

Sustainability

Report

2022

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LETTER TO STAKEHOLDERS

2022 was a very intense year for us, full of excitement and tough challenges, which we faced with the determination and passion that have always defined our company. It was also the year of awareness after a period of deep uncertainty, in a historical time marked by profound changes in our economic and social environment.

One crucial question emerged: what contribution can we make to sustainable development? What more can we do and how can we do it better? We also examined our continual drive for innovation, so that can grow in symbiosis with our sustainability journey.

We have found answers to these questions first and foremost by promoting the values of our Group as the common denominator for all our activities.

Driven by the abiding passion for our work that guides us day-to-day and by the ever-changing global context and its emerging challenges, we present our first Sustainability Report, a document about us, our daily commitment and the results we achieve from it. It describes our goals for the future, which we will pursue by maintaining our core characteristics while building our way forward, driven by the values of the Group.

The Sustainable Development Goals (SDGs) – defined by the United Nations in 2015, which outline the road towards sustainable development up to 2030 – were the inspiration for the first Sustainability Profile based on 2021 data, and the basis for building the Sustainability Roadmap.

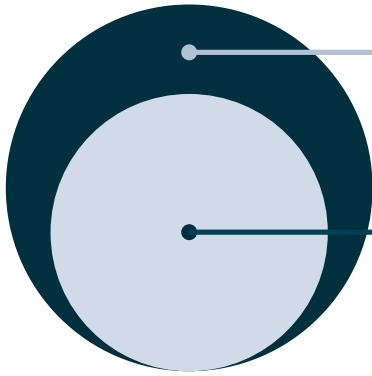
This document's contents express our Group's commitment towards sustainable development, capable of making our company and all our stakeholders more aware, sustainable and resilient.

We firmly believe the **change** starts with our aspirations but, more importantly, it is brought about by our actions and the **positive effects** that result from them.

Paolo Cervini

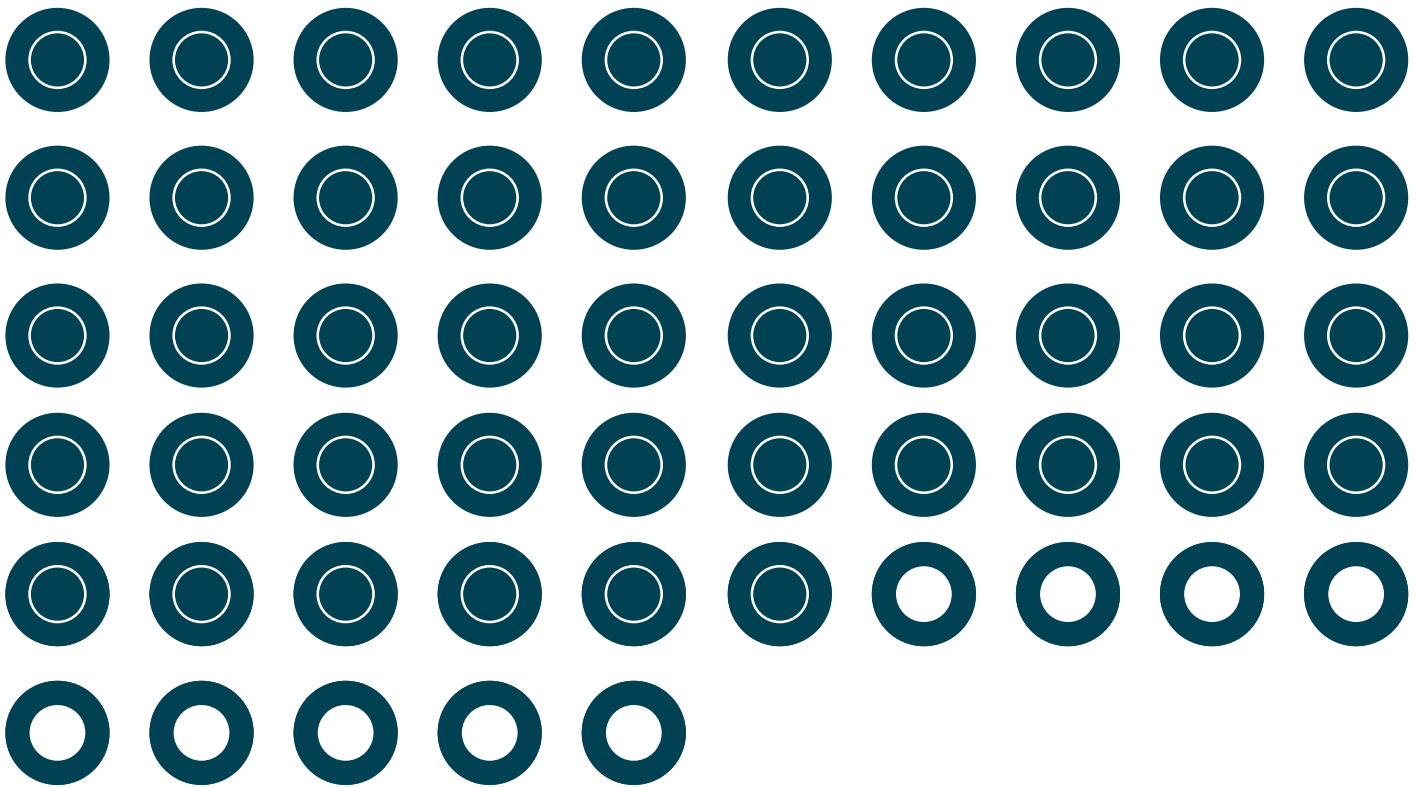
Chairman of the Board of Directors
of PERFORMANCE IN LIGHTING S.p.A.




