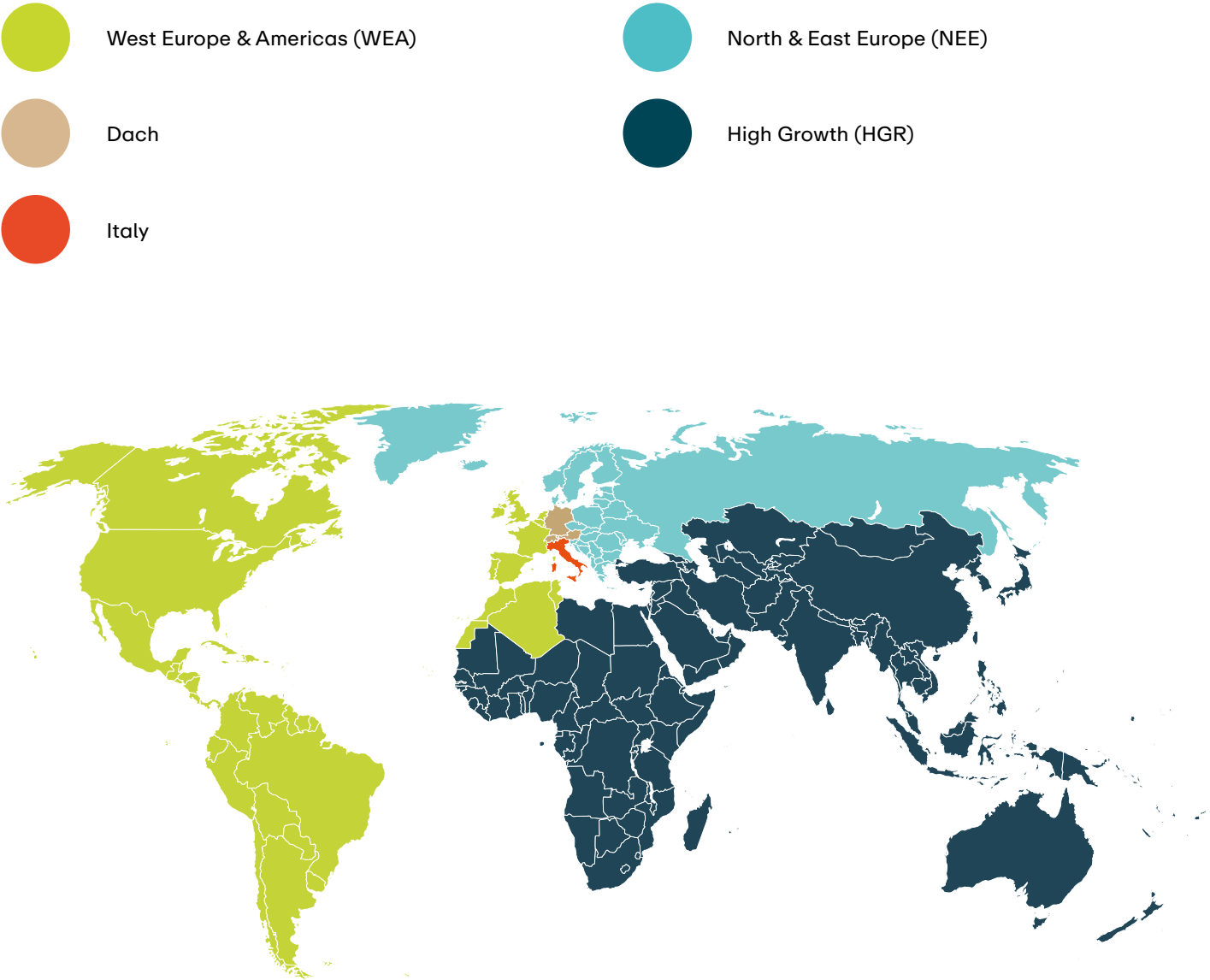
SBM-1

Founded in **1970**, GEWISS is now a benchmark company in the low-voltage electrical installation systems and components market, which includes solutions for *home and building automation*, power protection and distribution, electric mobility and intelligent lighting.

Thanks to its **11 manufacturing facilities** (5 in Italy, 2 in Germany, 1 in Portugal, 1 in France, 1 in the USA and 1 in the Netherlands), **29 industrial/commercial/service companies** (Italy, Germany, France, UK, Spain, Portugal, Turkey, Romania, Chile, UAE, Egypt, China, Poland, Belgium, Switzerland, Hungary, Albania, Sweden, Croatia, USA, Netherlands, Finland and India) and a centralised **logistics hub** in Italy (Calcinate, BG), the Group is present in most major international markets, operating in **more than a hundred countries**, with a commercial network divided into five major strategic clusters:

- > the **WEST EUROPE & AMERICAS (WEA)** cluster includes the Iberian Peninsula, France, including Francophone Africa, the United Kingdom, Benelux, Ireland, Latin America and the Americas, covering both the northern and southern parts of the continent;
- > the **DACH** cluster focuses on countries in the Germanic region, i.e. Germany, Switzerland, Austria;
- > the **ITALY** cluster is dedicated exclusively to the Italian market due to its strategic relevance to the business;
- > the **NORTH & EAST EUROPE (NEE)** includes markets in Romania, Poland, Hungary, Czech Republic, Greece, Cyprus, Malta, Russia, Ukraine, the Scandinavian countries, Baltic countries, Balkans and Armenia;
- > finally, the **HIGH GROWTH (HGR)** cluster focuses on developing countries, covering the Middle East, Turkey, Azerbaijan, Kazakhstan, Israel and Palestine, Africa (excluding Francophone Africa), India, the Far East and Oceania.

Clusters



+2,200 employees

+100 countries around the world in which we have offices, branches, agencies and production sites

11 production plants

29 industrial/commercial/service companies

1 centralised logistics hub managing shipments across Europe

Key to GEWISS’ international success are its **people**. The Group has 2,214 employees in three main *regions*, distributed as follows (see pages 77 - 78 for more information on employees).

| Employees ² | 2024 | 2023 |
|--------------------------------|-------|-------|
| ITALY | 1,383 | 1,371 |
| EUROPE ³ | 723 | 763 |
| REST OF THE WORLD ⁴ | 108 | 101 |
| TOTAL | 2,214 | 2,235 |

million
€622
Turnover 2024
*turnover gross of customer bonuses, cash discounts and other variable costs directly decreasing sales

Countries around the world
100+



2 The methodology used is the active employee count as of 31/12/2023 and 31/12/2024.

3 The Europe category includes the following countries of the Group: Albania, Hungary, Poland, Romania, Belgium, France, Croatia, Germany, Switzerland, Portugal, Sweden, United Kingdom, Spain, Finland, the Netherlands.

4 The Rest of the World category includes the following countries of the Group: Chile, China, Egypt, Turkey, United Arab Emirates, Israel, United States of America.

Business units

GEWISS’ entrepreneurial history is based on a strong capacity to **innovate**, with continual investments in research and development, training for all staff, and the enhancement of manufacturing facilities, in order to interpret the needs of the present and envisage the best solutions for the future. For GEWISS, innovation is the vehicle for meeting stakeholder needs, identifying increasingly sustainable solutions both in terms materials and the industrial technologies and processes that connect people and things to improve safety and quality of life.

In this context, the GEWISS offer extends across a wide range of solutions and services for home & building automation, energy distribution and protection, electric mobility, and smart lighting.

These solutions are organised into specific Business Units, each specialising in the design and production of targeted categories of products/services. The following is an overview of the key solutions offered.



Installation

The “**Installation**” **Business Unit** is at the heart of the GEWISS offer and includes systems for connection, distribution and automation, including:

- > a system of sockets, plugs and interlocked sockets compliant with international standard IEC 60309, wired and unwired panels compliant with EN 61439, as well as solutions to ensure efficient control and automation;
- > distribution boards, junction boxes and industrial connection systems, designed to meet all possible needs;
- > wall surface and recessed enclosures, conduits, cable trays and installation supports.

During 2024, and in continuity with previous years, several projects have moved forward based on the continual research into and evaluation of new materials and technologies for both the product and its packaging, in order to improve performance in terms of sustainability while ensuring high performance standards. In particular, during the first half of 2024, the first PEP Product Environmental Profile certifications were obtained for the metallic cable tray ranges and for corrugated pipes, which marked the start of a multi-year undertaking aimed at obtaining further environmental product declarations for Installation Solutions. In addition, a patented modular support solution for metallic cable trays has been launched to improve installation flexibility for professional users.



Energy

The “**Energy**” **Business Unit** includes customised and reliable solutions for effective energy management and distribution, in all conditions and any application context, ensuring the protection of systems, connected devices and people, through:

- > modular and boxed devices, panels, and cabinets for the distribution of electricity, enabling the creation of a technologically advanced protection system in any field of application, in order to guarantee the best quality, safety and functionality.

In 2024, a *Life Cycle Assessment* study was completed and the *Product Environmental Profile* (PEP) was obtained for the MDC family of RCCBs, reflecting GEWISS’ commitment to environmental sustainability. In addition, there are several sustainability projects within the product development roadmap, including product concepts and solutions aimed at efficient energy management and informed and optimised consumption in residential settings.



Building

With reference to the **“Building” Business Unit**, the offer includes systems for the intelligent management of buildings and homes, embedded in the ecosystem of the *Internet of Things*, including:

- › home & Building Automation solutions for integrated control and management of residential and professional spaces, characterised by comfort, energy savings, safety, supervision and design.

2024 saw the continuation of the launch, in 2023, of the ChoruSmart range, the new Smart Home solution that includes the EGO SMART plate, patented in 2023 and winner of numerous international awards for innovative content and advanced end-user experience. EgoSmart is the first intelligent, connected plate that enables functional, interactive control of all smart devices and sensors in the home. It also enables safe, sustainable and intuitive interaction with the environment, and reduces environmental impact through the optimisation of the materials used and the number of control devices installed, thanks to radio frequency technology and *halogen-free* materials with a high grade of mechanical resistance. Furthermore, the acquisition of Pulsar Engineering is a new and important addition: a pioneer company in building automation and supervisory system technologies, and owner of the ThinKNX platform, which integrates multiple building automation solutions into a single, customisable supervisory interface. ThinKNX enables efficient management and coordination of all specific building plant automation functions, improving building energy efficiency.



Lighting

The **“Lighting” Business Unit**, which includes the PERFORMANCE iN LIGHTING “powered by GEWISS” brand, focuses on offering advanced technologies for intelligent lighting systems, characterised by:

- › intelligent lighting solutions (*Smart Lighting*) that use LED and IoT technologies.

2024 saw the launch of the UNIQO range, a family of industrial suspended lighting devices capable of guaranteeing uniform, high performance with minimal energy impact, even in harsh environmental conditions.

Sustainability is a key part of the value proposition of the Lighting solutions. In addition to the UNIQO range, stand-out ranges include the SL730+, Flexiled and FL ranges designed with Light Engine technology, and the Index+ range, which, thanks to the exclusive patented optical assembly, offers a significant reduction in energy consumption and reduced glare.



Mobility

Finally, the **“Mobility” Business Unit** includes GEWISS’ electric vehicle charging offer under the JOINON brand. It offers both the technological infrastructure for the product and solutions for its complete management, including technical support and maintenance, from the charging stations to the app for smartphones and tablets, as well as smart management of charging units. 2024 also included the launch of the new I-CON EVO wallbox range, the JOINON solution featuring significant innovations that improve connectivity, security and user experience.

Within the context of its extensive product range, GEWISS holds over **590 active industrial property titles**. During 2024, **6 new patents were filed** and 4 patents were obtained.

Value chain

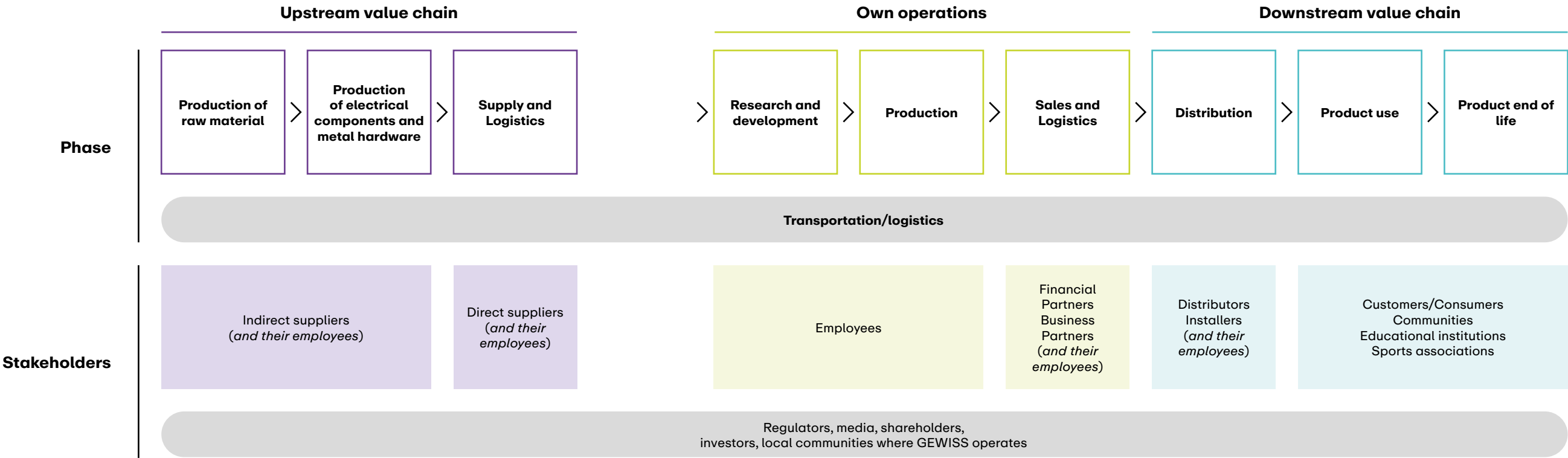
The GEWISS Group value chain is developed through a series of strategic actions aimed at ensuring and promoting the quality, innovation and sustainability of the Group's solutions and products. The process begins **upstream**, with the production of raw materials, primarily plastic and metal, that GEWISS purchases from selected and specialised suppliers to ensure reliability, safety and compliance with regulatory standards. Beyond this type of procurement are our suppliers of electrical components and metal hardware. All materials entering the manufacturing process are supplied to the Group's Companies by logistics service providers, mainly via road and partly by sea.

With regard to **its own operations**, GEWISS operates in development, design and production activities (through moulding, extrusion and assembly processes). The research and development stage is key for GEWISS, in particular with regards to advanced technology solutions that respond to energy efficiency, safety and innovation requirements. The manufacturing phase integrates automation and strict quality controls to minimise waste and optimise processes, with a focus on the highest standards of product and work environment safety that is ensured at all times. Product safety is guaranteed through compliance with IEC, CENELEC and CEI [Comitato Elettrotecnico Italiano (Italian Electrotechnical Committee)] standards – where existing and applicable – and through testing to

assess their impact on customers' health and safety, in order to always ensure the best performance. Finally, the Company invests in both pre- and post-sales support, providing technical support and training to maximise product value throughout its lifecycle, thereby strengthening customer confidence and reinforcing a comprehensive understanding of product features and potential.

Logistics is a common factor of all activities in the value chain, from upstream to downstream, and plays a key role. In relation to the Group's operations, effective management of distribution flows ensures quick delivery times to end customers, which include specialist installers and distributors.

The GEWISS value chain then extends **downstream**. After production, products are distributed through a network of channels, including specialised distributors and installers. Following use of the product by the Group's customers, who are mainly professional installers, companies and individuals, the focus then switches to product end-of-life management. The Group pays more and more attention to designing products and components that are recyclable or reusable. In addition to providing customers and consumers with useful information for divided waste collection, to enable the start of subsequent recovery and recycling operations, GEWISS has participated for several years in recovery consortia dedicated to the management of waste deriving from packaging materials and end-of-life accumulators, batteries and products.



All the stakeholder categories of the GEWISS Group play a key role along the organisation's value chain. The model developed by the Company aims to ensure transparency and facilitate the involvement of these stakeholders from upstream to downstream.

Business model

GEWISS business model drivers are based on the **MinDS** framework, which includes four fundamental pillars: Managerial paradigms, Internationalisation, Digitalisation and Sustainability. “**Managerial paradigms**” means having clear goals, valuing talent and being open to diversity, inclusion and new challenges, “**Internationalisation**” implies a global vision with a local approach, focusing on speed and excellence, while “**Digitalisation**” is the journey to increasingly digitalised solutions, both in industrial processes and in services offered to the market. Finally, “**Sustainability**” is defined as a daily commitment that involves the entire value chain, with the goal of creating shared value by referring to the expectations of all stakeholders.

Through the pillars of the business model, the GEWISS Group is able to make the best use of the **input** needed to generate value (output) and, more importantly, outcome. Natural resources, including fossil fuels and renewable energy, raw materials, human resources (with a focus on the Company’s workforce), financial resources necessary for the natural development of the company, and the social context are among the main inputs for the Group. The **outputs** generated by GEWISS are relevant to both external stakeholders, through quality products and a sustainable value chain, as well as internal stakeholders, ensuring a strong business and an ongoing focus on talent. Through its activities, GEWISS is committed to increasing the positive effects (*outcomes*) and minimising any negative effects, measuring its contribution to achieving the Group’s priority SDGs.

Vision

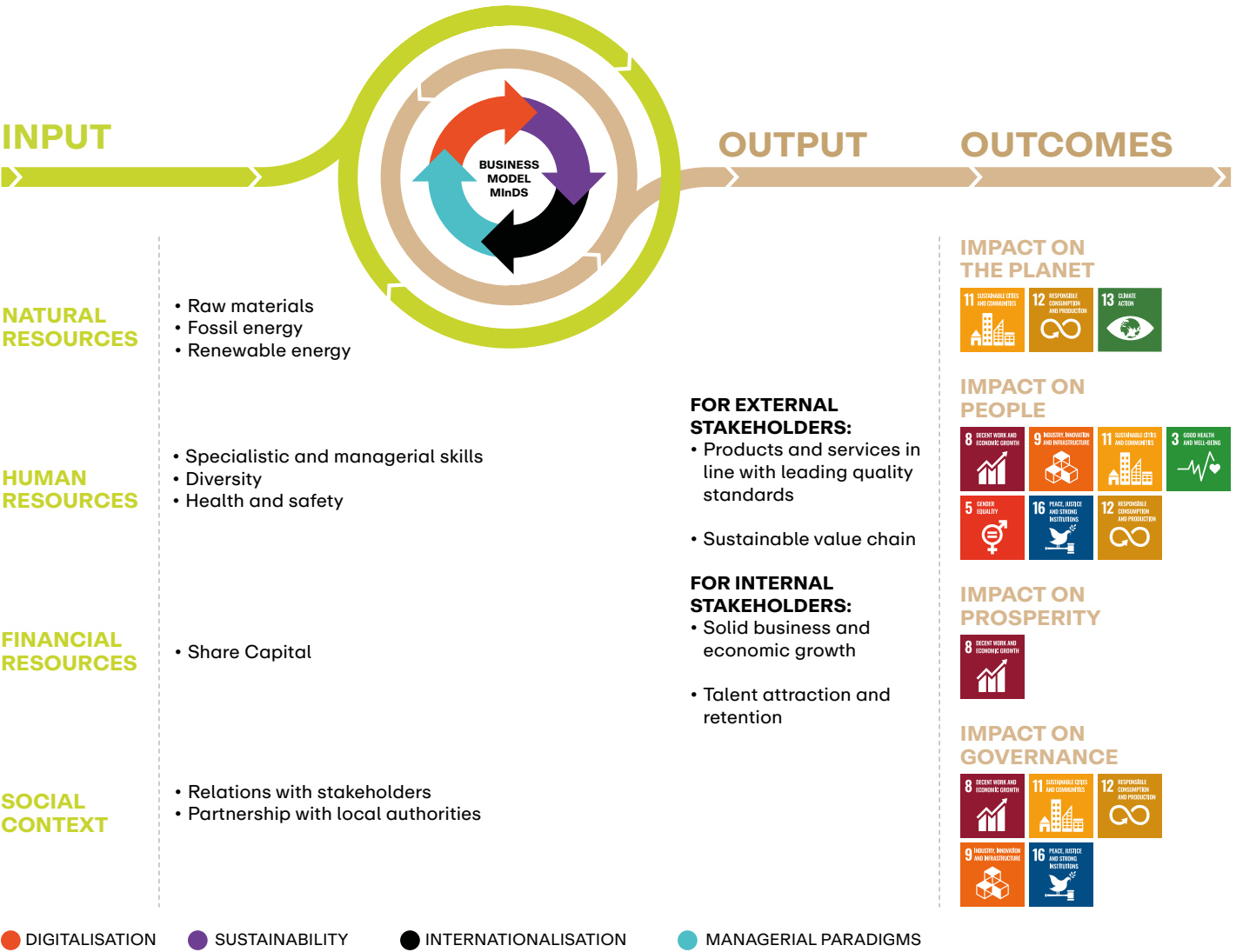
To be a benchmark company in the industry promoting **meaningful innovations for society**.

