



Sustainability Report 2023

Contents

	LETTER TO STAKEHOLDERS	4
	METHODOLOGICAL NOTE	6
1	THE GEWISS GROUP	7
1.1	The Group: identity	8
1.2	Corporate Governance	16
1.3	Ethics and Compliance	20
2	THE GEWISS GROUP AND SUSTAINABILITY	25
2.1	Materiality analysis and stakeholder identification	27
2.2	The sustainability roadmap programs and their contribution to the SDGs and material topics	42
3	INNOVATION AND RESPONSIBLE DESIGN	45
3.1	Design, quality and product safety	46
3.2	Research and innovation	59
3.3	The relationship with our customers	62
4	WELLBEING AND HUMAN RESOURCES DEVELOPMENT	71
4.1	Our people	72
4.2	Training	85
4.3	Occupational health and safety	90
5	GEWISS AND THE ENVIRONMENT	95
5.1	Commitment to reducing environmental impact	96
5.2	Energy consumption and emissions	98
5.3	Circular economy	105
5.4	Sustainable supply chain	109
6	GEWISS FOR THE TERRITORY	113
6.1	Sustainable value	114
6.2	Supporting community and the territory	115
7	CONCLUSIONS	125
8	GRI CONTENT INDEX	129

Letter to Stakeholders

2023 was a year of great satisfaction, a time of consolidation, learning and greater maturity on how we experience GEWISS values and behaviors.

It was the year in which **innovation**, **training** and **sustainability** became increasingly central to our choices and development. A year in which we rose to and met the challenges of a complex context influenced by international instability.

We published the first Sustainability Reports to give substance and visibility to the Group's commitment to ESG issues and invested in the projects outlined in our *Sustainability Roadmap to generate shared value and promote sustainable and enduring development for our stakeholders*.

It was also a year dedicated to teamwork, where every day the Group acted to innovate in its processes and improve its performances, putting into practice our passion for performance on a daily basis.

This Report, for the first time, has been drawn up at Group level and is the synthesis of the symbiotic pathway undertaken to anticipate future European regulatory requirements. It puts together the environmental, social and economic initiatives and commitments that have always marked the development path chosen by GEWISS marked by its tangibility, measurability and transparency.

The document is an abstract of the foundations on which we establish the real commitments we set out to achieve, striving for continuous improvement and with the overriding conviction that today's actions are a fundamental starting point that will shape our future.

In respect of the important milestones achieved in 2023, I believe it is important to recognise the crucial contribution of each one of the Group's 2,200 employees: my thanks go to them for their important contribution to our growth and for embracing the culture of sustainability, translating it into real actions on a daily basis.

In 2024 we will face new challenges which we will rise to by unleashing our full potential, focusing on the creation of value and productivity, driven by our culture of excellence that teaches us to seize every opportunity to improve and achieve challenging goals with enthusiasm, passion and determination.

We intend to bring together the incentives we receive from all our stakeholders to pursue ever more sustainable development.

We trust that this Report will offer you a clear picture of our sustainable business management and make an interesting and informative read.

Paolo Cervini
Chief Executive Officer, GEWISS Group

METHODOLOGICAL NOTE

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14

To enhance our efforts towards a structured business model that integrates economic, social and environmental responsibilities into all activities, the GEWISS Group has drawn up the **Group Sustainability Report 2023** (hereinafter also 'Report') inspired by widely recognised reporting principles – the '**GRI Sustainability Reporting Standards**' published by the **Global Reporting Initiative (GRI)** in 2016 and updated in 2021 – in accordance with the 'with reference to' option.

To assist the reader in locating information within the document, pages 129–133 contain the GRI Content Index.

In particular, the indicators to be reported on were chosen with consideration of their relevance to and consistency with the Group's activities, as well as the impacts produced by them.

The reporting scope of the Group Sustainability Report includes the parent company GEWISS S.p.A, with headquarters in Via Domenico Bosatelli 1, Cenate Sotto (BG), and all its fully consolidated subsidiaries, (hereinafter also 'GEWISS Group' or GEWISS') in line with the Group's Consolidated Financial Statements, with the exception of the company PiL Russia (dormant) and PiL UK (in the process of liquidation).

¹Group website: <https://www.gewiss.com/ww/en/about-gewiss/sustainability>

Any further limitations on the scope, with regard to individual data, are duly reported and justified.

In order to reinforce the system for collecting the data and information that feeds into the Sustainability Report, the GEWISS Group has advanced and consolidated the process of improving the reporting system, to ensure greater reliability and robustness of the data provided.

The implemented solution consists of the preparation of qualitative and quantitative data sheets, drawn up in line with the reporting principles adopted and shared with those responsible within the Group for compilation for each respective area.

This document was prepared with the technical-methodological support of PwC and was presented and approved at the Board of Directors meeting held on 23/04/2024.

The Report is published on an annual basis. This document is also available in the Sustainability section of the Group's website.¹



① THE GEWISS GROUP



1.1 The Group: identity

GEWISS S.p.A, with headquarters in Cenate Sotto, Bergamo, is the head of the GEWISS Group (hereinafter also 'GEWISS' or 'GEWISS Group'), which is composed of commercial, industrial and service companies that enable it to cover most major international markets.

The GEWISS Group is present in over 100 countries with a sales organisation structured in 5 clusters as follows:

- > WEST EUROPE & AMERICAS (WEA): Iberian peninsula, France including Francophone Africa, UK, Benelux, Ireland, Latin America, Central America and North America;
- > DACH: Germany, Switzerland, Austria;
- > ITALY;
- > NORTH & EAST EUROPE (NEE): Romania, Poland, Hungary, Czech Republic, Greece, Cyprus, Malta, Russia, Ukraine, Scandinavian countries, Baltic countries, the Balkans and Armenia;
- > HIGH GROWTH (HGR): Middle East, Turkey, Azerbaijan, Kazakhstan, Israel and Palestine, Africa (excluding Francophone Africa), India, Far East, Oceania;

100+

Countries around the world in which we have headquarters, branches, agencies and production sites

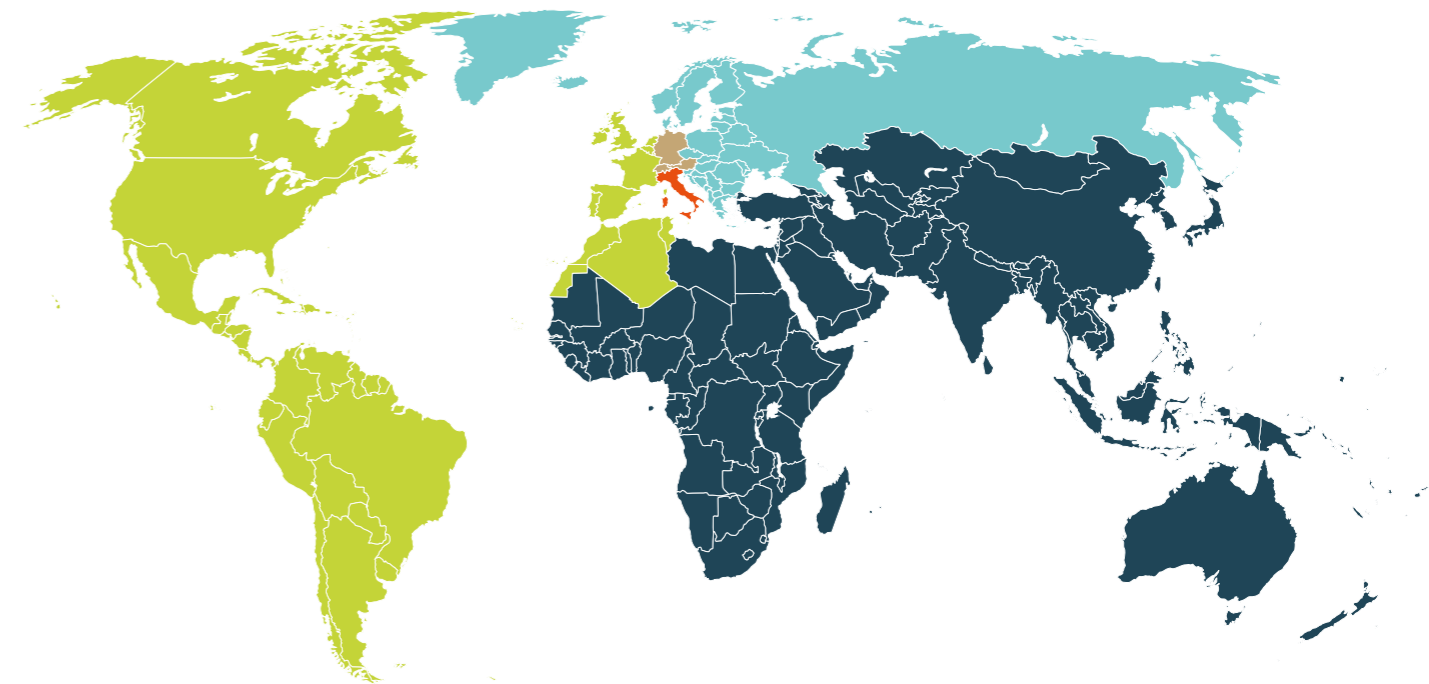
million

620* €

Turnover 2023

*turnover gross of customer bonuses, cash discounts and other variable costs directly decreasing sales

Clusters



10 production plants



100 Countries around the world in which we have headquarters, branches, agencies and production sites



Over 2,200 Group Employees



27 Commercial/service companies

1.1.1 A success story

Founded in 1970 with the revolutionary intuition of using technopolymers in electrical installations, GEWISS is now the largest Italian corporation in the electrical engineering sector. The company's history is one of a long entrepreneurial journey. It all started from a single, brilliant product idea, which has been nurtured throughout the company's history by the ability to interpret the present and imagine the future, demonstrating an ability to 'look beyond'.

2023 saw the publication of two distinct 2022 Sustainability Reports, one regarding the GEWISS Group and the other regarding PERFORMANCE iN LIGHTING S.p.A. The decision to keep the two documents separate was dictated by the date of acquisition of the PERFORMANCE iN LIGHTING Group, which took place in November 2022.

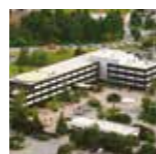
For reporting of the FY 2023, the decision was made to draw up and publish a single document that summarises the pathway taken by the GEWISS Group to respond in an integrated manner to contemporary social and economic changes, combining them with managerial paradigms, internationalisation and digitalisation undertaken by the Group under the banner of sustainability, and which is the basis for the drafting of this Report.



1970
Founding year.
The first plant at Cenate Sopra.



1987
Cycling and communication.
A new way of telling the GEWISS success story.



1992
Inauguration of the new headquarters.
Manufacturing capacity and quality increased.



1997
Internationalisation.
Acquisition of new manufacturing sites.



2006
Launch of the Chorus residential series.
International home automation system.



2019
Partner of Atalanta BC.
The link between GEWISS and sport and territory.



2022
PERFORMANCE iN LIGHTING
joins the GEWISS GROUP. Acquisition of new market shares in the lighting sector.



1983
Porto Cervo convention.
International vision and launch of coloured plastics.



1988
Listed on the Milan Stock Exchange.
A solid base for the internationalisation of the brand.



1995
Development as a management constant.
Continual investment in technological research and training.



2000
Inauguration of the Logistics hub.
85,000 m² of digitalised warehousing.



2015
Official sponsor of Expo 2015.
Our solutions to represent Italian excellence.



2021
GEWISS solutions and services.
A new business model to offer scalable, transversal solutions.

1.1.2

Vision, Mission, Values and Behaviors

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, industry and infrastructure, connecting people and things and improving safety and quality of life, guided by the values of **integrity**, a culture of **excellence** and **sustainability.**

Values

GEWISS is guided by the values of integrity, a culture of excellence, and sustainability, and is intent on developing its business by focusing on a balance between economic-financial, social and environmental responsibility.



For us **integrity** is the base on which coworkers, customers and stakeholders build relationships and trust. Integrity means being accountable, reliable and driven by strong ethical principles.



Our culture of **excellence** is driven by a relentless tension to improve and reach challenging goals, creating every day something better than the day before, exploring innovative solutions and enhancing our potential.



We act **to reduce waste** and manage efficiently human, natural and financial resources. We aim to create value for our people, customers, communities and future generations.

To pursue its mission in complete alignment and synergy with its values, GEWISS has also established the following behaviors to be adopted by all Group employees, and which constitute its 'way of being' towards all company stakeholders:

- > 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.

1.1.3 The Business

GRI 2-6

For GEWISS, innovation has never been an end goal in itself, but has always represented the means by which our stakeholders' needs are met. GEWISS is committed to generating social and economic value for the company and its stakeholders through services and solutions that improve everyday life, reduce costs and respect the environment.

It is through this philosophy that **GEWISS** has always created its solutions.

Installation

The connection and distribution system: the core of GEWISS offer. Specialised, state-of-the-art ranges including distribution boards, junction boxes and various industrial connection solutions, designed to meet every possible requirement (even the most complex). A complete and advanced system of socket-outlets, plugs and interlocked sockets compliant with international standard IEC 60309, a system of wired and unwired distribution boards compliant with standard EN 61439, and a control and automation system, from surface and flush-mounted enclosures to conduits, trunking, and installation supports.

Energy

Maximum synergy and integration between modular and boxed devices, distribution panels and cabinets to freely create a technologically advanced protection system able to meet any need in any field of application, and guarantee quality, safety and functionality.

Building

The smart living concept envisages a new lifestyle that is smart and dynamic in every aspect of daily life and is particularly attentive to details. GEWISS has translated the concept into a complete offering for home and building management, which blends seamlessly into the large Internet of Things ecosystem. Solutions that are advanced yet accessible to all because they are simple and intuitive. Comfort, energy saving, safety, supervision and design. These are the key words to describe the entire GEWISS Home&Building Automation system, which can furnish any residential or service environment with style and elegance.

Lighting

We switch on the quality of light, creating smart lighting systems designed for any type of space or environment. All our experience in the lighting industry, the most advanced LED and IoT technologies and the best intuitions of Italian design are incorporated in the GEWISS Smart Lighting solutions. It is a perfect mix of quality, modularity, connectivity, efficiency and energy saving.

Mobility

JOINON is our solution for charging all electric vehicles, which combines the technological infrastructure of the product and its complete management, including technical support and maintenance. From charging stations to apps for smartphones and tablets, and intelligent charging unit management: a comprehensive system that makes environmental sustainability a competitive success factor.

The ability to understand the needs of society, customers and all the professionals who rely on GEWISS's work has led to a redefinition of the company's value proposition.

Each product is conceived and developed to provide a solution for all the different applications: from residential to industrial, from sports facility to city, from hospitality to office and even reception, healthcare and transport sectors.

It is a flexible and scalable offer, with connected devices that communicate with one another to create customised solutions for any requirement. Connectivity and smart solutions convey us towards an open, sustainable and shared lifestyle, built on new platforms and skills.

In addition, GEWISS offers pre- and after-sales assistance, ensuring the best quality of products, solutions and services at every stage of the value chain while working to integrate sustainability within it from top to bottom.

GEWISS collaborates with key stakeholders that operate in all areas of the value chain, taking into consideration the potential impact on the economy, environment and people (see the in-depth information in the dedicated paragraph).

The MInDS framework lays out the driving forces in business development, of which **sustainability** is one of the four key pillars along with **managerial paradigms, internationalisation and digitalisation**.

'**Managerial**' is understood as leadership, empowerment, being guided by defined goals, developing our talents and being open to diversity, inclusion and new challenges; '**International**' means a new approach to thinking globally but acting locally, becoming faster while maintaining excellence; '**Digital**' is the path towards becoming increasingly digital, with solutions both within industrial phases and towards the market.

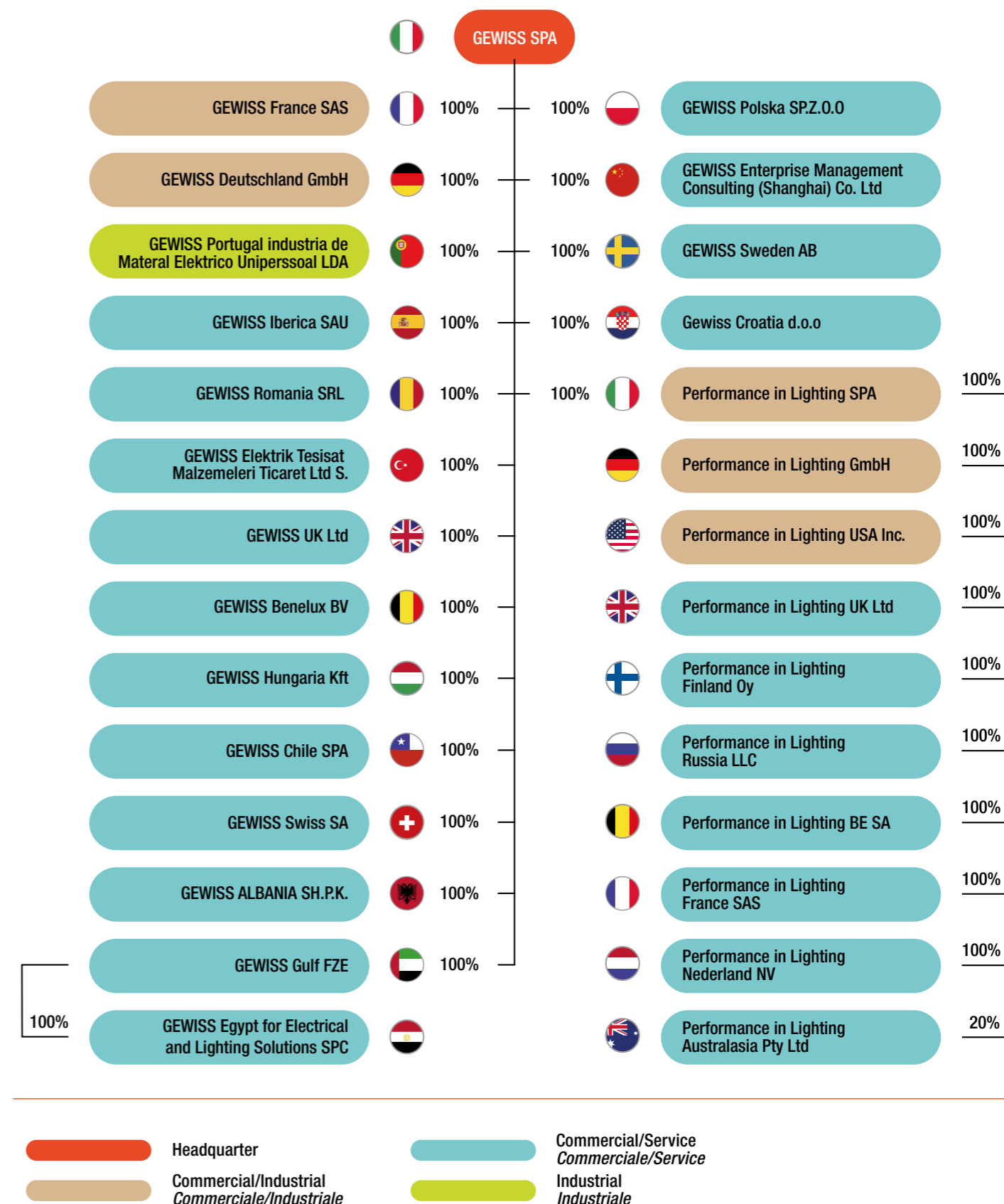
And finally, **Sustainability**, as a daily approach, to share with the entire value chain and to satisfy all the stakeholders.