The people of PERFORMANCE in LIGHTING

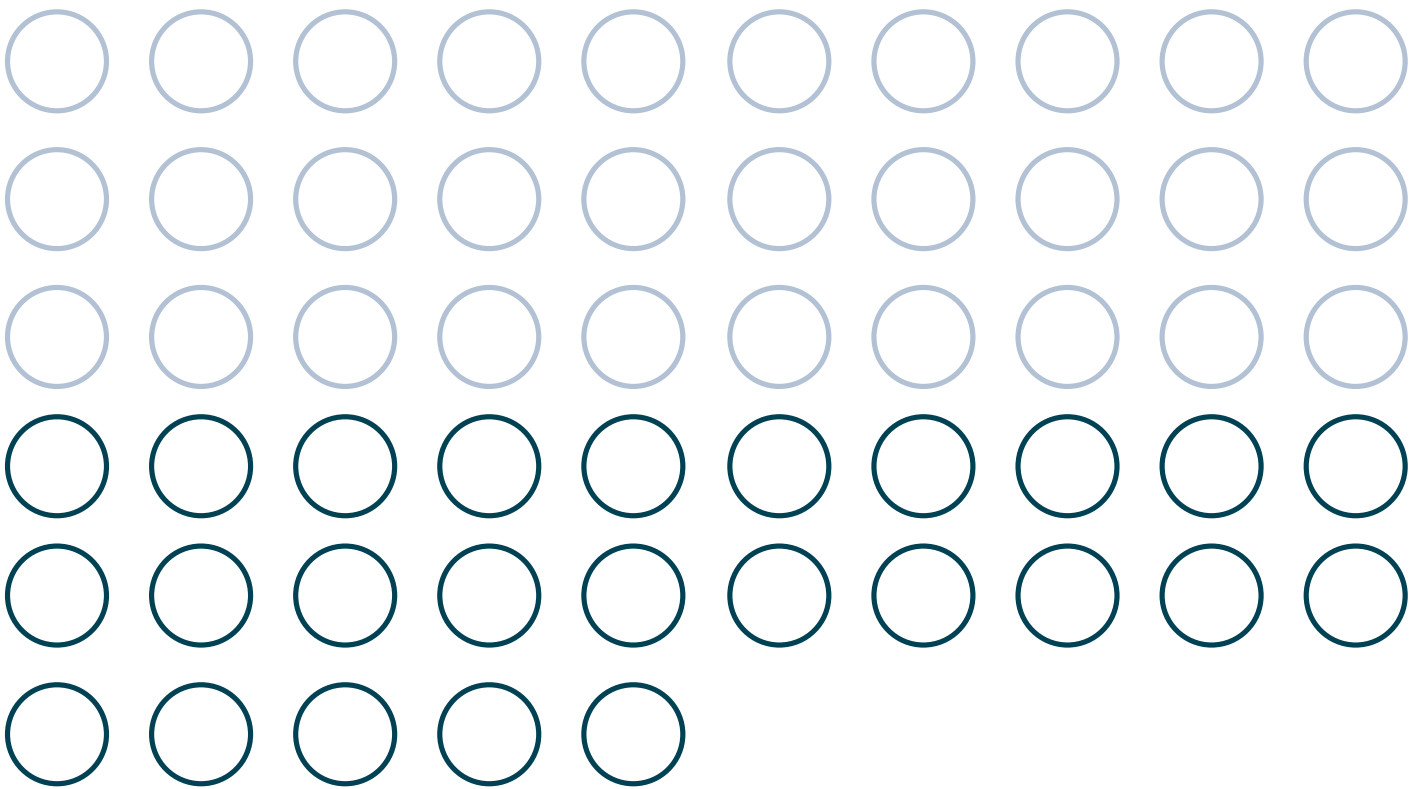


Employees in the world
528

Employees in Italy
292



-  Total employees: 528
-  Full-time employees: 440
-  Part-time employees: 88



23,81%
Women Managers

54% Men ○
46% Women ●

METHODOLOGICAL NOTE

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

In order to enhance efforts towards a structured business model which integrates economic, social and environmental responsibility into all the company's activities, PERFORMANCE iN LIGHTING has prepared the first **2022 Sustainability Report** (hereinafter, also "Report") according to the most recognized 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.

In order to facilitate the reader finding the information within the document, the GRI Content Index is on pages 58 -59.

In particular, the indicators reported were chosen in consideration of their consistency with and how well they represent the activities carried out by the company, as well as the impacts produced.

The reporting scope of the Sustainability Report includes the parent company PERFORMANCE iN LIGHTING S.p.A, with headquarters in Viale del Lavoro 9/11, Colognola ai Colli (VR), and the production site in Via Provinciale 57, Ghisalba (BG).