Mission

Creating value for our customers **and our team** by offering **innovative and scalable solutions for buildings, industries and infrastructure, connecting people and things**, and improving safety and quality of life **guided by the values of integrity, culture of excellence and sustainability**.

Behaviors

- > Be **CREATIVE**, developing innovative ideas;
- > Be **COOPERATIVE** and promote teamworking;
- > Be **RESILIENT** and accountable to reach ambitious targets;
- > Be **PRAGMATIC** and efficient, simplifying and acting quickly;
- > Be **AN EFFECTIVE COMMUNICATOR** and use emotional intelligence;
- > Be **INCLUSIVE** and embrace diversity in a multicultural environment;
- > Be **RELENTLESS** in the pursuit of customer satisfaction;
- > Be **A TALENT ENHANCER**, learn and teach by doing.



The GEWISS Sustainability Roadmap

The approach to sustainability taken by GEWISS envisages strong cohesion and synergy with the Company Mission. The Group’s goal in its day-to-day business is to create shared value for all stakeholders and across the entire value chain in all territories in which it operates, minimising negative impacts on the environment and people, managing and mitigating risks, and amplifying positive impacts and opportunities.

To deliver on our commitments to develop a **responsible business model**, GEWISS is committed to:

- > **developing innovative and sustainable products:** applying the principles of ecodesign and investing in research, development and strategic collaborations;
- > **ensuring transparency and customer satisfaction:** providing stakeholders with clear information about their sustainability performance and focusing on their full satisfaction;
- > **fostering a circular economy and reducing waste:** developing processes, products and services that respect natural resources and minimise waste throughout the lifecycle.

In addition, in sharing the ambitions of the United Nations *Sustainable Development Goals* (SDGs)⁵ and supporting its contribution to their achievement, GEWISS has defined a series of programmes with specific initiatives within its **Sustainability Roadmap**.

Each programme includes numerous initiatives that enable improvements in sustainability by contributing more or less directly to **the management of the sustainability impacts, risks and opportunities** considered relevant to the Group.

Every year, when setting up the operational plan for the following financial year, GEWISS refreshes its Sustainability Roadmap, driving the organisation towards an innovative and sustainable future. The priority projects identified each year are developed and periodically re-evaluated to define the result and contribution it has made to the sustainable development of the GEWISS Group. Each Sustainability Roadmap project has a responsible business function and, where necessary, an allocated budget. The Sustainability Steering Committee, coordinated by the Sustainability Manager, periodically monitors the projects.

In addition, the Sustainability Roadmap programmes are defined in line with and inspired by the three Sustainability Pillars defined in the United Nations report, “*Our Common Future*”.

The progress of initiatives in 2024, and any progress going forward, are detailed at the beginning of each chapter in accordance with the theme, and an overview of the defined programmes is provided below.

⁵ On 25 September 2015, the United Nations approved the Global Agenda for Sustainable Development and its 17 Sustainable Development Goals to be achieved by 2030. It stresses the importance of collaboration among all members of society, from businesses to the public sector, from civil society to philanthropic institutions, universities to research centres, and information and culture operators.

| ESG Pillar | Programs | SDGs of major focus |
|-------------|--|---|
| Environment | Work for climate protection Improve internal energy efficiency Manage and reduce waste |  |
| Social | Ensure people satisfaction and occupational safety Ensure customer satisfaction Empower local communities |  |
| Governance | Ensure ethics and compliance Develop innovative and sustainable products Improve internal processes efficiency Develop a sustainable supply chain |  |

1.3 Interests and views of stakeholders

SBM-2

As highlighted several times, the integration of innovation and sustainability into the GEWISS business model is an ongoing commitment. However, this ambition cannot be achieved without the involvement of the different stakeholders, both internal and external, across the entire value chain. In line with this principle, GEWISS initiated a process in 2023 to identify the most relevant stakeholder categories, taking into account three key variables:

Influence

if they have an impact on the Company's or another stakeholder's strategic or operational decision-making;

Dependency

if they are directly or indirectly dependent on the Company's activities or if the Company is dependent on them in order to operate;

Continuity

if they have ongoing and frequent operational, financial, social or environmental relationships with the Company.

This analysis led to the identification of 12 stakeholder categories, which are illustrated below:



Employees



Direct suppliers



Business partners



Distributors



Installers



Clients/consumers



Shareholders and investors



Regulators



Financial partners



Indirect suppliers



Communities / educational institutions / sports associations



Media

Over time, GEWISS has built a continuous dialogue with its stakeholders, both internal and external, which has enabled the company to consider a wide range of different perspectives and points of view in its strategy choices. It is thanks to this open communication that GEWISS is able to continuously monitor stakeholder needs and expectations, addressing any issues in a timely and targeted manner.

To ensure an effective interaction, the company has developed communication channels dedicated to each stakeholder category, responding specifically to their needs and specialties, in order to conduct its business in a sustainable, fair and responsible manner, and minimising environmental and social impacts.

Employee engagement is handled through periodic surveys and recurrent training and information initiatives. These are made visible via the company intranet, which guarantees a constant flow of updates on relevant topics related to company life and initiatives organised in favour of GEWISS people.

For **external stakeholders**, GEWISS has developed several channels of communication across the entire value chain. The Group establishes strategic partnerships with suppliers and organises frequent on-site visits. In addition, the Supplier Code of Conduct sets forth a series of ethical and operational principles that GEWISS shares with all those it interacts with along the supply chain.

Constant interaction is also maintained with the Group's **business partners**, with customers, distributors and installers, and includes regular meetings and visits to the GEWISS Experience Center, with the aim of adapting commercial strategies to the needs of the market.

Furthermore, the Group is committed to responding to questions and requests from **customers and suppliers**, both in relation to the sustainability approach at a company level and to the sustainability and product performance characteristics, thus contributing to building and maintaining transparency with its stakeholders.

Dialogue with **local communities** is equally structured. GEWISS understands its social and economic role in the context in which it operates, committing to periodically promoting initiatives aimed at increasing the well-being of people and the environment.

With regards to **educational institutions**, we highlight the 2023 launch of a structured Open Innovation course in collaboration with the "Startup Intelligence" Observatory of the Politecnico di Milano. 2024 saw further consolidation of this collaboration, including the participation of the "Artificial Intelligence" Observatory of the Politecnico di Milano. The entire process aims to promote collaboration with the ecosystem of innovative startups in all business operations involved in developing new solutions. This has enabled more extensive dialogue with startups, research centres and key players in the technology landscape, accelerating the company's ability to develop increasingly innovative solutions that align with market expectations.



Participation in trade associations

The GEWISS Group is an important player in the electrical and electronic sector, actively engaged both internationally and nationally in the definition of standards and policies that support innovation and competitiveness of the sector. The major organisations that GEWISS is a member of are outlined below.

On an international level, the GEWISS Group participates in:

- **CECAPI:** The European Committee of Electrical Installation Equipment Manufacturers brings together and represents the interests of manufacturers of electrical and electronic equipment for domestic and tertiary use. Its scope is to promote and develop the collective technical, industrial, economic and political interests of the European industry in these sectors;
- **CENELEC:** The European Committee for Electrotechnical Standardisation is a European body that develops technical standards for the electrotechnical, electronic and telecommunications sector in European countries;
- **IEC:** The International Electrotechnical Commission is an international organisation that develops and publishes global standards for electrical, electronic, and related technologies, including technologies for energy generation, transmission, and distribution;
- **LightingEurope:** An organisation that represents manufacturers, companies, national associations and other entities in the lighting industry in Europe;
- **CharIN:** A leading global association with more than 300 members, dedicated to advancing standards in the field of electric vehicle (EV) charging systems of all types and in as many parts of the world as possible.

In Italy, GEWISS is an active member of:

- **ANIE:** The National Federation of Electrotechnical and Electronic Companies (Associazione Nazionale Industrie Elettrotecniche ed Elettroniche) is one of Italy's most important organisations in the category. It is part of Confindustria, the leading business federation in Italy. It counts among its members around 1,300 companies in the electrotechnical and electronic sector, supplying state-of-the-art technology systems and solutions;
- **ASSIL:** The National Association of Lighting Manufacturers (Associazione Nazionale Produttori Illuminazione). This Italian association is part of ANIE, and represents companies that manufacture equipment and electrical components for lighting, light sources and LEDs, operating on the Italian market;
- **Prosiel:** The Association for the Promotion of Electrical Safety (Promotori della Sicurezza Elettrica) is a non-profit at the forefront of promoting a culture of electrical safety and innovation, whose members are main players in the electrical supply chain;
- **CEI:** The Italian Electrotechnical Committee (Comitato Elettrotecnico Italiano) is a non-profit responsible for technical standardisation, at a national level, in the field of electrotechnology, electronics and telecommunications, and is a direct participant in the corresponding European (CENELEC) and international (IEC) standardisation organisations.

1.4 Double materiality analysis

1.4.1 Material impacts, risks and opportunities and their interaction with strategy and business model

SBM-3

Double materiality analysis, as explained in the “*Process for identifying material impacts, risks and opportunities*” section (see pages 35 - 37) makes it possible to identify the impacts, both positive and negative, risks and opportunities (IROs) connected to the activities carried out by the Group, including its value chain. All IROs identified by GEWISS as material for the reporting year are related, more or less directly, to the business model of the Company.

With regards to the environment, GEWISS has identified two material issues related to the operation of its business: climate change and utilisation of resources. On one hand, implementation of new solutions aimed at systematically improving energy efficiency and the design of more durable and repairable products enables the Group to generate positive impacts on the environment. On the other, the production of direct and indirect greenhouse gas emissions from activities carried out, as well as the generation of waste intended for disposal, are the current negative impacts typical of a manufacturing company. These are identified without taking into account the mitigation actions already implemented by GEWISS, as required by the evaluation methodology.

With regards to the social area, the workforce has enjoyed significant positive impacts due to initiatives such as flexible working, benefits and career development pathways to create a proper work-life balance. Fair and equal treatment regardless of gender, and the continuous development of professional skills through performance evaluation and targeted training activities, are all essential aspects of GEWISS HR management. In terms of the negative impacts, the most relevant is the possibility for injuries or work-related ill health to occur during the exercise of operational activities. This has been identified without taking into account the numerous safeguards that have already been adopted, particularly for employees involved in operational tasks, but also for operators located across the entire value chain.

Finally, within governance, GEWISS contributes to the fight against active and passive corruption through the promotion and engagement of ethical principles and values, which are the foundation of the Group’s responsible business conduct. In particular, this commitment takes the form of employee-focused training programmes designed to foster a corporate culture of integrity and transparency.

The following sections discuss in detail the policies and actions by which GEWISS seeks to prevent, mitigate and correct material negative impacts, both actual and potential, and to address relevant risks and/or pursue and sustain relevant opportunities and positive impacts.

With respect to the list of material issues reported in the 2023 Sustainability Report and already addressed by GEWISS, no substantial changes are noted. There are some methodological changes determined largely by the integration of “*Financial Materiality*” (as described in the “*Process for identifying relevant material, risks and opportunities*” section, pages 35 - 37), with the consequent consideration of risks and opportunities that may have a significant financial effect on the Group.

| Material IROs for ESRS | Category | Sub-topic | Sub-sub-topic | Upstream value chain | Own operations | Downstream value chain |
|--|------------------|---------------------------|--------------------|----------------------|----------------|------------------------|
| E1 - Climate change | | | | | | |
| Production of direct and indirect greenhouse gas emissions related to the Group's buildings and production facilities. | Actual impact | Climate Change Mitigation | | ● | ● | ● |
| Development and implementation of innovative solutions that ensure energy efficiency, helping to fight climate change. | Actual impact | Energy | | | ● | |
| Failure to develop innovative solutions could result in reputational damages and a decrease in the value/market share for the Group. | Risk | Energy | | | ● | ● |
| Access to new market segments through the development and distribution of products enabling the energy transition. | Opportunity | Energy | | | ● | ● |
| E5 - Circular economy | | | | | | |
| Risk of rising prices of strategic raw materials, accompanied by increased competition between sectors for sustainable raw materials, such as recycled plastics. | Risk | Resource inflows | | ● | ● | |
| Increased operating costs due to the introduction of new regulatory requirements concerning the use of industrial products and processes, which may require the use of more expensive raw materials or the adaptation of internal processes. | Risk | Resource inflows | | ● | ● | |
| Increased use of plastic materials of recycled and recyclable origin, facilitating a minimal use of virgin plastic. | Actual impact | Resource inflows | | ● | ● | |
| Design and development of products that increase the principles of circularity, including durability and reparability, supporting the circular economy. | Actual impact | Resource outflows | | ● | ● | |
| Production of hazardous and non-hazardous waste directed to disposal rather than recovery. | Actual impact | Waste | | ● | ● | ● |
| S1 - Own workforce | | | | | | |
| Proper work-life balance thanks to initiatives such as flexible work, welfare initiatives and benefits for employees, career development, etc. | Actual impact | Working conditions | Work-life balance | | ● | |
| Promote a corporate culture that respects the work-life balance of employees, as well as their health and safety, resulting in a positive impact for company reputation and employees' productivity. | Opportunity | Working conditions | Working time | | ● | |
| | | | Work-life balance | | | |
| | | | Health and safety | | | |
| Risk of non-compliance with health, safety and environmental (HSE) standards in the workplace, resulting in injuries to workers and contractors, and potential temporary closure or interruption of activities. | Risk | Working conditions | Health and safety | | ● | |
| Potential injuries and/or occupational diseases that may occur during the performance of operational activities, which may affect the health and psychophysical integrity of workers. | Potential impact | Working conditions | Health and safety | | ● | |
| Risk of loss of key people and talents and a consequent high rate of outgoing turnover due to a lack and/or careless management of human capital and not in line with labour market trends. | Risk | Working conditions | All sub-sub-topics | | ● | |

| Material IROs for ESRS | Category | Sub-topic | Sub-sub-topic | Upstream value chain | Own operations | Downstream value chain |
|--|------------------|---|---|----------------------|----------------|------------------------|
| Group's reputational opportunities resulting from the creation of a positive working environment that supports employees' inclusion and diversity. | Opportunity | Equal treatment and opportunities for all | All sub-sub-topics | | ● | |
| Equity and equal treatment regardless of gender at every stage of career and employment relationship. | Actual impact | Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value | | ● | |
| | | | Diversity | | | |
| Development of employees' professional skills through continuous performance evaluation and availability of activities and training sessions for an updated and qualified staff. | Actual impact | Equal treatment and opportunities for all | Training and skills development | | ● | |
| Reputational risk for the Group due to the occurrence of discrimination and/or human rights violations in the workplace. | Risk | Equal treatment and opportunities for all | Employment and inclusion of persons with disabilities | | ● | |
| | | | Measures against violence and harassment in the workplace | | | |
| | | | Diversity | | | |
| | | Other work-related rights | Child labour | | | |
| | | | Forced labour | | | |
| | | | Privacy | | | |
| S2 - Workers in the value chain | | | | | | |
| Potential injuries and/or occupational diseases that may occur during the performance of operational activities, which may affect the health and psycho-physical integrity of workers along the value chain. | Potential impact | Working conditions | Health and safety | ● | | ● |
| Reputational risk due to potential violation of human rights, including health and safety aspects, along the value chain. | Risk | Working conditions | All sub-sub-topics | ● | ● | ● |
| | | Other work-related rights | Child labour | | | |
| | | | Forced labour | | | |
| Potential reputational and non-compliance risks due to violations of workers' rights in the supply chain. | Risk | Working conditions | All sub-sub-topics | ● | | |
| | | Equal treatment and opportunities for all | All sub-sub-topics | | | |
| | | Other work-related rights | Child labour | | | |
| | | | Forced labour | | | |
| | | | Privacy | | | |
| S4 - Consumers and end users | | | | | | |
| Increase in customer loyalty by meeting expectations in terms of quality, reliability and service in products manufacturing. | Opportunity | Personal safety of consumers and/or end-users | Health and safety | | ● | |
| | | | Security of a person | | | |
| | | | Privacy | | | |
| G1 - Business conduct | | | | | | |
| Fight against active and passive corruption thanks to the dissemination of ethical principles through training for employees. | Actual impact | Corporate culture | | ● | ● | ● |
| | | Corruption and bribery | | | | |

1.4.1

Process to identify relevant material impacts, risks and opportunities

IRO-1

During 2024, GEWISS revised its materiality analysis process by introducing the concept of “**double materiality**”, taking its cue from the methodology introduced by the ESRS and related guidelines. In particular, the new standards require sustainability issues to be identified and reported on taking into account two perspectives: *Impact Materiality* and *Financial Materiality*.

Impact Materiality focuses on identifying the impacts that the Group generates, or could potentially generate, on the environment and people, arising both from the company’s activities and from the upstream and downstream value chain. This approach led the GEWISS 2023 materiality analysis, allowing the Group to identify the main impacts on the external context.

Financial Materiality, integrated into the materiality analysis during 2024, looks at the aspects relating to the identification of risks and opportunities – i.e. aspects arising from environmental, social or governance issues – that can have a negative or positive effect, respectively, on the asset-financial situation, economic result, financial flows and access to financing or cost of the Group's capital.

The two perspectives, combined into the concept of “double materiality”, ultimately aim to identify **the Impacts, Risks and Opportunities (IROs)** relevant to GEWISS. More precisely, in 2024, GEWISS conducted a double materiality process in the following phases.



ESG context analysis

An analysis was conducted to understand the internal and external context of the Group, starting from the **corporate documents**, for example the Group's Consolidated Financial Statements and the list of impacts identified in recent years, continuously reviewed and updated. Through a *benchmark* analysis, sustainability issues relevant to **industry peers**, including suppliers, customers and sustainability *best practices*, were then analysed. ESG trends described in **scientific publications** have also been considered in order to obtain a complete overview of the main sustainability issues for the GEWISS operation.

Long-list of impacts, risks and opportunities

The results of the context analysis were communicated with the topics and sub-topics provided by ESRS 1 (AR 16). This has allowed for a preliminary list of potentially relevant impacts, risks and opportunities for GEWISS. In most cases, the identified impacts have resulted in a risk and/or opportunity related to them, and vice versa. The list of IROs has been completed and validated by the Sustainability Department, in collaboration with the Administration, Finance and Control Department, before being evaluated.

Assessment of relevant impacts, risks and opportunities

Each IRO was evaluated first by the Sustainability team of the Quality, Safety, Environment Department and the Administration, Finance and Control Department, and then by representatives of the main Departments depending on their area of expertise, through specific workshops divided by theme area: *environmental, social and governance*.

In accordance with the ESRS, the impact assessment was conducted taking into account several factors, such as the **scale**, **scope** and **irremediable character** (for negative impacts) and **likelihood** (for potential impacts). The scale is defined as the measure of the benefit of a positive impact or the severity of a negative impact, the scope represents the extent of the impact, and the irremediable character indicates the extent to which a negative impact can be remedied. Risks and opportunities were instead assessed considering the **magnitude** of the financial effect, in addition to the **likelihood**.

Each of the variables considered was rated based on the rating scales defined by the Group. IROs were identified and evaluated **without taking into consideration the mitigation activities** as required by ESRS. The assessment was also conducted taking into account where the impact, risk or opportunity is generated: whether in the company's own activities and/or in those of the value chain (and in the latter case if upstream and/or downstream).

To determine the sustainability issues relevant for reporting purposes, the results of the assessments obtained for each IRO were represented in two different *heatmaps*: one to verify the positioning of the impacts and the other for the risks and opportunities. The materiality threshold was defined in both cases at medium-high and high relevance.

The analyses carried out led to the definition of a list of 23 IROs that emerged as relevant, divided into sustainability issues (see the list reported on pages 33 - 34).

The results of the double materiality analyses, following the assessments, were then presented to the Board of Directors for validation on presentation of this Sustainability Report.

② ENVIRONMENTAL INFORMATION



2.1 Commitment to mitigating climate change

ESRS E1

2.1.1 Policies related to climate change

E1-2

GEWISS has always considered environmental protection to be a fundamental requirement for its business development. The Group stands out for its focus on the management of natural resources, which is evident in how it promotes energy efficiency, helping to limit the production of Scope 1 and Scope 2 greenhouse gases (GHGs) via reduced fossil fuel consumption.

As a testament to the desire to mitigate negative environmental impacts related to its activities, GEWISS formalised its **Sustainability Policy and the Integrated Policy**, aimed at ensuring maximum efficiency and effectiveness of business processes and promoting environmental protection in every Group activity across the value chain. The Policies also formalise the Group’s objective to pursue the development and implementation of innovative solutions that ensure energy efficiency for its customers, laying the foundation for a concrete contribution to combating climate change.