1.2 Corporate Governance

GRI 2-9

Consistent with its history of development, the GEWISS Group adopts an appropriate corporate governance model for the effective and responsible performance of GEWISS activities, to contribute in a significant manner to the creation of shared values in the mid to long term and to operate with transparency in the interests of all the stakeholders.

The governance model currently in place is structured as follows with the parent company **GEWISS S.p.A.** at the head of commercial/service and industrial companies that enable it to preside over major international markets.



As of 31 December 2023, the GEWISS Group is structured as indicated above.

The Company's Administration and Control System is based on integrity and transparency. It is the instrument by which the company creates lasting value for shareholders and all stakeholders.

The solidity of the GEWISS S.p.A. governance is effective in supporting an industrial approach geared towards responsible economic growth in value, in both the short and long term, to continue growing as a major player within the industry.

The governance model adopted by the parent company, as set out in the Articles of Association, is structured according to the traditional administration and control model, and consists of the following bodies:

Shareholders meeting

Board of Directors

Board of Statutory Auditors

The Board of Directors as of 31/12/2023 consists of 5 members, 1 of whom is a woman: **Chairman | Chief Executive Officer | 3 Directors.**

Moreover, through the adoption of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, GEWISS S.p.A. has set up a Supervisory Body, with autonomous powers of initiative and control, which supervises the functioning and observance of the Model and is responsible for updating it.

The Model consists of a general section that illustrates the principles and functions of the Organisational Model and special sections that identify criminal offences considered relevant to the Company, activities at risk of criminal offence, principles of conduct and the organisation's control procedures.

GRI 405-1(a)

Diversity of governance bodies and employees

GEWISS S.p.A. Board of Directors composition	AGES (years)								
	<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
	-	-	-	-	-	-	4	1	5

1.2.1

Sustainability Governance

To ensure the allocation of clear and effective responsibilities for sustainability and to ensure the **continuous economic growth of the Group** goes hand in hand with the **creation of shared value** through **social inclusion, protection of the environment and satisfaction of internal and external stakeholders**, the GEWISS Group has adopted **specific Sustainability Governance**, structured as follows:

- > The **Chief Executive Officer** of GEWISS, who guides the Group's sustainable development, identifying areas of improvement and setting the respective targets in synergy with the organisation's strategic development;
- > The **Sustainability Steering Committee**, which reports directly to the CEO and consists of some members of the Group's top management, defines the main areas for intervention in sustainability matters, identifying improvement objectives, guiding and monitoring the follow through of the activities. The Committee defines the strategic plans that are submitted to the CEO for approval, meeting periodically to monitor the organisation's ESG projects;
- > The **Sustainability Manager**, who coordinates the Sustainability Steering Committee for the implementation of the assigned responsibilities and follows the monitoring and achievement of the organisation's ESG objectives as well as encouraging awareness of sustainability throughout the company;
- > The **Sustainability Sponsor Team**, which supports the Sustainability Steering Committee and the Sustainability Manager in the identification of new objectives and reporting on ESG initiatives, spreading the culture and principles of sustainability throughout the organisation. The Sustainability Sponsor Team meets periodically to share progress on sustainability projects.

During 2023, to ensure the coordinated and coherent spread of the sustainability culture throughout the organisation, some colleagues from PERFORMANCE iN LIGHTING were appointed to the Sustainability Sponsor Team.

1.3 Ethics and Compliance

GRI 2-23

Ensuring an **ethical approach** as a prerequisite for every action taken is essential for all company activities carried out by the GEWISS Group.

In particular, the Group operates in full compliance with the laws and regulations of the individual countries in which it operates, adopting appropriate **rules of conduct and monitoring** to prevent and counteract corruption and illegal practices.

To this end, GEWISS operates in compliance with its own Codes of Conduct, such as, for example – the **Code of Ethics, the ‘Sustainability’ Policy, the ‘Integrated Quality, Health and Safety, Environment, Energy and Information Security Policy’, the ‘Chart of Values’, the ‘Anti-corruption’ Policy** and the Organisational, Management and Control Model pursuant to Legislative Decree no. 231/2001 – which identify the principles and values and are integral parts of the corporate organisation.

Among the values that guide GEWISS’s development is integrity, a cornerstone on which partners, customers and all interested parties build relationships of trust. Integrity means being accountable, reliable and driven by strong ethical principles.

The GEWISS Group is also committed to raising awareness and training its personnel – as well as informing its suppliers and partners – **to prevent and combat corruption and illegal practices**, also with regard to relationships with communities, authorities and institutions, suppliers and customers.

To this end, the Company has implemented a **whistleblowing channel**, which enables anyone to make a report, even anonymously, on anomalies or breaches of ethical and legal conduct laid down by the Company or provided for by law.

Reports, from within or from outside the company, can be submitted in a written or verbal form through the **@Whistleblowing** platform, accessible through the links:
<https://digitalroom.bdo.it/PIL> (for PERFORMANCE iN LIGHTING) and
<https://digitalroom.bdo.it/GEWISS> (for GEWISS), which guarantees the confidentiality of the reporter, the facilitator (if there is one), of the persons involved and those mentioned for whatever reason within the report as well as the content of the report and any documentation submitted.

The Code of Ethics

‘The Code of Ethics is inspired by an ideal for the cooperation of people and respect for each other’s roles, and constitutes a guide for making decisions and taking actions that are consistent with the culture of responsibility, lawfulness, transparency and long-term value creation for everyone it addresses.’

The GEWISS S.p.A. Code of Ethics, drawn up in 2012 and amended and replaced in 2022, encapsulates the essential core values that permeate the corporate culture and are the basis of people’s actions. It also defines the ethical commitments and responsibilities of GEWISS directors, employees and collaborators, both in the conduct of business and in the management of relationships.

Likewise, GEWISS requires that the Group’s stakeholders conduct themselves in line with the general principles of the Code.

Supplier Code of Conduct

GEWISS’s primary objectives are the design, manufacture, sale and distribution of high-quality products, while adopting, sharing and disseminating behaviours that support **sustainable development**, encouraging **understanding and respect for diversity**, spreading a **culture of integrity** within the organisation, and promoting a **culture of excellence**.

The Supplier Code of Conduct, based on the values laid down in the Code of Ethics and officially adopted in 2022, defines business relations by requiring third parties to observe the provisions of the Code within the scope of their own activities and organisation.

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**, while also passing these on to their supply chain.

GEWISS’s suppliers are selected not only for the quality and competitiveness of their products and services, but also for their social and environmental performance and adherence to ethical values. These factors are a prerequisite for becoming a GEWISS supplier and developing a long-lasting collaborative relationship.

This Suppliers Code of Conduct is based on values set out in the GEWISS Codes of Conduct, inspired by the principles in the United Nations Universal Declaration of Human Rights (which GEWISS endorses in all aspects), in the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and in the OECD’s Guidelines for Multinational Enterprises.

Anticorruption Policy

The GEWISS commitment to promoting integrity and diligence in business conduct translates into a solid commitment to the prevention of any risk of active and passive corruption, recognised as behaviour capable of undermining trust and distorting fair competition between market players.

In 2018, GEWISS adopted an Anticorruption Policy derived from the principles defined in the Code of Ethics. It aims to provide the Company's staff with rules to follow in order to strengthen the Company's control measures on anticorruption matters. The document, drawn up in 2018, was supplemented and replaced during 2023.

Corruption in any form, including facilitating payments, is prohibited. In particular, the Policy establishes the obligation to uphold anticorruption standards. It provides a detailed definition of what can be interpreted as corruption and defines the obligation to report corrupt practices in which GEWISS personnel may be actively or passively involved.

In the event of known violations of anticorruption laws committed by personnel or a third party, GEWISS personnel will report the irregularity through the special reporting system to the Internal Auditing Department.

The Policy also provides for the participation of employees in training and refresher courses on the subject, aimed at ensuring compliance with the principles set out in the Policy.

GRI 205-3

Confirmed incidents of corruption and actions taken

	2023	2022
Total number of verified incidents of corruption	0	0
- of cases in which employees were dismissed or subjected to anticorruption measures	-	-
- of cases in which contracts with commercial partners were dissolved or not renewed because of corruption-related violations	-	-
Number of public lawsuits related to corruption filed against the organisation or its employees during the reporting period	0	0

Corporate management systems and certifications

The GEWISS Group has also implemented an integrated management system for quality, safety, environment and energy, according to the most advanced and recognised international standards, which constitute a framework of best practices and valuable business management tools.

The Group's management systems are a fundamental part of the GEWISS sustainability strategy and are based on a thorough analysis of the business context and processes for the measuring, monitoring and managing of risks and opportunities, aimed at a continuous improvement of activities and processes.

These management systems are voluntarily subject to annual control by independent third parties to verify their full compliance with international standards ISO 9001 – Quality, ISO 14001 – Environment, ISO 45001 – Health and Safety at Work, ISO 50001 – Energy, which have common operational requirements for all sites and organisations.

In addition, at the end of 2023, GEWISS S.p.A. obtained the certification ISO 27001 – Information Security Management System, for information services provided by the Digital Transformation, Information Systems, Security & Compliance (DIS) Department.

2024 will see consolidation of the advances achieved for the standard's requirements, with the aim of extending the certification to the entire Group. In addition, the work to align with the new European IT security directives will continue.

	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 50001:2018	ISO 27001:2022
GEWISS S.p.A.	√	√	√	√	√
GEWISS France SAS	√	√	√		
GEWISS Deutschland GmbH	√				
GEWISS Ibérica SAU	√				
GEWISS Portugal LDA	√				
GEWISS U.K. Ltd	√				
PERFORMANCE IN LIGHTING S.p.A.	√				
PERFORMANCE IN LIGHTING USA Inc.	√				

For the **Sustainability Roadmap**, during 2023 various projects were carried out in extension to the main ISO certifications relating to Quality, Safety, Environment and Energy to additional sites of the GEWISS Group, in order to systematically and continuously monitor and improve the effectiveness and efficiency of business processes, ensuring a standardised and consistent approach within the Group. In particular, at the Penafiel plant in Portugal, the certification process for the ISO 14001 and ISO 45001 standards was started and will be completed in early 2024.

② THE GEWISS GROUP AND SUSTAINABILITY



Following the publication of the Group's first 2021 Sustainability Profile and the 2022 Sustainability Reports from the GEWISS Group and PERFORMANCE iN LIGHTING S.p.A. – and in line with the commitment expressed in the Sustainability Policy – the Group decided to publish the Group's Sustainability Report for 2023. It is a sign of transparency and commitment, in line with the UN Sustainable Development Goals, and provides a reference point in our relationships with customers, business partners, suppliers, internal and external collaborators, institutions and communities, in all the countries in which we operate.

This document is a summary of the specific course of action undertaken to respond to contemporary social, economic and environmental changes, combined with the process of creating managerial paradigms, internationalisation, and digitalisation implemented by the company in the interest of sustainability, in order to ensure the quality of the work carried out by all GEWISS Group personnel worldwide.

The approach to sustainability taken by GEWISS envisages strong cohesion and synergy with the Company Mission. GEWISS' goal through its day-to-day activities is to create shared value for all stakeholders, along the entire value chain, in all the territories in which it operates, pursuing sustainable development and promoting innovations that substantially improve daily life.

Increasingly, the way to create value through innovation is by investing in sustainable actions, taking into account both protection of the environment and other aspects, such as the development of individuals, communities, territories and all stakeholders in general.

For this reason, the company has chosen to develop a **responsible business model**, which promotes respectful conduct towards people and the environment. **The forces driving sustainability and sustainable development** are summed up in the following key points:

- > Develop innovative and sustainable products by applying ecological design principles and fostering helpful collaborations, and research and development;
- > Guarantee customer satisfaction and truthful information on the environmental impact of products;
- > Favour the use of low-impact processes, materials and services that enhance natural resources and reduce waste throughout the product life cycle, including the adoption of circular economy practices.

As a result of its commitment to sustainability, in 2023, for a third consecutive year, the GEWISS Group was awarded the **Bronze Sustainability Rating** by **EcoVadis**, a platform that monitors companies' sustainability performance and helps organisations manage progress and meet targets on issues related to the environment, labour practices and human rights, ethics, and sustainable procurement.

In 2023, PERFORMANCE iN LIGHTING S.p.A. was also awarded the **Bronze Sustainability Rating** from **EcoVadis** for a second consecutive year.

2.1 Materiality analysis and stakeholders identification

2.1.1 Description of the process of defining material topics

In 2022, the materiality analysis was updated, based on the latest 2021 GRI Standard guidelines, which has a new process for the identification of relevant issues, with a specific focus on the concept of **impact**. This is to be understood as the effect the organisation has or could have on the economy, the environment and people, including human rights.

Impacts can be **actual** or **potential**, **negative** or **positive**, **short-term** or **long-term**, **intended** or **unintended**, **reversible** or **irreversible**. Furthermore, by identifying impacts, it is easier to assess the organisation's contribution to sustainable development within the context it operates in.

In order to carry out an assessment of the impacts created by its activities, GEWISS has carried out a study into **understanding the context** in which the organisation operates. The study takes into consideration its business relationships – in terms of the type of activities carried out by its business partners and the nature of its existing relationships – and the sustainability context in which it operates, with particular reference to the main environmental, social and human rights issues related to its sector.

In addition, the Group conducted an analysis of stakeholders' expectations, identified during 2021, following a structured process.

After reviewing and developing an understanding of the context, the **main impacts** – positive or negative, actual or potential – generated by the Group, were identified.

The impact evaluation process anticipated the involvement of the principal internal stakeholders and of GEWISS's first line managers.

Subsequently, these impacts were clustered and traced back to the **Group's 10 material topics:**



Climate action



Customer centricity



Circular economy



Business ethics and compliance



Sustainable innovation & digitalization



Stakeholder engagement



Responsible governance



Employee diversity, inclusion & wellbeing



Community impact



Responsible supply chain



The identification of the above-mentioned sustainability topics and their relevance to the Group and its stakeholders was structured as follows:










- > Definition of a **long-list of ESG (Environmental, Social and Governance) topics** potentially relevant to GEWISS, after reviewing the context, benchmarking and in taking into consideration the sustainability priorities previously identified by GEWISS;
- > Involvement of the **Corporate Functions** to define a shortlist of ESG topics considered as priorities for its business. These topics were validated by GEWISS management;
- > Assessment of the **priority of the ESG issues for stakeholders**, based on the GEWISS management's perception, and weighting of the priorities assigned by stakeholders according to their respective relevance.


The **list of material topics for 2023** - updated and revised in consideration of the impact assessment - was presented to the Board of Directors on 23/04/2024, at the same time as the approval of the Group's 2023 Sustainability Report.

The **table** below summarises the impacts identified in this assessment process, their correlation to the material topic and their contribution – positive or negative – to the UN Sustainable Development Goals (hereafter, also referred to as SDGs).

In addition, during 2023 the list of impacts was expanded and some descriptions were revised to detail certain characteristics.

Finally, in order to refine the impact materiality methodology, the categorisation of each impact was expanded with the added distinction between **actual** and **potential**.

GEWISS GROUP MATERIAL TOPIC	IMPACT	IMPACT DESCRIPTION	ESG MACRO TOPIC	SOURCE		TYPE OF IMPACT	
				SDGs	ACTUAL POTENTIAL	POSITIVE	NEGATIVE
Climate action	Direct and indirect GHG emissions (Scope 1 and 2)	Production of direct and indirect GHG emissions (Scopes 1 and 2) related to the Group's buildings and production plants, which could be reduced using an emissions reduction strategy	E		Actual		-
	Purchase and production of renewable energy	Decarbonisation of activities through the purchase and production of renewable energy	E		Actual	+	
	Sale of innovative products with high-energy efficiency	Development and marketing of products that as a result of their characteristics and performance contribute to the reduction of the Scope 3 emissions associated with them	E		Actual	+	
Circular economy	Waste production	Waste production directly destined for disposal instead of recovery	E		Actual		-
	Use of recycled/recyclable materials in a circular logic	Increased use of plastic materials of recycled and recyclable origin, which would allow virgin plastic use to be reduced to a minimum	E		Actual	+	
	Eco-design of Group products	Impact on the transition towards a circular economy through product design and life-cycle management, aimed at maintaining the value of products	E		Actual	+	
Business ethics and compliance	Increase staff awareness on the topic of ethics, transparency and corruption	Staff training intended to develop company culture and reduce/maintain cases of non-compliance	G	 	Actual	+	
	Nonconformity relating to laws and regulations	Possible increase in the risk of nonconformity and consequent increase in costs related to sanctions, if an integrated management system for the respect of compliance to laws and regulations is not present	G		Potential		-

GEWISS GROUP MATERIAL TOPIC	IMPACT	IMPACT DESCRIPTION	ESG MACRO TOPIC	SOURCE		TYPE OF IMPACT	
				SDGs	ACTUAL POTENTIAL	POSITIVE	NEGATIVE
Responsible governance	Responsible company conduct	Integration of ESG issues within company governance to ensure that all persons are acting in a responsible manner and with awareness, in full respect of the principles of human rights	G		Actual	+	
	Defence against climate risks	A potential lack of management in climate change related activities with consequent difficulty of adaptation to verify climate risks	G		Potential		-
	Increase in the transparency of information relating to the work of the Organisation	Full transparency regarding the stakeholders with resulting increase in the sense of trust and dependability of the company, through reporting and sharing of company documentation	G		Actual	+	
Stakeholder engagement	Stakeholders satisfaction	Improvement of the company's reputation and trust in it, achievable with the involvement of the stakeholders	G	-	Actual	+	
	Loss of trust of the stakeholders	Possible loss of trust of the stakeholders, in the case of lack of involvement in initiatives promoted by the company	G	-	Potential		-
Sustainable innovation and digitalization	Absence of investments into research and development	Possibility of not contributing to the betterment of the current context in the case of absence of investments for the development of innovative solutions	E		Potential		-
	Development of innovative solutions	Contribution to the realisation and implementation of innovative solutions that guarantee energy efficiency, helping to counter climate change	E		Actual	+	
Customer centricity	Lack of user satisfaction of products offered	Possibility of not satisfying the expectations and needs of customers, in the case of a lack of attention to product quality and to the customer care service	S		Potential		-
	Damage to consumer health	Possible unsafe use of the offered products and consequent occurrence of risk situations for the customer in case of lack of accurate consumer information relating to product use methods	S		Potential		-
	Customer loyalty to the brand	Increase in level of brand loyalty in the case of transparent communications on the economic, social and environmental impact of products and services	S	-	Actual	+	