Data collection took place through a centralized process and the construction of a consolidated and structured reporting system in order to guarantee greater reliability and robustness of the data included in the Sustainability Report. The solution implemented consists in the preparation of qualitative and quantitative forms, drawn up in line with the reporting principles adopted and shared with those in the company responsible for compiling them, by areas of competence. Moreover, given the recent acquisition by the GEWISS Group, this report was carried out in coordination with the parent company, borrowing methodologies and tools but highlighting the results of PERFORMANCE iN LIGHTING.

This document has been prepared with the technical-methodological support of PwC and was presented and approved at the meeting of the Board of Directors on 24 July 2023.

The publication frequency of the Report is annual. This document is also available on the Sustainability section of the company's website.



1 PERFORMANCE iN LIGHTING

1.1 Who we are

For over 40 years, the company has operated in the field of professional lighting to create comfortable spaces and offer solutions that integrate perfectly into different environments. The company has used its experience and passion to become an international player in the lighting sector with headquarters in Colgnola ai Colli and Ghisalba, and important production units in Germany and the United States.

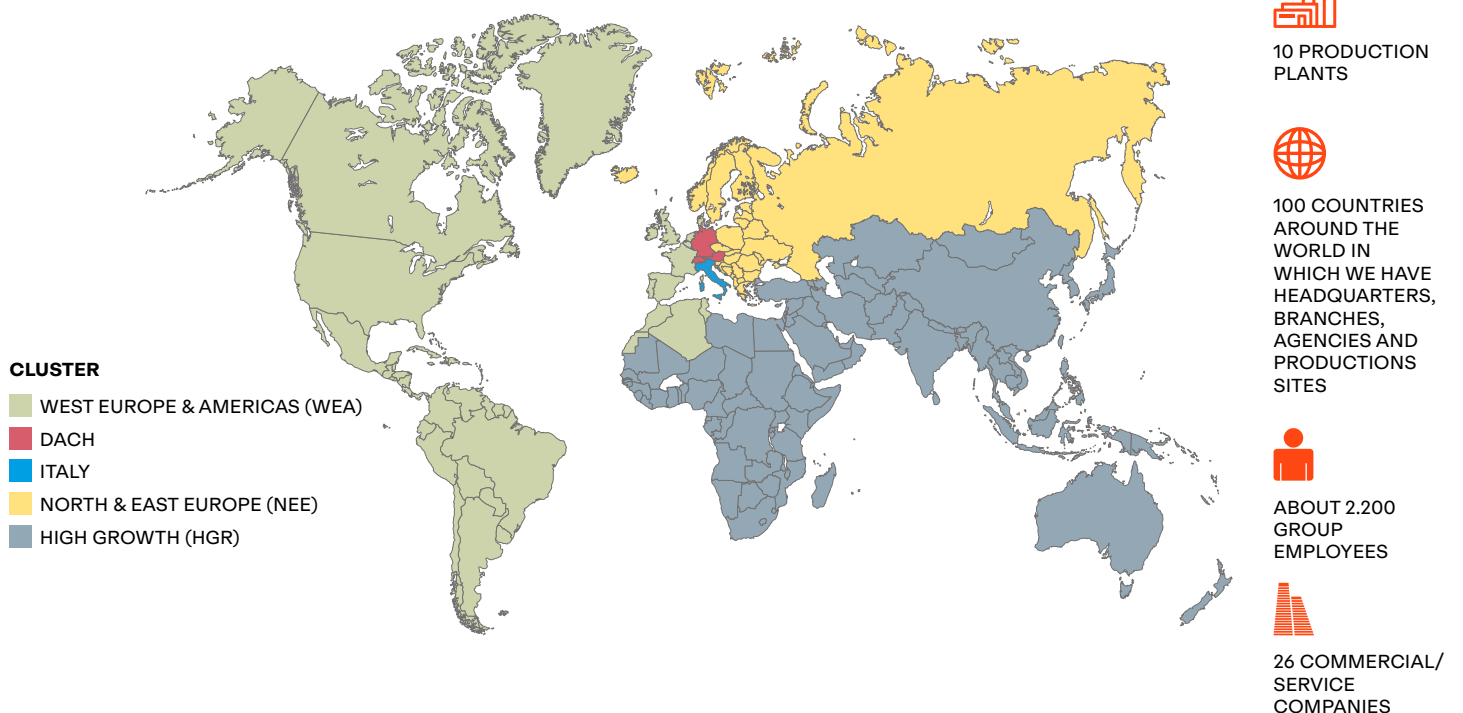
At the end of 2022, the company reached a new milestone by becoming part of the GEWISS Group, the