A central element of these Policies is a focus on “costs that do not generate value”, an approach that GEWISS adopts by optimising resources to ensure efficient and effective use of each element of the production process. This translates into a rational use of resources, with a focus on reducing waste and improving energy efficiency. The Group is committed to purchasing products and services that are energy efficient, promoting the adoption of renewable and low-carbon energy sources to reduce the environmental impact of its activities.

In addition, GEWISS continues to innovate its operating practices, constantly updating them based on technological advances. The implementation of the requirements of the Environmental and Energy Management Systems, according to international standards, and the adoption of certified Management Systems represent an additional step towards the creation of an increasingly sustainable and efficiency-oriented business model, with the aim of meeting environmental and energy

commitments, minimising the impact of its operations.




The commitments defined in the Group Sustainability Policy contribute to the achievement of Sustainable Development Goals (SDGs) 11, 12 and 13.

The Sustainability Policy and the Integrated Management System Policy apply to all Companies within the GEWISS Group, and therefore, to all employees, and are promoted at all levels between employees and business partners of the Group at a global level. The CEO is responsible for approving the Sustainability Policy, and, with the support of the Sustainability Steering Committee, periodically reviews it to assess its suitability and define any improvement actions.

In addition, the Policies are available to employees via the company intranet, and to external stakeholders on the Group’s website www.gewiss.com.

2.1.2 Actions related to climate change

E1-3

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|-------------|---|---|--|---|
| Environment | <p>Work for climate protection</p> <p>Improve internal energy efficiency</p> <p>Manage and reduce waste</p> |    | <p>Efficiency improvements on heating and cooling systems at Italian sites</p> <p>Optimising lighting systems in the French Liernais plant</p> | <p><i>Relamping</i> at Italian sites</p> <p>Optimisation of heating systems at production sites in Italy and Germany</p> <p>Development of renewable energy self-production projects</p> <p>Energy audits at production sites in Germany and Portugal</p> |

GEWISS promotes the conscious use of available resources through careful and optimised management of energy sources used in production cycles and the definition of energy-saving objectives, therefore also committing to reduce the emissions generated by its own consumption. Since it is one of the main sources of Group emissions, energy consumption is one of the areas where GEWISS is focusing its efforts to meet its objective to conduct business sustainably.

In line with our philosophy, the Group’s **Sustainability Roadmap** outlines actions and solutions for the improvement of energy efficiency and the use and production of energy from renewable sources, by continually identifying projects aimed at energy efficiency and facility optimisation, as part of a plan covering the next three years.

In 2024, the Group carried out efficiency interventions within the boundary of the Sustainability Roadmap, such as optimisation of heating and cooling systems at the production plant in Cenate Sopra (BG) and the logistics centre in Calcinate (BG), replacing some systems with new energy efficient systems at Castel San Giovanni (PC) and Colognola ai Colli (VR) plants, as well as the optimisation of the lighting system at the Liernais manufacturing plant in France.

In addition, the Group launched a number of energy efficiency projects during 2024, which are forecast to be completed in 2025, such as the project for heat recovery and boiler replacement at the Castel San Giovanni site, where *relamping* is also being carried out to ensure more efficient lighting. At the Cenate Sotto production facility, the refrigerator will be replaced with a new heat pump. Finally, another important project concerns the replacement of the painting system burners at the French plant in Liernais.

In order to carefully manage and continuously improve its energy performance, numerous energy efficiency and plant optimisation projects are also planned for 2025 in various intervention areas, as indicated below:

> **lighting area:** Optimisation of the lighting system in Calcinate (BG), relamping of the production plant in Colognola ai Colli (VR);

> **electrical systems area:** replacement of a compressor at Cenate Sotto (BG), renovation of an electric power centre at Castel San Giovanni (PC);

> **heating area:** replacement of boilers at Castel San Giovanni (PC), replacement of climate control at Colognola ai Colli (VR), replacement of climate control at Penafiel (Portugal), optimisation of the heating system at Ottfingen (Germany);

> **process machine area:** replacement of some process equipments at Castel San Giovanni (PC);

> **other actions:** development of projects aimed at self-production of renewable energy, energy audits at the production plants in Goslar (Germany) and Penafiel (Portugal).

Careful management and continuous technological improvement are accompanied by management systems that form a fundamental part of the sustainability strategy, as well as in the environmental and energy context.

Specifically, the certification process for international standard **ISO 14001** was completed in 2024 at the GEWISS production plant in Penafiel, Portugal, adding to the Group Companies already in possession of the Environmental Management System certified according to this standard: GEWISS in Italy and GEWISS in France. The adoption of the Energy Management System certified according to **ISO 50001** standard at Italian plants (GEWISS S.p.A.) was important for the careful management and technological improvement of production facilities and its energy performance.

The adoption of these management systems, which are based on a “*risk based thinking*” approach, allows the company to focus on continuously improving its energetic and environmental performance, while simultaneously considering factors like the setting and needs/expectations of stakeholders to determine risks and associated opportunities.

As part of its actions to reduce its emissions, GEWISS is considering the possible diversification of its energy sources, evaluating the feasibility of using and procuring renewable energy. To date, the Group has entered into **renewable electricity supply contracts** for the GEWISS plant in Portugal and for certain commercial subsidiaries of the Group.

Analyses and feasibility studies for new photovoltaic systems is ongoing and currently involves GEWISS sites in Italy and France. The plant that was recently set up in the Calcinate (BG) logistics hub achieved 19% coverage of the site’s electricity consumption in 2024, preventing the emission of approximately 125 tons of CO₂ into the atmosphere, increasing the Group’s energy autonomy through the use of energy from renewable sources, and adding to the Colognola ai Colli (VR), Brussels in Belgium and Herradores in Spain systems for a total of 168 tons of CO₂ saved.



GEWISS has a constantly evolving and developing energy consumption **monitoring network** at its main production sites. This monitoring system consists of a network of electric energy meters and other energy carriers that measure consumption in real time, analysing any deviations that occur and evaluating the efficacy of efforts to improve efficiency.

Maintaining energy performance and constantly striving to improve it translates not only into **economic investments** to make product and service facilities more efficient, but also into ongoing actions in **training and raising awareness**, as well as carefully establishing functional parameters to avoid and reduce waste at the plants.

Energy performance improvement projects developed in 2024 resulted in savings of approximately 1,400 MWh in terms of reduced consumption, and approximately 220 tons of CO₂ equivalent, as well as significant cost reduction. Details of the interventions carried out in 2024 are presented below, indicating the reduction in consumption and estimated emissions.



| Energy efficiency projects | Annual savings (MWh) | Emissions reduction in 2024 (tCO ₂ e) |
|---|----------------------|--|
| Optimisation of heating and cooling system in Cenate Sopra* | 803 | 115 |
| Optimisation of Calcinate heating and cooling system at the logistics centre* | 504 | 79 |
| Replacement of refrigerator with a new high efficiency model at Castel San Giovanni plant** | 43 | 14 |
| Replacement of burners with new high efficiency models at Colognola ai Colli plant*** | 34 | 6 |
| Optimisation of lighting system at Liernais plant** | 27 | 9 |
| Total | 1,410 | 222 |

*Operations with reduced Scope 1 and Scope 2 emissions

** Operations with reduced Scope 2 emissions

*** Operations with reduced Scope 1 emissions

1,410 MWh

energy savings through efficiency projects

+40%

renewable energy production by the Group vs 2023

The GEWISS Group acts in strict compliance with legislative requirements and company regulations/ procedures and adopts even more restrictive parameters to protect the environment whenever possible. This is demonstrated, as in previous years, in the total absence of environmental legal disputes against GEWISS in 2024.

2.1.3 Targets related to climate change

E1-4

Climate change is a complex issue that continues to push companies to take more targeted steps to reduce their environmental impact. Although the Group has not yet defined specific quantitative targets in the context of climate change, GEWISS is actively working to identify them in the future. Meanwhile, in support of its ongoing and dynamic efforts, GEWISS monitors its energy performance and the effectiveness of its actions through the application of the requirements of the ISO 50001 energy management system and the ISO 14001 environmental management system, which guide the Company towards continuous improvement and a more conscious management of resources.

In addition, the Group, in collaboration with the *Energy Team* and the *Energy Manager*, ensures optimal management of energy resources by monitoring consumption of the main energy utilities, measuring energy performance, as well as assessing opportunities for improvement using the best market technologies, and developing plans for continuous improvement.

From a risk and opportunity perspective, an assessment of physical, acute or chronic climate risks and transition activities are planned in the near future, to assess the company’s vulnerability to these risk categories and examine overall relevance to the company’s business, as well as to define appropriate management and mitigation measures and related objectives.



2.1.4 Energy consumption and mix

E1-5

The 2023 and 2024 energy consumption figures are shown in the table below and expressed in Megawatt-hours (MWh). In 2024, energy consumption remained almost constant, with a minimum increase of 1.7% compared to 2023, attributable to the continuous development of business and production activities. It should be noted that the share from fossil sources remained unchanged compared to the previous year, while consumption from renewable sources increased by about 10%.

| Energy consumption and mix (in MWh) ⁶ | 2024 | 2023 ⁷ |
|---|---------------|-------------------|
| Fuel consumption from coal and coal products | - | - |
| Fuel consumption from crude oil and petroleum products | 10,012 | 9,882 |
| Fuel consumption from natural gas | 11,444 | 10,928 |
| Fuel consumption from other fossil sources | - | - |
| Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources | 27,969 | 27,878 |
| Total energy consumption from fossil fuel sources | 49,425 | 48,688 |
| Share of fossil fuel sources in total energy consumption | 98% | 98% |
| Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) | - | - |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources | 633 | 710 |
| The consumption of self-generated non-fuel renewable energy | 554 | 370 |
| Total renewable energy consumption | 1,187 | 1,079 |
| Share of renewable sources in total energy consumption | 2% | 2% |
| Total energy consumption | 50,613 | 49,768 |

Renewable energy production, as shown in the table below, has increased by approximately 40% compared to 2023, from 578 MWh to 817 MWh thanks to the Calcinatè (BG) photovoltaic system being at full capacity.

| Energy production (in MWh) | 2024 | 2023 |
|---------------------------------|------|------|
| Non-renewable energy production | - | - |
| Renewable energy production | 817 | 578 |

⁶ Estimates based on average energy consumption per employee were made for some commercial sites for 2023 and 2024, since current data are not available.
⁷ The data from fiscal year 2023 were aligned with the total perimeter coverage, and therefore varied from those reported in the Sustainability Report 2023.

2.1.5 Greenhouse gas emissions

E1-6

Energy consumption was re-evaluated in terms of equivalent CO₂ emissions, as shown in the following table, confirming the relevance of Scope 2 on the GEWISS Group’s total emissions. Furthermore, for the first year, GEWISS decided to calculate its GHG emissions according to the *market-based* method with the respective conversion factors according to the logic of progressive alignment with the CSRD requirements.

Total GHG emissions slightly increased from 13,607.9 tCO₂e to 13,813.8 tCO₂e in the *location-based* methodology and from 17,434.6 tCO₂e to 18,747.7 tCO₂e in the *market-based* methodology. The percentage of emissions covered by trading systems remains at 0% in both years, as the Group currently falls outside the scope of the ETS (*Emission Trading Scheme*).

In 2024, in relation to the continued development of business and production activities, direct emissions (Scope 1) increased from 4,771.2 tCO₂e in 2023 to 4,959.9 tCO₂e in 2024. This reflects a slight increase related to the use of natural gas for heating, fuels for business-related fleets and refrigerant gases for plant maintenance. Location-based indirect emissions (Scope 2) were broadly unchanged, from 8,836.7 tCO₂ in 2023 to 8,853.9 tCO₂ in 2024, while indirect emissions (Scope 2) were calculated using the market-based method and saw a slight increase, primarily due to the use of conversion factors influenced by the performance of the energy market.

| Greenhouse gas emissions ⁸ (in tCO ₂ e) | 2024 | 2023 |
|---|----------|----------|
| Scope 1 GHG emissions | | |
| Gross Scope 1 GHG emissions | 4,959.9 | 4,771.2 |
| Percentage of Scope 1 GHG emissions covered by regulated emission trading schemes (%) | - | - |
| Scope 2 GHG emissions | | |
| Gross Scope 2 location based GHG emissions | 8,853.9 | 8,836.7 |
| Gross Scope 2 market based GHG emissions | 13,787.8 | 12,663.5 |
| Total GHG emissions | | |
| Location-based total GHG emissions | 13,813.8 | 13,607.9 |
| Market-based total GHG emissions | 18,747.7 | 17,434.6 |

8 The DEFRA emission factors, updated to 2024, were used to calculate 2024 GHG emissions. For emissions from purchased electricity (Scope 2), the Terna [Italian national transmission grid company] “International Comparison 2019” emission factor was used, as it provides specific data for each country. In addition, in order to calculate the Group’s overall Scope 1 and 2 emissions for the years 2023 and 2024, estimates based on average energy consumption per employee were made for some commercial locations, with no current data available.

2.2 Circular economy

ESRS E5

IRO-1

Two main material risks arise from the Group’s business model, as evidenced by the double materiality analysis conducted. Increasing pressure on strategic raw material costs, on the one hand, and possible tightening of environmental regulations, on the other hand, could result in rapid operational changes, with increased costs and a possible need to modify production processes.



In light of these challenges, GEWISS is constantly investing in technical solutions that allow the use of recycled raw materials.

Therefore, the Group generates positive impacts related to the design and development of innovative solutions that increasingly integrate circular economy principles (durability and reparability), as well as the increased use of materials of recyclable/recycled origin. GEWISS is committed not only to source raw materials of recyclable/recycled origin, but also to select raw materials with a high degree of recyclability, to facilitate their correct end-of-life management.

From the Group’s activities, focused primarily on plastics processing for injection moulding and extrusion, metalworking and assembly and logistics activities, there is also a negative impact related to the production and management of waste, especially at GEWISS manufacturing plants, without considering mitigation actions and safeguards in place. This includes tracking and management in full compliance with national and local regulations for initiation of recovery and/or disposal.



2.2.1 Policies related to resource use and circular economy

E5-1

Since its early years, the GEWISS Group has been committed to evaluating and adopting solutions that ensure that the use of necessary environmental resources to meet its current needs is managed responsibly, to prevent damaging or depleting them, ensuring they can be used by future generations.

The **Sustainability Policy** (introduced on page 40) outlines the guidelines for all of the Group’s activities, from design to production, in full respect of the environment and its resources. As defined in the Policy, the Group places the utmost attention on rational and efficient use of resources, minimising the amount of resources entering the production cycle where possible, promoting and contributing to the development of a circular economy, from the product design stage, and committing to the research and development of new technologies and solutions that allow the use of recycled raw materials and components with recycled content in the production process. GEWISS extends its efforts in this regard to packaging, promoting the adoption of packaging that values second-life materials, which can in turn be recovered at end of life.

The Policy also formalises GEWISS’ commitment to minimising the environmental impact generated from **waste production**. In this sense, the Group has adopted an approach based on preventing the production of waste at the source, taking direct measures to reduce the amount of waste generated during the production process and investing in the recovery and recycling of materials and the correct disposal of non-recyclable materials.

Waste generated from conducting business is fully tracked and managed in accordance with national and local regulations regarding collection and disposal.

Finally, GEWISS formalises its commitment through an **Integrated Policy**, which emphasises the constant search for efficiency and effectiveness in business processes and flows, which translates into a focus on continuous improvement of environmental performance.

2.2.2 Actions related to resource use and circular economy

E5-2

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|-------------|------------------------------------|--|---|--|
| Environment | Work for climate protection | <div><div>13</div><div>CLIMATE ACTION</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div> <div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div> | Initiatives for the circular economy | Extension of the use of the IT platform for waste management to other Group production plants |
| | Improve internal energy efficiency | | Adoption of the Life Cycle Assessment (LCA) method to understand the environmental impacts of products throughout their life cycles | Expansion of differentiated collection in some Italian production plants (Cenate Sotto, Castel San Giovanni, Colognola ai Colli) |
| | Manage and reduce waste | | Pilot adoption at the Cenate Sotto plant of an IT platform for 360° waste management | Extension of Life Cycle Assessment (LCA) studies aimed at obtaining environmental product declarations |

The GEWISS commitments defined in the Sustainability Policy are implemented by the **Sustainability Roadmap**, mapping out the Group’s concrete initiatives aimed at promoting the circular economy, using materials with less environmental impact than conventional ones, and optimising waste management for production sites, contributing to the Sustainable Development Goals, in particular to SDGs 11, 12 and 13.



Research and Innovation: resource use and the circular economy

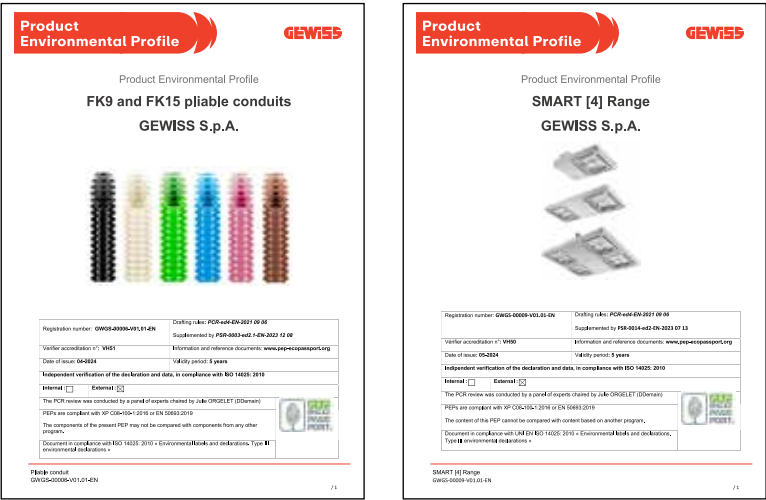
In order to mitigate the risks arising from the increasing costs of strategic raw materials, as well as increased competition between sectors for sustainable raw material sourcing, or increased operating costs to meet new regulatory requirements for the use of more expensive raw materials, GEWISS works by exploring the market to identify new business opportunities and monitor identified risks. This enables the adoption of an “ambidextrous” business model ⁹.

The Group is committed, where technically possible, to carry out ongoing research into new materials from renewable sources or from pre- and post-consumer recycling for the development of both new and established projects.

2024 was a very important year, thanks to, on one hand, the consolidation of the Group’s relationships with relevant research bodies and Observers (see page 29) and, on the other hand, to the start of a series of exploratory projects aimed at identifying new integrated solutions and business opportunities between digitalisation and sustainability in the current business landscape.

Innovation has always been a strategic pillar for GEWISS, as demonstrated by the introduction of the company’s **new Innovation & Insights department** in 2023, which aims to facilitate the managerial development of innovation processes, as well as allocating resources dedicated to market exploration activities to identify new business opportunities. The Innovation & Insights department has allowed the Group to expand exploratory projects aimed at identifying new business opportunities and integrated solutions between digitalization and sustainability in the business landscape during the reporting year, while maintaining innovation as an integral part of the GEWISS DNA.

During 2024, the Group achieved 10 **PEP certifications** (Product Environmental Profile) for some product ranges, including over 1,100 codes, taking it one step further in its sustainability strategy and emphasising the development of a circular business model.



⁹ Management approach that balances operational efficiency and innovation, leveraging existing skills and resources to optimise operations while exploring new opportunities to ensure long-term growth and adaptability.

PEP certifications, part of the PEP Ecopassport® Program, are Type III environmental declarations, verified by third parties, that comply with the requirements of international standard **ISO 14025** and are a valid reference for products from electric, electronic and heating & cooling industries. Applying the PEP Ecopassport® requirements allows the environmental impacts of a product to be assessed throughout its entire life cycle, from the extraction of raw materials to the end of life.

These certifications were applied to the pliable PVC conduits and steel cable trays for the “Installation” solutions, the Modular circuit breakers for residual current protection for the “Energy” solutions, and the range of LED lighting devices in the Smart[4] range for the “Lighting” solutions. Furthermore, during 2024, analyses were initiated for the development of packaging solutions that could reduce the quantity of packaging used, as well as the consumption of virgin materials, and to improve recycling at the packaging’s end of life. The Group also launched projects aimed at reducing environmental impact through the use of less chemically treated materials, such as unstained cardboard.

In addition, to support the positive impact of incoming resources, GEWISS has maintained its ongoing dedication to improving the efficiency of its manufacturing processes. Specifically, the plastic waste materials generated during the transformation of raw material in its moulding and extrusion activities are replenished in a controlled manner in the production cycle, based on the type of processing in progress and the characteristics of the materials and percentage of use. If reuse is not possible directly within the production cycle that has generated the waste material, any further alternative uses are evaluated. This is carried out through companies specialised in the recovery of plastic materials. Going forward, GEWISS plans to expand the product ranges covered by the PEP Ecopassport® certification. In addition, research into the use of new materials with lower environmental impact continues, both for the already established product ranges and for new product ranges. This research is carried out in parallel with analysis and study of innovative materials and technologies for use in packaging, with the aim of minimising resource consumption and improving recyclability at end of life.