GEWISS GROUP MATERIAL TOPIC	IMPACT	IMPACT DESCRIPTION	ESG MACRO TOPIC	SOURCE	TYPE OF IMPACT		
				SDGs	ACTUAL POTENTIAL	POSITIVE	NEGATIVE
Community impact	Contribution to socio-economic development of the territory	Contribution to socio-economic development of the territories and local communities through support activities, such as, for example, training activities at schools or the creation of academies for internal and external educational development (e.g. GEWISS Academy)	G		Actual	+	
	Lack of recognition with local communities	Possible reduction of company recognition within the local community, connected to the lack of involvement and a lack of understanding of the community's needs	G		Potential		-
Responsible supply chain	Reputational damage connected with non-compliance of our suppliers	Possibility of suffering reputational damage related to the loss of integration of environmental and/or social criteria in the selection of suppliers and the lack of monitoring of their sustainability performance	S		Potential		-
	Traceability of supply chain	Commitment to transparency regarding the company's stakeholders thanks to the traceability of the supply chain through the potential employment of innovative technologies	E - S		Actual	+	
Employee diversity, inclusion & wellbeing	Discrimination in the workplace	Possible occurrence of instances of discrimination in the workplace connected with a possible lack of protection of employee rights	S		Potential		-
	Gender equality and male/female wage equality according to role/job	Equal treatment independent of gender in every phase of the career and of the working relationship	S		Actual	+	
	Occupational illnesses and accidents at work	Possible occurrence of accidents or occupational illnesses at work in case of a lack of measures on the topics of employee health and safety	S		Potential		-
	Work-life-balance	Proper work-life balance, ensured through initiatives such as: flexible work, staff benefits and advantages, career development, etc.	S		Actual	+	
	Qualified and competent staff	Opportunity for the development of professional competencies through continual performance assessment processes and through the availability of training courses and activities to constantly keep the workforce up to date and competent	S		Actual	+	
	Loss of talents	Possible loss of talent and resulting high outgoing turnover, in the case of deficient and/or inattentive human resources management	S		Potential		-

2.1.2

Group Stakeholders

GRI 2-28, 2-29

Aware of the importance of the needs and expectations of all stakeholders, both internal and external, and in line with its constant **commitment to integrate sustainability into all business activities**, GEWISS has initiated a process to identify the most significant stakeholders for the Group, throughout the entire value chain. Three key variables were considered in stakeholders assessment:

Influence

Stakeholders who can have an impact on the Company or another stakeholder's strategic or operational decision-making

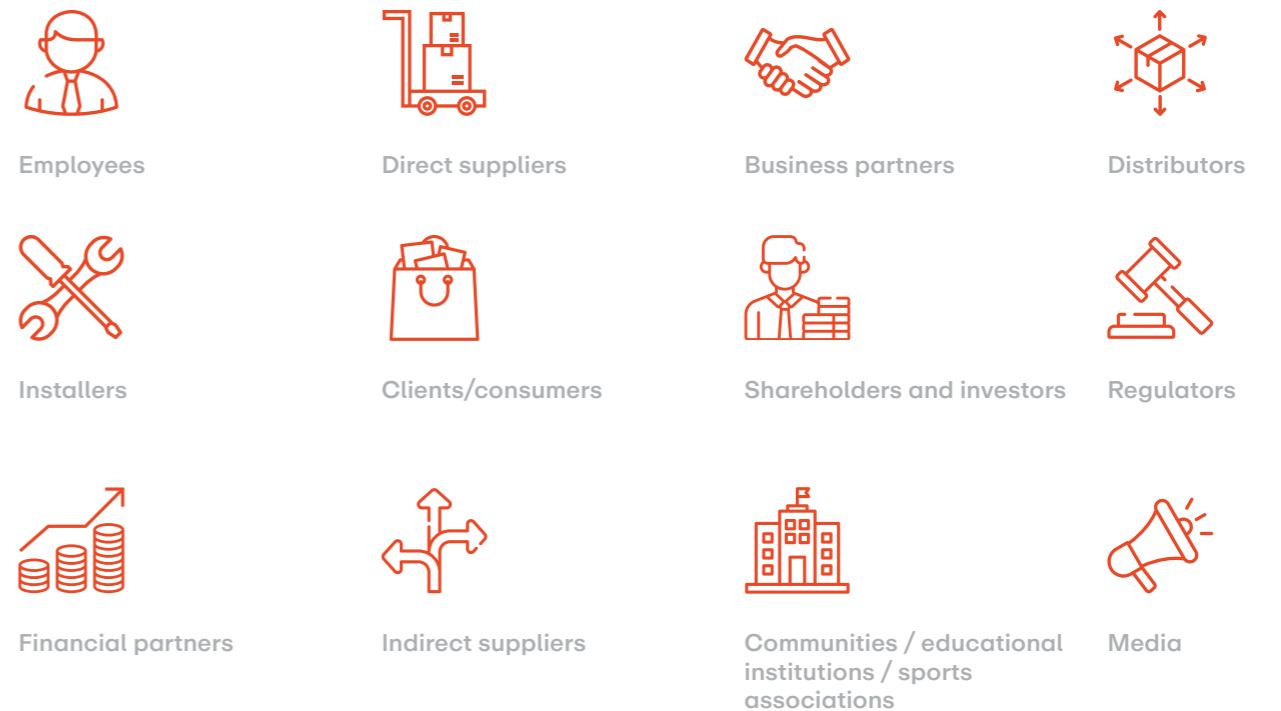
Dependency

Stakeholders who are directly or indirectly dependent on the company's activities or on whom the company is dependent in order to operate.

Continuity

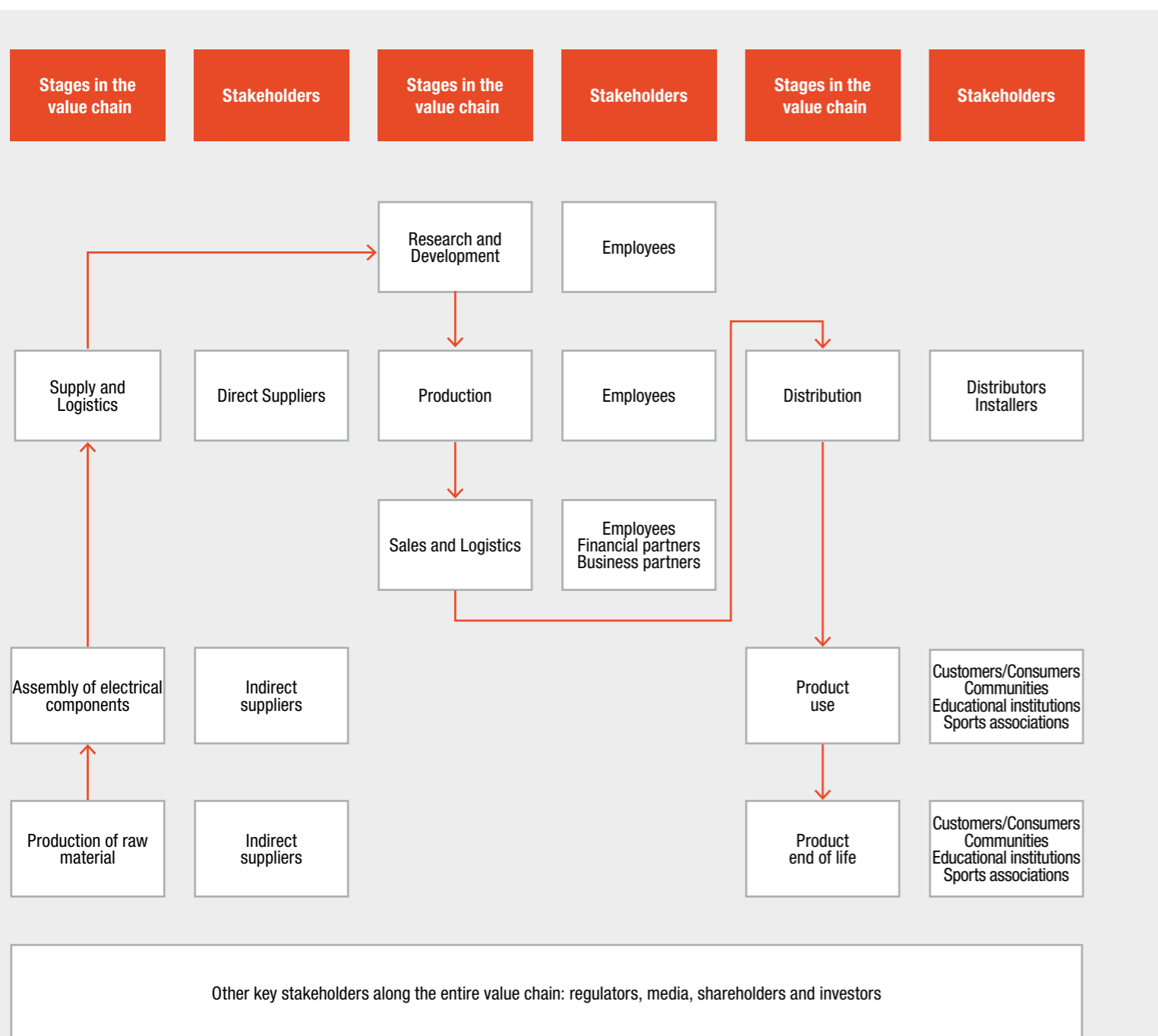
Stakeholders with whom the company has ongoing and frequent contact points for operational, financial, social or environmental issues.

This analysis has led to the identification of 12 main stakeholder categories:



All the stakeholders 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 the stakeholders from the upstream to downstream stages in the value chain.



Stakeholders involvement and satisfaction

Over the years, GEWISS has established an active and constant dialogue with its internal and external stakeholders, based on a relationship of transparency and mutual trust, to ensure the involvement of each stakeholder category.

This open channel has enabled the Company to work unceasingly for continuous improvement, minimising impacts on the environment and society, while conducting its business with integrity and fairness.

Through this process of comparison, the Company can assess the extent to which it is meeting the expectations and interests of its stakeholders, while identifying those areas for improvement and those in which to confirm the adopted approach. The methods of involvement used by GEWISS precisely target the needs and characteristics of each category, and, for each group, the main modes of dialogue and interaction have been identified.

For example, in the case of the organisation's internal stakeholders, such as employees, involvement takes place through recurring training and information initiatives, including on sustainability issues. The company's Intranet plays an important role: it gives employees access to a continual update on issues of interest relating to company life, and disseminates information on initiatives organised for the benefit of GEWISS people, which in turn become the main opportunities for dialogue and discussion.

As far as external stakeholders engagement is concerned, GEWISS has set up various communication channels with various categories of stakeholders along the entire value chain.

With regards to suppliers, partnerships and frequent site visits are established. The Supplier Code of Conduct is also distributed, which contains the principles to which the supply chain must adhere for ethical business conduct, in line with the priorities set by GEWISS.

GEWISS also makes it a priority to maintain a constant dialogue with its business partners, customers, distributors and installers, who are involved via regular meetings and visits to the GEWISS Experience Center, so that it can respond to specific developments in each partnership.

Similarly, contact with local communities is also ongoing and constant, as GEWISS is well aware of the important role it plays on the market, on economic growth and on the well-being of the people and social contexts in which it operates. Dialogue with the community and affinity with the different territories where the Group is present is very much a central part of the sustainability strategy.



Sustainability week

For the GEWISS Group, the value of sustainability permeates all the organisation's activities and relates to the creation of shared value. It is achieved through awareness-raising, employee training activities in all countries where the Group is present and through stakeholders engagement activities.

In order to confirm the Company's contribution to sustainable development in a tangible and practical manner, in September 2023, the first edition of the GEWISS Group 'Sustainability Week' was held, an important event organised to promote sustainability along the entire value chain.

At the Week's opening event held at the GEWISS Experience Center at the Group's headquarters in Cenate Sotto (Bergamo), the GEWISS and PERFORMANCE iN LIGHTING S.p.A. 2022 Sustainability Reports were presented to stakeholders for the first time.

The week was an important step for the whole Group, allowing it to share the ESG objectives

with its employees and key stakeholders in the organisation.

Employees were involved to encourage the dissemination of responsible conduct and to highlight the importance of daily actions on the path towards sustainability. Over the course of the week, workshops, meetings and initiatives were organised for Group employees in Italy and abroad with 3,000 hours of on-site training on themes relative to sustainability, such as health and safety, well-being, energy efficiency and safeguarding the environment. Furthermore, to also encourage remote participation, online training sessions were organised on topics related to the world of energy, through a review of international interest and on the best practices of sustainability in the world. Finally, an innovative topic relating to sustainability and circular cooking was explored.



The above events were attended by a total of over 1,500 people.

The Sustainability Week was also the first opportunity to participate in volunteer activities, which involved the Leadership Team in Italy and a representation from clusters abroad, as will be discussed in greater detail in the chapter on GEWISS and the territory.

Apart from workshops and training courses, the Sustainability Week also involved employees in a video contest entitled 'GEWISS Sustainability Oscar'. The competition gave all employees of the Group a chance to create a video, recorded individually or in a group, in which they show one or more daily actions that promote sustainability.

Among the numerous videos collected, there were many in which employees described activities for promoting sustainability that they had implemented in their private lives, while other videos showed employees promoting sustainable actions on the job.

The competition finally decided on the three best videos, which were awarded prizes at the Sustainability Week closing ceremony.

On the final day of this first edition of Sustainability Week, an event was held at the GEWISS Experience Center (GEC) which saw the participation of the Chef Davide Oldani who was awarded two Michelin Stars and the 'Green Star', an award for chefs who stand out for promoting sustainable cuisine that focuses on the use of local products and cooking practices that reduce waste. Oldani's speech even emphasised the centrality of human resources, a key element of the chef's and GEWISS' philosophy.

The event closed with a cooking show for those present.



Workshops



Participation in trade associations

The GEWISS Group also actively participates in both Italian and international industry working groups, playing a significant role in the definition of technical standards and in the promotion and development of the electrical and electronics industry.

In Europe, the GEWISS Group participates in:

CECAPI

European Committee of Electrical Installation Equipment Manufacturers, the scope of which is to promote and develop the collective and common technical, industrial, economic and political interests of the European electrical equipment and component manufacturers industry;

CENELEC

European Committee for Electrotechnical Standardisation, whose task is to handle regulation and standards to aid the development of the European Single Market / European Economic Area for electrical and electronic products and services, by removing barriers to trade, creating new markets and cutting costs;

IEC

International Electrotechnical Commission, an international standard-setting organisation in the field of electricity, electronics and related technologies.

In Italy, GEWISS is an active member of:

ANIE

The Italian National Association of Electronics and Electrotechnical Companies. One of the largest trade organisations in the Confindustria system in terms of influence, size and representation, with a membership of 1,300 companies in the electrical and electronics sector, suppliers of state-of-the-art systems and technological solutions;

ASSIL

National Association of Lighting Manufacturers. An independent association, part of the ANIE federation, which groups together companies operating on the Italian market that manufacture lighting, electrical components for lighting, light sources and LEDs;

PROSIEL

Acronym for 'Promozione della Sicurezza Elettrica' [Promotion of Electrical Safety], a non-profit association at the forefront of promoting a culture of electrical safety and innovation whose members are main players in the electrical supply chain;

CEI

Comitato Elettrotecnico Italiano [Italian Electrotechnical Committee]. A non-profit association governed by private law, responsible at a national level for technical standardisation in the field of electrotechnology, electronics and telecommunications, and direct participant – on behalf of the Italian State – in the corresponding European standardisation organisations.



2.2 The sustainability roadmap programs and their contribution to the SDGs and material topics

On 25th September 2015, the United Nations approved the global Agenda for Sustainable Development and its **17 Sustainable Development Goals (SDGs)** to be achieved by 2030.

If these objectives are to be achieved, it is increasingly clear that **all sectors of society must be fully committed**, from businesses to the public sector, from civil society to philanthropic organisations, and from universities and research centres to information and cultural operators.

GEWISS shares the spirit of the SDGs and would like to contribute in a practical way to achieving them by setting up programs of initiatives within the Group's Sustainability Roadmap.

Each program includes numerous initiatives that enable the achievement of sustainability targets defined by the Group and that more or less directly contribute to each ESG topic.

Every year, when setting up the operational plan for the following FY, the Group refreshes the 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. Reported below is an overview of the main initiatives developed in 2023 and those scheduled for 2024:

The GEWISS Roadmap programs and SDGs of major focus

ESG PILLARS	PROGRAMS	SDGs OF MAJOR FOCUS	2023 MAIN INITIATIVES	2024 INITIATIVES
Environmental	<ul style="list-style-type: none"> Work for climate protection Improve internal energy efficiency Manage and reduce waste 		<ul style="list-style-type: none"> Energy efficiency measures in the manufacturing plants in Italy, Germany and Portugal Introduction of photovoltaic panels at the Calcinatè logistics hub Initiatives aimed at optimisation of waste management for manufacturing plants 	<ul style="list-style-type: none"> Extension of the emissions reduction plan to PERFORMANCE IN LIGHTING Initiatives for the circular economy
Social	<ul style="list-style-type: none"> Ensure people satisfaction and occupational safety Ensure customer satisfaction Empower local communities 		<ul style="list-style-type: none"> Implementation of sustainability-themed events open to the employees Definition of an action plan dedicated to the development of projects aimed at promoting Diversity & Inclusion in the organisation Volunteering activities aimed at supporting associations active in the territory 	<ul style="list-style-type: none"> Adoption of the UNI PdR 125:2022 standard for Gender Equality Definition of initiatives in support of local communities in line with the Corporate Citizenship Policy
Governance	<ul style="list-style-type: none"> Ensure ethics and compliance Develop innovative and sustainable products Improve internal processes efficiency Develop a sustainable supply chain 		<ul style="list-style-type: none"> Setting up Life Cycle Assessment studies aimed at preparing environmental product declarations Promotion of the ESG criteria for supplier evaluation Attainment of the ISO 27001 certification for information security 	<ul style="list-style-type: none"> Adoption of the principles of the ISO 37001 standard for GEWISS S.p.A. Attainment the ISO 45001 and ISO 14001 certification for GEWISS Portugal

③ INNOVATION AND RESPONSIBLE DESIGN



3.1 Design, quality and product safety

Innovation is an integral part of the GEWISS DNA; it has thus made the decision to develop a responsible business model, which promotes respectful conduct towards people and the environment.

GEWISS is committed to putting forward solutions, services and products that, starting from the design phase, take into the account not just the market requirements but also the need for sustainability in every phase of their life.

Innovation is an essential element in **GEWISS** projects and aims to improve the quality of life of users and the work of professionals in the industry while respecting the environment.

In developing solutions, services and processes, GEWISS strives to offer a range that responds to the needs and expectations of our customers, in line with driving forces of sustainability and sustainable development, which can be summarised in the following key points:

- > Develop **innovative and sustainable** products by applying ecological design principles, fostering helpful collaborations, and research and development;
- > Ensure **customer satisfaction** and truthful information on the environmental impact of products;
- > Favour the use of processes, materials and services that enhance natural resources and reduce waste throughout the product life cycle, including the adoption of circular economy practices.

The aim is to develop innovative solutions, services, and processes with a specific focus on social, environmental and economic aspects.

To define sustainable development criteria for our solutions, services and processes, GEWISS is inspired by the Pillars of Sustainability defined in the United Nations report, "Our Common Future", identifying guidelines for each one.



ENVIRONMENTAL sustainability: preserving the availability and quality of natural resources, and, where possible, trying to:



Use recycled raw materials



Favour product longevity and maintenance during use



Facilitate proper end-of-life management of the product (sorted waste collection, dismantling)



Reduce packaging material and encourage sorted waste collection



Reduce usage of hazardous or SVHC substances



Limit CO₂ emissions related to the manufacturing, use and distribution phases



Reduce waste during production



Support the development of sustainable mobility and the reduction of resource consumption



Facilitate circular economy pathways for the benefit of the community



SOCIAL Sustainability: ensure quality of life, safety and services for citizens, to:



Facilitate the provision of services, data, information to the end user and improving accessibility



Provide all types of users with total autonomy in the management of Home & Building functions and have easy access to them



Improve the safety of environments



Facilitate the installation stages of products for professional users



Favour the development of smart cities, with technological solutions that improve the quality of life of the community/ locality



Promote healthy lifestyles



ECONOMIC Sustainability: ensure widespread economic efficiency and promote innovation, to enable everyone in our value chain to:



Enhance application and technological innovation



Simplify the production process



Reduce energy and resource consumption



Enable economic savings



Generate economic benefits for the area and the interested parties (start-ups, research organisations, suppliers)

The pursuit of innovation is at the heart of company strategy, GEWISS sees it as a competitive advantage, and it plays a key role early on in the process of product development. The search for product innovation is aimed at creating value for stakeholders and identifying sustainable solutions in terms of materials, technologies and industrial processes to be used in the manufacture of products.