international market leader for automation solutions and services, power protection and distribution, electric mobility and intelligent lighting.

This project will allow the company to expand its expertise and offer innovative and reliable solutions to its customers. Attention to aesthetics and design without ever compromising the performance of its products has always been a feature throughout the company's history. The company has evolved over time, growing from a family and local business to a global company with branches all over the world.

Annual turnover 2022: Euro 525 million

Referring to the GEWISS Group (including PERFORMANCE iN LIGHTING)



SUSTAINABILITY REPORT

1.1.1 The Lodi family: four generations of entrepreneurs

The Lodi family, originally from Altare (SV), was involved in the production of artistic glass for many generations.

In 1905, Guglielmo Lodi founded the Vetreria F.lli Lodi in Turin. In 1960, his nephew Vittorio changed the name of the company to VETRERIE LODI S.p.A. and expanded the glass group, establishing a group at the European level operating in different sectors of the glass industry.

In 1970, Vittorio assumed the presidency of the FINVETRO group, which included numerous companies in the glass sector, including PRISMA S.p.A., specialized in lighting products.

In 1996, together with his children Giorgio and Marina, Vittorio concentrated the company's activity in the field of lighting, creating the brand PERFORMANCE iN LIGHTING in the early 2000s, which encompasses several brands from different countries.

2002



Foundation of kindergarten NidoBlù

2003



Acquisition of SBP and SBP France

2009



Acquisition of ED-DIS (today PERFORMANCE iN LIGHTING BE)

2013



Foundation of:
- PERFORMANCE iN LIGHTING Middle East
- PERFORMANCE iN LIGHTING Singapore

2015/7



Foundation of PERFORMANCE iN LIGHTING RU
Turnover record

2019/21



Integration of the two legal entities PERFORMANCE iN LIGHTINGS.p.A. and SBP S.p.A.

2003



Foundation of PERFORMANCE INVESTMENTS (Investments Holding)

2004/6



Foundation of:
- PERFORMANCE iN LIGHTING NL
- PERFORMANCE iN LIGHTING ES
- PERFORMANCE iN LIGHTING PT
- PERFORMANCE iN LIGHTING UK
- PERFORMANCE iN LIGHTING Asia Pacific
- PERFORMANCE iN LIGHTING Australia

2010



Acquisition of SPITTLER and SPITTLER Finland

2014



Unification of all brands into a single corporate brand

2018



40th anniversary of the company

2022



PERFORMANCE iN LIGHTING joins the GEWISS Group

1978



Foundation of PRISMA

1996



PRISMA is granted the ISO 9001 certification

2001



Foundation of KLEWE
Increase in corporate spaces (offices and warehouses)

1983



Foundation of PRISMA Eclairage (today PERFORMANCE iN LIGHTING France)

1999



Foundation of PRISMA North America (today PERFORMANCE iN LIGHTING US)

2002



Foundation of PERFORMANCE iN LIGHTING and acquisition of PRISMA PROGETTI (SICME)

1.1.2 The values of PERFORMANCE IN LIGHTING

The company is committed to adopting good practices, promoting a sustainable business model to create **social value, growth and continuous innovation**. This is represented by the company's entrepreneurial culture and corporate responsibility. In fact, the Sustainability Plan, drawn up in 2021, aims to demonstrate that any company can be part of the solution to social, environmental and governance challenges. It is not only a matter of adapting to standards, but of embarking on a bold path to integrate sustainable values into the corporate culture and promote them internally and externally.