Waste

In order to guarantee maximum quality with minimum impact, GEWISS remains committed to ongoing actions to **eliminate components with low recyclability** and optimise shapes and thicknesses. As an electric and electronic device manufacturer, GEWISS encourages **environmentally-sustainable design** for all of its products that fall within the scope of the WEEE Directive¹⁰, with the aim of facilitating the dismantling, repair, preparation for reuse, reuse, recovery and disposal operations outlined by WEEE to ensure reduced waste production.

To prevent the production of waste at the source, GEWISS has optimised – and continues to search out new solutions to optimise – its production processes, in order to reduce all plastic waste and, more generally, any environmental impact originating from its activities. In addition, also for 2024, the Group implemented a gradual **reduction in the consumption of plastic packaging** in its production processes. In parallel, a process to ration packaging boxes is underway to reduce the number and complexity of packaging boxes.

In order to facilitate the correct and effective management of generated waste, it is temporarily collected in dedicated areas in the Group’s plants, with particular attention paid to ensuring compliance with the regulations for each material and preventing any impacts to the surrounding environment. Each type of waste is clearly identified by specific signage, which is regularly updated to avoid mix-ups and facilitate its recovery and disposal. Waste is only moved by appropriately trained and qualified people.

10 Directive 2012/19/EU of the European Parliament and of the Council of 4 July 2012 on waste electrical and electronic equipment - WEEE.

GEWISS also supplies end users with useful information regarding disposal in its product instructions, for subsequent recovery and recycling operations, emphasising the importance of safeguarding and protecting the environment.

The Group actively participates in consortia specialised in the management of waste from packaging materials, as well as end-of-life electrical and electronic equipment, ensuring correct treatment and recycling of WEEE (Waste Electrical and Electronic Equipment), contributing to an integrated system of recovery and recycling of materials. Since July 2023, GEWISS S.p.A. has also been a part of the ERION PACKAGING consortium, a national Italian consortium for producers and importers of Electrical and Electronic Equipment (EEE) and Batteries and Accumulators. Erion Packaging aims to promote an innovative approach to packaging waste management, including paper, plastic and wood. It advocates for the development of a circular economy and environmental sustainability as a virtual model to fulfil the obligations of sector regulations in a certified sustainable way.

In 2024, the project to introduce separate collection for waste produced in all areas of the GEWISS plants in Castel San Giovanni (PC) was completed, and interventions were carried out to improve the management of waste collection at the plant in Portugal.

2.2.3

Targets related to resource use and circular economy

E5-3

The Group is committed to **defining objectives** regarding the minimisation of waste intended for disposal. In the meantime, GEWISS has also committed to **improving its performance in the management of waste via the following**:

- > accurate instructions on how to use and correctly dispose of GEWISS products;
- > careful choice of packaging materials, in particular avoiding multi-material packaging;
- > product design applying the principles of Ecodesign;
- > use of recycled and eco-compatible raw materials that optimise both the supply of materials and disposal at end of life;
- > selection of materials to make industrial waste more recyclable with proper sorting, even when unaided by tools to separate the different constituent materials;
- > products designed to be completely disassembled, with components recycled and redeveloped, to promote a circular economy and avoid waste;
- > continuous training for employees throughout the Group.

In addition, to ensure the effectiveness of its waste management actions, GEWISS conducts audits on suppliers responsible for transport and disposal, monitoring compliance with environmental regulations.



2.2.3

Resource outflows

E5-5

The generation of waste within the Group is closely linked to manufacturing activities and is mainly derived from processing plastics, metal processing, and the assembly and handling of goods.

In 2024, the Group’s waste amounted to just over 2,800 tons. In general, the production of waste at the Group’s production sites has decreased compared to 2023, with the exception of two Italian production plants (Colognola ai Colli (VR) and Ghisalba (BG)), where disposal of obsolete material caused an increase in the quantity of waste produced. This contribution resulted in an overall increase in waste production of approximately 6%. In 2024, non-hazardous waste accounted for approximately 96% of the total waste produced by the Group.

Thanks to the sorting operations carried out at the production plants, the percentage of non-recycled waste in 2024 dropped from 16% to 11% compared to 2023, reflecting the Group’s commitment to sustainable waste management and minimising its environmental impact.

| Waste generated (Tons) ¹¹ | 2024 | 2023 ¹² |
|--------------------------------------|---------|--------------------|
| Total waste generated | 2,811.8 | 2,653.5 |
| Total hazardous waste generated | 121.4 | 91.9 |
| Total non-hazardous waste generated | 2,690.5 | 2,561.5 |
| of which radioactive waste | 0.0 | 0.0 |

| Waste for disposal (Tons) ¹³ | 2024 | 2023 |
|---|--------|--------|
| Total non-recycled waste | 307.5 | 431.8 |
| Percentage of not-recycled waste | 10.94% | 16.27% |

These results were made possible through several initiatives included in the GEWISS Group Sustainability Roadmap “Manage and Reduce Waste” program. This program is designed for waste management and reduction, and seeks to promote circular economy initiatives and raise awareness among all GEWISS staff.



¹¹ The overall data of the waste produced by the Group in both 2023 and 2024 includes the estimate for some commercial sites based on average waste production per employee, as no current data are available.

¹² The data from fiscal year 2023 have been changed from previous reporting following refinements in data collection to ensure full perimeter coverage.

¹³ The waste management method data refer exclusively to the production plants of the GEWISS Group.

③ SOCIAL INFORMATION



3.1 People at GEWISS

ESRS S1

S1-SBM3

People are the key element of the GEWISS identity and strategy, and the Group has always believed that creating a healthy, fair and meritocratic work environment represents an added value for the Group’s sustainable growth.

The Company operates with awareness of the importance of effectively identifying and managing workforce impacts, risks and opportunities, ensuring that people are supported and valued through policies and actions that promote well-being and professional development.



The GEWISS workforce consists of **employees**, with predominantly permanent hires, and **non-employee workers**. These include contract workers, who work through temporary labour agencies, staff-lease workers, who are employed for specific temporary needs, and interns. The impacts on the GEWISS workforce, identified through double materiality analyses, are closely linked to the strategy and business model, and demonstrate the value GEWISS places on creating a healthy and motivated work environment. Work flexibility, a wide range of benefits and many advantages offered to employees contribute to the creation of a positive impact associated with a **positive work-life balance**.

The Group’s commitment to the elimination of any kind of discrimination also fosters a fair environment, where GEWISS ensures **equal treatment** regardless of gender, age or any other personal characteristic, through every career stage and employment relationship. **Training and skills development** are an important part of the GEWISS human capital development strategy. The Group implements ongoing performance evaluation to ensure a consistently competent and up-to-date workforce, which is critical to sustaining the business model in a changing environment. The materiality analyses also identified opportunities that result from promoting a positive work environment, creating a positive reputation and attractive image in the labour market, especially for young talent, stimulating innovation and competitiveness in the company.

Similarly, through the double materiality analyses carried out without considering the safeguards in place, some potential negative impacts associated with possible injuries or occupational illnesses deriving from performance of work related duties were identified, which, if not well managed, could have an impact on the **health** and **psycho-physical health** of workers. Risks have also been identified that could result in non-compliance with health and safety regulations. In addition, incidents of discrimination or difficulty retaining talent are aspects to be monitored from a risk perspective. In order to address these risks, GEWISS has taken mitigation measures, including improving working conditions and promoting a safe corporate culture.

3.1.1 Policies related to the workforce

S1-1

GEWISS is fully aware that its success stems from the fundamental contribution of its people. The foundation of this approach is defined by the **Code of Ethics** (see page 113), which establishes the rules of conduct to protect people. To further enhance our commitments to empowering and protecting our workforce, GEWISS has established several Group Policies focused on key impact areas.

The policies outlined below **are approved by GEWISS’ CEO**, who regularly reviews them to confirm that they are adequate and explore areas for improvement. All documents are accessible to internal stakeholders within the Group through the company intranet and bulletin boards, as well as on the Group website for external stakeholders.

Human Rights Policy

During 2024, in alignment with the activities established by the Sustainability Roadmap, GEWISS adopted the **Human Rights Policy**, with the aim of formalising its commitment to the protection of human rights, coherent with international principles that guide the Group in transparent and responsible management of its activities. These include:

- the United Nations International Bill of Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Convention on Economic, Social and Cultural Rights;
- the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work;
- the 2030 Agenda for Sustainable Development, adopted on 25 September 2015 by the National Assembly of the United Nations and its 17 Sustainable Development Goals (SDGs).

Through the Policy, GEWISS is committed to preventing and counteracting all forms of discrimination based on age, ethnicity, nationality, political and union opinions, religious beliefs, sexual orientation, gender identity, individual vulnerabilities and any other personal characteristics; harassment of any kind is not tolerated.

The Policy reaffirms the Group’s commitment to ensuring a work environment that protects the rights of employees and promotes the dissemination of new skills. The principles on which it is based also include the refusal of any form of work exploitation (including work where the age of the worker is less than the minimum age required by law, and forced labour) and condemnation of human trafficking in all its manifestations. In addition to recognising the right of workers to meet in union associations and bargain collectively, the policy reiterates respect for the rights of local communities, rejection of all forms of corruption and respect for the right to privacy.

The Human Rights Policy applies to all GEWISS Group Companies and is promoted at all levels, both among employees and business partners, and in all countries where the Group operates. In addition, GEWISS is committed to distributing the contents of this Policy throughout the entire value chain and is open to collaboration to protect Human Rights.

Diversity & Inclusion Policy

The GEWISS Group believes that diversity and plurality of views can contribute to the creation of a work environment that is open, stimulating and innovative. Furthermore, an inclusive culture promotes the efficacy of decision-making processes, thanks to a wide range of skills, opinions and perspectives that drive innovation, guaranteeing rapid and prompt responses to market changes, promoting sustainable improvements in company performance and virtuous conduct.

The Group’s **Diversity & Inclusion Policy** was defined in 2022 and 2023, drafted using the results of *focus groups* carried out in 2023 on specific topics. The Policy outlines GEWISS’ commitment across five pillars, on topics in the area of diversity: gender, generations, ability, interculturality and thought. The focus groups included members of the “Diversity & Inclusion” project, some members of the company leadership, and some of their team collaborators, to create a more diverse working group.

Through the adoption of the Policy, the Group commits to:

- promote fairness and inclusion by ensuring equal opportunities for all persons, regardless of gender, age, ability, culture or orientation;
- foster an inclusive work environment by removing obstacles and stereotypes, fostering cross-generational dialogue;
- create the best conditions for individual expression through the reconciliation between personal and professional life;
- support cultural integration and cooperation to enrich the business context with diverse experiences, knowledge and expertise;
- take advantage of plurality of ideas and perspectives, recognising the unique contributions of each individual.

The Diversity & Inclusion Policy applies at all levels of the Company and is promoted among employees and business partners. The CEO of GEWISS is responsible for implementing the Policy. During 2024, a Gender Equality Committee was appointed that periodically assesses the adequacy of the Policy and identifies any areas for improvement.

Diversity & Inclusion

The Integrated Policy

GEWISS founded its entrepreneurial history on a strong work ethic and technical culture; values that are renewed daily in a constant drive for change. In this context, the **Integrated Policy** was born, combining the principles of Quality, Safety, Environment, Energy and Information Security, applied to all Group Companies.

The Group considers the quality of processes, protection of the environment, prevention of risks and the correct management of its resources to be essential.

In particular, GEWISS is committed to ensuring safe and healthy working environments, in compliance with current regulations, and to preventing workplace injuries and illnesses.

The Company also promotes respect for human capital, focusing on growing the professional skills of its resources and encouraging active participation in respecting human rights. Every employee is involved in a responsibility pathway, which includes taking a proactive stance on quality, health and workplace safety.

The ongoing commitment of associates is intended to identify abnormal situations, to strictly comply with company procedures and to actively participate in proposed training courses, with the aim of ensuring a healthy and safe work environment for all.



3.1.2

Processes for engaging with own workforce about impacts

S1-2

The involvement of own workforce within GEWISS takes place through different communication and interaction pathways. Employees have the opportunity to connect directly with the relevant **Human Resources Business Partners** (HRBPs) for each area. In addition, periodic surveys about the workplace climate are conducted, with the objective of collecting feedback and monitoring workplace well-being.

The dialogue is supported by relations with the corporate RSUs, which represent workers at the union level. HRBPs meet periodically with department leaders for updates, and each employee has the option to request an individual meeting with their HRBP at any time of the year. In order to monitor the results, update meetings are held, which can be both physical and online, to share information and discuss topics relevant to GEWISS.

Great place to work

During 2024, the “Great Place to Work” survey was launched across the Group to gather information about the workplace climate, in continuity with the activities conducted in previous years. Employee engagement through the “Great Place to Work” survey facilitates an identification and better understanding of the strengths that are evident in the organisation. It also identifies areas that require improvement actions to strengthen the quality of the workplace culture and environment, and promote a work-life balance model where every individual can reach their full potential.

The results of the survey enabled GEWISS to obtain the “Great Place to Work” certification in Italy and in other countries of the Group. The certification was awarded based on the results of the research institute’s internal employee survey, with the goal of evaluating company culture across five areas: credibility, respect, fairness, pride and cohesion.

GEWISS brand ambassador

The Employer Branding project developed by GEWISS is directed towards raising the Company’s global reputation by strengthening online visibility, customer influence and the ability to attract new talent. The project, launched in 2022 and continuing to the present day, involves company staff describing the company, its vision, mission and the values that represent the brand’s identity, through their own personal experiences.

3.1.3

Processes for managing impacts and reporting channels

S1-3

The main corporate channel for submitting reports related to non-compliance with company principles, rules and procedures is the “@Whistleblowing” platform, which guarantees confidentiality of the identity of the reporter, any facilitators, the parties involved, as well as the content of the report, including any documentation submitted.

The report management process is defined in the Group’s **Reporting Procedure** (except for the foreign Companies of PERFORMANCE iN LIGHTING S.p.A. and Pulsar Engineering S.r.l.). Report management takes place confidentially, managed by the Internal Auditing department, which activates any Departments that could support investigations into the case. If necessary, other company departments may be involved, including the Supervisory Board in the event of significant violations pursuant to Legislative Decree 231/2001. In addition, measures are in place to protect the reporter from any retaliatory act, which may include conduct, actions or omissions that, even just attempted or threatened, may cause unjust harm to the reporter.

The “@Whistleblowing” platform and reporting procedure are available on both the company intranet and on the GEWISS and PERFORMANCE iN LIGHTING S.p.A. website. In addition, the existence of the whistleblowing channel and instructions on how to use it are communicated to staff through training and dissemination in company documents (e.g. Model 231, Code of Ethics, company procedures, etc.).

Mailboxes are also available at the main GEWISS S.p.A. and PERFORMANCE iN LIGHTING S.p.A. sites, to ensure that people have direct channels of communication to report concerns, points for improvement or issues related to safety, environment and gender equality. Finally, members of staff can refer to their HRBP to facilitate the issue management process through HR support.

3.1.4

Actions related to own workforce

S1-4

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|------------|--|---|---|---|
| Social | Ensure people satisfaction and occupational safety | <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div></div> | Implementation of sustainability themed events open to employees | |
| | Ensure customer satisfaction | | Development of projects aimed at promotion of Diversity & Inclusion | Extension of monitoring of KPIs relating to gender equality at the Group's foreign offices |
| | Empower local communities | | Adoption of the standard UNI PdR 125:2022 for Gender Equality | Continuation of training programs and sustainability events aimed at employees across the Group |

The **Sustainability Roadmap** is based on an integrated approach that combines satisfaction of the Group's people with social responsibility. The effectiveness of social sustainability actions is monitored periodically through the reassessment of projects and collection of feedback to define results and contributions made to the overall sustainable development of the Group. Management systems, including the system for occupational health and safety, play a key role in ensuring that commitments defined in the sustainability strategy are met. This is based on a thorough analysis of business context and processes, to measure, monitor and manage risks and opportunities, aimed at continuously improving activities and processes.

In 2024, GEWISS S.p.A. continued to implement and maintain the **Privacy Model** and associated documentation according to relevant legislation, in order to protect privacy and prevent reputational risks related to potential employee personal data breaches. The goal was to ensure that personal data was processed in full compliance with employee confidentiality and security, preventing potential risks related to illegitimate use that could compromise the integrity of the company.

In the GEWISS Group's foreign subsidiaries (except the foreign companies of PERFORMANCE iN LIGHTING S.p.A. and Pulsar Engineering S.r.l.), the Privacy Model and the related documentation required by current legislation in the offices of Germany, France, Spain, Portugal, Turkey and Romania have been adopted. In 2025, the Privacy Model is also expected to be adopted for subsidiaries in the United Kingdom, United Arab Emirates, Egypt, Chile, Israel, Albania, Hungary, Poland, Sweden and Croatia.

In addition, to enhance a corporate culture of transparency and accountability, a privacy course was provided in 2024 to all Group employees, with the aim of raising awareness of appropriate personal data protection practices, in order to avoid incidents of breach that could negatively impact the reputation of GEWISS and its employees.

At the end of 2023, GEWISS S.p.A. obtained the **ISO 27001 Certification** – Information Security Management System, for information services provided by the Digital Transformation, Information Systems, Security & Compliance (DIS) Department. The company reached maturity levels on the requirements of the standard over the course of 2024. Work to align with the new European IT security directives will also continue.

Diversity & Inclusion

In continuation of the Policy launched in 2023, a relevant action plan was defined, which includes various projects to promote a culture of inclusion at GEWISS, which will accompany the company over the coming years. To identify the activities contained in the action plan, priority was given to four main areas of intervention, including training, the promotion of balance between work life and personal life, the definition of KPIs to monitor the progress of the company on the topics dealt with and the promotion of events to ensure comprehensive sensitivity to diversity.

In 2024, the “Diversity & Inclusion” training campaign continued, with the aim of raising awareness on the concept of cognitive bias and microaggressions in the workplace. In particular, an e-learning course was launched for employees with a company account, while classroom sessions were conducted for working staff, with the aim of spreading awareness on the topics covered to all personnel.

In relation to the *gender* pillar of the Policy, in 2024 the Gender Equality Management System implemented by GEWISS S.p.A. was certified by an accredited body with respect to the requirements of the **UNI PdR 125:2022 Standard**, which provides guidelines in Italy for the adoption of policies for Gender Equality. During the year, PERFORMANCE iN LIGHTING S.p.A. also undertook a project to adopt the requirements of the UNI PdR 125:2022 Reference Practices, obtaining certification in December 2024. Within the Gender Equality Management System, the role of the Gender Equality Committee was consolidated in 2024, with the aim of periodically assessing the effectiveness of the Diversity & Inclusion action plan projects and ensuring oversight of any reports received.

The objectives promoted by the standard include encouraging greater participation of women in the labour market and the need to provide guidelines to companies to lay down clear pathways to fairness within the organisations, so that each individual can develop their potential in an inclusive setting.



The objective for 2025 is to extend the KPIs of the standard beyond the company's Italian borders, and monitor the progress of Gender Equality throughout the Group.

As part of the 2024 Sustainability Journey (details on pages 88-91), an event was organised in collaboration with the WAW (Women at Work) Association, entitled "Negotiation methods: men and women compared", and held at the GEWISS Experience Center in Cenate Sotto. With an audience of around a hundred participants, including GEWISS staff and Women at Work associates, the event provided an opportunity to explore the differences and similarities in negotiation methods between men and women, emphasising gender diversity as a key resource for enriching the work environment. The UNI PdR 125:2022 standard prioritises the protection of parenthood and care, which also emphasises the significance of maintaining a healthy balance between work and personal life. As part of the 2024 Sustainability Journey training programme, courses related to parenthood and care have been proposed, focusing on ways in which the skills acquired in personal life can be applied to the workplace.

In support of its commitment to promoting diversity, inclusion and equality, and recognising the significance of cultural exchange in fostering an open and stimulating work environment, the company has decided to introduce Halal meat to its headquarter canteen menu.

Finally, also as part of the 2024 Sustainability Journey, a new video contest entitled 'Be Inclusive Awards' was launched for the entire company population in the last quarter of 2024. As part of this initiative, employees were asked to send a video showing how the 'Be Inclusive' behavior can be applied in either their professional or personal life.



Resources and talent management

To promote resource development tailored to the specific needs of each area, all departments or company clusters are supported by a dedicated Human Resources Business Partner. The Talent Management group, which specialises in personnel recruitment and selection, collaborates closely with business guidelines to fully understand the requirements and characteristics of the required profiles. This strategic approach helps to identify the most suitable skills for each role.

In addition, the Referral Bonus program has encouraged employees to refer candidates, thus expanding their professional network, while the consistent use of the Applicant Tracking System (ATS) has streamlined the recruitment process, ensuring a more objective evaluation of applications. Hiring Managers and HR professionals can rely on a structured approach to analyse profiles based on a predefined set of skills.