Each Business Unit of the Group, according to its specific characteristics, favours innovation as a competitive advantage for the company by incorporating innovative technologies into its applications:



Energy

Within the BU Energy activities, projects are being set up to take them in the direction of sustainability, for example:

- > Feasibility studies aimed at optimising the manufacturing process, in some cases enabling the elimination of finishing treatments on product components;
- > Definition of product concepts and solutions aimed at smart energy management and informed, optimised consumption in residential environments.

Increasingly, attention is also being paid to the impacts of products on the environment through the application of the LCA Life Cycle Assessment methodology. 2023 saw the development of a new circuit breaker designed based on an innovative self-supporting kinematic mechanism, which culminated in the issue of a new GEWISS patent.

Installation

Product innovation is aimed at creating value for stakeholders and identifying sustainable solutions in terms of materials, technologies and industrial processes. Notable projects in 2023 include the adoption of new Halogen Free materials in compliance with the new EN 50642 standard on the thermoplastic conduit range and the development of the range of enclosed disconnect switches for photovoltaic applications certified in compliance with the updated EN 60947-3 standard – *annex 'D'*.

Activities in 2024 include several projects based on the ongoing research and evaluation of new materials and design solutions. These are based on the optimisation of the use of raw materials and new packaging solutions to improve sustainability and guarantee high standards of performance. Finally, from a social sustainability perspective, we would like to highlight projects for the development of solutions that facilitate the installation of junction boxes and metal ducting by professional users.



Lighting

Quality of light and smart lighting systems provide the best solutions for lighting design, giving rise to a range able to contribute to the well-being of people and the environment. Technology, safety, sustainability and energy efficiency are the key drivers for the development of GEWISS lighting solutions.

Among the numerous projects developed synergistically between GEWISS and PERFORMANCE iN LIGHTING in 2023, of particular note is the development of a technology and a new range of projects focused on the sustainability of the components and reuse of the parts, to ensure the end user has a long-lasting, quality product.

In addition and in continuation of the work of 2023, 2024 should see the attainment of a third type of environmental label for the smart[4] range, a pilot project in preparation of future regulatory developments that will make the process replicable in other product families.

Building

Projects continually distinguished by a focus on sustainable innovation. Together with the launch of the ChoruSmart series came the new Smart Home Wireless solution that includes the EGO Smart plate, the first smart and connected plate.

EGO Smart is a user interface that provides a better, safer and sustainable interaction with the home while ensuring a lower environmental impact derived from the optimisation of materials used and the number of control units installed within the system, thanks to the Shift functionality of EGO Smart.

The patented EGO Smart plate, with patent granted in 2023, and the new Home Gateway app, received several awards during the year (Adi, Archiproducts, UX Award, etc.) for the innovative content and the advanced experience offered to the customer.

Projects for 2024 will be distinguished by the same in-depth attention and drive for sustainable innovation.



Mobility

Attention to market trends is shaping e-mobility, which continues in its rapid evolution. GEWISS works to anticipate and meet user demands, offering solutions that go beyond basic electric charging and embrace technological developments such as the study and analyses relative to integration with advanced systems such as Vehicle-to-Home (V2H) and the ISO 15118 standard.

Particular emphasis is placed on the dynamic load management (DLM) in the home environment, to permit the smart distribution of electric power, mitigating the risk of blackouts and system overloads, and complete integration with photovoltaic energy, allowing the user to make the best use of energy from photovoltaic panels on their homes or businesses.

Our dedication to sustainability is not limited to charging infrastructure alone; it also extends to accessories, such as our cordset, for example.

Through research, development and continual innovation, we strive to offer solutions that not only anticipate the needs of the market but are also eco-sustainable, to contribute to a cleaner, more responsible future.



The propensity for innovation, maximum attention to quality and GEWISS's ability to use its expertise as a strategic lever can be measured in terms of the number of patents registered by the Group over the years.

GEWISS's history for patents is a success story that originates even before the foundation of GEWISS itself. The first application for an Industrial Model was in fact filed by the company's founder Cav. Lav. Domenico Bosatelli back in 1968. Since then, over the course of 50 years of company history, numerous awards have been granted and attributed to GEWISS.

GEWISS now boasts over 600 industrial active industrial property rights including filed patents and registered utility and design models in over 30 countries around the world.

Focus 2023: patents

2023 was a highly successful year for GEWISS, with 5 new active patents for products relating to Building, Mobility, Energy and Installation solutions.

The first is the one granted to EGO Smart, the smart plate from the ChoruSmart eco-system. By official act last June, the General Directorate for the Protection of Industrial Property (office of the Ministry of Enterprise and Made in Italy) granted GEWISS the patent certificate for the EGO Smart plate, the request for which was filed in 2021 by Cav. Lav. Domenico Bosatelli. It is a testament to the deep bond that exists between the founder and his company, formed over the many years of business undertaken together.

Last October, the second patent was granted to the T2 vandal-proof charging socket, belonging to the Mobility Solution. The European Patent Office granted GEWISS the official patent certificate for the T2 vandal-proof charging socket, a component of the columns in the electric vehicle charging system. The T2 socket was also granted recognition by the Chinese patent office, which covers the anti-vandalism function effected by the shutters.

In the official description of the European Patent Office, it emerged that: *'The aim of this invention is to improve the mechanism that guarantees the anti-vandalism function of an electric connector, in particular for the charging of electric vehicles. The connector is equipped with a unique mechanism with an anti-vandalism function, designed to lock the plug in the inserted position during use and protect the connector when not in use, i.e. when the plug is removed. A further aim of the invention is to provide a connector that permits simple and direct insertion of the plug, with a compact structure that can be easily used in various types of charging structures. A connector, which by virtue of its particular build characteristics, is able to provide the highest guarantee of reliability and safe use.'*

In November, a patent was granted for the MV miniature circuit breaker. In this case the scope of the patent's protection covers the various components of the MV automatic circuit breaker, including a self-supporting actuation mechanism made up of two sides that house within them the thermal group (that enables tripping in the case of overcurrents) and the kinematic mechanism (to which the mobile contact is associated that causes the device to open). The upper part of one of the sides has a triangular slot for visual verification of the bimetal position and the mechanical calibration of the self-supporting mechanism. The self-supporting mechanism is then assembled with the other assembled components to complete the MV circuit breaker.

Finally, right at the end of the year, the 70 RT HP range of rotary switch disconnectors obtained the official certificate both from the European Patent Office and the Chinese Patent and Trademark Office. A double international patent for the solution in the Installation area that confirms the spirit of innovation and development that been a key characteristic of GEWISS for over 50 years.

The official description by the European Patent Office specifies: *'This invention refers to a padlockable rotary switch disconnector. [...] The function of this invention is to create an improved padlockable rotary switch-disconnector, that represents an advantageous alternative compared with known padlockable switch disconnectors or switches. In the context of this function, a purpose of the invention is to create a rotary switch-disconnector [...] with an improved aesthetic appearance. Another purpose of the invention is to create a rotary switch-disconnector to which one or more padlocks may be attached, simultaneously and with a quick and easy operation. A further purpose of this invention is to create a structure that, due to its particular construction characteristics, is able to ensure the broadest guarantees of reliability and safe use.'*

All GEWISS Group products are verified and approved in accordance with the Laws, Regulations and Directives in force in the countries where they are 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 aforementioned Regulations. Furthermore, in many countries, as an endorsement of the GEWISS brand quality even if not formally required, products are submitted for third-party certification through voluntary certification schemes that entail initial tests, system audits at least once a year and periodic conformity tests on products taken from the warehouse and/or the market.

Furthermore, the IMQ (Istituto del Marchio di Qualità [Quality Mark Institute]) has reconfirmed the CTF (Customer Testing Facilities) certification of the Group's laboratories, recognising the quality of the equipment and the competence of the technical testing and control staff.

The **GEWISS** and **PERFORMANCE IN LIGHTING** laboratories are in fact certified according to **IECEE CTF3 or CTF2** international schemes. In particular, on 11/12/2023, the laboratory at **Cenate Sotto**, the **GEWISS** headquarters, was ranked globally in 6th place – and 4th for laboratories at the CTF3 level – for the number of recognised standards.



100%

products and services are evaluated on performance and safety.

Focus 2023: EGO Smart

EGO Smart entered on the 2023 ADI Design Index

EGO Smart is the next-gen GEWISS plate for functional and interactive control of all the home's devices and smart sensors. A perfect balance between technological innovation, design and comfort that convinced the ADI Design permanent observatory to select it for publication on the 2023 ADI Design Index in the Design for Living category.

The 2023 ADI Design Index is the second volume in the biennial cycle that selects and compiles products that can be considered for the XXVIII edition of the Compasso d'Oro ADI 2024, the highest accolade in Italian design and one of the most prestigious International awards.

With the GEWISS EGO Smart, the plate evolves and becomes an interactive element with the user and the other connected ChoruSmart devices – the range of versatile solutions and systems conceived to make all the functions of the home simpler. Thanks to the RGB perimeter LED lighting and graphic display, the plate is able to communicate operating statuses and any alarms detected from other devices in the home to the user. A user-friendly experience enhanced by the latest release of Home Gateway, the app that monitors the entire eco-system in a simple intuitive manner.

With its elegant and compact design, EGO Smart integrates harmoniously with the modern lifestyle. Made of technopolymer, it is available in rectangular and square shapes and in three different colour lines (pale, neutral and dark shades) for a colour palette of 12 different hues with a satin finish.



Focus 2023 BRX

The new BRX Series galvanised steel trunkings are easy to install and safe for cables and installers thanks to their rounded edges and special design and are an example of the innovation and sustainability applied to GEWISS products.

Available in Z275 (Sendzimir type) and GAC (hot-dip galvanising after processing) finishes as well as the new HP (Zn+Mg) finish, these are the best solution even in the most difficult situations.

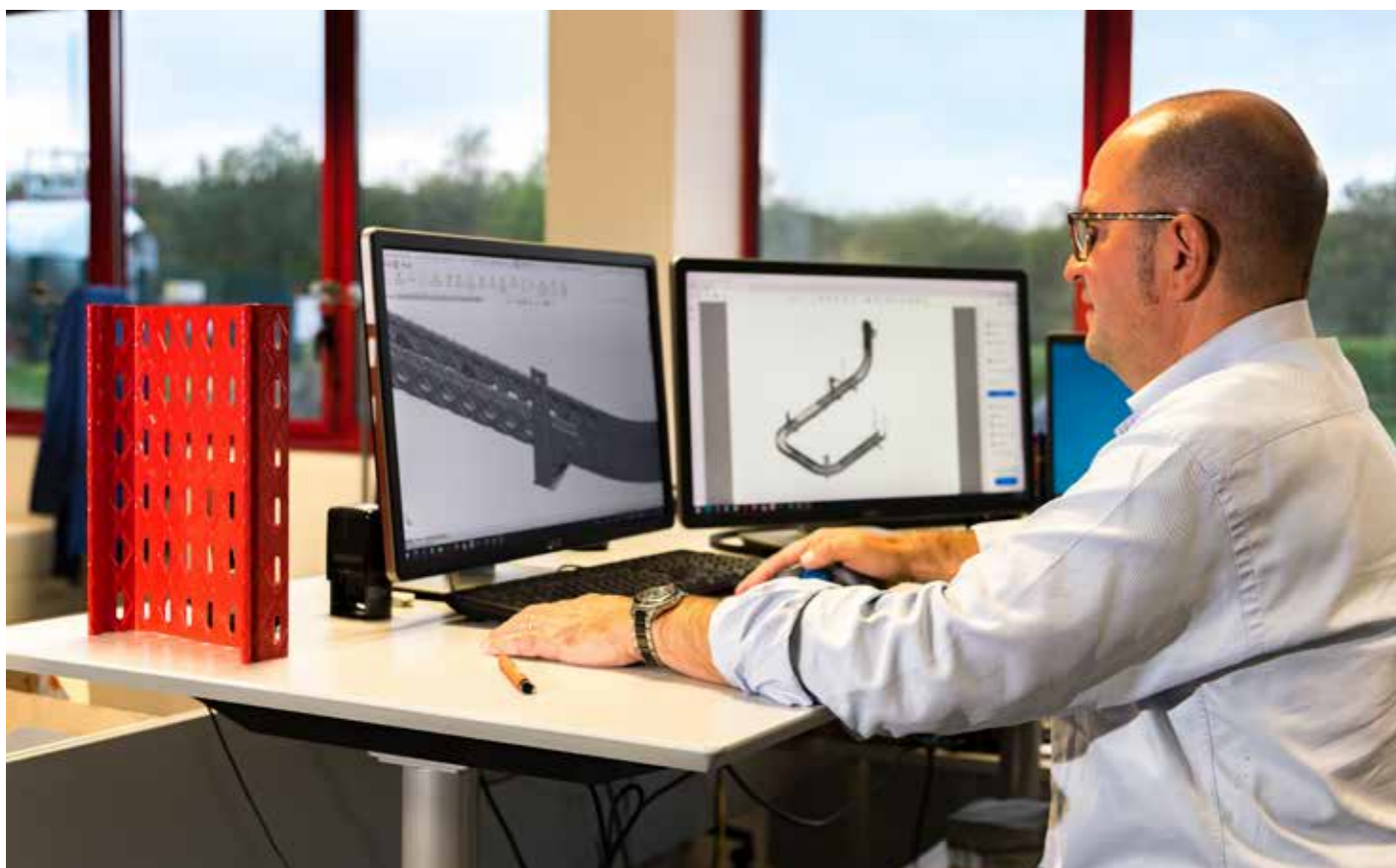
Advantages of the BRX Series

Simple, rapid installation. The assembly of seals from the outside makes assembly of the linear elements particularly quick and easy. In addition, the availability of the most comprehensive range of quick-mount (screwless) seals on the market means that every installation requirement can be met. Available in 4 different heights: 35, 50, 80 and 95 mm.

Safety first. The rounded outer edge of the seals provides the necessary safety during installation for cables and installers. The positioning of the seals on the outside helps maintain 100% of the useful space inside the trunking.

Rigidity and Design. The particular deep drawn 'X' pattern enables the cables to slide quickly within the trunking, thanks to reduced friction. The unique design ensures excellent load resistance while maintaining ease of cutting.

'Ready for Installation' Solutions. The trunking solutions with included seals (ready for installation) can satisfy various needs, because they are easier to order, transport, store and install.



3.2 Research and innovation

At GEWISS, sustainability is closely linked **to innovation and the digitalisation** of its internal business processes.

Innovation has always been an integral part of the GEWISS DNA and is applied to all products, solutions and services, both existing and in development.

2022 saw the launch of the Innovation Management project, which, at the start of 2023, transformed into the new corporate function of Innovation & Insights to meet the corporate goals of increasing competitive advantage over the market, dissemination of a culture of innovation and development of an innovation ecosystem.

The aim of the new corporate function is to act as an enabler for the managerialisation of innovation processes, as well as introducing specific skills and allocating resources dedicated to market exploration activities to identify new business opportunities.

The push for innovation by GEWISS addresses high-priority issues such as sustainability, integrated solutions, digitalisation and connectivity, and new business models aimed at generating economic and social value in the mid to long term for all stakeholders.

In particular, 2023 saw the laying of the foundations for the Innovation function, with the introduction of a governance role and the definition of a dedicated organisational model along with the allocation of specific resources for the exploration activities.

The year 2024 and those that follow will have a major focus on the full implementation of the model and the growth of dedicated resources that will allow GEWISS to increasingly embrace an *ambidextrous* approach, guided by the company's strategic development priorities.

Furthermore, halfway through 2023, a partnership was launched with the "Startup Intelligence" observatory for the purpose of initiating a process of open innovation and fusion with the start-up ecosystem and innovation community of the Polytechnic University of Milan. The project involves a series of workshops dedicated to the theme of innovation (e.g. *Generative AI, Digital Identity, Predictive Maintenance, ISO 56000*, etc.), meetings with start-ups from various sectors and access to the main laboratories of the Polytechnic University of Milan. The initiative was opened up to all of the main corporate functions involved in the development of new solutions, digitalisation and sustainability to allow GEWISS to continue to approach and reach new players in the innovation ecosystem.

The programme also anticipates the possibility of launching project works with students of the faculty of Managerial Engineering and IT in the Polytechnic University of Milan, as well as dedicated meetings with start-ups of particular interest for the company.

Involvement at the observatory forms part of the GEWISS strategy of increasing its standing as a main player in the national and international innovation ecosystem, and launching partnerships with new players in the sector to develop the company's ability to bring original solutions to the market, with people and new technologies as their focus.

The Group's value proposition is aimed at the fulfilment of solutions that can integrate products, services and digital technologies specific for each end-use application, focusing on the objectives of safety, reliability, simplicity and innovation, features that have always defined the GEWISS DNA, and have set the company apart as a market leader for years.

Innovation activities will revolve around sustainability, connectivity, new services and business models, with the aim of generating economic and social value for GEWISS and its stakeholders through solutions that improve everyday life, reduce costs, respect the environment and, above all, prioritise people's needs.

The Group's product proposal can, in fact, enable new technologies to dialogue with any environment in which they are placed, and is particularly attentive to the requirements and expectations of its customers, offering a range of solutions, services and processes to meet real needs.

Sustainability and innovation must go hand in hand and in synergy with digitalisation, with the aim of creating value through new business models that leverage digital technologies to improve the efficacy and efficiency of the core company processes and support change management.

This is the starting point from which the GEWISS Digital Transformation strategic project took shape, which has permeated the Group's processes and activities since 2021.

The Digital Transformation **roadmap** groups its projects into **six programs**:

1. People & Project enabling

2. Data management & Insight generation

3. SC digitization

4. Customer journey improvement

5. Value proposition optimisation

6. Servitisation

The Roadmap is continuously evolving and updated through the application of the Digital Demand processes, and is constantly monitored through the application of Project & Portfolio Management methodologies.

Focus 2023: Call4Sustainability

In March 2023, the Group's first "Call4Sustainability" was launched, an initiative that involved the entire GEWISS and PERFORMANCE iN LIGHTING company workforce to gather innovative ideas in the area of sustainability.

Through the implementation of a multilingual digital platform shared with all countries in which the Group is present, the initiative has enabled participants to communicate their innovative proposals relating to themes of circular economy and sustainable behaviors. In just over three weeks, more than 150 ideas were gathered, which were carefully evaluated by a panel of judges according to the parameters of impact, feasibility and originality.

The closing event on 29 May involved a proper Pitch Day, where five selected teams showcased their ideas for the competition's judges. The finalists were the groups GEWISS Carpooling App (with the catchphrase 'don't be a loser, be a carpooler') and Back to the Origins (accompanied by the slogan 'GEWISS Way to add value to the plastic process waste') which took first and second place respectively. Both of the winning teams chose to donate their

prizes to put towards projects supporting the reconstruction of the flooded areas in the Emilia Romagna region, following the damage caused there during May 2023.