The future requires a new positive, ethical and sustainable paradigm and the company is ready to take responsibility for being part of the change.



Vision:

Safety and well-being in sight and within everyone's reach.



Mission:

Offering safe and durable lighting solutions to ensure the well-being of people in the environment in which they live.



Purpose:

Ensure the well-being of people with cutting-edge lighting solutions and performance.



1.2 Corporate Governance

(GRI 2-9)

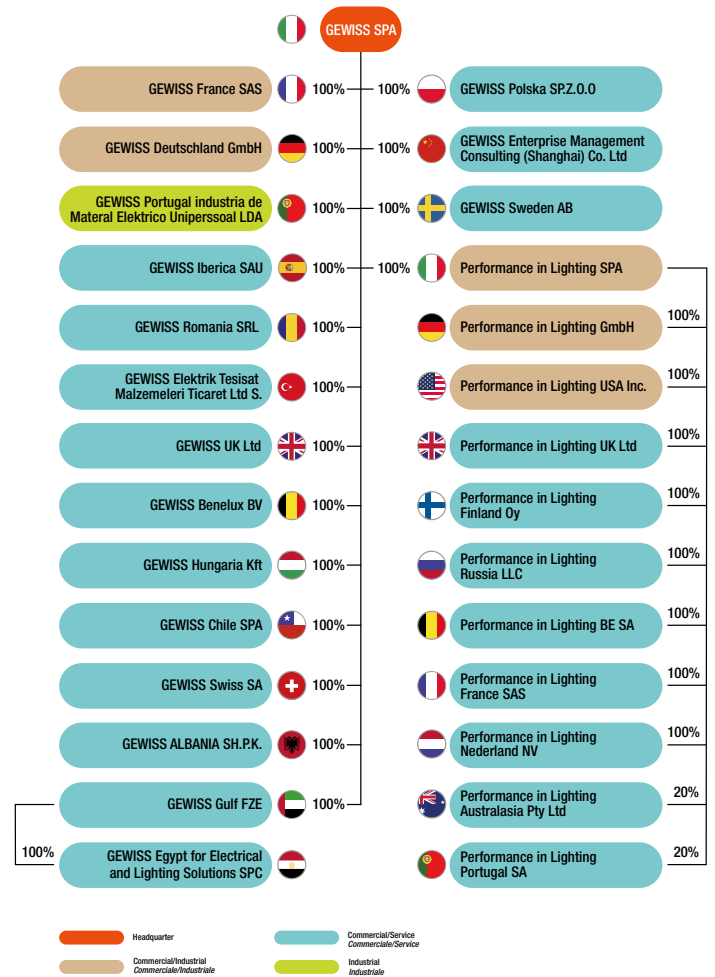
1.2.1 Company Governance

PERFORMANCE iN LIGHTING guarantees the protection of the interests of all its through a transparent and effective system of Governance. The administration and control system, based on integrity and transparency, creates long-term value for shareholder and all stakeholders, supporting a responsible industrial approach oriented towards economic growth in the sector. The solid Governance of PERFORMANCE iN LIGHTING allows it to maintain a prominent position in the market, even in the long term. The Governance model adopted by the company, as required by the Articles of Association, is structured according to the traditional administration and management model and consists of the following bodies:

- ▶ Shareholders' Meeting
- ▶ The Board of Directors
- ▶ The Board of Statutory Auditors

During 2022 PERFORMANCE iN LIGHTING S.p.A. was acquired by GEWISS S.p.A., the parent company of the GEWISS Group, an international company in sectors such as the production of solutions and services for home & building automation, energy protection and distribution, electric mobility and intelligent lighting.

As of 31 December 2022, the GEWISS Group, to which the company belongs, is structured as shown below:



GRI 405 -1 (a) Diversity of governance bodies and employees

	<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Members of the governing bodies of PERFORMANCE iN LIGHTING S.p.A	-	-	-	2	-	2	3	-	3

1.2.2 Sustainability Governance

In order to monitor progress in terms of sustainability over time, a new corporate Governance for sustainability has been established.