To support **professional development**, 360° Feedback has been introduced for specific groups. This tool allows employees to develop self-awareness about their strengths and areas for improvement by gathering feedback from different stakeholders. By adopting this approach, individuals can gain a deeper understanding of how their communication and relational style affects others, fostering continuous growth and personal development. Overall, 1,352 employees were evaluated according to their performance in 2023 (67% of men and 49% of women).

With regard to **training** management and skills development, in 2024 GEWISS kept its commitment to providing customised training to develop employee skills, with a **focus on upskilling** in an ever-changing environment.

Among the main initiatives, e-learning has been expanded to include courses on relevant topics for the entire business population, such as Business, Technology, Communication, and Leadership. This content has been made available through the company's **Learning Management System (LMS)**, allowing employees to access training resources conveniently, so as to promote continuous skill development in all areas. Language training has also been confirmed via the LMS in self-learning mode. Staff in Italy and abroad can access it to keep improving their language skills, which is crucial in today's international business environment.

The focus on the development of management and leadership skills has led to the introduction of the new **Jump Higher** training course for people managers. This programme aims to enhance soft skills and equip individuals with tools to successfully address complex challenges, particularly in relationships and communication, thereby meeting the needs of an increasingly dynamic environment.

In addition, with a view to ensuring continuous improvement, the company works to seek new and innovative proposals and solutions in line with the dynamic drive of the organisation.

In 2024, the pilot training project was activated through the **LinkedIn Learning** initiative, which allowed a select group of associates to explore the training platform. Since the launch of the pilot programme, the platform has been expanded to the entire business population, providing an opportunity to delve deeper into various topics such as digital skills, management, leadership, emotional intelligence, well-being, negotiation methods, and other areas. This is achieved through a comprehensive range of courses and language libraries.

Alongside this, the **high potential training course** has been completed to support and prepare future leaders in the organisation to contribute to the success and growth of GEWISS. This aligns with a Succession Planning process to identify successors in key positions, to ensure the continued evolution of the business. Another important initiative carried out by GEWISS is the implementation of **job grading** as a job classification system aimed at guaranteeing equal wages for jobs of equal weight, ensuring that work positions are equally distributed across different company departments.

Between July 2024 and December 2024, more than 2,200 colleagues participated in the **Sustainability Journey**, featuring numerous in-person and online events and training sessions. Based on the “recipe” for sustainable development of **3Ps – People, Processes, Products** – the Sustainability Journey has strengthened employee awareness on Sustainability issues, with more than 150 in-person and remote training sessions, three initiatives launched throughout the year and four in-person events. With regards to *people*, the various training sessions focused on topics such as nutrition, sleep and well-being, posture, mindfulness and *caring*.

In terms of *products*, in-depth studies were conducted on greenwashing and on the environmental impact of products through an introductory course on the Life Cycle Assessment methodology. Finally, in relation to *processes*, the topics selected ranged from occupational safety, to the *lean* approach and the circular economy.

GEWISS Academy

In 2018, GEWISS founded the **GEWISS ACADEMY** an extension of GEWISS Professional, an existing initiative that specialised in presenting business solutions through a technical perspective. With the birth of the GEWISS ACADEMY, the company intended to create a centre of excellence dedicated to commercial training, with the aim of strengthening the competence and readiness of the sales force.

GEWISS ACADEMY's mission is to deliver high-quality training focused on the continuous development of technical, commercial and business skills. Utilising a dynamic approach, the Academy represents a real learning laboratory that manages business knowledge and promotes continuous staff growth. Every member of the GEWISS sales force is thus involved in a targeted training process, which not only increases personal value, but also improves customer relationships. This strengthens trust in a company that is capable of successfully meeting the needs of the market.

The real heart of the GEWISS ACADEMY lies in **providing training courses** that are tailored to meet the specific needs of each role. The learning structure is divided into three key areas: product technical skills, commercial skills and business skills. Each training course is designed to accurately address job requirements, while continuing to measure progress to ensure that each step of the learning process is appropriate and effective. In this context, training becomes a structured, yet flexible, experience that adapts to everyday challenges.

In support of this commitment, GEWISS has developed **ATOM (Academy Training Offer Management)**, a digital **Knowledge Management** ecosystem that makes learning even more convenient and personalised. ATOM allows training content to be collected and organised in the formats that best suit different targets, both internal and external. In this manner, training not only engages the sales force but also customers, thereby ensuring global scalability and consistent delivery of key business messages across all markets. In 2024, the GEWISS ACADEMY organised approximately **200 training events**, involving more than **2,000 participants** among both internal staff and customers, for a total of **5,600 training hours**. These figures validate the efficacy of a strategy that prioritises human resources, where learning is not merely an objective but an ongoing process that fosters collective growth and enhances the competitiveness of GEWISS on the international stage.

Corporate welfare and promotion of well-being

GEWISS believes that *welfare* means creating conditions that foster well-being and harmony between private and professional life on a daily basis. This ensures that individuals can fully enjoy their work environment. Use of the **company's welfare platform** continued in 2024. The platform allows employees to benefit from tax-free goods and services, as well as access to various service vouchers. Many new agreements, for the benefit of both individuals and families, were also activated throughout the year.

Finally, after two years of testing, GEWISS has officially embraced the concept of **Smart Working**. This approach is not simply the option of working from home, but represents a whole new way of working that is based on setting clear goals and measuring results, with a focus on flexibility, independence, and a sense of responsibility. This way of working improves performance, increases engagement levels and strengthens motivation amongst Group personnel. For several years now, the GEWISS Group has offered part-time work options to meet the specific personal and family needs of its employees, thereby improving their work-life balance.

Among the initiatives launched during the year to promote employee well-being, we are pleased to report the start of a pilot **counseling/psychological support** project for all employees of GEWISS S.p.A. and PERFORMANCE iN LIGHTING S.p.A. in December 2024.

The psychological support service is a personal support mechanism provided by the company to employees to help preserve their well-being and support their mental health. Those who request it receive support in developing personal resilience and acquiring skills to effectively manage challenges and foster constructive and stimulating work group relationships. During 2025, we expect this service to be extended to the Group's sites abroad.

BeLong Award

The BeLong Award event was held in 2024, honouring employees who had reached milestones of 15, 25, and 35 years of service at GEWISS that year. The event is an important occasion to celebrate company values, team spirit and the sense of belonging of those who reached these important milestones.



Networking initiatives

Following the success of the first edition in 2022, the company again held its OPEN DAY in May 2024, an event that brings employees together for a moment of togetherness and conviviality. Since 2024, the event has not only been held at the Cenate Sotto headquarters, but also at other GEWISS sites in Italy and abroad, welcoming team members along with their families and friends.

In addition, in 2024, the Group continued to host AperiGEC events in Italy to share an aperitif with colleagues in the GEWISS Experience Center space. The events were held to create a sense of togetherness and leisure among employees, while also providing a networking opportunity for employees working in different organisational areas. In particular, two events were held, the first in the first half of the year dedicated to new hires and the second held in collaboration with a social cooperative as part of the Sustainability Journey 2024.

Paths of awareness and prevention in the health and well-being fields

GEWISS has always prioritised the well-being of its employees, placing them at the forefront of its efforts through the implementation of health protection campaigns and programs. In line with this principle, a breast cancer awareness initiative was launched in 2024 to emphasise the importance of prevention and early diagnosis in combating the disease. Following this initiative, GEWISS decided to solidify this health and well-being programme by means of an agreement stipulated between the Accademia dello Sport per la Solidarietà [Sports Academy for Solidarity] and the Centro di Radiologia e Fisioterapia [Centre of Radiology and Physiotherapy] in Gorle (BG).

Furthermore, as part of the Sustainability Journey 2024, two evenings were held with a physiotherapist from the Bergamo area. These sessions provided an in-depth analysis of the importance of posture in the workplace and its impact on overall well-being. Additionally, starting in November 2024, employees had the opportunity to take advantage of a formal collaboration with a centre specialised in musculoskeletal, neurological, and sports rehabilitation. In 2025, there will be more awareness initiatives with specialist doctors, with a view to continuing this program dedicated to health and well-being.

Share out the idea

The “Share Out the Idea” project is aimed at promoting a system for generating, collecting and rewarding improvement proposals by the business population that deals with production and logistics.

This Suggestion System project was launched in 2022 at the Italian manufacturing plants. In 2023, the project was extended to the logistics area in Italy and to the manufacturing sites in Portugal and Germany. In 2024, there was a consolidation of the initiative.



Health and safety

GEWISS has always prioritised the management of health and safety in the workplace. This commitment is reflected in the GEWISS Group’s Integrated Quality, Health and Safety, Environment, Energy and Information Security Policy and the Sustainability Policy. GEWISS is dedicated to ensuring and promoting safe processes and behaviors for its employees, collaborators, and all of its stakeholders. In addition, the company implemented careful health surveillance of exposed personnel. This involved preventive checks to ensure workers were free from contraindications to their assigned tasks. Periodic health checks monitored workers’ well-being and assessed their suitability for specific tasks. Additionally, the company inspected work environments to identify and address any health hazards. Through the expertise of a competent doctor, the company prevented critical issues and ensured proper management of the health of its personnel.

The management of Occupational Health and Safety is based on the prevention of risks and hazardous situations according to guidelines defined by the parent company, in full compliance with various local regulations in force. The primary steps, as outlined below, are implemented consistently based on the needs of the various companies/sites within the Group, in compliance with the latest reference legislation:

- in-depth analysis of regulatory applicability and definition of governance on occupational health and safety;
- assessment of risks in work environments to identify measures for elimination and/or control of risks;
- monitoring and analysis of accident-related data, using the practices of the 8D report reinterpreted with a view to safety and adopted in all Group production plants;
- collection and analysis of data derived from physical and chemical investigations conducted in work environments (including photometric investigations/electromagnetic fields, chemical and biological agents, etc.);
- evaluation and provision of personal protective equipment;
- analysis of training needs and organisation of training courses;
- periodic inspections and the involvement of company departments in the implementation of prevention and improvement measures;
- monitoring and evaluation of the effectiveness of the actions implemented;
- management of emergencies and inspection of fire prevention/first aid equipment;
- involvement and participation of all employees in the development of a safety culture and risk awareness.

In the first quarter of 2024, ISO 45001 certification was obtained for the Penafiel manufacturing plant in Portugal. In 2024, the project for the adoption and implementation of the requirements of the ISO 45001 standard for GEWISS Deutschland began, which is expected to close in 2025. In addition, the PERFORMANCE iN LIGHTING Group’s efforts to enhance and synergise health and safety management at its offices continued. Annually, when preparing the budget for the following year, the company assesses the need for actions related to the topic under review and anticipates their responsibilities, costs and timing for implementation.

Finally, also in 2024, the following actions continued for GEWISS S.p.A.:

- various projects (training breaks, ergonomics...) aimed at increasing workers’ awareness of the importance of adopting ergonomic movements and postures daily to reduce the risk of mechanical overload on limbs;
- the ‘supervisor project’, aimed at increasing awareness on the importance of the supervisor role in ensuring safety in the workplace.

Health and Safety actions encompass company employees and temporary workers who operate on behalf of GEWISS and under the supervision of GEWISS. In addition, specific activities are implemented to control external companies operating within the GEWISS perimeter. In summary, Health and Safety management focuses on preventing risks and hazards and fostering a culture of safety and awareness. Each improvement action is managed and its effectiveness verified through constant monitoring of relevant indicators and appropriate reporting. This reporting is shared periodically with all company roles.

3.1.4 Targets related to own workforce

S1-5

The GEWISS workforce is a central focus for the Group, as evidenced by the numerous company policies that address it.

In this context, GEWISS is actively committed to preventing and counteracting any form of discrimination and promoting fair treatment for all employees, regardless of their gender, origin or background.

This is reflected in the Group’s monitoring actions, such as the reporting channel for highlighting any instances of discrimination or violations of workers’ rights. GEWISS is also committed to creating an increasingly inclusive company by implementing practices that ensure equal treatment. This includes monitoring and improving the business climate to foster a culture of respect, equity, and inclusion.

GEWISS focuses on the consolidation of the succession plan by monitoring key organisational positions and ensuring that there is robust *succession planning*. In the absence of replacement figures, it’s crucial to identify backup options to maintain business continuity. Another objective is to increase the number of top performers by implementing the Performance Management and Sales Performance Management (SPM) processes. GEWISS also strives to ensure internal equity and external competitiveness by implementing job grading. This classification system categorises roles based on predefined criteria, facilitating structured and transparent management of human resources and providing professional growth opportunities.

3.1.5 Own Workforce metrics

Characteristics of the undertaking’s employees

S1-6

GEWISS operates in full respect of human resources and directs its efforts towards the growth of individual skills. This commitment ensures that they provide healthy and safe workplaces that comply with the latest regulations. As of 31 December 2024, the GEWISS Group had a total of **2,214** employees, a slight decrease compared to the data for 2023. The gender breakdown is as follows: 66% male and 34% female.

| Gender | 2024 | 2023 |
|------------------|-------|-------|
| Women | 759 | 799 |
| Men | 1,455 | 1,436 |
| Other | 0 | 0 |
| Not communicated | 0 | 0 |
| Total employees | 2,214 | 2,235 |

In 2024, the employees who left the Group are 202, resulting in a turnover rate of 9.1%¹⁴, a decrease compared to that of 2023, which was equal to 13% with 281 employees leaving.

Italy is the only country in which GEWISS has a significant presence¹⁵, with 1,383 employees, equal to 62.5% of the total number of employees. Below, the number of Group employees is presented by region and contract type. It is evident that more than 98% of Group employees have a permanent contract, which is an improvement compared to the previous year (97%).

| Number of employees by contract type, by gender | Women | | Men | | Other | | Not communicated | | Total | |
|---|-------|------|-------|-------|-------|------|------------------|------|-------|-------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Total employees | 759 | 799 | 1,455 | 1,436 | 0 | 0 | 0 | 0 | 2,214 | 2,235 |
| Permanent Contract | 742 | 765 | 1,437 | 1,407 | 0 | 0 | 0 | 0 | 2,179 | 2,172 |
| Fixed-Term Contract | 17 | 31 | 18 | 27 | 0 | 0 | 0 | 0 | 35 | 58 |
| Variable time | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| Full time | 606 | 621 | 1,430 | 1,411 | 0 | 0 | 0 | 0 | 2,036 | 2,032 |
| Part-time | 153 | 178 | 25 | 25 | 0 | 0 | 0 | 0 | 178 | 203 |

14 The turnover rate is calculated by considering the number of employees who have left the Group (excluding expirations of contracts) and dividing it by the actual number of employees remaining at the end of the reporting period.
15 Significant presence means countries with at least 50 employees, representing at least 10% of the total Group employees.

| Number of employees by contract type, by region | Italy | | Europe ¹⁶ | | Rest of the World ¹⁷ | | Total | |
|---|-------|-------|----------------------|------|------------------------------------|------|-------|-------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Total employees | 1,383 | 1,371 | 761 | 788 | 70 | 76 | 2,214 | 2,235 |
| Permanent Contract | 1,374 | 1,362 | 736 | 736 | 69 | 74 | 2,179 | 2,172 |
| Fixed-Term Contract | 9 | 9 | 25 | 47 | 1 | 2 | 35 | 58 |
| Variable time | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| Full time | 1,258 | 1,227 | 708 | 729 | 70 | 76 | 2,036 | 2,032 |
| Part time | 125 | 144 | 53 | 59 | 0 | 0 | 178 | 203 |

2,214 total employees

98% of employees hired on a permanent contract

¹⁶ Please note that the Europe category includes the following countries of the Group: Albania, Hungary, Poland, Romania, Belgium, France, Croatia, Germany, Switzerland, Portugal, Sweden, United Kingdom, Spain, Finland, the Netherlands.

¹⁷ Please note that the Rest of World category includes the following countries of the Group: Chile, China, Egypt, Turkey, United Arab Emirates, Israel, United States of America.

Characteristics of non-employees in the undertaking’s own workforce

S1-7

The number of non-employee workers at GEWISS decreased from 68 in 2023 to 38 in 2024, representing a drop of 44%. The categories of non-employee workers who are part of the workforce are primarily those administered by companies engaged in the research, recruitment, and provision of staff. A residual portion of the workforce comprises internship relationships.

| | 2024 | 2023 |
|--|------|------|
| Total non-employee workers in the own workforce ¹⁸ | 38 | 68 |
| Self-employed workers | 0 | 0 |
| Workers provided by companies engaged in the research, recruitment, and provision of staff | 36 | 67 |
| Interns | 2 | 1 |

¹⁸ It should be noted that the count refers to active non-employee workers as of 31 December 2024 for the 2024 data and as of 31 March 2024 for the 2023 data (required due to reorganisation of the data management system).



Collective bargaining coverage and social dialogue

S1-8

In 2024, the number of **employees covered by collective bargaining agreements** increased to 1,986 from a total of 1,874 covered employees in 2023, an absolute increase of 112, despite the decrease in total employees. This change has led to an increase in the percentage of employees covered by collective bargaining agreements, which in 2024 reached about 90%, compared to about 84% in 2023.

For employees not covered by collective bargaining agreements, GEWISS determines their working and employment conditions based on national collective bargaining agreements.

Diversity metrics

S1-9

In 2024, the percentage of women in top management¹⁹ fell slightly, decreasing from 10 to 9 women. Conversely, the male component in top management has increased slightly from 50 to 53 males in 2024; gender disparity remained virtually unchanged from the previous year.

With regard to the **age group**, there is a slight decrease in the presence of employees under the age of 30. The age range of 30-50 years, while remaining the largest, saw a reduction in both percentages (57% to 52%) and numbers (1,261 to 1,152). The over 50 age group saw a significant increase, rising from 33% to 39% and with a numerical increase of 120 people (from 740 to 860).

In summary, in 2024 there were no substantial changes in terms of gender in the composition of senior management, while the distribution by age group shows the number of employees over 50 years of age slightly increasing compared to the 2023 data, while the number of employees under 30 years of age is the least represented in the organisation.

19 Senior management members, executives and Country Leaders/General Managers are included in GEWISS Group top management.

| Gender distribution of top management | 2024 | 2023 |
|--|-------|-------|
| Women in top management | 9 | 10 |
| Percentage of total in top management | 14.5% | 16.7% |
| Men in top management | 53 | 50 |
| Percentage of total in top management | 85.5% | 83.3% |
| “Other” gender in top management | 0 | 0 |
| Percentage of total in top management | 0.0% | 0.0% |
| Gender “not communicated” in senior management | 0 | 0 |
| Percentage of total in top management | 0.0% | 0.0% |
| Total top management | 62 | 60 |

| Employee distribution by age group | 2024 | 2023 |
|------------------------------------|-------|-------|
| < 30 years | 202 | 213 |
| Percentage employees < 30 years | 9.1% | 9.5% |
| 30-50 years | 1,152 | 1,261 |
| Percentage employees 30-50 years | 52.0% | 56.4% |
| > 50 years | 860 | 740 |
| Percentage employees > 50 years | 38.8% | 33.1% |
| Unspecified | 0 | 21 |
| Employee Percentage not specified | 0.0% | 0.9% |

| Employees by job category | Women | | Men | | Other | | Not communicated | | Total | |
|---------------------------|-------|------|-------|-------|-------|------|------------------|------|-------|-------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Executives | 9 | 10 | 53 | 50 | - | - | - | - | 62 | 60 |
| Middle managers | 48 | 47 | 232 | 222 | - | - | - | - | 280 | 269 |
| Office staff | 338 | 331 | 730 | 796 | - | - | - | - | 1,068 | 1,127 |
| Blue-collar staff | 364 | 398 | 440 | 360 | - | - | - | - | 804 | 758 |
| Total employees | 759 | 786 | 1,455 | 1,428 | - | - | - | - | 2,214 | 2,214 |

Persons with disabilities

S1-12

There were 80 employees with disabilities in the Group in 2024, a slight increase from 77 in the previous period. GEWISS, in line with the principles of the Diversity and Inclusion Policy, proposes the recognition of equal opportunities to all staff regardless of sensory, cognitive and motor vulnerabilities, promoting their inclusion, thereby contributing to the elimination of cultural, sensory and physical barriers.

Training and skills development metrics

S1-13

GEWISS enhances the competencies and qualities of its people through the implementation of training courses geared towards encouraging professional development.

Numerous courses in technical training, soft skills, compliance, and health and safety were also carried out at the Group's foreign branches.