The ideas that did not make it to the finals were collected anyway and shared with the main corporate functions that could benefit from their implementation.

These kinds of initiatives look to derive benefit from the collective power of the people to promote the GEWISS Group's development in sustainability, combining innovative solutions with the centrality of the individual. GEWISS's aim over the coming years is to be able to replicate this kind of initiative, extending the process of gathering ideas even outside of the company.



3.3 The relationship with our customers

GRI 416-1; 417-1

GEWISS has always placed the customer at the core of our endeavours. We believe that it is only through listening and dialogue that a solid and lasting relationship can be built.

Creating value, a fundamental strategic pillar of sustainability, also comes through collaboration and discussion with the Group's main stakeholders, in an ongoing relationship that enables the understanding and anticipation of future needs, and the promotion of the development of new solutions.

With a **technical and commercial structure present in more than 100 countries around the world**, the company supports industry professionals and customers in the pre- and after-sales phases and in the creation of customised solutions.

It is of the utmost importance, therefore, to establish a continuing dialogue with the end-users of solutions, services and products, to understand how these are meeting their expectations and how they can be further improved.

Such dialogue is also founded on maximum transparency to GEWISS customers and product users.

All products are designed, manufactured and tested in accordance with the relevant IEC, CENELEC and CEI [Comitato Elettrotecnico Italiano (Italian Electrotechnical Committee)] standards – where existing and applicable – and tested to assess their impact on customers' health and safety, to always ensure the best performance.

In addition, all information on the use and safety of our products is stated on the labelling and in the accompanying documentation, and evaluated in accordance with the Directives, Regulations and technical standards applicable in each country.

Promoting a culture of advanced systems and market awareness of innovation has always been central to the Group's communication strategy, to encourage the adoption of more **efficient, sustainable and innovative electrical system solutions**.

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.

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

With a view to full and unrestricted communication with customers and business partners, the

press office and media relations activities represent one of GEWISS's core asset for imparting and disseminating their vision, mission, values, history, business operations and, of course, their solutions, products and services. GEWISS aims to diversify its media mix as much as possible, with increasing use of interactive media with which the company will consistently engage. To raise awareness of products, solutions and services, **advertising campaigns and articles are prepared for the industry press**, home furnishing publications and leading women's and information magazines, along with **technical support documentation** on the installation and use of products and solutions.

In an effort to ensure a personalised browsing experience for all the different stakeholder categories and target markets, the GEWISS.com website has been overhauled to improve user experience.

In addition to presenting company products and services more effectively, the new GEWISS website, relaunched during November 2022, and kept updated at all times, as well as translated into various languages, gives access to in-depth content, especially regarding hot topics in the electrotechnical sector.

As well as creating new articles, videos, films and digital materials intended for the various sections of our new website, GEWISS is always dedicated to optimisation of the user experience, committing to the production of high-quality content for its official accounts on the main social media platforms: Facebook, Instagram, LinkedIn and YouTube. This communication strategy has achieved notable success, both in terms of quality and quantity. The latest news and initiatives are shared through prominent social media profiles, currently reaching a wide audience of more than 114,000 followers on Facebook, 18,000 on Instagram, 84,000 on LinkedIn and 3,000 on YouTube, significantly contributing to the extensive dissemination and engagement with our commitment to sustainability.

These spaces for interaction and sharing ideas are available to all users and allow increasingly multimedia and interactive communication between stakeholders. The focus on the needs and requirements of our customers is also manifested through the 'Customer Satisfaction' project that was renewed following the 2021 and 2022 editions and expanded in 2023 to map out and improve GEWISS customer satisfaction with regard to six survey areas: *Sales Effectiveness, Online Visibility and Findability, Commercial Attention, Purchase and Ordering, Post Sales & Sustainability*.



The survey was aimed, in particular, at installers and distributors, who are key customers for the GEWISS business, and its ultimate goal was to increase satisfaction among the Group's target market, with a view to the continuous improvement of services and processes, in order to increase its standing in the market as a customer-centric company and a best partner for customers.

Over the course of 2023, the project involved five countries in particular: Italy, France, Germany, Romania and Turkey, and saw involvement across various GEWISS corporate functions, guaranteeing full collaboration and, above all, safeguarding customer privacy.

At the beginning of the 'Customer Satisfaction' project, its implementation involved conducting qualitative interviews with internal personnel and representative clients, to identify the main areas of improvement of the commercial processes. The preliminary interviews allowed for the processing of a specific questionnaire for the investigation areas that were deemed high-priority, and to set up the main statistical models for analysis of future results collected, to obtain an objective measurement of the satisfaction variables.

After obtaining the results gathered and processed during early 2024, it will be possible to determine corrective actions geared towards improving the satisfaction levels of GEWISS customers. For 2024, new countries have already been identified in which to launch this initiative, while those that participated in 2023 will focus on the implementation of corrective actions.

This approach will allow GEWISS not only to manage the project sustainably, alternating the survey launch phases with the execution of the action plan, but will, most importantly, respond concretely to the customers on how their needs and requests for improvement are a main driver for the company's development.

Furthermore, the statistical approach adopted allows for the continual monitoring of the customer satisfaction index thanks to the comparability of the data over time.

Customer relations are not only managed through Customer Satisfaction, but comprehensively, in all business phases.

The GEWISS Group manages customer relations in the pre-sales phase, during the supply of products/services and during after-sales, considering this to be a strategic asset to always ensure maximum customer satisfaction.

With a view to always being on the customer's side, there is a freephone number to contact GEWISS customer services and a ticket system to monitor all customer requests, including any potential complaints.

Complaint handling has two main objectives:

- › customer satisfaction, to strengthen customer loyalty in the best possible way;
- › and quality assurance, where customer feedback reaches internal departments with the aim of constantly improving the product or service.



Focus GEWISS Experience Center

Conceived as an experience-based site where the company's vision, know-how and products are available, the GEWISS Experience Center (GEC) continues to represent an innovative space that practically conveys research into innovation and the company's values, including that of sustainability, by conveying the main points of commitment to sustainable development and a timeline that expresses the Group's main milestones.

The organisation of spaces, subdivided into six verticals/application areas, including Residential, Office, Hospitality, Industry, Sport and City Landscape, has been periodically updated both in terms of experience and offering during 2023 and mainly related to the integration of PERFORMANCE iN LIGHTING solutions and new products offered, in particular in the City Landscape, Sport and Industry verticals.

The GEWISS Experience Center has again been confirmed as a location of reference and prestige in 2023 for an assortment of events: from internal ones, such as the Belong Award dedicated to the Group's employees, and Sustainability Week, which involves education and training on the value of sustainability and sustainable behaviors within the company, to various events of prominence with partners such as the "Accademia della Comunicazione" Foundation, University of Bergamo, Lega PRO, ATALANTA and the Rotary Club.

The space hosted more than 320 events during 2023, including visits from external partners and internal activities, involving around 4,700 stakeholders from all over the world, more than doubling the rate of attendance (+ 135% compared to 2022). Of the external visits, 80% of them 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).

At the same time, and in line with physical space updates, there were updates to the virtual version of the GEWISS Experience Center, or the Virtual GEC, to allow Italian and foreign stakeholders to make a virtual visit guided by GEWISS personnel, in support of commercial and communications activities at an institutional level. The Virtual GEC, released in September 2022 to a selected internal audience, was updated and expanded in 2023 in its visuals, content and text to further enhance its usability.

320+
events in 2023

4700 ≈
people from all around the world

+135%
rate of attendance compared to 2022



Focus projects 2023:

A unique lighting scenario on the occasion of the European Volleyball Championship in the Verona Arena, where sport was in the spotlight in one of the most beautiful corners of the globe.

On 15 August, the Italian national team opened the dance show for the European Volleyball Championships in the Opera House, while PERFORMANCE iN LIGHTING illuminated the court and its prestigious setting.

On 15 August, Verona Arena was the spectacular setting for the opening of the Women's European Volleyball Championships with the inaugural Italy-Romania match.

The Veronese amphitheatre thus returned as a space to host an international competition 35 years after its last competitive event: the volleyball match of 23 May 1988 between the USA and the Soviet Union, a friendly for the opening of the Mondovolley performance event. The Berlin wall was still impassable when the two Cold War superpowers faced each other in the most ancient Veronese temple of entertainment, in an incredible night of sport that went down in world volleyball history.

Non-stop work was carried out to transform the Opera House into a volleyball court, preparing the court, seats, and the press boxes. In almost three days of work, two hundred employees transformed the Veronese Roman amphitheatre, today an Opera House, into the most evocative open-air court. A gigantic organisational effort; the opera scenery was dismantled in one night.

No easy task, which, with the backing of the superintendent who guards the historic monument, brought together the Federation and the Municipality. Verona was the first leg of a travelling championship between Belgium, Germany and Estonia. For the city, this was a trial run for the organisation of large events in anticipation of the Winter Olympics of 2026. The closing ceremony for the Games will be staged at the Arena, as will the opening of the Paralympics.

The images have done the rounds throughout the continents and were a wonderful international showcasing opportunity for the volleyball movement. A fantastic opportunity to experience in unison, in support of one of our national teams. More than one hundred countries purchased the television rights.

Lighting of Verona Arena

The lighting technology project

To ensure lighting suitable for an event of such magnitude, the organisers relied on the forty-year experience of PERFORMANCE iN LIGHTING in illuminating sports events of international calibre. This challenge was anything but simple, given the lighting engineering performance levels that had to be guaranteed and the unique nature of the site.

Lighting was supplied using 56 LASER+ 30 professional floodlights with 10° x 25° elliptical optics. The floodlights were installed along the upper-side perimeter of the amphitheatre on a purpose-built structure for events of this kind. Each one was controlled individually through the DMX digital protocol, which was able to dim the lights and switch them on and off on a programme, to create evocative light choreography at the beginning, during intervals and at the end of the match.

For the first time, PERFORMANCE iN LIGHTING tested the formula for hiring their equipment, offering them on a temporary concession to the MeQuadro lighting technology service in Verona, thus providing an innovative service that meets the needs of the players at large events. The products were suitably wired for the world of lighting technology service, making for quick installation.

In a second phase, the lighting technology positioning and direction was carried out with great precision and the result meant the unparalleled event could be experienced in the best possible way, both for the players on the court and for the spectators present, and even for the television audience in more than one hundred countries that directly transmitted the video to potentially more than one billion viewers.

56

**LASER+ 30
professional floodlights
with elliptical optics**

④ WELLBEING AND HUMAN RESOURCES DEVELOPMENT



4.1 Our people

GRI 2-7, 2-8, 2-30, 401-1, 404-3, 405-1

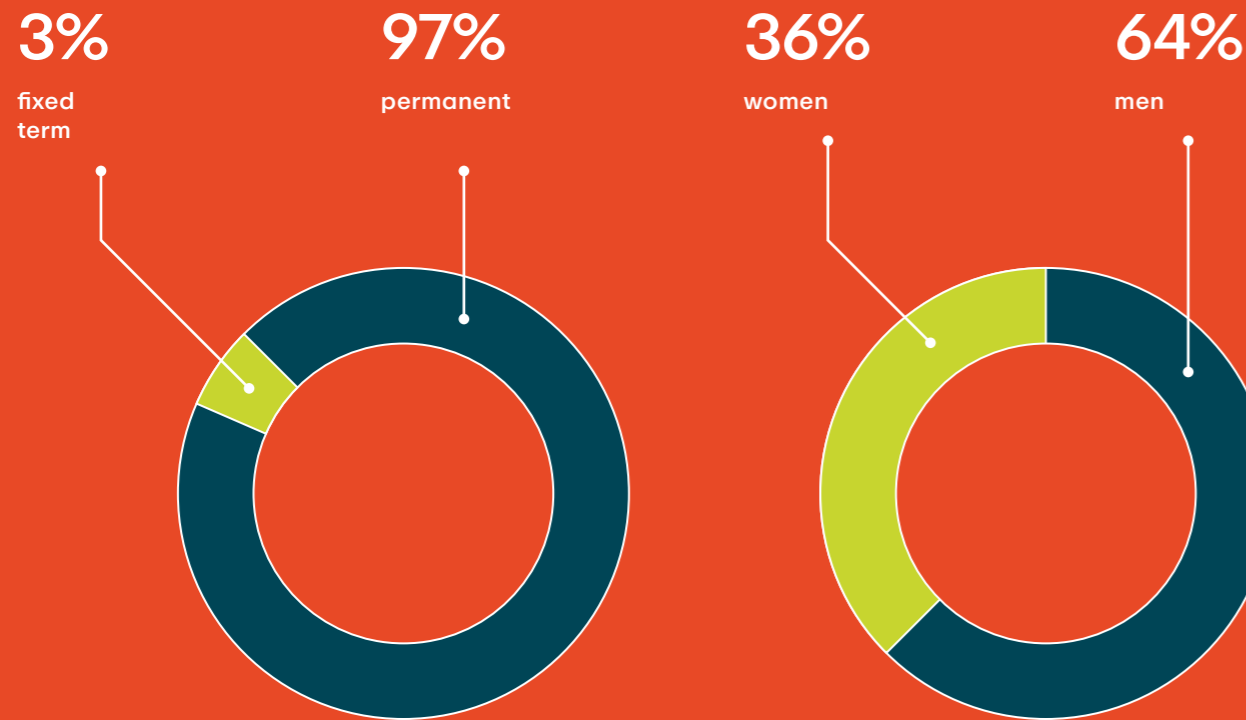
The GEWISS Group's commitment to the company's success is based on awareness of the fundamental contribution of human resources in achieving objectives.

GEWISS operates in full respect of human capital and directs its efforts towards the growth of the individual's skills, also improving their services to offer wholesome and safe workplaces in keeping with current regulations.

On 31/12/2023, the GEWISS Group had an active total of 2,235 employees, a slight increase compared to the data for 2022, of which 64% is male and 36% is female. 97% of employees were hired on a permanent-contract basis.

In terms of onboard and exit turnover, in 2023, 299 employees were hired to join GEWISS, surpassing exits of 281. The exit turnover rate in 2023 is 12.6% ².

To date, 84% of the company population is covered by a collective bargaining system.



² Turnover is calculated by dividing the no. of outgoing employees by the no. of employees on 31.12.2023.

36%
women

64%
men

2235 active employees at end of 2023

299 employees hired by GEWISS in 2023

84% of the company population is covered by a collective bargaining system



GRI 2-7

Employees

	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of employees ³	1,436	799	2,235	1,384	829	2,213
Permanent Contract	1,407	765	2,172	1,354	749	2,103
Fixed-Term Contract	27	31	58	29	74	103
“Non-guaranteed hours”	2	3	5	1	6	7
Full time	1,411	621	2,032	1,360	651	2,011
Part time	25	178	203	24	178	202



	2023				2022			
	ITALY	EUROPE ⁴	REST OF WORLD ⁵	TOTAL	ITALY	EUROPE	REST OF WORLD	TOTAL
Number of employees	1,371	788	76	2,235	1,360	783	70	2,213
Permanent Contract	1,362	736	74	2,172	1,344	691	68	2,103
Fixed-Term Contract	9	47	2	58	16	85	2	103
“Non-guaranteed hours”	0	5	0	5	0	7	0	7
Full time	1,227	729	76	2,032	1,214	727	70	2,011
Part time	144	59	0	203	146	56	0	202

GRI 2-8

Workers who are not employees

	UDM	2023			2022		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of workers who are not employees ⁶	No.	46	192	238	132	176	308

³ Please note that the methodology used is the active employee count on 31/12/2023.

⁴ 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.

⁵ Please note that the Rest of World category includes the following countries of the Group: Chile, China, Egypt, Turkey, United Arab Emirates, United States of America.

⁶ Please note that the methodology used is the active workers who are not employees count on 31/12/2023.

Focus Diversity & Inclusion

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 richness of competencies, opinions and perspectives that drive innovation, guaranteeing rapid and prompt responses to market changes, promoting sustainable improvements in company performance and virtuous behaviours.

In 2022, the Group's "Diversity & Inclusion" Policy was defined, drafted using the results of the focus groups carried out in 2022 on the themes dealt with, and that declares the GEWISS commitment with regard to five pillars, on topics in the area of diversity: **gender, generations, ability, interculturality and thought**.

In April 2023, the document was made official through a notice to the Group's employees and was then disseminated through external communication channels. In continuation of the policy's launch, the relevant plan of action was defined, which includes various projects geared towards the promotion of a culture of inclusivity at GEWISS and that will accompany the company over the coming years. To identify the activities contained in the plan of action, 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*.

With regard to training, the "Diversity & Inclusion" training project was set up, which began in the last quarter of the year through workshops aimed at people managers in Italy and abroad, with the possibility of going into greater depth on the topics dealt with through e-learning. Once the training for managers ends, a training program, developed for all individual contributors, will follow starting in 2024. The course will go in-depth on the subjects of *unconscious bias* and microaggressions in the workplace, in order to increase the people manager's sensitivity to these issues and promote the importance of their role in the management of these topics.

In relation to the gender pillar of our Policy, during 2023 an assessment and gap analysis activity was carried out with regard to the requirements of the UNI PdR 125:2022 Standard, which provides the guidelines in Italy for the adoption of Gender Equality policies in companies, with six principal areas of attention determined by a set of qualitative and quantitative KPIs.

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 Management System for Gender Equality implemented by GEWISS S.p.A. will be subjected to certification by an accredited body in the first quarter of 2024. The aim is to extend the standard's KPIs beyond the organisation's Italian boundaries to monitor the progress of Gender Equality throughout the Group.

The priority areas of the UNI PdR 125:2022 standard include the protection of parenthood and care, which therefore also promotes the importance of balance between work life and personal life. To this end, during 2023 the bouncing off team, consisting of a group of individuals representing the company, set up a workshop to create a discussion opportunity on the topic and promote the exchange of ideas among colleagues.

As a further act of attention for pregnant women, pink parking spots were created at the Italian production plants of GEWISS to provide them with easier access and exit at work.

The promotion of GEWISS's pathway in the area of "Diversity & Inclusion" outside of the organisation is equally significant. On this topic, it is important to mention the participation of the QHSE & Sustainability Manager of GEWISS at the LeadHERship Talk event organised during July by PwC Advisory to value examples of female leadership in the company. The event was organised to allow employees of the host company to engage with successful female leaders, drawing inspiration from their professional and personal stories.

To reinforce the commitment of GEWISS in terms of promotion of gender equality, in 2024 many other projects geared towards increasing female empowerment will be launched in the company.

With regard to the *interculturality* pillar, two feast days from different traditions experienced by GEWISS people were celebrated symbolically at the Group's headquarters in Cenate Sotto. One, held in April 2023, celebrated the end of the Ramadan fasting period with the distribution of dates, and the other, in December, observed Saint Lucy's Day with the distribution of mandarins. Both occasions were promoted by dedicated communications and were aimed at all employees involved.

The year 2023 also saw a further development of the topics of "Diversity & Inclusion", expanded to include human rights. In fact, the Sustainability Roadmap contains a plan for the drafting and implementation of a Human Rights Policy, that will be made official in 2024, and related monitoring activities.