The company has also set up a sustainability team that represents people at all levels, with a fluid, horizontal and heterogeneous dynamic. The team is composed of two teams: a multidisciplinary team for the management of KPI monitoring and the definition of issues relevant to the company, and another made up of representatives of employees who have voluntarily decided to participate in the evolution, also supporting internal awareness-raising and communication activities.

The internal division, instituted in 2021, provides for the definition of an organizational chart to be consolidated in 2023 that will adopt managers for process, auditors, methodologies and internal verification activities with a view to the greatest proactivity and transparency. In the future, the team will also interact with a growing number of external to the company, in order to involve an increasingly large audience and to structure the listening process to the needs of the community, customers and suppliers.

1.3 Ethics and Compliance

(GRI 2-23)

2022 saw the formalization of the acquisition process of PERFORMANCE iN LIGHTING by the GEWISS Group. The company's entry into the Group will facilitate the development of a series of documents in the area of Ethics and Compliance that are not yet available. 2023 will therefore be the year for the definition of the Code of Ethics and the Anti-Corruption Policy.

As far as product conformity is concerned, PERFORMANCE iN LIGHTING has always been very mindful and sensitive in complying with all the standards and requirements required by the market and industry regulations.

All PERFORMANCE iN LIGHTING brand products are conceptualised, designed, engineered and tested in our facilities.

The product is mainly developed using leading brand electrical components and with some exceptions, assembled in our own factories.

Lighting fixtures must comply with the strictest regulations on safety, performance, quality and durability. To this end, PERFORMANCE iN LIGHTING has invested in internal laboratories accredited by third parties, with CTF STAGE 2 certification (Customers' Testing Facilities - Stage 2) which produce the documentation necessary to obtain the European Certification ENEC.

The same laboratories are qualified according to the WTDP (Witness Test Data Program) to conduct tests according to North American standards thus obtaining the mandatory UL / CSA certification to be able to market the products in those areas of the world.

Today, PERFORMANCE iN LIGHTING has three laboratories for electrical safety tests, three photometric chambers, three integrating spheres, two laboratories for measuring optical flicker and stroboscopic effect and a climatic chamber for performing environmental tests.

The constant commitment to improving product quality and service has led PERFORMANCE iN LIGHTING to be certified by a quality system that complies with the ISO 9001:2015 standard for the whole production cycle, from design and production activities to logistics and marketing of its products.



2 PERFORMANCE iN LIGHTING AND SUSTAINABILITY

Following the publication of the first 2021 Sustainability Plan, the values of PERFORMANCE iN LIGHTING were transferred into a first 2022 Sustainability Report, a sign of transparency and commitment, in line with the United Nations Sustainable Development Goals, so that it can be a reference for relations with customers, business partners, suppliers, internal and external collaborators, institutions and communities, in all the countries in which we operate.

The document represents the synthesis of the activities of a process launched to respond to the social, economic and environmental changes of the contemporary world, combining them with the path of managerialisation, internationalization and digitalization undertaken by the company in the name of sustainability, in order to guarantee the quality of the activity carried out by all PERFORMANCE iN LIGHTING personnel in Italy.

The approach by PERFORMANCE iN LIGHTING to sustainability has a strong coherence and synergy with the Company Mission. The goal is to offer safe and durable lighting solutions to ensure the well-being of people in the environment in which they live.

In light of the commitment undertaken in the field of sustainability, in 2022 the company obtained the **Bronze Sustainability Rating** from **EcoVadis**, a platform for monitoring the sustainability performance of companies and which helps organizations in managing progress and achieving the objectives set on issues related to the environment, labour practices and human rights, ethics, sustainable purchasing. The achievement of the Bronze Medal highlighted the commitment of PERFORMANCE iN LIGHTING. It does not, however, represent an end point, but rather a starting point for a concrete commitment to sustainable development.

2.1 Materiality analysis and stakeholders identification

2.1.1 Description of the process of defining material topics

During 2022, materiality analysis was prepared, based on the most recent indications of the GRI Standard 2021 which provide for a new process for identifying relevant issues, with a specific focus on the concept of **impact**, understood as the effect that an organization has or could have on the economy, the environment and people, including human rights.

It should also be noted that the definition of material topics and the impacts associated with them has been prepared in alignment with the Parent Company GEWISS S.p.A.