In 2024, a total of **40,434** training hours were provided to the GEWISS Group's personnel, as part of the important Human Capital Management process involving the entire company and aimed at protecting, promoting and developing human resources.

| Regular performance and career development reviews | Women | | Men | | Other | | Not communicated | | Total | |
|--|-------|-------|-------|-------|-------|------|------------------|------|-------|-------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Percentage of employees who participated in regular performance and career development reviews | 49% | 53% | 67% | 56% | - | - | - | - | 61% | 55% |
| Average hours of training per employee | 19.33 | 25.19 | 17.71 | 16.10 | - | - | - | - | 18.26 | 19.35 |

more than
40,000hours
of training provided to employees

Below is the breakdown of training hours by gender and by professional categories within the Group.

| Number of training hours, by gender | 2024 | Average hours by gender 2024 |
|-------------------------------------|-----------|------------------------------|
| Women | 14,669.09 | 19.33 |
| Men | 25,764.75 | 17.71 |
| Total training hours | 40,433.84 | 18.26 |

| Number of training hours, by professional category | 2024 | Average hours by professional category 2024 |
|--|-----------|---|
| Executives | 2,454.5 | 39.59 |
| Middle managers | 6,760 | 24.14 |
| Office staff | 18,609.42 | 17.42 |
| Blue-collar staff | 12,609.92 | 15.68 |
| Total training hours | 40,433.84 | 18.26 |

Focus Cybersecurity training

In today's environment, cybersecurity has become an increasingly pressing concern. To address this need, GEWISS has adopted proactive measures to predict, prevent, detect, and respond to malicious activities perpetrated by cyber criminals. In recent years, an initiative has been underway to raise awareness among the entire company workforce of the cyber risks associated with accessing the company's IT resources. Starting from 2022, GEWISS signed up for a three-year training program, Cyberguru, comprising 36 modules, each of which consists of three different activities with an associated learning test. During 2023, the cybersecurity awareness portal was also extended to PERFORMANCE iN LIGHTING employees. The training project also continued in 2024 through in-depth modules for all employees. In July, two in-depth sessions on new cybersecurity trends were held: an executive version aimed at the Leadership Team and an extended version aimed at middle management.



A class project

“Un progetto di classe” (a class project) is the competition created by GEWISS ACADEMY with the aim of enhancing and disseminating good practices in electrical design, through the use of professional software. The competition will go out to all secondary education establishments in Italy, with the aim of integrating it into the students’ learning, in order to reduce the gap between education and employment. This will offer an opportunity to delve into the various aspects of the ministerial programme in a detailed and stimulating way, and at the same time give students the chance to immerse themselves in a real case; they will learn the roles of a working team and gain high-level technical competencies.

The XI edition of the competition for the 2023/2024 school year focused on the theme "LIGHT UP THE PERFORMANCE". Students were asked to define lighting solutions to obtain the best possible result in terms of performance using a series of GEWISS and PERFORMANCE IN LIGHTING products, through the use of lighting software in a shopping centre, by developing at least four different types of area, indicated by GEWISS (two internal spaces and two external spaces).

Regular performance and career development review

In 2024, participation in periodic performance and career development reviews for GEWISS increased from 2023. Total participation increased from 55% to 61%, indicating a general improvement.



| Employees who participated in regular performance and career development reviews, by gender | 2024 | 2024 Percentage | 2023 | 2023 Percentage |
|--|-------|-----------------|-------|-----------------|
| Women | 374 | 49% | 421 | 53% |
| Men | 978 | 67% | 802 | 56% |
| Total employees who participated in regular performance and career development reviews by gender | 1,352 | 61% | 1,223 | 55% |

| Employees who participated in regular performance and career development reviews, by professional category | 2024 | 2024 Percentage | 2023 | 2023 Percentage |
|---|-------|-----------------|-------|-----------------|
| Executives | 57 | 92% | 45 | 75% |
| Middle managers | 260 | 93% | 218 | 81% |
| Office staff | 995 | 93% | 769 | 68% |
| Blue-collar staff | 40 | 5% | 191 | 25% |
| Total employees who participated in regular performance and career development reviews by professional categories | 1,352 | 61% | 1,223 | 55% |



Health and safety metrics

S1-14

GEWISS is convinced that health, and individual and collective safety are basic requirements through which to guide individual behaviors and company decisions. The principles of ISO 45001 are the prerequisites for the development of safety management systems at all Group sites and compliance with legislative requirements covers 100% of the Group’s own workforce. In particular, GEWISS sites located in Italy, France and Portugal, corresponding to approximately 70% of the Group’s workforce, are certified according to ISO 45001, ensuring systematic and effective management of all aspects related to health and safety in the workplace. It is worth noting that obtaining ISO 45001 certification in Portugal has resulted in a significant increase in the percentage of Group employees covered by the certified management system, from 56% to approximately 70%.



The company promotes a culture of safety through its Integrated Policy, which emphasises the development of safe and healthy work environments and processes in compliance with applicable regulations. It also focuses on preventing occupational injuries and illnesses and providing employee-specific training.

Effective internal communication is crucial for promoting safe and healthy workplaces. This can be achieved through various means, such as sending emails, publishing news on the company intranet, posting notices on bulletin boards, holding formal meetings, providing training materials, and distributing brochures. Another crucial aspect is ongoing research aimed at constant performance improvement. This involves exploring and generating new ideas and initiatives in all areas of the company.

During 2024, the Quality, Safety and Environment Department continued its inspection activity at some PERFORMANCE iN LIGHTING and foreign GEWISS production plants, in order to promote prevention at all levels.

| | Employees | | Non-employees | |
|---|-----------|------|---------------|------|
| | 2024 | 2023 | 2024 | 2023 |
| Percentage of workers in undertaking’s own workforce who are covered by the undertaking’s health and safety management system based on legal requirements and/or recognised standards or guidelines | 100% | 100% | 100% | 100% |
| Number of fatalities as a result of work-related injuries and work-related ill health | 0 | 0 | 0 | 0 |
| <i>Of which number of fatalities due to work-related injuries</i> | - | - | - | - |
| <i>Of which number of fatalities due to work-related ill health</i> | - | - | - | - |
| Number of recordable work-related accidents | 13 | 23 | 3 | 1 |
| Rate of recordable work-related accidents ²⁰ | 3.6 | 6.4 | 34.3 | 10.5 |

The number of work-related injuries involving Group employees decreased from 23 in 2023 to 13 in 2024, a reduction of approximately 43%. As a result, the rate of work-related injuries dropped significantly from 6.4 in 2023 to 3.6 in 2024, confirming the Group’s focus on managing health and safety issues.

For non-employee workers, the number of work-related accidents saw a slight increase from 1 in 2023 to 3 in 2024. However, the events that occurred were minor and not always directly related to the specific work activity.



²⁰ In 2024, a precise collection of working hours was conducted; the estimate of hours worked was carried out only for one company of the Group.

Sustainability Journey

+1,500
participants

+20
nations involved

+150
training sessions



+4
events with external guests

+3
initiatives launched

+1
volunteering activity with the Leadership Team





3.2 People in the value chain

ESRS S2

The materiality analysis related to the topic of workers in the value chain revealed a substantial impact, which emerged without considering the measures adopted by the Group. This impact was linked to the possibility of injuries and/or work-related ill health that occurred during the performance of operational activities. In addition, the financial materiality assessment also identified reputational risks related to possible human rights violations, including health and safety issues across the value chain, and any non-compliance resulting from workers' rights violations in the supply chain.

GEWISS has adopted a focused approach to manage the health and safety impacts of workers and safeguarding of human rights throughout the value chain.

The Group is undertaking a path to integrate these issues into its business strategy, committing to prevent injuries, occupational illnesses and reputational risks related to violations of workers' rights, promoting high ethical and compliance standards throughout its supply chain and among suppliers.

3.2.1

Policies related to value chain workers

S2-1

GEWISS is dedicated to designing, producing, selling, and distributing high-quality products and solutions, embracing, sharing and promoting behaviors that support sustainable development. To this end, GEWISS encourages understanding and respects diversity. The Group defends the culture of integrity and promotes a culture of excellence not only within their organisation but in interactions with stakeholders in their value chain, making a commitment to sharing these values with the workforce of their suppliers and customers.

Starting from the values identified in the Code of Ethics, in 2022 GEWISS adopted and formalised the **Supplier Code of Conduct**, which defines a set of general principles that all Group suppliers are required to comply with in business relations with the Group.

Through this measure, GEWISS undertakes not to engage, directly or indirectly, in relations with persons who violate human rights, with particular attention to the fight against child and forced labour, and requires its suppliers to do the same. The general principles of the Code are inspired by those contained in the United Nations Universal Declaration of Human Rights, the Tripartite Declaration of Principles concerning Multinational Enterprises, the ILO Social Policy framework and the OECD Guidelines for Multinational Enterprises. The Supplier Code of Conduct is also supported by the Human Rights Policy (reference on page 62), which condemns all forms of work exploitation (including work involving individuals below the legal minimum age) and forced labour, and opposes human trafficking in any form, including within its own value chain.

The document is publicly available on the GEWISS company website, making it accessible to all external stakeholders. GEWISS requires its Suppliers, who are essential for the Company's development, to adopt the same conduct on issues such as human rights, occupational health and safety, environmental protection and anti-corruption, social development, and shared values, passing these values along their supply chain.

In 2024, in addition to its Human Rights Policy, GEWISS formalised its commitment to the topic of *decent work* by creating an internal document that outlines the practices in place to safeguard workers' rights, including wages, working conditions, treatment, human rights, and the fight against forced and child labour.

3.2.2

Processes for engaging with value chain workers about impacts

S2-2

GEWISS strives to continuously strengthen collaboration across the value chain by fostering cooperation based on the values of sustainability, excellence and integrity. The Group develops projects to share their business model and operational practices, in order to raise awareness among suppliers and customers concerning the broader impacts of their activities on the entire value chain.

GEWISS' relationship with suppliers and customers is built on growth, collaboration, and mutual cooperation. This approach strengthens the entire value chain, mitigating potential negative impacts and amplifying positive ones.

During 2024, with the aim of confirming this approach of engagement and transparency, the **2024 GEWISS Supplier Day** was held in Cenate Sotto, Italy, at the **GEWISS Experience Center**. Over 170 guests from more than 110 companies worldwide attended the event. The event also allowed for the sharing of technological goals and innovations, providing insight into the future prospects that will guide GEWISS's journey.

Over the course of the day, the prestigious **2024 Supplier Awards** were presented to three companies that excelled in specific categories and made exceptional contributions.

Radici Group S.p.A., winner in the Sustainability category, was recognised for developing an innovative material specifically designed for a GEWISS solution. This material is made from textile industry waste, contributing to the creation of “circular products” that align with sustainability principles.

In the Integrity category, the award went to **Akron S.p.A.** for its ongoing commitment in terms of collaboration, ethics, transparency and fairness in its relations with GEWISS. These values reaffirm the principle of integrity that underpins the Group’s partnerships.

Finally, **Mi Me Minuterie Metalliche Meles S.p.A.** received the Supplier Award in the Excellence category for the high level of quality achieved, the absence of non-conformities and the path of continuous improvement shared with GEWISS.

GEWISS Supplier Day was an important opportunity to strengthen ties with strategic partners and reaffirm a common vision for mutual growth.

In order to enhance involvement in the value chain, customers can be a part of company processes and related impacts, with full transparency, by periodically visiting the GEWISS Experience Center.

3.2.3

Processes for managing impacts and reporting channels

S2-3

The Supplier Code of Conduct provides the parties concerned with the option to report violations of the Code through the “@Whistleblowing” platform, which is available on the company website alongside the “reporting procedure”.

The Group encourages the responsible cooperation of all stakeholders by committing to protecting the confidentiality of reports.

All reports, including anonymous reports, are managed by the Internal Auditing Department, ensuring the confidentiality of the information provided. Issues raised are monitored, and corrective actions are taken if a confirmed violation occurs. Violations are considered serious contractual and disciplinary breaches. Measures to protect the reporter from any retaliatory act are also provided in accordance with the Reporting Procedure (see page 113).



3.2.4

Actions related to value chain workers

S2-4

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|------------|--|---------------------|---|---|
| Governance | Ensure ethics and compliance Develop innovative and sustainable products Improve internal processes efficiency Develop a sustainable supply chain | | Ecovadis Supply Chain program activation 2024 Supplier Day | Continuation of the Ecovadis Supply Chain program |

The company views the supply chain as a crucial strategic aspect in its pursuit of responsible sourcing practices. This approach ensures respect for the environment, human rights, and local communities.

To mitigate the risk of human rights violations, the Group is committed to maintaining and continuously strengthening an ethical and transparent supply chain, particularly in its relations with upstream actors. As set forth in the Supplier Code of Conduct, GEWISS requires all of its suppliers to adopt conduct and practices that comply with the principles outlined in the Organisation and Management Models, the Anti-Corruption Policy and the Code of Ethics.

The Group does not directly purchase minerals from conflict zones and requires its suppliers and commercial partners to declare, for supplies destined for the Group, the possible presence and provenance of *Conflict Minerals* (Gold, Tin, Tungsten, Tantalum) and *Extended Conflict Minerals* (Mica, Cobalt), to verify their origin.

Furthermore, also through declarations in line with the Reach Regulation (EC 1907/2006), with Directive 2022/95/EC RoHs, and through TSCA (U.S. Toxic Substances Control Act), PFAS and POPs declarations, suppliers are monitored to comply with the required regulatory obligations and to promote the use of substances and materials with lower risk for the health of their workforce.

Particularly relevant for 2024 is the activation of the supply chain assessment project via the **Ecovadis platform**. This project will help the Group understand its suppliers’ sustainability performance and lead to progressive improvement, focusing on shared value creation. This will also significantly impact the supply chain workforce.

Among the different areas assessed by the Ecovadis methodology, the ‘Labor and Human Rights’ pillar stands out with regards to the management of health and safety, diversity, equity and inclusion,

working conditions, social dialogue, career management and training, child labour, forced labour, human trafficking, discrimination and harassment.

Throughout the year, GEWISS provided training to its buyers to help them manage suppliers effectively and guide them on how to approach the Ecovadis rating. The analysis of an initial sample of the Group's suppliers already in possession of Ecovadis certification showed that approximately 30% of them have ISO 45001 certification and that more than half of them, equal to 51.4%, publicly report their performance in the health and safety area.

3.2.5 Targets related to value chain workers

S2-5

Although GEWISS has not yet officially set any objectives related to the management of the value chain, it closely monitors initiatives with its business partners and customers to evaluate their effectiveness and potentially develop improvement plans. The management of relevant themes is based on the control mechanism designed to ensure compliance with Group policies. This mechanism primarily focuses on functions directly and indirectly related to customer and supplier relationships. In addition, the Supervisory Board of GEWISS S.p.A. and the Internal Auditing Department support monitoring through the management of the reports received, defining resolution and prevention measures.



3.3 The relationship with end customers

ESRS S4

S4-SBM3

In line with the Group's strategy, the double materiality analysis revealed the potential to enhance user loyalty by meeting their expectations regarding product quality, reliability, and service in the manufacturing process. Value creation is a cornerstone upon which the company builds its reputation and expertise. By ensuring that each product meets the needs of its end customers, the company strengthens its trust with them and uses dialogue as a tool to foster lasting relationships.

GEWISS constantly invests in innovative and sustainable solutions, improving manufacturing processes and delivering customised solutions. The Group is committed to exceeding the expectations of end customers, strengthening its leadership position. As proof of the importance that the Group places on the quality of its offer, ISO 9001 certification at the main Group sites ensures continuous improvement of the user satisfaction process.

3.3.1 Policies related to the end customers

S4-1

GEWISS has always been focused on delivering product and service solutions that combine tangible and non-tangible components. The Group's objective is to identify and understand the needs and expectations of customers, in order to meet their real needs through the products and services they offer. In this context, GEWISS is dedicated to offering solutions that seamlessly integrate new technologies into their respective environments, fostering a constructive relationship between innovation and practicality.

The **Sustainability Policy** (outlined on page 40) provides guidelines for a responsible and future-oriented approach. Its objective is to develop innovative and sustainable products, foster collaboration, and stimulate research. GEWISS is committed to transparent and truthful communication regarding the environmental impacts of its products and focuses on the adoption of processes, materials and services with a low environmental impact, aiming to enhance natural resources and reduce waste throughout the product lifecycle, making extensive use of circular economy practices, as highlighted in the dedicated section of this report (see page 52).

3.3.2 Processes for engaging with end customers about impacts

S4-2

In 2024, the *Customer Satisfaction* project continued. GEWISS finalised the distribution of the survey and processed the data collected during the structured process involving installers and distributors. These represent an important point of contact between the Group and consumers, so as to allow the quantification of the level of satisfaction of its customers with regard to the areas of *Sales Effectiveness, Online Visibility and Findability, Commercial Attention, Purchase and Ordering, Post Sales & Sustainability*. Using these results as a starting point, it is possible to develop a multi-year action plan to increase customer satisfaction.

To ensure consumer and end-user involvement, the Innovation area of the Marketing Department (which manages the *customer satisfaction* project, as mentioned above) and the Commercial Excellence and Global Markets Departments are constantly supervising operations. In its previous phase, the project focused on the level of satisfaction of its customers in the five key countries for the Group’s business (Italy, France, Germany, Romania and Turkey), later expanding, in 2024, to stakeholders operating in Spain, Portugal and the United Kingdom. To this end, qualitative interviews with both GEWISS management and some of the most representative customers were conducted.

GEWISS strongly believes in maintaining dialogue with its stakeholders, and thus promotes and takes part in dedicated meetings discussing sustainability, to communicate their path towards sustainable development, engage with other players regarding specific experiences and improve understanding of the state of affairs, stimulating initiatives that contribute to the creation of shared value along the entire value chain.

GEWISS also makes it a priority to maintain a constant dialogue with its business partners, customers, distributors, and installers through regular meetings and visits to the GEWISS Experience Center. This approach enables GEWISS to promptly respond to specific developments within each partnership. The Group manages its relationship with customers and end users in the pre-sales phase, during the supply of products/services, and in the after-sales stage, considering this to be a strategic asset for ensuring maximum customer satisfaction at all times.

To prioritise customer satisfaction, GEWISS provides a dedicated freephone number and webpage for customer service inquiries and a comprehensive ticket system to monitor all customer requests, including any potential complaints. Finally, a survey was also conducted on the quality of the service provided.

Complaint handling has two main objectives:

- > customer satisfaction to best strengthen loyalty;
- > quality assurance: customer feedback reaches internal departments with the aim of constantly improving the product or service.

3.3.3 Processes for managing impacts and reporting channels

S4-3

In order for consumers and end users to express their concerns and/or needs directly, GEWISS has established a **network of channels** to provide appropriate support. The Group website offers a variety of channels for customer support, including phone numbers, email addresses, freephone numbers, contact details of local agents, and a ticketing system to monitor all customer requests, including complaints. In addition, retailers, agencies and wholesalers also act as intermediaries between GEWISS and end users.








The processes by which GEWISS ensures that these channels are available to its business partners are based on a structured communication system. Information about service channels is clearly shared with all distributors and retailers, who are trained and supported to provide proper assistance to end consumers. In addition, **specific meetings (Quality Review)** are organised every month for all areas concerned, to monitor any issues raised by consumers to distributors. These meetings are crucial in determining corrective actions and ensuring the effectiveness of communication channels.

The effectiveness of the channels for the control and monitoring of the issues raised is continuously verified through the statistical data collected from the market and the reports received through the *Quality Reviews*. These processes involve assessing end consumer satisfaction and identifying areas for improvement. They also ensure that any *feedback* is taken into account and that any necessary corrective actions are taken. In addition, via ongoing monitoring, the Company ensures that consumers and retailers are kept informed about the availability of these channels and the accessibility of support services.

In addition, end customers may also refer to the Whistleblowing channel (see page 113) via the methods described above, which guarantee the protection of the reporter from any retaliatory act.

3.3.4 Actions related to end customers

S4-4

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|------------|--|--|---|--|
| Social | Ensure people satisfaction and occupational safety | <div><div></div><div></div><div></div><div></div></div> | Consumer and end-user initiatives: | ISO 20121 Event Sustainability management system certification for events held at the GEWISS Experience Center |
| | Ensure customer satisfaction | | Renewed the Customer satisfaction initiative | |
| | Empower local communities | | Development of a unique CRM (MS Dynamics 365) for the entire GEWISS group in order to improve the information flows arising from the sales team using a single system to collect data | |

GEWISS promotes the growth of customer loyalty by ensuring that expectations in terms of **quality, reliability and service** are met in the production of products, implementing a series of measures aimed at monitoring production processes along the supply chain. The initiatives implemented aim to ensure that production adheres to industry best practices. To ensure product quality, GEWISS products are verified and approved in accordance with the laws, regulations and directives of the countries where they are intended to be placed on the market. Depending on the destination, this is either done through self-certification (e.g. for CE Marking in Europe) or through third-party authorities provided for in the Regulations. Furthermore, even in countries where it is not required by law, many of the Group's products are subject to third-party certification through voluntary approval schemes. These schemes involve initial testing, annual system audits (as a minimum), and periodic compliance checks of products retrieved from the warehouse and/or market. The Group's main production plants and commercial branches are certified according to the **ISO 9001** international standard.

GEWISS laboratories are certified under internationally recognised industry schemes, with the Cenate Sotto (BG) laboratory ranking among the top worldwide in terms of the number of recognised standards.