Diversity & Inclusion

GRI 405-1 (b)

Diversity of governance bodies and employees

	2023									2022								
	<30			30 - 50			>50			<30			30 - 50			>50		
	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT
Executives	2	0	2	19	3	22	29	7	36	1	0	1	22	4	26	31	8	39
Middle managers	7	1	8	117	31	148	98	15	113	2	1	3	119	31	150	86	12	98
Office staff	70	45	115	501	214	715	225	72	297	59	37	96	486	212	698	197	60	257
Blue-collar staff	64	24	88	179	197	376	117	177	294	61	57	123	193	249	442	120	146	266
Total	143	70	213	816	445	1,261	469	271	740	123	95	218	820	496	1,316	434	226	660

	2023									2022								
	<30			30 - 50			>50			<30			30 - 50			>50		
	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT	M	W	TOT
Executives	100%	0%	100%	86%	14%	100%	81%	19%	100%	100%	0%	100%	85%	15%	100%	79%	21%	100%
Middle managers	88%	13%	100%	79%	21%	100%	87%	13%	100%	67%	33%	100%	79%	21%	100%	88%	12%	100%
Office staff	61%	39%	100%	70%	30%	100%	76%	24%	100%	61%	39%	100%	70%	30%	100%	77%	23%	100%
Blue-collar staff	73%	27%	100%	48%	52%	100%	40%	60%	100%	52%	48%	100%	44%	56%	100%	45%	55%	100%
Total	67%	33%	100%	65%	35%	100%	63%	37%	100%	56%	44%	100%	62%	38%	100%	66%	34%	100%

The notice set out in GRI 405-1 (b) does not include the disclosure for 21 employees of the Group in 2023 and 19 in 2022 since that data could not be traced back to the distribution by age and contractual category. Furthermore, there are 75 employees of the Group who belong to minorities or vulnerable categories (48 men and 27 women), in line with 2022.

Resources and talent management

In order to promote the development of resources aimed at the specific needs of every area, each department or company cluster is supported by a dedicated Human Resources Business Partner.

Alongside these figures is the GEWISS Talent Management team, who focus on the search for and selection of personnel, and this group is in constant dialogue with the business lines to fully understand the needs and characteristics of the sought profiles. This approach means that the most suitable professionals for every specific role requirement can be brought into the organisation.

Further, again in 2023, the Referral Bonus initiative continued, which promotes the recommendation of potential candidates by the organisation's internal employees.

Over the course of the year, the ATS (Applicant Tracking System) module was also implemented to manage the requirements of each open position and the respective applications. This enabled optimisation and increased objectivity of the selection process through an evaluation system based on a predefined set of competencies on which the Hiring Manager and HR evaluate the applications. There were training sessions carried out to demonstrate the new system's functionality to the people managers.



Performance programs and staff incentives

GEWISS directs its efforts into the growth and development of resources using a shared methodology in the judgement of employees, based on performance evaluation and each individual's attitude with regard to company behaviors.

During the performance evaluation process, each manager is called to action in promoting a culture of continuous feedback both in terms of results achieved and how GEWISS behaviors are enacted.

In 2023, the "Feedback 360" pilot project was tested on a restricted target population in GEWISS as a development instrument to increase individual self-awareness with regard to one's own strengths and areas to develop, to establish a plan of action with a view towards continual improvement.

Overall, 1,223 employees were evaluated according to their performance in 2023 (66% of men and 34% of women).



GRI 404-3

Percentage of employees receiving regular performance and career development reviews

NUMBER OF EMPLOYEES EVALUATED	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executives	37	8	45	30	7	37
Middle managers	185	33	218	113	14	127
Office staff	545	224	769	417	160	577
Blue-collar staff	35	156	191	6	9	15
Total	802	421	1,223	566	190	756

TOTAL PERCENTAGE OF EMPLOYEES EVALUATED ⁷	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executives	74%	80%	75%	56%	58%	56%
Middle managers	83%	70%	81%	55%	32%	51%
Office staff	68%	68%	68%	56%	52%	55%
Blue-collar staff	10%	39%	25%	2%	2%	2%
Total	56%	54%	55%	41%	23%	34%

⁷ The percentages are calculated based on the total employees evaluated in 2023 by contractual category divided by total employees by contractual category of reference.

Corporate welfare and promotion of wellbeing

For GEWISS, welfare means creating wellbeing conditions every day, and the reconciliation of personal life and work life so that individuals may experience their work environment with full satisfaction. Again in 2023, the corporate welfare platform continued to be used, allowing employees to make use of tax-free benefits and services, as well as to access dedicated vouchers for various services. Furthermore, to make things easier for families, PERFORMANCE iN LIGHTING promoted employee rates for the NidoBlù day care service, located near the central headquarters of Colognola ai Colli (Verona), open not only to employees' children but to the entire local community.

To promote a healthy lifestyle and physical activity, various initiatives were developed even in the Group's foreign branches: in Germany, a bike-leasing activity was promoted, in Portugal a partnership with a local gym was formalised and an agreement was reached with a shop specialising in healthy foods to ensure special prices. Even in England there was an initiative aimed at the promotion of physical activity and wellness, through a team competition among employees.

Finally, following a two-year-long experiment, GEWISS confirmed adherence to the principles of Smart Working, which permits out-of-office work and, more importantly, promotes a new working methodology, guided by the concept of objectives and results management, allowing flexibility, autonomy and therefore empowerment for the individual's work activities. This is all designed to favour continuous improvement in performance and people's levels of engagement and motivation with the activation of individual agreements.



BeLong Award

The BeLong Award was held once again in 2023; this was an event dedicated to the celebration of employees who reached 15, 25 and 35 years of work in 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.

Great place to work

Over the course of 2023, GEWISS Deutschland, GEWISS Romania and GEWISS Gulf were awarded with the "Great Place to Work" recognition, which is given to businesses that are committed to continually improving the quality of their organisational culture and their work environment, promoting a model based on balance between personal life and work life, and in which each individual can best express their potential. In keeping with the last organisational climate survey carried out at the end of 2022, in the second quarter of 2024 the personnel of the parent company will again be given the questionnaire proposed by "Great Place to Work".

Networking initiatives

AperiGEC events were held in Italy in 2023, which were organised to create a time for colleagues to enjoy an aperitif in the GEWISS Experience Center, create moments of coming together and relaxation among the personnel, and give employees from different company departments a chance to network. In particular, two of these events were dedicated to the promotion of "Diversity & Inclusion" and to the process of integration with personnel from PERFORMANCE iN LIGHTING.

The GEWISS Human Resources Department manages the registration process for these events by drawing lots for a maximum of 100 participants per evening.

Networking moments were also conducted locally by some of the Group's foreign branches (for example, dinners, team building initiatives, and workshops among groups of employees to encourage the sharing of ideas and discussion).

GEWISS Brand ambassador

The Employer Branding project developed by GEWISS is aimed at raising the company's global reputation by strengthening online visibility, customer influence and the ability to attract new talents.

The project, launched in 2022, involves company staff, where they describe, through their personal experiences, the company, its vision, mission and the values that represent the brand's identity.

The interviews with employees were also published on the GEWISS website and were released on social network platforms (such as LinkedIn) and, from 2023, interviews with employees of the Group's foreign branches were also released.

Share out the idea

The “Share Out the Idea” project is aimed at promoting a system for generating, collecting and rewarding improvement proposals from the company’s production and logistics workforce.

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.

All the aforementioned activities are confirmation of the commitment and attention that the **GEWISS Group** places on its people, a valuable pillar of the company.

This path is in perpetual evolution and will continue in the coming years in an increasingly prevalent manner, with the objective of constantly reinforcing employees’ sense of company belonging and strengthening the level of integration throughout the **Group**.



4.2 Training

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

During 2023, some important training projects were launched that were customised according to the role that the target population in the organisation covered.

Among the main projects developed were courses aimed at people managers and future leaders of the organisation.

At the beginning of the year, the JUMP training course was launched, based on knowledge that the development of managerial and leadership competencies is fundamental for success in a continually evolving world with increasingly demanding challenges. This course is dedicated to all people managers, with the objective of amplifying transversal competencies and providing useful tools to practically apply to complex situations in the context of VUCA (Volatility, Uncertainty, Complexity and Ambiguity).

Another step forward on GEWISS’s path to promoting excellence within the company was the launch of a course, in collaboration with Milan’s Bocconi University, in September 2023, dedicated to future leaders to invest in their talent and build the organisation’s future.

Beyond these two specific courses, the training of all employees is also fundamental for GEWISS, in terms of developing the true potential of each and every person.

In 2023, in Italy, personnel of production departments were given access to e-learning training content in the LMS (Learning Management System) module.

Another tangible commitment can be seen in the activation of a linguistic e-learning training course for the entire company population. The objective is to ensure ongoing improvement in the linguistic knowledge needed to take on challenges in an increasingly international company environment. Additionally, personnel have the possibility of extending the training course to a family member through the platform, to share linguistic knowledge even in a personal setting.

Early in 2023, specific training was carried out dedicated to the Code of Ethics and its principles in the area of sustainability, where a course took place that delved into the topic of greenwashing, with a group of employees involved in sustainability projects. The scope of the course was to increase awareness of the use of correct statements in relation to social and environmental topics and to give clear guidelines on how to avoid giving misleading information on how a company’s products or actions may respect the environment in order to attract clients and gain credibility on the market.

For Sustainability Week, in September 2023, the sustainability-themed training course was extended to all employees, with a total of more than 3,000 training hours on subjects relating to safety at work, energy, the environment, wellbeing and nutrition. Finally, training was also carried out on innovative subjects such as circular cooking and on interesting topics from around the world in the area of sustainability.

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

In 2023, a total of **43,249 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 capital.

GRI 404-1

Average hours of training per year per employee

	AVERAGE NO. OF TRAINING HOURS 2023		AVERAGE NO. OF TRAINING HOURS 2022	
	MEN	WOMEN	MEN	WOMEN
Executives	13	16	4	12
Middle managers	13	16	13	19
Office staff	19	19	15	11
Blue-collar staff	10	31	9	4
Total	16	25	13	7

	NO. OF TRAINING HOURS BY TOPIC 2023		
	MEN	WOMEN	TOTAL
Health and safety	6,219	4,652	10,871
Compliance	6,089	2,517	8,606
Soft skills development	4,071	6,863	10,934
Technical training	1,128	3,377	4,505
Other	5,613	2,721	8,334
Total	23,119	20,130	43,249

	NO. OF TRAINING HOURS BY TOPIC 2022		
	MEN	WOMEN	TOTAL
Health and safety	4,580	1,317	5,897
Compliance	707	281	988
Soft skills development	7,407	3,046	10,453
Technical training	1,083	84	1,167
Other	4,362	1,096	5,458
Total	18,138	5,825	23,962



Focus Cybersecurity training

The context we live in obliges each of us to pay greater attention to cybersecurity issues, for which the company is increasingly vigilant in order to predict, prevent, detect and respond to malicious activities by cyber criminals. In recent years, an initiative has been undertaken to increase the awareness of cyber risks in the entire GEWISS workforce who access 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.

GEWISS Academy

Reaping the legacy and experience of GEWISS Professional (a company that operated on the market to present and explain GEWISS solutions through a technical focus), GEWISS ACADEMY was established in 2018 as an organisational unit devoted to commercial training. Today, the mission of GEWISS ACADEMY is clearly oriented towards providing excellence in terms of competencies and content for the GEWISS sales force, who are called upon to effectively present the company and its products and solutions to clients on a global scale.

Built around a balanced mix of technical-scientific, human-centred and digital competencies, GEWISS ACADEMY is a dynamic Learning Lab dedicated to the management of internal corporate knowledge and to the continual development and improvement of business, commercial and product-related technical competencies for all sales roles required to create and maintain traditional and potential customer relations over time.

GEWISS ACADEMY is responsible for the entire training cycle, from analysis of specific role needs to design/deployment of educational courses in such a way as to ensure a constant process of measuring and evaluating the quality of the sales force's technical knowledge of the product, and of their commercial and business behavior. The quality of knowledge is guaranteed by a continual learning approach through role certification training courses: curriculum plans structured over time through integrated subject catalogues (Technical Skills, Commercial Skills, Business Skills) and intermittent learning assessments to ensure the progressive and preparatory nature of the course.

Through a "blended" methodology, i.e. built on the correct balance of digital content (e-learning, webinars, digital focus) and on-site experience (training days, dedicated events), GEWISS ACADEMY encourages ongoing learning in line with the specific requirements of the role and with the company's strategic development guidelines. Counting on a prominent academic network, including university institutions, business schools and research centres, GEWISS ACADEMY is committed to keeping up with the most relevant trends in the electrotechnical and lighting technology sector and, specifically, training models capable of encouraging ongoing improvement in learning.

In 2023, approximately 1,000 hours of presentations and training were delivered to around 3,000 participants.

1000

hours delivered
between
presentations and
training in 2023

3000

participants at the
GEWISS Academy
in 2023

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 X edition of the competition for the 2022-2023 academic year is "SAVE ENERGY": the participating classes are required to create installation solutions aimed at saving energy, using some of the **GEWISS** product ranges.

Choosing energy efficiency means making the best use of energy, aiming to achieve an energy saving that is equal to the service carried out. This contributes to reducing both CO₂ emissions and pollution, regardless of the energy source used, whether that be fossil fuels or renewable energy.

4.3 Occupational Health and Safety

GEWISS is convinced that health, and individual and collective safety are basic requirements through which to guide individual behaviors and company decisions.

In fact, the Group's strategic industrial plan, which is reviewed and approved annually, involves such drivers of development as the promotion of a culture of safety and wellbeing, through the adoption of safe and sustainable behaviors.

Operating with the objective of making the workplace continually safer and healthier is essential to improve the quality of the processes and environments, but also to promote the Group's sustainable development and competitiveness.

To this end, the management of occupational health and safety aspects has always been an essential prerequisite for GEWISS which, as expressed in the GEWISS Group's Integrated Quality, Health and Safety, Environment, Energy and Information Security Policy and in the Sustainability Policy, is committed to guaranteeing and promoting safe processes and behaviors for employees, workers and, more generally, for all its stakeholders. In addition, the implementation of attentive health surveillance for exposed personnel, through preventive checks intended to record the absence of adverse conditions in the work that workers are to carry out, periodic checks on the state of the workers' health and to assess their suitability for specific tasks, and the inspection of work spaces, has enabled the company, through the company doctor, to prevent any critical issues and ensure the correct management of staff health.

Such management is founded, first and foremost, on risk prevention and the avoidance of dangerous situations, and is applied across the Group, according to the guidelines defined by the GEWISS S.p.A. parent company in full compliance with the various local regulations and standards, through the continuous exchange with all employees.

During 2023, the parent company further invested in the implementation of this transversal, consistent approach in all the Group's plants and, in particular, initiated an improvement and synergy pathway in the management of such aspects as health and safety in the PERFORMANCE iN LIGHTING branches.

The management of occupational health and safety in the Group's branches and subsidiaries, developed both internally and with the support of specialist external consultants, is aimed at ongoing improvement and involves:

- > In-depth analysis of occupational health and safety legislation and the highest levels of enforcement;
- > Monitoring and analysis of accident-related data (not just accidents, but also near-misses, medications, unsafe conditions, unsafe actions) and the respective review time;
- > Verification of occupational health and safety training requirements and implementation;
- > Periodic inspection of workplaces to monitor activities and the involvement of corporate functions in the implementation of prevention measures;
- > Monitoring of improvement actions issued following risk evaluations, events analyses, inspections and audits carried out in the context of HSE and the timing of implementation of the same improvement actions;
- > Collection and analysis of data from chemical/physical investigations carried out in the workplace (noise, airborne pollutants, hazardous substances, radiation, etc.);
- > Risk assessment for occupational health and safety, in order to identify appropriate measures for the control, and elimination, where possible, of risks;
- > Management of emergencies and inspection of first-aid stations;
- > Involvement and participation of all employees.



In particular, any accidents or hazards are reviewed by means of a timely and accurate analysis that uses the procedures from the 8D report reinterpreted for safety themes. This format, which is in use in all the Group's production sites (except the commercial branches, which have a limited number of personnel and are deemed low risk), guarantees a uniform analytical approach and facilitates the analysis of the event, describing the problem and where it occurred, who was involved, and the causes, improvement actions and related efficiency monitoring.

During these years, various health and safety initiatives have been implemented in the workplace, in particular, those regarding the development of a culture of safety and risk awareness at every level of the organisation. These initiatives, along with ongoing educational activities and training for staff, the promotion of a culture of collaboration, specific process and equipment improvement interventions and the prompt analysis and investigation of accidents, meant that significant results could be achieved.

GEWISS is certified according to the ISO 45001 international standard – Occupational health and safety management systems – at its own sites in Italy and France.

During the first quarter of 2024, the project launched in 2023 to adopt and implement the standards required by ISO 45001 is scheduled for completion with the aim of obtaining certification for the GEWISS production plant in Penafiel, Portugal.

The adoption of these international standards means that operational business flows can be defined in a structured manner for all aspects relating to Occupational Health and Safety, and can be refined and managed over time with ever-greater detail and effectiveness, with a view to continual improvement, and furthermore, ensuring a constant reevaluation of risks through periodic conformity checks and the consequent adoption of preventive and corrective measures.

The GEWISS branches that are not yet certified also place maximum attention on health and safety, and the Group is committed to ensuring and implementing the highest standards, guaranteeing not only full adherence to current regulations in each state, but also beyond. In the context of the Sustainability Roadmap, the launch of the implementation and adoption of the standard's requirements is anticipated in 2024 at the Ottfingen and Merenberg GEWISS sites in Germany.

The culture of prevention is also based on ongoing training of personnel, to develop their awareness of the risks associated with their work and to expand their self-awareness by altering their behaviors as regards risk perception and setting the highest example to their colleagues.

The culture of safety and the adoption of safety-related behaviors allow the development of virtuous models, which, out of individuals, create collectives, thanks to the spread of competencies that allow tangible results to be obtained that are stable over time. Furthermore, where possible, GEWISS encourages and incentivises staff participation in the promotion and dissemination of activities regarding safety culture through the organisation of voluntary and mandatory training courses on health and safety topics.

In the context of the GEWISS Group's first Sustainability Week, which took place during the week from 11 to 15 September 2023, more than 600 hours of training were delivered on the subject of safety. Specifically, a 45-minute workshop was organised, and was repeated for more than 100 sessions, which were provided on site at the Group's main branches in the manner of an Escape Room, which actively involved the participants by means of a number of preliminary tests to challenge their competencies in the context of safety (for example, analysis of warning signs and signage in the production departments, the completion of rebuses on occupational safety topics, etc.).

+100 training sessions on the topic of Safety during Sustainability Week

The workshop aimed to analyse an accident in order to establish its root causes and consider, alongside colleagues, the fact that accidents are often not caused by a single incorrect behavior, but by a series of actions and behaviors conducted by multiple individuals, including not reporting hazards.

Another example developed over the course of 2023 was the implementation of the "Ergonomics training breaks". These aimed to enhance worker awareness through meetings held directly in working environments, addressing the importance of adopting ergonomic postures and movements every day to reduce the risk of overloading the limbs.

The Ergonomic training breaks represented the latest phase in an ongoing series of training courses regarding ergonomics, developed in Italy from June 2022 onward.

These types of courses are in addition to the 10,871 hours dedicated to health and safety, which represent a significant 25% of total training hours.

The importance of centring the individual and everyone's active participation in all aspects of health and safety is further demonstrated through the fundamental role that all workers play in reporting any irregular situations that occur or may occur in the workplace.