Impacts can be **actual** or **potential**, **negative** or **positive**, **short-term** or **long-term**, **intentional** or **unintentional**, **reversible** or **irreversible**. Moreover, starting from the identification of the impacts, it is possible to understand the contribution of the organization to the Sustainable Development of the context in which it operates.

In order to carry out an assessment with respect to the impacts generated by its activities, PERFORMANCE iN LIGHTING has carried out an activity of **understanding the context** in which the organization is placed, taking into account its business relationships – in terms of the type of activities carried out by business partners and the nature of existing relationships – and the sustainability context in which it operates, with particular reference to the main environmental, social and human rights issues related to the sector to which they belong.

In addition, the company carried out an analysis of the expectations of its stakeholders, identified following a structured process in 2021.

Following the analysis and understanding of the context, the **main impacts**, positive or negative, actual or potential, were identified.

The impact assessment process involved the main internal stakeholders and the top managers of PERFORMANCE IN LIGHTING.

Subsequently, these impacts were clustered and traced back to **10 material topics**:

- ▶ Climate action
- ▶ Customer centricity
- ▶ Circular economy
- ▶ Business ethics and compliance
- ▶ Sustainable innovation & digitalization
- ▶ Stakeholder engagement
- ▶ Responsible governance
- ▶ Employee diversity, inclusion & well-being

- ▶ Community impact
- ▶ Responsible supply chain

The identification of the sustainability issues mentioned above and their relevance for the company and its stakeholders was structured as follows:

- ▶ **Analysis of the material topics previously identified** - relevant for PERFORMANCE IN LIGHTING, following an analysis of the internal context carried out in 2021 for the preparation of the Sustainability Plan.
- ▶ **Benchmarking with the Parent Company GEWISS** - in order to align and integrate the ESG issues considered priority for its business.
- ▶ **Identification of impacts** - based on the perception of PERFORMANCE IN LIGHTING management and weighting of the priorities assigned by stakeholders based on their relevance.
















The **list of material topics for 2022** was presented to the Board of Directors on 24 July 2023, together with the approval of the company's first Sustainability Report.

The table below summarizes the impacts identified in the assessment process, their correlation with respect to the material topic and the contribution – positive or negative – to the Sustainable Development Goals (hereinafter, also SDGs) of the UN.



SUSTAINABILITY REPORT

Company material topic	Impact	Impact description	ESG macro topic	Source	Type of Impact	
				SDGs	Positive	Negative
Climate action	Direct and indirect GHG emissions (Scope 1 and 2)	Production of direct and indirect GHG emissions (Scope 1 and 2) related to company activity, that could be reduced using an emissions reduction strategy	E			
	Sale of innovative products with high-energy efficiency	Development and commercialisation of products that, due to their characteristics and performance, could contribute to the reduction of their associated emissions	E			
Circular economy	Waste production	Waste production directly destined for disposal instead of recovery	E			
	Use of recycled / recyclable materials in a circular logic	Increase the use of plastic materials of recycled and recyclable origin, which would allow the reduction of virgin plastic use to a minimum	E			
Business ethics and compliance	Increase staff awareness on the topic of ethics, transparency and corruption	Staff training for the development of company culture and for the reduction / maintenance of cases of noncompliance	G			
	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			
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			
	Defence against climate risks	A potential lack of management in climate change related activities with consequent difficulty of adaptation to verify climate risks	G			
	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, thanks to the report and the sharing of company documentation	G			
Stakeholder engagement	Stakeholder satisfaction	Improvement of the company's reputation and trust in it, obtainable with the involvement of the stakeholders	G	-		
	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	-		
Sustainable innovation & 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			
	Development of innovations through research and development	Contribution to the realisation and implementation of innovative solutions (Home&Building Automation and LED and IoT technologies) that guarantee energy efficiency, helping to counter climate change	E			