Another key initiative for monitoring the Group's product quality involves carrying out regular visits and audits at our suppliers' manufacturing plants, ensuring that the highest standards of excellence are consistently maintained. This ongoing monitoring allows for the prompt identification of any issues and the swift implementation of corrective actions, ensuring continuous improvement across the entire supply chain. In addition, the Group uses the **PPAP (Production Part Approval Process)** to verify that all requirements, both design and product, are met and that the suppliers' production process is able to consistently maintain them in assembly production. This approach prevents defects, reduces process variables and ensures high repeatability in the quality of supplied components.

Furthermore, to protect the health and safety of the final consumer and fulfil the obligations set out by the REACH Regulation, suppliers of raw materials, components, and finished products are required to:

- > be aware of and comply with the obligations relating to the Regulation;
- > stay constantly updated on the update status of the SVHC list of highly hazardous substances (candidate list);
- > provide comprehensive and accurate information on the possible presence of SVHC substances in the substances/preparations/articles supplied.

An additional measure implemented along the supply chain is the check on compliance with the RoHS Directive and other environmental product regulations, always aiming to ensure that the raw materials and products used are free from hazardous substances, thus protecting both the environment and consumer health.

Finally, all materials, raw materials, and components undergo an approval process that verifies their compliance from a regulatory and functional perspective regarding their use within the production process. Compliance with conformity requirements is ensured through the viewing and archiving of analysis certificates for raw materials, incoming material control tests, and periodic audits at suppliers for managing control plans. Certificates of origin of goods are required annually.



When choosing materials and components, GEWISS guarantees full compliance with current Italian and European regulations to avoid the use of substances that may be harmful to health. Full compliance with all regulations is ensured through verification of regulatory and functional compliance in terms of use in our production process and/or products.

As anticipated in the “[S4-2] Processes for engaging with consumers and end users about impacts” section, in 2024, GEWISS finalised a new edition of the *Customer Satisfaction* project (reference on page 98).

The project includes a multi-year action plan to continuously improve critical areas, developing initiatives that respond to feedback received. In order to ensure a consistent and synergistic approach, all activities are designed to optimise resources and efforts. Moreover, project timelines and impacts are constantly monitored and managed in an integrated way to ensure that positive actions translate directly into improved customer satisfaction.

To enable continuous monitoring of the customer satisfaction index, this approach allows for data comparison over time, providing a clear long-term perspective. The relationship with GEWISS customers goes beyond Customer Satisfaction, extending across all business stages and ensuring constant and strategic management of satisfaction.

Constant comparison with end users is essential to understanding customers' expectations and ensuring an offer that satisfies them. This is executed through a technical-commercial structure present in over 100 countries worldwide, which follows customers and industry professionals in the sale and implementation of customised solutions.

Where applicable, products are designed, manufactured, and tested in accordance with the relevant IEC, CENELEC, and CEI standards, as well as being tested to assess their impacts on customer

health and safety, which guarantees optimal performance at all times. All product usage and safety information is clearly provided on the labelling and in the accompanying documentation, and is assessed in line with the relevant Directives, Regulations, and applicable technical standards in each country.

Within the instructions for the use of their products, end users are also provided with useful waste sorting information for subsequent recovery and recycling operations, emphasising the importance of environmental protection and conservation.

In the scope of the relationship with customers and end consumers, the Company ensures the protection of personal data by committing to protect the rights of customers and safeguarding against cyber threats.

The Group's communication strategy involves promoting an advanced systems culture and adopting increasingly efficient, sustainable, and innovative system solutions. To this end, GEWISS promotes and participates in dedicated sustainability meetings. These gatherings serve to share the company's journey towards sustainable development, exchange experiences with other key players, deepen understanding of current challenges, and foster initiatives that generate shared value across the entire value chain.

Press office and media relations activities are also a fundamental asset for GEWISS to communicate with customers and partners and to spread its vision and mission, values, history, the company's activities and, of course, to promote its offer. GEWISS diversifies its media mix as much as possible by adopting a multi-channel online and offline perspective: advertising actions and editorial articles in industry magazines, home/furniture publications, and the main women's and informational magazines are prepared to showcase products, solutions, and services, as well as technical documentation to support the installation and use of products and solutions.



In an effort to ensure customised navigation for all of the different stakeholder categories and target markets, the gewiss.com website has been overhauled to improve user experience. The website is translated into multiple languages, offering content and insights to both industry professionals and end consumers.

In addition to creating new articles, videos, and digital materials for the various sections of the website, particular attention is paid to optimising the user experience and producing high-quality content for the official social channels: Facebook, Instagram, LinkedIn and YouTube. This communication strategy has produced significant results, both quantitatively and qualitatively. The latest news and initiatives are regularly shared through the Group's social profiles, which today reach a broad and actively engaged audience: over 115,000 followers on Facebook, 19,000 on Instagram, 100,000 on LinkedIn, and 4,000 subscribers on YouTube. Digital activity is further strengthened through DEM campaigns and regular newsletters, tailored to specific audiences within our ecosystem, including customers, partners, and professionals. These initiatives aim to build stronger relationships and deliver targeted, high-value content focused on innovation and sustainability. A structured and coherent digital presence that concretely contributes to the dissemination of our commitment to a more sustainable future.

These spaces for interaction and sharing ideas are available to all users and allow increasingly multimedia and interactive communication between stakeholders.

GEWISS Experience Center

Conceived as an experiential space to offer a tangible experience of products, vision, and company know-how, the GEWISS Experience Center (GEC) continues to represent an innovative space that offers a concrete vision of the pursuit of innovation and the values that guide the Group's actions. Alongside the timeline showcasing the Group's key milestones, the space also highlights its core commitments to sustainable development.

The pathway is divided into 6 application areas or "Verticals" (Residential, Office, Hospitality, Industry, Sport and City landscape) periodically updated both in terms of experience and offerings. In 2023, the update mainly concerned PERFORMANCE in LIGHTING solutions and the innovations offered in Vertical City Landscape, Sport and Industry. In 2024, smart solutions from Pulsar Engineering srl were integrated into the space.

During 2024, the GEWISS Experience Center confirmed itself as a reference point for events. In addition to training courses and networking meetings dedicated to internal staff, ad hoc events are also held with prominent corporate partners and customised commercial visits, where customers come into contact with the spaces of the GEWISS Experience Center in line with their specific needs.

In 2024, the centre hosted over **220 events**, including visits with external partners and internal activities, engaging around **5,200 participants** from across the globe. Most external visits were of a commercial nature, with the GEC Experience involving all the main types of buyer personas (wholesalers, distributors, installers, panel builders, designers, architects, engineers, entrepreneurs, managers, building contractors, logistics, DIY and customers).

In parallel and in alignment with the updates of the physical location, the digital version – the **Virtual GEC** – is also regularly updated to enable virtual visits by key Italian and international stakeholders. The Virtual GEC, released in September 2022 to a selected internal audience, saw updates and expansions in 2023 related to visuals, content, and texts to further improve user experience, and remained widely used in 2024 to allow virtual tours of the space to all interested stakeholders.

3.3.5 Targets related to end customers

S4-5

Consumer and end-user satisfaction is paramount for GEWISS, which is committed to responding to needs by focusing on providing a high-quality product in line with expectations. To ensure that products and services live up to these expectations, the Group uses tools such as **surveys and workshops to collect direct feedback** and guide business actions based on the real needs of customers. In addition, the highest attention is paid to regulatory compliance, ensuring that every initiative is aligned with leading product quality certifications.

To support the commitments outlined in the previous sections, GEWISS also monitors its performance and potential impacts on end customers by tracking specific KPIs. With regards to confidentiality, **no substantiated complaints concerning breaches of customer privacy or loss of their data** were recorded in 2024.

Similarly, in the reporting year, **there were no incidents of non-compliance** concerning the health and safety impacts of the Group's products and services. Furthermore, no breaches were recorded in relation to marketing communications, or non-compliance with product and service information and labelling requirements.



3.4 GEWISS for the territory

The company has always been committed to supporting local communities and engaging in open, collaborative dialogue with local organisations. It is aware that company development cannot disregard the full respect and appreciation of the local social context. The company builds its history on the values of integrity, excellence, and sustainability, which guide every initiative aimed at generating a positive impact on the local, social and economic fabric and creating shared value in the short, medium, and long term.

GEWISS is conscious of its role both for the market and for the well-being of people. For this reason, the Group cultivates an open and collaborative dialogue with local entities, carrying out projects capable of meeting concrete needs.

This proximity to communities produces a mutual benefit: on one hand, it consolidates the company's development, on the other hand, it generates tangible and lasting value for the contexts in which it operates.

Corporate Citizenship Policy

The **Corporate Citizenship Policy** of the GEWISS Group, officially adopted during 2023, consolidates the company's active role in creating shared value, contributing to the sustainable development of people, communities and territories. The commitment expressed in the document translates into concrete actions, which are communicated internally through the company's intranet and externally through social channels, press, advertising, and at www.gewiss.com.

The policy is adopted by all Companies belonging to the GEWISS Group and is promoted to all stakeholders in the value chain, in all of the countries where the Group operates. With the aim of generating shared value for customers, people, communities and future generations, GEWISS defines, through policy, four areas of action:

- > raising awareness of energy sector issues and the responsible use of resources;
- > training and partnerships as a catalyst for innovation;
- > developing and maintaining cultural and environmental heritage;
- > promoting inclusion through sport and health-focused awareness campaigns.

The sustainability goals contained in the Corporate Citizenship Policy, approved by the CEO of GEWISS and monitored by the Sustainability Steering Committee, are integrated into the company's Strategic Development Plan and are defined in synergy with the United Nations Sustainable Development Goals (SDGs).

Supporting community and the territory

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|------------|---|---|--|---|
| Social | Ensure people satisfaction and occupational safety Ensure customer satisfaction Empower local communities |        | Creation of experiences in collaboration with a social cooperative as part of the company's 2024 Sustainability Journey programme Launch of the Call4Volunteering open to Group employees | Implementation of corporate volunteering experiences for employees Continued development of sponsorships and projects in support of the territory in line with the criteria and principles of the Corporate Citizenship Policy |

As part of its **Sustainability Roadmap**, the community engagement programme enables GEWISS to connect community needs with business goals. This vision is developed through fundamental guidelines:

- > know and be recognised by local entities, establishing trusting relationships;
- > broaden and diversify relationships with territories, promoting collaboration and exchange of expertise;
- > invest in communities through initiatives that align with business growth while delivering tangible social benefits.

The company has always identified and implemented actions in favour of the community in the areas where its facilities are located, to create shared value and strengthen relationships with the residents and its employees living there. Through sponsoring events, supporting social causes, and promoting initiatives to protect the environment, GEWISS seeks to actively contribute to cultural and economic growth within the social context in which it operates.

As confirmation of the commitment that GEWISS is putting into action, the company has signed numerous sports partnerships with Federations, Clubs and Athletes with the aim of conveying the company's 360° sustainability value, promoting the well-being of individuals, but also the protection of the environment.

The 2024/2025 season has seen the continuation of various sporting partnerships, listed below, in which GEWISS acts as a sponsor:

- > **ATALANTA B.C.** - Stadium Naming Sponsor and Third Jersey Sponsor - Serie A;
- > **MICHELA MOIOLI** - Board Title Sponsor.

In 2024, GEWISS confirmed its commitment with the **ACCADEMIA DELLO SPORT** through the sponsorship of tennis tournaments held at Bergamo's sports centre, the Centro Sportivo della Cittadella dello Sport di Bergamo. The event, established in 2002, once again upheld its original purpose this year: supporting local charitable organisations in need, while also serving as a symbolic occasion to celebrate the social, sporting, and economic vitality of the Bergamo area.

Among the 2024 initiatives, it is important to include the **Greening the Islands project**, a global

initiative that aims to raise awareness about the impact of climate change on small island ecosystems, promoting innovative and sustainable solutions for the management of natural resources and energy. GEWISS collaborates with Greening the Islands as a Premium Sponsor, and through this partnership fully reflects the company's commitment to contributing to the global energy transition, with a specific focus on delicate ecosystems such as island ones, which are particularly vulnerable to climate change.

In 2024, as a Gold Sponsor of **E-Racing Bergamo**, an Amateur Sports Association, GEWISS has decided to support an initiative promoted by a team of Engineering students from the University of Bergamo, who develop projects in the field of electrical sustainability, confirming its bond with the local area, young people, and the academic world.

Throughout 2024, the Group's activity continued by strengthening and consolidating its relationship with various local entities, including:

- **ARTET Foundation**, a non-profit organisation founded in 2018 that conducts scientific research activities related to thrombosis, haemostasis, and tumours, putting scientific knowledge in these areas at the service of society and promoting care and assistance projects dedicated to vulnerable patients who require anticoagulant, antithrombotic, and/or transfusion therapies;
- **Carisma Foundation**, a body that provides social and health services for the elderly and/or disabled, with specific reference to individuals who are physically and/or mentally dependent, to ensure them the best possible quality of life;
- **Casa di Cura San Francesco**, a facility providing medical and oncological care and diagnostic services in the Bergamo area;
- **The Breast Unit of Seriate Hospital**, a specialised facility focused on the management of breast cancer, bringing together a team of professionals dedicated to ensuring that all women affected by the disease have access to the most advanced and effective treatments, in accordance with international guidelines;
- **Italian Red Cross Association of Bergamo**, a volunteering organisation whose purpose is to provide healthcare, safeguard, and promote universal health education and safety of individuals, also through information and training on healthy lifestyles and first aid practices;
- Support for **Parishes** in the Municipalities where the main production sites and the Group's logistics hub are located in Italy, and the **Nursery of the Municipality of Trescore Balneario** in the Province of Bergamo;



- **De Sanctis Foundation**, which for over a decade has been promoting initiatives dedicated to the spread of culture, literature, and the rediscovery of classics through events, marathons, conferences, series of readings at institutional venues, Italian cultural institutes, and the biggest theatres, prisons, and schools. In 2024, a sixth category was created for the De Sanctis Award: the **De Sanctis Sustainability Award**, created to honour individuals, organisations, and associations that have excelled in promoting and safeguarding sustainable practices. The award ceremony of the first edition, attended by GEWISS, took place in November 2024.

Company volunteering

With a firm belief that corporate volunteering represents not only a corporate social responsibility tool, but also a concrete means to create a culture attentive to diversity and solidarity, GEWISS has decided to continue carrying out some social initiatives with a Social Cooperative in the Lombardy region. The events took place within the framework of the Sustainability Journey 2024 programme, a diverse panel of events and training sessions (in-person and online) aimed at over 2,200 Group employees and held from July to December 2024 (see in-depth analysis on pages 88 - 91).

In December, the Leadership Team carried out a volunteering activity at the “Agorà97” Social Cooperative in Italy, established in June 1997, with the aim of managing social, health, and educational services, oriented towards the needs of people in conditions of marginality, social disadvantage, deviance and at risk of marginalisation, promoting their human development and integration. Currently, the cooperative consists of five Residential Communities for children and disabled adults, identified as Educational Communities, Disabled Accommodation Communities, Socio-Health Communities, and finally Health Communities, which represent a concrete, meaningful, and empathetic response to the needs of individuals and the territory.

The volunteering initiative at Agorà97 saw members of the GEWISS Leadership Team participate in painting activities at Casa Enrico, which welcomes adult guests with intellectual disabilities on a daily basis.

Furthermore, with the aim of continuing the collaboration with this Social Cooperative, the Group organised a Christmas AperigEC, a periodic initiative that offers a networking opportunity to employees at the GEWISS Experience Center. On this occasion, residents from the Agorà97 Residential Communities provided the catering service and managed the social event, sharing their experience and the activities of the association. The opportunity allowed GEWISS and its employees to experience a truly welcoming environment for vulnerable people and share the company's principles of Diversity and Inclusion in a concrete manner.



④ GOVERNANCE INFORMATION



4.1 Business conduct and ethics

ESRS G1

IRO-1

GEWISS is guided by the values of integrity, a culture of excellence and sustainability, and is committed to developing its business by focusing on the balance between economic and financial logic, and social and environmental responsibility. The Group builds trusted relationships with its stakeholders based on integrity, encompassing a sense of responsibility, reliability, and ethics that guide the Group, significantly contributing to the creation of shared value in the medium to long term, and operating with transparency in the interest of all stakeholders.

From the double materiality analysis conducted, the Group has identified a positive impact generated by the fight against active and passive corruption pursued by GEWISS through the dissemination of ethical principles, facilitated by the ongoing training sessions aimed at employees.

4.1.1 Policies related to corporate culture and business conduct

G1-1

Ensuring an ethical approach as a prerequisite for every action taken is essential for all business activities carried out by GEWISS. Specifically, the Group operates in full compliance with the laws and regulations of the individual countries in which it carries out its activities, adopting appropriate codes of conduct and control tools to prevent and combat corruption and illegal practices. To this end, GEWISS has defined and adopted the **Code of Ethics** and **Anti-Corruption Policy**, described later in the section.

GEWISS promotes a transparent working environment, any anomaly or breach of the ethical and legal rules set by the company or required by law can be reported on the digital “@Whistleblowing” platform (see page 87), managed by the *Internal Auditing* department, and is accessible to anyone in need, including anonymously. Through the Whistleblowing channel, it is also possible to report any violation of company policies, including the Code of Ethics and the Organisational and Management Model pursuant to Legislative Decree 231/2001. Reporting any wrongdoing is encouraged, so that it can be managed properly through the phases described in the Reporting Procedure, which ensures that the digital platform made available to stakeholders is suitable for receiving, analysing, and dealing with

any violations related to behaviors, acts, or omissions that harm public interest or the Company's integrity.

To ensure maximum visibility and ease of access to the “@Whistleblowing” platform, the **Reporting Procedure**, developed by GEWISS S.p.A. and adopted by the Group (with the exception of the foreign subsidiaries of PERFORMANCE iN LIGHTING S.p.A. and Pulsar Engineering S.r.l.), is made available on company bulletin boards, the Group intranet portal, and the GEWISS website. This procedure enables prompt investigation of any incidents related to corporate conduct. From the moment a Report is submitted through to its resolution, the platform guarantees the highest level of confidentiality regarding the identity of the reporter, any third parties mentioned in the Report, and all related information. Whistleblower protection is also ensured by encryption tools and the creation of a so-called “secure inbox” that involves alphanumeric encoding to identify the whistleblower.

Code of ethics

GEWISS S.p.A.'s **Code of Ethics** sets out the core values embedded in the company’s culture that guide the actions of its people. It defines the ethical commitments and responsibilities of GEWISS directors, employees, and collaborators, both in business operations and in managing relationships. The Code is guided by an ideal of collaboration among individuals, respecting each person’s role and serving as a behavioral compass aligned with a culture of responsibility, legality, transparency, and the creation of long-term value for all its Recipients.

The adoption of the Code of Ethics represents the Group’s commitment to affirming and promoting its core values, integrity, excellence, and sustainability, as reiterated in the GEWISS “Values and behaviors chart”. The Group works to ensure that all stakeholders act in line with these values and demonstrate socially responsible behavior, by developing appropriate ethical programmes and safeguards that reflect the principles set out in the Code of Ethics.

Anti-corruption Policy

The **Anti-Corruption Policy** aims to provide company personnel with clear rules to follow in order to strengthen the Company’s internal controls on anti-corruption matters.

The document establishes the prohibition of corruption in all its forms, including facilitating payments, and sets out the obligation to comply with anti-corruption regulations, providing a detailed definition of what can be interpreted as corruption and defining the obligation to report corrupt practices in which GEWISS personnel may be actively or passively involved.

The Policy is inspired not only by the values outlined in the Code of Ethics but also by various international standards, including the United Nations Convention against Corruption and the *OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions* and it is approved by the Board of Directors.

5 new certifications obtained

ISO 45001

Health and Safety Management System
certified for GEWISS Portugal

ISO 14001

Environmental Management System certified
for GEWISS Portugal

UNI PdR 125

Gender Equality Management
System certified for GEWISS S.p.A.
and for PERFORMANCE iN LIGHTING S.p.A.

ISO 37001

Anti-bribery Management System certified
for GEWISS S.p.A.



4.1.2

Sustainable supply chain and management of relationships with suppliers

G1-2

For GEWISS, supply chain management is a key tool for ensuring responsible sourcing that respects the environment, workers rights, and local communities, while also meeting customer needs by delivering safe, high-quality products, solutions, and services.


The Group is committed to promoting the same principles and criteria of ethical, social, and environmental responsibility that guide its own activities, within its supply chain and relationships with business partners. This is made possible by the process of encoding and qualifying suppliers, which ensures compliance with the rules underlying the supply and protects both parties during the professional relationship: suppliers are promptly notified of the behavioral, ethical, and sustainability rules, which must be shared and accepted to establish a solid relationship.