Various tools are made available to the GEWISS workforce to report such irregular situations, including, but not limited to: the Pericoli app, launched in Italy in 2021 and currently being extended to other Group locations, which allows any situation that is potentially but not imminently dangerous to be reported immediately via company smartphones; reporting boxes; and email reporting to the Prevention and Protection Service by supervisors and worker safety representatives, etc.

Furthermore, inspections are periodically conducted to evaluate and monitor working environments. These are planned to occur systematically throughout the year, with ad hoc themes of focus for every month. They require the direct involvement of the workers.

This involvement aims to enhance awareness of occupational health and safety and encourage preventative reporting to improve safety of workplace environments on an ongoing basis. As well as QHSE office staff, these inspections involve colleagues from other company departments and/or sites (for inspections in Italy) in order to make good use of company synergies and make them as effective as possible.

Furthermore, over the course of 2023, QHSE began to expand the scope of its inspections to include some foreign and PERFORMANCE iN LIGHTING production plants, in order to promote prevention at all levels.

Effective internal communication is also essential. This is ensured through the company's intranet email, notices on noticeboards, formal meetings, illustrative training materials and pamphlets.

Furthermore, another key point in improving health and safety management processes is the promotion of ongoing research into constant improvements to performance, including through exploring and generating new ideas and initiatives across all company premises.

GRI 403-9

Work-related injuries

	2023		2022	
	No.	RATE	No.	RATE
The number and rate of fatalities as a result of work-related injury	0	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	1	0.28
Number and rate of work-related injuries ⁸	23	6.5 ⁹	19	5.4
Number of hours worked ¹⁰	3,544,203	-	3,513,224	-

⁸Note that the accident figure covers the entire GEWISS Group.

⁹ The frequency index is calculated considering: (Total no. of accidents/no. of hours worked) *1,000,000.

¹⁰ As exact figures for the hours worked are not available for some foreign locations, an estimate has been made in such cases.

⑤ GEWISS AND THE ENVIRONMENT



5.1 Commitment to reducing environmental impact

GEWISS has always considered environmental protection to be a fundamental requirement for its business development.

GEWISS is committed to evaluating and adopting solutions that ensure industrial development while respecting the environment. It ensures that the use of environmental resources necessary to satisfy its needs is managed responsibly, to avoid damaging or impoverishing them for future generations.

In line with its commitment to developing a sustainable business model, GEWISS directs its efforts to minimise the environmental impact of its activities and products while constantly improving its energetic and environmental performance through:

- › The rational and efficient use of natural resources, also from the perspective of energy efficiency;
- › The prevention of pollution and the mitigation of impacts;
- › The acquisition of energy-efficient products and services;
- › The updating of operational practices in light of technological progress.

The GEWISS Group also guarantees maximum attention to safeguarding the environment through the preparation of documentation and internal communications aiming to ensure the best management possible for all the different environmental resources of interest. This includes waste, atmospheric emissions, noise emissions, water supply and management of waste outlets, substances and chemical preparations, transport of goods and dangerous waste, as well as all the environmental and energy resources coming into the offices.

GEWISS's adoption of Environmental Management Systems in its plants in Italy and France, certified according to the ISO 14001 international standard and ISO 50001 certification regarding Energy Management Systems in Italy offers further confirmation of its commitment to safeguarding the environment.

The project launched in 2023 to adopt and implement the standards required by ISO 14001, with the aim of obtaining the certification for the GEWISS production plant in Penafiel, Portugal, is planned for completion by the end of Q1 2024.

Adopting these certified 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 such as the setting and needs/expectations of the parties involved in order to determine the risks and correlating opportunities.

The process of dematerialisation continued in 2023, to ensure, first and foremost, greater efficacy and efficiency of processes to avoid wasting resources.

Alongside this, various awareness initiatives were implemented for the Group's employees to encourage the adoption of sustainable behaviours, by pills on the company intranet and videos on TV monitors. Monitoring the consumption of natural and energetic resources is also fundamental. This helps to promptly identify any deviations or anomalous variances and act to limit their impact.

The GEWISS Group acts in strict compliance with legislative requirements and company regulations/procedures and adopts, when possible, even more restrictive parameters to protect the environment.

As in previous years, this is shown by the total absence of environmental legal disputes aimed at GEWISS in 2023.



5.2 Energy consumption and emissions

GEWISS promotes the conscious use of available resources through careful and optimised management of the energy sources used in production cycles and the definition of energy-saving objectives, thus also committing to reduce the emissions generated by its own consumption.

As it is one of the main sources of Group emissions, energy consumption is one of the factors that GEWISS is focusing its efforts on to meet its objective of conducting business sustainably. To this end, GEWISS intends to take an active role at the forefront of research into solutions to maximise energy efficiency, reducing consumption wherever possible and keeping emissions to a minimum.

Over the years, careful management and technological improvements at production and service facilities have continually improved energy performance. Energy consumption is optimised following an approach that implements innovative technologies at the Group's facilities. This is the key to improving efficiency while containing costs, in parallel with an Energy Management System certified under the **ISO 50001** standard followed by GEWISS S.p.A. This system also seeks to maintain and reinforce the Group's competitiveness worldwide.

Furthermore, over the course of 2023, GEWISS's approach to ongoing improvements to energy performance was extended and consolidated within the PERFORMANCE IN LIGHTING plants, which became part of the Group.

The company boasts an Energy Team, coordinated by the Energy Manager. The role of this team is to promote the optimal management of energy resources in all Group sites and with all company departments by monitoring the consumption of the main energy carriers, measuring energy performance, evaluating opportunities for improvement using the market's best technologies, and developing plans for continuous improvement.

The **Group's Sustainability Roadmap** plans actions and solutions for the improvement of energy efficiency and the usage and production of energy from renewable sources by continually identifying projects dealing with energy efficiency and facility optimisation as part of a plan covering the next three years.



Environmental management systems certified according to international standards

ISO 14001

Certified energy management system

ISO 50001

Reduction of natural gas consumption in 2023

31%

Decrease in energy consumption in 2023

14%

GEWISS has a network to monitor energy consumption 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.

Improvements to the monitoring system are continuously evaluated. One standout example, which began in 2023, is the project to install a monitoring system at **GEWISS's site in Penafiel, Portugal.**

Maintaining energy performance while conducting ongoing research to improve it translates not only into economic investments to make product and service facilities more efficient, but also into ongoing action in training and raising awareness, as well the careful setting of functional parameters to avoid and reduce waste at the plants.

Sometimes small gestures and changes in daily actions can result in major savings. The 2023 energy consumption figures are shown in the table below and expressed in Gigajoules (GJ).

In 2023, the reported energy consumption showed a reduction of 14% compared to 2022. The 31% reduction in natural gas consumption, which is used by the Group for heating and industrial processing, and the increase in self-produced electric energy through the installation of a new photovoltaic system, are of particular interest.

GRI 302-1

Energy consumption within the organisation

Energy consumption ¹¹	GJ 2023	GJ 2022
Direct energy consumption - energy used for heating and industrial processes		
Natural gas	39,439	56,978
Diesel	12	42
Propane gas	5,304	4,942
of which from certified renewable energy sources	0	0
Direct energy consumption - automotive		
Diesel	22,473	23,839
Petrol	5,007	3,686
LPG	0	0
Natural gas	0	3
of which from certified renewable energy sources	0	0
Self-generated electricity from renewable sources - e.g. from photovoltaic installations		
Total self-generated electricity	1,496	554
of which consumed	1,215	473
of which sold to the grid	281	81
Self-generated thermal energy from renewable sources - e.g. solar thermal panels	41	46
Indirect energy consumption		
Purchased electricity	101,583	113,747
of which from certified renewable energy sources	2,339	1,012
Total energy consumption	175,074	203,757

¹¹ The data reported refer to the scope of the Group's production sites and main commercial subsidiaries.

For the 2022-2023 period, electrical energy represents the GEWISS Group's main area of consumption, as is visible in the table on the previous page, followed by methane gas and diesel to fuel the company fleets.

The standard English parameters as defined by the Department for Business, Energy & Industrial Strategy (BEIS) were used as the conversion factors (starting from the unit of measurement for each energy source) to convert energy consumption into Gigajoules.¹²

Over the course of 2023, various projects to improve energy performance were implemented, leading to a major 5% saving in terms of reducing consumption and significant cost reductions. These projects included:

- > Optimising service facilities with more efficient technology;
- > Optimising lighting systems in offices and production departments;
- > Optimising production facilities with more efficient technology;
- > Optimising the company fleet;
- > Optimising the management of processing and service facilities.

GRI 302-4

Reduction of energy consumption

GRI 305-5

Reduction of GHG emissions

Reduction of energy consumption	2023 Reduction (GJ)	Estimated emissions reduction in 2023 (t CO ₂ eq)
Optimising service facilities with more efficient technology*	3,846	199
Optimising lighting systems in offices and production departments**	1,235	107
Optimising production facilities with more efficient technology**	42	4
Optimising the company fleet***	1,385	98
Optimising the management of processing and service facilities*	2,655	184
Photovoltaic system**	0	68
Total	9,163	659

*Operations that reduced Scope 1 and Scope 2 emissions | **Operations that reduced Scope 2 emissions | ***Operations that reduced Scope 1 emissions

¹² For propane gas, the M3/tonne conversion factor from the Airliquide website was used

Other efficiency projects from the Sustainability Roadmap are planned for launch and completion in 2024, such as the optimisation of lighting, technological and compressed-air systems at GEWISS sites in Italy, France, Germany and Portugal, which represent the Group's main production sites.

Another important objective for GEWISS's efforts to reduce emissions is the diversification of its energy sources. The company is evaluating the feasibility of the usage and procurement of renewable energies.

Focus on renewable energies and the Calcinate photovoltaic system

In 2023, a project begun in 2022 was completed: the creation of the photovoltaic system on the cover of the Calcinate site building at GEWISS's logistics hub in Bergamo, Italy.

This system, with an installed power of approximately 488 kW, was activated in June 2023 and covers 20% of total site consumption, reducing atmospheric emissions by around 180 tonnes of CO₂ a year.



The technical and economic feasibility of possibly installing further photovoltaic systems at other Group sites is continually under evaluation, especially for GEWISS locations in Italy and France.

In addition, alternative renewable energy suppliers are constantly being considered right from the procurement stage, such as the electric energy supply contracts in place for the GEWISS Portugal plant and the commercial branch in Turin.

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.

In 2023, a decrease equal to around 24% in direct emissions was recorded, in line with the reduction in direct energy consumption. Similarly, indirect emissions saw a decrease of 11%.

Notably, in 2022-2023 Scope 1 emission reporting, the values of refrigeration gases, whose quantity is not negligible given the use of refrigeration systems in industrial processes, were also considered.

GRI 305-1

Direct (Scope 1) GHG emissions

GRI 305-2

GRI 305-2 Indirect (Scope 2) GHG emissions

Direct emissions (Scope 1) ¹³	2023 (t CO ₂ eq)	2022 (t CO ₂ eq)
Natural gas	2,206	3,185
Diesel for power generators	1	3
Diesel	1,586	1,697
Petrol	325	245
Propane Gas	343	319
Refrigerant gases ¹⁴	113	575
Total direct emissions	4,575	6,025
Indirect emissions (Scope 2) - location based	2023 (t CO ₂ eq)	2022 (t CO ₂ eq)
Electricity purchased from the grid for consumption	8,731	9,805
Total indirect emissions	8,731	9,805
Total emissions	13,305	15,830

¹³The DEFRA emission factors, updated to 2023, were used to calculate 2023 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 particular: Italy, France, Germany, Portugal, Spain and the USA.

¹⁴ The DEFRA and GWP emissions factors provided by EPA (U.S. Environmental Protection Agency) were used to calculate emissions relating to refrigerant gas leaks.

5.3 Circular economy

From the outset, the waste management policy at GEWISS offices and sites has prioritised the prevention of waste production at the source, investing considerable efforts in the recovery and recycling of materials and the proper disposal of the non-recyclable fraction.

Raising staff awareness, adoption of modern and efficient waste collection systems at the various industrial sites, definition of dedicated operational procedures for waste management, involvement of specialised waste collection companies, and numerous other initiatives have over time allowed qualitative and quantitative improvements in the production and subsequent recovery/disposal of waste.

The production of waste is mainly connected with the Group's production sites and relates mainly to waste derived from transformation processes of plastic materials for extrusion and injection-moulding, metal processing, and assembly and logistics activities (goods handling), which are all tracked and managed in full compliance with the national and local waste disposal directives.

Waste produced in the Group's production plants is temporarily stored in dedicated areas. Maximum attention is paid to ensure the specific safety standards for the type of material are met and any measures necessary to avoid damaging the surrounding environment are adopted. Every type of waste is appropriately and clearly identified through dedicated signage that is constantly updated in order to avoid mixing different kinds of waste and facilitate recovery and disposal. Waste is only moved by appropriately trained and qualified people.

GEWISS also performs checks on the suppliers who transport and dispose of the waste to ensure that they respect all the necessary criteria for correct waste management.

In order to prevent the production of waste at the source, GEWISS has optimised its production processes to reduce all plastic waste, and more generally, any environmental impact originating from its activities. New solutions for further optimisation are researched on an ongoing basis. In particular, the scraps of the moulding process and the scraps of the extrusion process are re-introduced directly into the production cycle in a controlled way, in order to guarantee the quality and requirements of the product.

Generally speaking, GEWISS pays maximum attention to the minimisation of raw materials coming into the company, starting at product design, but also for packaging.

In fact, the company has always been committed to ongoing actions that eliminate low-recyclable components and optimise shapes and thicknesses, in order to guarantee maximum quality with minimum impact. Packaging design during 2023 was carried out in this manner, also focusing on the reduction of plastic materials used in the packaging, as well as the substitution of part of the material currently in use with innovative and sustainable solutions.

Furthermore, the amount of raw materials recycled for use in cardboard packaging was increased wherever possible in 2023, thanks in part to collaboration and continuous exchange with suppliers.

Furthermore, it is important to note that:

- According to the WEEE directive (2012/19/EU of the European Parliament and of the Council of 4 July 2012 on waste electrical and electronic equipment), GEWISS is a “producer of electrical and electronic equipment” and its articles come within the scope of the 2012/19/EU Directive in categories 2, 3, 4 and 5. For all products that fall under the WEEE Directive’s scope, GEWISS incentivises the design of electronic and electric appliances to facilitate the disassembly, repair, preparation for reuse, reuse, recovery and disposal of WEEE, to allow resources to be used efficiently;
- GEWISS also provides end users with useful information about sorting waste in its product instructions, underlining the importance of safeguarding and protecting the environment;
- As well as being a member of waste-recovery consortia dedicated to the management of waste from end-of-life electrical and electronic equipment, for several years now GEWISS has also adhered to waste-recovery consortia dedicated to the management of waste from packaging materials, batteries and accumulators.

Since July 2023, GEWISS S.p.A. has also been a part of the ERION PACKAGING scheme, a national Italian consortium dedicated to 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.

GRI 306-3 (2020)

Waste Generated

Waste Generated ¹⁵	2023	2022
Non-hazardous (tons)	2,749	2,815
Hazardous (tons)	86	93
Total (tons)	2,835	2,907

¹⁵ The data reported refer to the scope of the Group’s production sites and main commercial subsidiaries.

The above table shows—with a decreasing trend between 2022 and 2023—that the percentage of non-hazardous waste produced by GEWISS is more than 97%, a result achieved thanks to the decision to use non-hazardous materials and substances in the production process wherever possible.

In 2023, the Group’s waste amounted to 2,835 tonnes, with a reduction of 2.5% compared to the total waste produced in 2022. Hazardous waste in particular dropped by a further 7%.

In its non-hazardous waste management for 2023, it achieved recovery of more than 78% of the total, in line with GEWISS’s principles and actions aimed at minimising the environmental impact of its activities.

These results were made possible thanks to numerous initiatives in the Group’s various sites in Italy and abroad, which fell under the “Manage and reduce waste” program of the GEWISS Group’s Sustainability Roadmap. This programme for waste management and reduction seeks to promote circular economy initiatives and raise awareness among all GEWISS staff.

2.5%

reduction in
waste in 2023

97%

non-hazardous
waste
produced

In fact, the Group has resolved to improve its performance relating to the management of waste by:

- Taking care to give the correct instructions on how to use and dispose of GEWISS products;
- Carefully choosing packaging materials, in particular avoiding poly laminates;
- Applying Eco-design principles during the product design phase;
- Using recycled raw materials, in order to optimise both the supply of materials and their disposal at end-of-use;
- Making industrial waste more recyclable with the correct selection of materials, also without the use of instruments to separate the various constituent materials;
- Researching products suitable for total disassembly, recycling of components and upgrading in order to promote a circular economy and avoid waste;
- Ongoing training.

As regards this last point in particular, a notable amount of space was dedicated to waste and its identification during Sustainability Week. Many workshops were conducted dealing with waste management and reduction. Participants discussed how to correctly identify and dispose of waste. They also discussed waste breakdown times.

In 2023, a project begun in 2022 was completed, regarding the implementation of waste sorting at all GEWISS sites in the Bergamo province, including both offices and production areas. Implementation of waste sorting at the GEWISS Castel San Giovanni (Piacenza) site and improvements to waste collection at the Portugal site are also planned for 2024.

With a view to implementing an increasingly circular business model wherever possible, GEWISS is also committed to taking concrete action to:

- > Incentivise the adoption of the LCA (Life Cycle Assessment) model for its products, to fully understand and mitigate the environmental impacts of the entire life cycle of its products;
- > Optimise industrial processes to limit consumption of material and resources;
- > Use high-quality recycled materials in increasing quantities, exploiting synergies between various company departments to continually search for new purchasing opportunities on the market to increase the percentage of recycled and pre- and post-consumer raw materials in its final products.

In the choice of materials and parts production, GEWISS guarantees full compliance with current Italian and European regulations to avoid the use of substances that may be harmful to health. Full adherence to all regulations is upheld through a verification and compliance process regarding regulations and the functionality of use in our production process and/or products.



5.4 Sustainable supply chain

Managing the supply chain is a priority for GEWISS. It is essential to ensure responsible procurement that respects the environment, workers' rights and local communities while being able to meet customer demand by supplying solutions, products and services that are safe and high quality.

For this reason, GEWISS is committed to promoting the principles and criteria of ethical, social and environmental responsibility that guide the Group's activities also within its supply chain and in its relationships with business partners.

GEWISS's suppliers are selected not only for the quality and competitiveness of their products and services, but also for their social and environmental performance and adherence to ethical values. These factors are a prerequisite for becoming a GEWISS supplier and developing a long-lasting collaborative relationship.

GEWISS requires all its suppliers to adopt behaviors and practices in line with the principles defined in the Organisation and Management Models, the Anticorruption Policy and the Code of Ethics.

Based on the values identified in the Code of Ethics, over the course of 2022, GEWISS officially adopted a Suppliers Code of Conduct. This document defines business relationships, requiring suppliers to adopt the same behaviours regarding human rights, health and safety in the workplace, environmental protection, fighting corruption and social development, in order to pass them along the supply chain with a view to creating shared value.

The Group is committed to verifying compliance amongst its suppliers in order to respond to the requirements of the REACH Regulation and the RoHS Directive, with regard to the presence of hazardous substances in products and raw materials.

Furthermore, GEWISS does not directly purchase minerals from conflict zones and requires its suppliers and commercial partners to declare if any conflict minerals are present in supplies allocated for the Group, in order to check whether they come from at-risk countries.

In addition, regular **production process inspections and audits** are carried out on suppliers' premises to ensure that the highest quality standards are always guaranteed. To this end, the Group also uses the **Production Part Approval Process (PPAP)** tool to be increasingly sure that all design and product requirements are met, and that the supplier's production process is able to maintain these requirements in mass production.

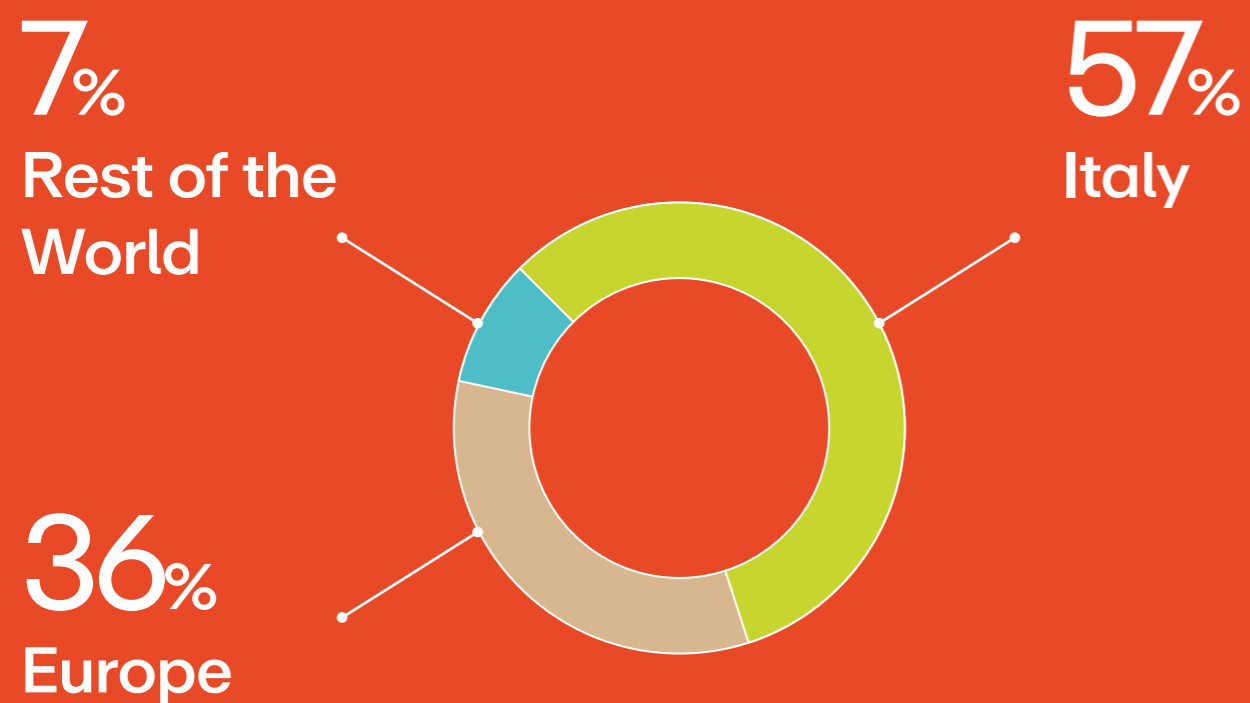
All this is rooted in GEWISS’s strong belief in the importance of working in close contact with its supply chain, establishing relationships founded on loyalty and reciprocal collaboration, based on open, frank and transparent dialogue, including in the ongoing exchange regarding the search for new materials or solutions.

In fact, GEWISS is committed to research—where technically possible—into new materials, with a view to improving sustainability performance (renewable sources and post-industrial or post-consumer recycled sources) both in the application of new projects and in established products.

The new solutions available on the market and offered by suppliers, whether established or new, are shared with a dedicated team who evaluate them with the objective of developing a sustainable supply chain.

Over the course of 2023, the foundation has been laid for **GEWISS** to increase transparency around its supply chain by adopting an IT platform designed to get its main suppliers involved and evaluate their performance in terms of sustainability.

This ambitious but necessary project will be gradually implemented over the coming years. It will allow all levels of the supply chain to be more involved and enhance GEWISS’s messaging surrounding the sustainable principles of which the company is an advocate and an active participant.



The supply chain for 2023 is based predominantly in Italy, with **57% of suppliers based within the country**, while the remainder are distributed **throughout Europe (36%) and the rest of the world (7%)**.

The supply chain trend is confirmed to be similar to that of the previous year.

Suppliers	2023	2022
	%	%
Italy	57.3%	56.7%
France	9.7%	9.2%
Germany	16.9%	19.8%
Portugal	2,8%	2.7%
Rest of Europe	6.9%	5.9%
China	4.0%	4.5%
Taiwan	1.0%	1%
Korea	0.1%	0.1%
Rest of the World	1.3%	2%
Total	100%	ALL

GRI 204-1

Proportion of spending on local suppliers

Expenditure	2023	2022
	%	%
Italy		
from local suppliers ¹⁶	66%	65%
France		
from local suppliers	70%	70%
Germany		
from local suppliers	62%	60%
Portugal		
from local suppliers	95%	95%
Spain		
from local suppliers	100%	ALL
Belgium		
from local suppliers	2%	3%

¹⁶ The definition of local is based on the supplier’s company name

⑥ GEWISS FOR THE TERRITORY



6.1 Sustainable value

GRI 201-1

The GEWISS Group sees economic growth as an integral part of its strategy and is committed to creating long-term value for all its stakeholders.

The table below shows the figures for the Consolidated Financial Statements, reclassified according to GRI Standards in order to identify the economic value directly generated by the Group's production activities—equivalent to sales revenues—and to express the Group's ability to generate wealth for the benefit of its stakeholders.

The economic value generated by the GEWISS Group in 2023 amounted to 555,872 thousands of euros, while the distributed economic value was 509,046 thousands of euros.

GRI 201-1

Direct economic value generated and distributed

Subject area	2023 "thousands of euros"	2022 "thousands of euros"
Economic value generated ¹⁷	555,872	467,797
Economic value distributed ¹⁸	509,046	433,668
Economic value retained	46,826	34,129

For further information on economic and financial performance, please refer to the GEWISS Group Annual Financial Report 2023.

¹⁷ This item includes sales revenue (turnover net of discounts and premiums).

¹⁸ The entry includes:
 > Operational costs (economic value for suppliers);
 > Employee salaries and benefits;
 > Payments to capital providers;
 > Payments to Public Administration;
 > Community investments.

6.2 Supporting community and the territory

The GEWISS Group believes in shared development of value along the entire value chain and intends to assess the economic, environmental and social impacts of its activities where it operates.

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.

As part of its efforts to generate shared value for all its clients, people, communities and future generations, GEWISS promotes stakeholders requests that align with its values and encourage development in areas such as:

- > Awareness of the energy sector and the responsible use of resources;
- > Training and partnerships as a lever to promote innovation;
- > Development and care of cultural and environmental heritage;
- > Inclusion through sport and awareness on subjects related to health.



GEWISS's commitment to communities and territories is expressed through the Group's Corporate Citizenship Policy, drawn up in 2022 and made official through a dedicated communication in June 2023.

The document declares the company's intention to play an active role in society, to create long-term shared value to improve the wellbeing of people and the durability of territories.

The GEWISS Group's strategic approach to identifying the needs of territories and communities can be summed up in these three pillars. Together, they allow the Group to combine competitiveness with social value creation:



Know and be recognised in the territories and contexts with which we interact



Improve existing relationships with the target group and create new relationships



Invest in the community in a way that is coherent and integrated into the business

All this constitutes an important development opportunity, both for the GEWISS Group and its stakeholders. We are especially committed to the following areas of action:

- > Raising awareness of energy sector issues and the responsible use of energy resources: playing an active role in improving energy efficiency and promoting responsible behaviours along the entire value chain and end customers;
- > Training and partnerships as a catalyst for innovation: GEWISS wants to guarantee high-level universal digital training, developing new partnerships to create an innovation-oriented culture and help create new smart technologies and improve people's quality of life;
- > Developing and maintaining cultural and environmental heritage: GEWISS's intention to add value to the communities and territories where the company operates by protecting their environmental, artistic and cultural heritage, in order to strengthen bonds with local communities;
- > Promoting inclusion through sport and health-focused awareness campaigns: GEWISS promotes positive values associated with sport and healthy lifestyles to contribute to the physical, mental and social health of every person with whom we interact.

For GEWISS, acting sustainably in its territories of operation means acknowledging its responsibility to the generations who will inhabit them, and therefore acting with awareness to preserve natural resources, minimising its environmental impact and adding value to human capital, and outlining a path of joint growth and development.

The company has always identified and implemented actions to help the communities in the territories where its plants are located, to create shared value and strengthen relationships with the citizens and employees who live there.

As confirmation of this commitment, **GEWISS** has entered into numerous sports partnerships with Federations, Clubs and athletes that meet these criteria. The aim is to convey company values and the concept of sustainability through a 360° approach, promoting both the wellbeing of the individuals involved and environmental protection.

The 2023/2024 season has seen the continuation of various sporting partnerships in which GEWISS acts as a Sponsor, such as:

Atalanta B.C.

A "Serie A" Italian football championship club

Michela Moioli

Snowboarding champion

In a further sign of this dedication, Bergamo's stadium is named after GEWISS.

In 2023, its partnership with FITP (Italian Tennis and Padel Federation) continued: PERFORMANCE iN LIGHTING is an Official Partner. It contributed to enhancing efficiency at FITP's clubs by substituting obsolete lighting equipment with LED lamps and promoted technical training within the territory. Furthermore, it periodically helps to perform the required checks for compliance with relevant lighting legislation at the clubs where international tournaments take place or are broadcast.

Sponsorships are another tool for encouraging integration with the territories and communities within which **GEWISS** operates.

In 2023, its commitment to the **ACCADEMIA DELLO SPORT** was confirmed through the sponsorship of tennis tournaments held at Bergamo's sports centre, the Centro Sportivo della Cittadella dello sport di Bergamo.

The first edition was held in 2002, and this year's event kept sight of its original vision: to help organisations in need across the local territory while symbolically valuing social, sporting and economic activity in the Bergamo area.

GEWISS's activities in 2023 also included strengthening and consolidating its relationship with the **ARTET**, a non-profit organisation founded in 2018 to perform scientific research into the relationships between thrombosis, haemostasis and tumours.

GEWISS decided to stand alongside the foundation, which shares its scientific knowledge in these fields to the service of society and promotes care and assistance projects for fragile patients who need anti-coagulant, anti-thrombosis and/or transfusion therapies.

GEWISS and Chorus Life, in collaboration with the Municipality of Bergamo, as part of the "Bergamo and Brescia Italian Capitals of Culture 2023" initiatives, helped create the docufilm **BERGAMO D'IMPROVVISO**, produced by Officina della Comunicazione and directed by Emanuele Sana.

The project was created to show the world what the territory has to offer through a journey in images that involves key economic, cultural and institutional players following the struggles that it had to face during the COVID-19 pandemic. After the film's premiere at the Teatro Sociale di Bergamo and first TV broadcast, an event was held entirely dedicated to GEWISS's collaborators at the Group's headquarters.



Company volunteering

GEWISS truly believes that company volunteering is not only a way to make the company socially responsible, but also a concrete way to create a culture that is mindful of diversity and solidarity. For this reason, it has chosen to conduct some primary initiatives with various non-profit organisations in areas ranging from social issues to environmental protection.

During Sustainability Week in September 2023, some Group collaborators were directly involved in volunteering activities in various territories where the Group is present. This type of engagement helps the Group further extend its roots in the territory and deepen its relationships with the local community, with whom GEWISS has always shared strong connections.

The Leadership Team volunteered at the non-profit “Sulle Orme” in Italy. This organisation, which operates through the Cooperativa Multiforme cooperative in Verona, provides educational and social assistance to accompany, protect, support and integrate individuals who, for a variety of reasons, find themselves in need and/or hardship.

The volunteering initiative involved members of the GEWISS Leadership Team in the activities managed daily by Cooperativa Multiforme to support the non-profit’s guests. It offers people going through hardship or difficult moments the chance to gradually re-enter the workforce through various workshops such as dairy production, carpentry and green space management.

Furthermore, as part of Sustainability Week, various environmental and social volunteering experiences were organised at the Group’s foreign locations. The experiences were organised by the four foreign clusters, each of whom was represented by a group of collaborators. The initiatives were as follows:



WEST EUROPE & AMERICAS (WEA) CLUSTER

Tending to the gardens and green spaces of the Fundación Trébol in Las Rozas, Madrid, a private non-profit association that aims to improve the quality of life of disabled people by helping them integrate into society and the workforce while trying to give them as much autonomy as possible;

HIGH GROWTH CLUSTER (HGC)

Visiting and providing support for guests of the Baheya Foundation, an association in Egypt that supports patients affected by breast cancer;

NORTH & EAST EUROPE (NEE) CLUSTER

Cleaning of green spaces with the Reciclad’OR association in a wooded area of Bucharest;

DACH CLUSTER

cleaning a green area of the Harz National Park in the outskirts of the city of Goslar in collaboration with the municipality.

To end Sustainability Week, an event was organised to take a moment to share experiences, taking into account the importance of raising awareness among the workforce of the centrality of community support from the Group.



Further initiatives supporting the community

Over the course of 2023, further community support initiatives were conducted for schools, organisations and associations at various Group locations.

PERFORMANCE iN LIGHTING continued its support for CINI ITALIA, an international NGO that ensures children from in-need areas of the planet receive care and education during their early childhood by supporting families to learn didactic, hygienic and health standards.

In the Verona area, lighting equipment was donated for the “Stone Light Streets” open-air show organised by the Verona Fine Arts Academy. Further collaborations have been planned with the Academy starting in 2024.

Further examples would be GEWISS Portugal's support of Penafiel's municipal kennel and local social work associations working to safeguard people and health, as well as GEWISS UK's fundraising for the Air Ambulance and Sue Ryder charities.

In 2023, the company joined the important solidarity agreement “Fondo di intervento per la popolazione dell'Emilia Romagna” (Contingency Fund for the Population of Emilia-Romagna), to which all voluntary contributions made by workers equal to an hour's pay were donated, alongside the “Piadina Solidale” initiative, which raised funds for those affected by flooding in Emilia-Romagna in 2023.

In the coming years, GEWISS pledges to continue supporting local communities and territories through projects with a high social value. The objective is to take action in favour of the collective through initiatives, sponsorship and support for national and international programmes, to continually strengthen dialogue with community representatives and local government to generate shared value.



⑦ CONCLUSIONS



Simplicity, sharing, clarity and transparency.

These are the cornerstones of our 2023 Sustainability Report.

This document follows on from the two 2022 Sustainability Reports of the **GEWISS Group** and **PERFORMANCE IN LIGHTING S.p.A.** It clearly describes the synergetic path followed by the companies that form the **GEWISS Group**, who are in full agreement regarding the value of sustainability as an integral part of company culture and strategy, promoting and practising sustainable innovation.

The document is not an end point, but a new starting point that seeks to stimulate further improvement and continually enhance our contribution to sustainable development to create shared value along the entire value chain.

We would like to thank everyone who has

contributed to achieving the results outlined in this Report, as well as all those who, every day in their roles, contribute to the compilation of this document, responding openly and helpfully to our invitation to dialogue and constructive discussions.

Their support provides **GEWISS** with a tool to share with all stakeholders, to strengthen relationships built on trust and collaboration by showing how **GEWISS** has embraced the culture of sustainability, translating it into real action in its way of conducting business.

Contacts

For information about the contents of this document and further details regarding the GEWISS Group's sustainability journey, please contact

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For all information regarding the GEWISS Group's sustainability journey, visit the dedicated section on our website by scanning the below QR code.



⑧ GRI CONTENT INDEX

Statement of use	The GEWISS Group compiled its first Sustainability Report in compliance with the GRI Standards for the period 1 January 2023-31 December 2023.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	Page number or disclosure
GRI 2: General Disclosure 2021	2-1 Organizational details	Methodological note, page 6
	2-2 Entities included in the organization's sustainability reporting	Methodological note, page 6
	2-3 Reporting period, frequency and contact point	Methodological note, page 6
	2-4 Restatements of information	N/A as it is the first year of the Group Report
	2-5 External assurance	N/A - The 2023 Sustainability Report is not subject to external assurance since it was compiled on a voluntary basis (GEWISS is not obligated under current legislation)
	2-6 Activity, value chain and other business relationships	<ul style="list-style-type: none"> The Business, page 14 Group Stakeholders, page 33
	2-7 Employees	Our people, page 74
	2-8 Workers who are not employees	Our people, page 75
	2-9 Governance structure and composition	Corporate Governance - page 16.
	2-14 Role of the highest governance body in sustainability reporting	Methodological note, page 6 <ul style="list-style-type: none"> Materiality analysis and stakeholders identification, page 27
	2-22 Statement on sustainable development strategy	Letter to Stakeholders, page 4
	2-23 Policy commitments	Ethics and compliance, page 20
	2-27 Compliance with laws and regulations	No cases of non-compliance with laws and regulations took place in 2023
	2-28 Membership to associations	Materiality analysis and stakeholders identification, page 27
	2-29 Approach to stakeholder engagement	Materiality analysis and stakeholders identification, page 27
2-30 Collective bargaining agreements	Our people, page 72	

GRI STANDARDS	DISCLOSURE	Page number or disclosure
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality analysis and stakeholders identification, page 27
	3-2 List of material topics	Materiality analysis and stakeholders identification, page 27
	3-3 Management of material topics	<ul style="list-style-type: none"> Innovation and responsible design, page 46 Wellbeing and development of human resources, page 72 GEWISS and the environment, page 96 GEWISS for the territory, page 114
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainable value, page 114
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable supply chain, page 111
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance, page 22
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumption and emissions, page 101
	302-4 Reduction of energy consumption	Energy consumption and emissions, page 102
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy consumption and emissions, page 104
	305-2 Indirect (Scope 2) GHG emissions	Energy consumption and emissions, page 104
	305-5 Reduction of GHG emissions	Energy consumption and emissions, page 102
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular economy, page 105
	306-2 Management of significant waste-related impacts	Circular economy, page 105
	306-3 Waste generated	Circular economy, page 106
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our people, page 72

GRI STANDARDS	DISCLOSURE	Page number or disclosure
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety, page 90
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety, page 90
	403-3 Occupational health services	Occupational health and safety, page 90
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety, page 90
	403-5 Worker training on occupational health and safety	Occupational health and safety, page 90
	403-6 Promotion of worker health	Occupational health and safety, page 90
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships	Occupational health and safety, page 90
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety, page 90
	403-9 (a) Work-related injuries	Occupational health and safety, page 93
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Training, page 86
	404-3 Percentage of employees receiving regular performance and career development reviews	Our people, page 81
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> Corporate governance, page 19 Our people, page 78
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Supporting community and the territory, page 115
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	The relationship with our customers, page 62
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023 there were no instances of non-compliance regarding the health and safety impact of products and services

GRI STANDARDS	DISCLOSURE	Page number or disclosure
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	The relationship with our customers, page 62
	417-2 Incidents of non-compliance concerning product and service information and labelling	In 2023 there were no cases of non-compliance concerning product and service information and labelling
	417-3 Incidents of non-compliance concerning marketing communications	In 2023 there were no cases of non-compliance concerning marketing communications
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023 there were no verified cases of complaints concerning breaches of customer privacy and losses of customer data

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