In order to develop a sustainable supply chain, the new solutions available on the market and the proposals from suppliers, both established and new, are shared and evaluated by a dedicated team. GEWISS supplier selection is not only based on the quality and competitiveness of products and services, but also on attention to socio-environmental performance and adherence to ethical values, a fundamental prerequisite for developing a lasting collaboration with the Group and creating shared value in the short, medium, and long term. Starting from 2024, GEWISS has requested its suppliers to join the Ecovadis evaluation platform to understand ESG performance and favour collaboration with more virtuous suppliers who share the same principles.

4.1.3

Prevention and detection of active and passive corruption

G1-3

| ESG Pillar | Programs | SDGs of major focus | 2024 main initiatives | 2025 initiatives |
|------------|---|---|--|---|
| Governance | <p>Ensure ethics and compliance</p> <p>Develop innovative and sustainable products</p> <p>Improve the efficiency of internal processes</p> <p>Develop a sustainable supply chain</p> |  | <p>ISO 37001 Certification for GEWISS S.p.A.</p> | <p>Adoption by PERFORMANCE iN LIGHTING S.p.A. of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001</p> |

GEWISS's commitment to promoting integrity and rigour in corporate conduct also translates into concrete action to prevent the risk of active and passive corruption, which is recognised as a behavior that undermines trust and distorts fair competition among market players.

In line with what is defined in the Code of Ethics and its Anti-Corruption Policy, as well as the national and/or international laws applicable to GEWISS' business activities, the Group prohibits any form of corruption and implements control measures to prevent and counter corruption and illegal practices. The Organisation, Management and Control Model of GEWISS S.p.A., pursuant to Legislative Decree 231/2001, will be updated in the first half of 2025 to ensure it remains aligned with the company's organisational developments.

GEWISS is also committed to **raising awareness and training** its personnel, as well as keeping its suppliers and partners informed, with the aim of preventing and countering corruption and unlawful practices, including in relationships with communities, organisations and institutions, suppliers, and customers.

In particular, internally, the Group promotes training plans related to the Code of Ethics, Regulation 679/2016 on the protection of personal data (GDPR), Legislative Decree 231/2001 for GEWISS S.p.A., and corruption issues. Such initiatives take place either in person or through e-learning tools, on an annual basis or, in some cases, varying according to business needs. The training courses involve the participation of employees and management from GEWISS S.p.A. as well as its subsidiaries ²¹. They cover the areas relevant to each company involved and address the topics in a comprehensive and thorough manner, referring, where applicable, to the relevant procedures and corporate documents.

In 2024, in line with the ambitions of its Sustainability Roadmap, GEWISS S.p.A. obtained **ISO 37001 Certification** - Anti-bribery Management System - which defines a management standard designed to support the Company in combating both active and passive corruption. The certification helps prevent, detect, and address corruption (active and passive) involving the organisation, its personnel, and its business partners, by promoting a set of measures and controls and providing practical guidance for their implementation. The adoption of a certified management system represents a structured and systematic approach to the prevention and mitigation of corruption.

21 The foreign Companies of PERFORMANCE iN LIGHTING S.p.A. and Pulsar Engineering S.r.l. are excluded.



Confirmed incidents of active or passive corruption

G1-4

In 2024, the Group did not identify any cases of active or passive corruption.

| | 2024 | 2023 |
|--|------|------|
| Total number of verified incidents of corruption | 0 | 0 |
| of cases in which employees were dismissed or subjected to anti-corruption measures | - | - |
| of cases in which contracts with commercial partners were dissolved or were not renewed because of corruption-related violations | - | - |
| Number of public legal cases related to corruption brought against the organisation or its employees during the reporting period | 0 | 0 |

In line with 2024, no instances of non-compliance with laws or regulations were recorded, and no sanctions were incurred during the reporting period.



CERTIFICATO N. **1112.2024**
CERTIFICATE N. **1112.2024**

SI CERTIFICA CHE IL SISTEMA DI GESTIONE PER LA PREVENZIONE DELLA CORRUZIONE DI
WE HEREBY CERTIFY THAT THE ANTI-BRIBERY MANAGEMENT SYSTEM

GEWISS SPA

VIA DOMENICO BOSATELLI 1 - 24069 CENATE SOTTO (BG) Italy
SITI/SITES

Vedere gli Allegati per gli altri Siti (n° 9 allegati)
View the Annexes for the other Sites (n° 9 annexes)

E' CONFORME ALLA NORMA / IS IN COMPLIANCE WITH THE STANDARD

ISO 37001:2016

PER LE SEGUENTI ATTIVITA' / FOR THE FOLLOWING ACTIVITIES

Sviluppo, progettazione, produzione (tramite i processi di stampaggio, estrusione e montaggio) e commercializzazione di materiale elettrico da installazione per applicazione nel residenziale, terziario e industriale. Sistemi per la home & building automation. Sistemi per la protezione e la distribuzione dell'energia. Sistemi per l'illuminazione urbana, residenziale, stradale, industriale e d'emergenza.

Assistenza pre e post vendita

Development, design, production (through moulding, extrusion and assembly processes) and marketing of electrical installation material for residential, tertiary and industrial applications. Systems for home & building automation. Systems for the protection and distribution of energy. Systems for urban, residential, street lighting, industrial and emergency. Pre and post sales assistance

IL PRESENTE CERTIFICATO E' SOGGETTO AL RISPETTO DEL
REGOLAMENTO PER LA CERTIFICAZIONE DEI SISTEMI DI GESTIONE
THE USE AND THE VALIDITY OF THE CERTIFICATE SHALL SATISFY THE
REQUIREMENTS OF THE RULES FOR CERTIFICATION OF MANAGEMENT SYSTEMS

| | | | |
|-------|---|---|----------------------------------|
| DATE: | PRIMA CERTIFICAZIONE FIRST CERTIFICATION 02/10/2024 | EMISSIONE CORRENTE CURRENT ISSUE 02/10/2024 | SCADENZA EXPIRY 02/10/2027 |
|-------|---|---|----------------------------------|


IMQ S.p.A. - VIA QUINTILIANO, 43 - 20138 MILANO ITALY
Management Systems Division - Flavio Ornago



MS N° 0005MS

Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC Mutual Recognition Agreements

La validità del certificato è subordinata a sorveglianza annuale e riesame completo del Sistema di Gestione con periodicità triennale
The validity of the certificate is submitted to annual audit and a reassessment of the entire Management System within three years



CISQ è la Federazione Italiana di Organismi di Certificazione del sistema di gestione
CISQ is the Italian Federation of management system Certification Bodies.

⑤ ESRS CONTENT INDEX

ESRS content index

IRO-2

The 2024 Sustainability Report was prepared based on the double materiality analysis conducted (see pages 35-37). According to this analysis and its findings, whose assessments have considered the impacts, risks, and opportunities related to the nature of GEWISS's business and the characteristics of the products and services provided, the following sustainability issues have emerged as immaterial for the reporting year:

- > Standard E2 Pollution
- > Standard E3 Water and Marine Resources
- > Standard E4 Biodiversity and Ecosystems
- > Standard S3 Affected Communities

In line with the requirements defined by the GRI 2021 Standards for reporting “*with reference to*”, the GRI Content Index is reported on pages 130 - 131. Specifically, the reported indicators have been chosen taking into account their representativeness and consistency with the Group's activities, as well as the impacts it generates (ref. GRI 3: Material topics 2021).

The table below shows the ESRS Disclosure Requirements (DR) that GEWISS has followed in the preparation of the Sustainability Report 2024 - including the information elements stemming from other EU legislation listed in Appendix B of Annex II of the CSRD.

In the following table, GEWISS has drawn inspiration from the provisions set out in Disclosure Requirement IRO-2 of ESRS 2, referring exclusively to the aspects reported by the Group. References to immaterial aspects and those for which the Group has not yet reported information are therefore not provided.

Furthermore, in order to facilitate the reader in tracking and linking the information presented according to the ESRS and the GRI Universal Standards, the correlation between the GRI Standards and the ESRS is reported in the GRI Content Index (pages 130-131).

| Disclosure requirement and/or information element | Obligations from other EU legislative acts | Reference in the 2024 Sustainability Report |
|--|--|---|
| ESRS 2 BP-1 General basis for preparation of the sustainability statements | | Pages 10 - 11 |
| ESRS 2 BP-2 Disclosures in relation to specific circumstances | | Page 11 |
| ESRS 2 GOV-1 The Role of administrative, management and supervisory bodies | | Page 12 |
| ESRS 2 GOV-1 Board's gender diversity, paragraph 21(d) | SFDR: Annex I, table 1, indicator no. 13 Reference index regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II | Page 12 |
| ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies | | Page 14 |
| ESRS 2 SBM-1 Strategy, business model and value chain | | Pages 15 - 27 |
| ESRS 2 SBM-2 Interests and views of stakeholders | | Pages 28 - 31 |
| ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model(s) | | Pages 32 - 34 |
| ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities | | Pages 35 - 37 |
| ESRS 2 IRO-2 ESRS Disclosure Requirements in ESRS covered by the undertaking's sustainability statements | | Pages 122-127 |
| ESRS E1 - Climate change | | |
| ESRS E1-2 Policies related to climate change mitigation and adaptation | | Pages 40 - 41 |
| ESRS E1-3 Actions and resources in relation to climate change policies | | Pages 41 - 45 |
| ESRS E1-4 Targets related to climate change mitigation and adaptation | | Page 46 |
| ESRS E1-5 Energy consumption and mix | | Page 47 |
| ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38 | SFDR: Annex I, Table 1, Indicator no. 5 and Annex I, Table 2, Indicator no. 5 | Page 47 |
| ESRS E1-5 Energy consumption and mix, paragraph 37 | SFDR: Annex I, table 1, indicator no. 5 | Page 47 |
| ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions | | Page 48 |
| ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44 | SFDR: Annex I, table 1, indicators no. 1 and 2 Third pillar: Article 449 bis of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book – Indicators of potential climate change transition risk: Credit quality of exposures by sector, emissions, and residual maturity Reference index regulation: Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818 | Page 48 |
| ESRS E5 - Circular economy | | |
| ESRS E5-1 Policies related to resource use and circular economy | | Page 51 |
| ESRS E5-2 Actions and resources in relation to resource use and circular economy | | Pages 52 - 55 |
| ESRS E5-3 Targets related to resource use and circular economy | | Page 53 |
| ESRS E5-5 Resource outflows | | Page 57 |

| Disclosure requirement and/or information element | Obligations from other EU legislative acts | Reference in the 2024 Sustainability Report |
|--|---|---|
| ESRS E5-5 Non-recycled waste, paragraph 37(d) | SFDR: Annex I, table 2, indicator no. 13 | Page 57 |
| ESRS E5-5 Hazardous waste, paragraph 39 | SFDR: Annex I, table 1, indicator no. 9 | Page 57 |
| S1 - Own workforce | | |
| ESRS 2 SBM-2 S1 Interests and views of stakeholders | | Pages 28 - 31 |
| ESRS 2 SBM-3 S1 Material impacts, risks and opportunities and their interaction with strategy and business model | | Pages 60 - 61 |
| ESRS S1-1 Policies related to own workforce | | Pages 61 - 65 |
| ESRS S1-1 Human rights policy commitments, paragraph 20 | SFDR: Annex I, Table 3, Indicator no. 9 and Annex I, Table 1, Indicator no. 11 | Page 62 |
| ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21 | Reference index regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II | Page 62 |
| ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22 SFDR: Annex I, table 3, indicator no. 11 | SFDR: Annex I, table 3, indicator no. 11 | Page 62 |
| ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23 | SFDR: Annex I, table 3, indicator no. 1 | Page 64 |
| ESRS S1-2 Processes for engaging with own workers and workers' representatives about impacts | | Page 66 |
| ESRS S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns | | Page 67 |
| ESRS S1-3 Grievance/complaints handling mechanisms, paragraph 32(c) | SFDR: Annex I, table 3, indicator no. 5 | Page 67 |
| ESRS S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions | | Pages 68 - 76 |
| ESRS S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | | Page 76 |
| ESRS S1-6 Characteristics of the undertaking's employees | | Pages 77 - 78 |
| ESRS S1-7 Characteristics of non-employees in the undertaking's own workforce | | Page 79 |
| ESRS S1-8 Collective bargaining coverage and social dialogue | | Page 80 |
| ESRS S1-9 Diversity metrics | | Pages 80 - 81 |
| ESRS S1-12 Persons with disabilities | | Page 81 |
| ESRS S1-13 Training and skills development metrics | | Pages 82 - 85 |
| ESRS S1-14 Health and safety metrics | | Pages 86 - 87 |
| ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88, letters b) and c) | SFDR: Annex I, table 3, indicator no. 2 Reference index regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II | Page 87 |

| Disclosure requirement and/or information element | Obligations from other EU legislative acts | Reference in the 2024 Sustainability Report |
|--|--|---|
| S2 - Workers in the value chain | | |
| ESRS 2 SBM-2 S2 Interests and views of stakeholders | | Pages 28 - 31 |
| ESRS S2-1 Policies related to value chain workers | | Pages 92-93 |
| ESRS S2-1 Human rights policy commitments, paragraph 17 | SFDR: Annex I, Table 3, Indicator no. 9 and Annex I, Table 1, Indicator no. 11 | Page 93 |
| ESRS S2-1 Policies related to value chain workers, paragraph 18 | SFDR: Annex I, table 3, indicators no. 11 and 4 | Pages 92 - 93 |
| ESRS S2-1 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD guidelines, paragraph 19 | SFDR: Annex I, table 1, indicator no. 10 Reference index regulation: Annex II of the Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1 of the Delegated Regulation (EU) 2020/1818 | Page 93 |
| ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19 | Reference index regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II | Page 93 |
| ESRS S2-2 - Processes for engaging with value chain workers about impacts | | Pages 93 - 94 |
| ESRS S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns | | Page 94 |
| ESRS S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action | | Pages 95 - 96 |
| ESRS S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | | Page 96 |
| S4 - Consumers and end users | | |
| ESRS 2 SBM-2 S4 Interests and views of stakeholders | | Pages 28 - 31 |
| ESRS 2 SBM-3 S4 Material impacts, risks and opportunities and their interaction with strategy and business model | | Page 97 |
| ESRS S4-1 Policies related to consumers and end users | | Page 97 |
| ESRS S4-2 Processes for engaging with consumers and end users about impacts | | Page 98 |
| ESRS S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns | | Page 99 |
| ESRS S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions | | Pages 100 - 104 |
| ESRS S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (consumers and end users) | | Page 105 |
| ESRS G1 - Business conduct | | |
| ESRS 2 GOV-1 G1 The role of administrative, management and supervisory bodies | | Page 112 |
| ESRS G1-1 Corporate culture and business conduct policies and corporate culture | | Pages 112 - 113 |

| Disclosure requirement and/or information element | Obligations from other EU legislative acts | Reference in the 2024 Sustainability Report |
|---|---|---|
| ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b) | SFDR: Annex I, table 3, indicator no. 15 | Page 112 |
| ESRS G1-1 Protection of whistleblowers, paragraph 10(d) | SFDR: Annex I, table 3, indicator no. 6 | Page 113 |
| ESRS G1-2 Management of relationships with suppliers | | Page 116 |
| ESRS G1-3 Prevention and detection of corruption and bribery | | Pages 116 - 117 |
| ESRS G1-4 Confirmed incidents of corruption and bribery | | Page 118 |
| ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24(a) | SFDR: Annex I, table 3, indicator no. 17 Reference index regulation: Annex II of Delegated Regulation (EU) 2020/1816 | Page 118 |

⑥ GRI CONTENT INDEX

| | |
|------------------|--|
| Statement of use | The GEWISS Group has reported the information contained in the 2024 Sustainability Report “with reference to the “GRI Standards” for the period from 1 January 2024 to 31 December 2024. |
| GRI 1 used | GRI 1: Foundation 2021 |

| GRI Standard 2021 | Disclosure | | Reference in the document | |
|--|------------|--|--|-----------------|
| | | | Chapter, ESRS | Page |
| GRI 2 - General Disclosures - 2021 version | 2-1 | Organizational details | General criteria (ESRS 2 BP-1) | Page 10 |
| | 2-2 | Entities included in the organisation's sustainability reporting | General criteria (ESRS 2 BP-1) | Page 10 |
| | 2-3 | Reporting period, frequency and contact point | General criteria (ESRS 2 BP-1) | Page 11 |
| | 2-4 | Restatements of information | General criteria (ESRS 2 BP-2) | Page 11 |
| | 2-5 | External assurance | The 2024 Sustainability Report is not subject to external assurance since it was compiled on a voluntary basis (GEWISS is not obligated under current legislation) | N/A |
| | 2-6 | Activities, value chain and other business relationships | Strategy, business model and value chain (ESRS 2 SBM-1) | Pages 15 - 27 |
| | 2-7 | Employees | Own workforce metrics (S1-6) | Pages 77 - 78 |
| | 2-8 | Workers who are not employees | Own workforce metrics (S1-7) | Page 79 |
| | 2-9 | Governance structure and composition | GEWISS Group governance (ESRS 2 GOV-1) | Page 12 |
| | 2-14 | Role of the highest governance body in sustainability reporting | GEWISS Group governance (ESRS 2 GOV-1) | Page 12 |
| | 2-22 | Statement on sustainable development strategy | Letter to stakeholders | Pages 4 -7 |
| | 2-23 | Policy commitments | Policies related to own workforce (S1-1); Policies related to value chain workers (S2-1); Policies related to consumers and end users (S4-1); Corporate culture and business conduct policies (G1-1) | |
| | 2-27 | Compliance with the laws and regulations | Prevention and detection of corruption (G1-4) | Page 118 |
| | 2-28 | Membership to associations | Interests and views of stakeholders (ESRS 2 SBM-2) | Pages 28 - 31 |
| | 2-29 | Approach to stakeholder engagement | Interests and views of stakeholders (ESRS 2 SBM-2) | Pages 28 - 31 |
| | 2-30 | Collective bargaining agreements | Own workforce metrics (ESRS S1-8) | Page 80 |
| GRI 3: Material topics 2021 | 3-1 | Process to determine material topics | Dual materiality analysis (ESRS 2 IRO-1) | Pages 35 - 37 |
| | 3-2 | List of material topics | Material impacts, risks and opportunities (ESRS 2 SBM-3) | Pages 32 - 34 |
| | 3-3 | Management of material topics | All paragraphs relating to Policies, Actions and Targets of the specific chapters on relevant sustainability issues | |
| GRI 205: Anti-corruption 2016 | 205-3 | Confirmed incidents of corruption and actions taken | Prevention and detection of corruption (ESRS G1-3) | Pages 116 - 117 |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organisation | Energy consumption and mix (ESRS E1-5) | Page 47 |
| | 302-4 | Reduction of energy consumption | Energy consumption and mix (ESRS E1-5) | Page 47 |

| GRI Standard 2021 | Disclosure | | Reference in the document | |
|---|------------|---|--|---------------------|
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Greenhouse gas emissions (ESRS E1-6) | Page 48 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Greenhouse gas emissions (ESRS E1-6) | Page 48 |
| | 305-5 | Reduction of GHG emissions | Actions related to climate change (ESRS E1-3) | Page 48 |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | Resource outflows (ESRS E5-5) | Page 57 |
| | 306-2 | Management of significant waste-related impacts | Actions related to the circular economy (ESRS E5-2) | Pages 52 - 55 |
| | 306-3 | Waste generated | Resource outflows (ESRS E5- 5) | Page 57 |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | Own workforce metrics (ESRS S1-6) | Pages 77 - 78 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | Policies related to own workforce (ESRS S1-1) | Pages 61 - 65 |
| | 403-8 | Workers covered by an occupational health and safety management system | Own workforce metrics (ESRS S1-14) | Pages 86 - 87 |
| | 403- 9 | Work-related injuries | Own workforce metrics (ESRS S1-14) | Pages 86 - 87 |
| GRI 404: Training and education 2016 | 404-1 | Average hours of training per year per employee | Own workforce metrics (ESRS S1-13) | Pages 82 - 85 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | Own workforce metrics (ESRS S1-13) | Pages 82 - 85 |
| GRI 405: Diversity and equal opportunities 2016 | 405-1 | Diversity of governance bodies and employees | Own workforce metrics (ESRS S1-9; ESRS S1-14) | Pages 12; 80 - 81 |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | Support to local communities and the territory (specific entity) | Pages 106 -108 |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | Actions relating to the end customer (ESRS S4-3; ESRS S4-4) | Pages 98; 100 - 102 |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Targets relating to the end customer (ESRS S4-5) | Page 105 |
| GRI 417: Marketing and Labelling 2016 | 417-2 | Incidents of non-compliance concerning product and service information and labeling | Actions relating to the end customer (ESRS S4-3; ESRS S4-4) | Page 105 |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Actions relating to the end customer (ESRS S4-3; ESRS S4-4) | Page 105 |

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Economic and Administrative Index 107496 - Share Capital 60,010,000.00 Euros fully paid up

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