Company material topic	Impact	Impact description	ESG macro topic	Source	Type of Impact	
				SDGs	Positive	Negative
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 the quality of the product and to the customer care Service	S			-
	Damage to consumer health	Possible unsafe use of products offered and the consequent occurrence of risk situations for the customer in case of lack of accurate consumer information relating to product use methods	S			-
	Customer loyalty to the brand	Increase in level of brand loyalty in the case of transparent communications on economic, social and environmental impact of products and services	S	-	+	
Community impact	Contribution to socioeconomic development of the territory	Contribution to socio-economic development of the territories and local communities thanks to support activities, such as, for example, training activities at schools or the creation of academies for internal and external educational development	G		+	
	Lack of recognition with local communities	Possible reduction of company recognition within the local community, connected to the lack of involvement and the lack of understanding of the community's needs	G			-
Responsible supply chain	Reputational damage connected with noncompliance of our suppliers	Possibility of encountering 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			-
	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		+	
Employee diversity, inclusion and wellbeing	Discrimination in the workplace	Possible occurrence of instances of discrimination in the workplace connected with a possible lack of protection of the rights of employees	S	 		-
	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	 	+	
	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	 		-
	Work-life-balance	Proper work-life balance, ensured through initiatives such as: flexible work, staff benefits and advantages, career development, etc.	S	 	+	
	Qualified and competent staff	Opportunity to develop staff's professional competencies thanks to the availability of educational courses and activities for a competent workforce that continually keeps abreast of developments	S		+	
	Loss of talent	Possible loss of talent is a consequence of a high outgoing turnover rate, in the case of deficient and/or inattentive human resources management	S	 		-

2.1.2 Description of the company's stakeholders and relative engagement methods

(GRI 2-28, 2-29)

During 2021, PERFORMANCE IN LIGHTING launched a process of identifying the most relevant stakeholders for the company, along the entire value chain, aware of the importance of the needs and expectations of all internal and external stakeholders. This process is part of the company's ongoing commitment to integrate sustainability into all business activities.

When assessing stakeholders, three key variables were considered:

- ▶ **Influence:** stakeholders that may have an impact on the strategic or operational decision-making process of the company or another stakeholders
- ▶ **Dependence:** stakeholders who depend directly or indirectly on the company's activities or on whom the company depends for its operation
- ▶ **Continuity:** stakeholders with whom the company has continuous and frequent contact for operational, financial, social or environmental issues

This analysis led to the identification of 12 main categories of stakeholders:

- ▶ Employees
- ▶ Direct suppliers
- ▶ Business partners
- ▶ Distributors
- ▶ Installers
- ▶ Clients / consumers
- ▶ Shareholders and investors
- ▶ Regulators
- ▶ Financial partners

- ▶ Indirect suppliers
- ▶ Local communities / educational institutions/sports associations
- ▶ Media

Stakeholders involvement and satisfaction

In 2021, at the same time as drafting the Sustainability Plan, the company also conducted a stakeholder engagement analysis aimed at its employees and collaborators.

The content written in this first Sustainability Report focuses on inputs, proposals and activities that have emerged from the analyses carried out. The strategic guidelines and objectives were formulated through a process of internal participation that worked simultaneously on multiple levels of complexity and relevant issues.

Participatory work sessions, interviews, moments of active participation and listening to testimonies were organized. All these activities were approached in a context of training and awareness of the entire company on ESG issues and on the contents promoted by the UN 2030 Agenda for Sustainable Development, the 10 principles of the Global Compact Network and their directives for the application of Sustainable Development Goals 2030 for business.



The actions were structured according to progressive steps, modulated and adapted according to the specific requirements and needs that have emerged over time.

For this reason, the process was structured around two key moments:

► **Preliminary audit and Self-Assessment:** : this phase was structured for in-depth analysis of perceptions of key company interlocutors, identify possible opportunities and objectives, learn more about the history and identity of the company, and to collect information on current socio-economic trends and situations, identify objectives, risks and possible developments for each area of interest.

► **Stakeholders Engagement:** this phase was structured with the objective to involve all internal collaborators actively and transversally. We wanted to offer each of them the opportunity to express their point of view, personal and applied to the company, on issues that had never been investigated or dealt with before. Using these methods, the company has involved employees in the definition of general guidelines and a set of practical objectives to be implemented in the Plan, thus addressing particularly complex issues. The entire team dedicated its commitment to the discussion on the material topics and the Sustainable Development objectives selected during the surveys and design workshops of the Audit process (SDGs 3/5/8), through heterogeneous formats.

Through the activities carried out, it was possible to identify a framework of strategic objectives and guidelines to be integrated into future reports through dialogue also open to external stakeholders. The adoption of good practices, the evolution of the company as a sustainable business model and the creation of social value in favour of growth and continuous innovation. These represent the three fundamental dimensions that define not only corporate responsibility, but also entrepreneurial culture.

These objectives form the basis for a long-term journey that currently involves the Italian branch and will be extended to overseas branches in the future, with the aim of attesting a value path at an international level. In order to make this same path sustainable and inclusive, the company has identified intermediate steps and a scalable process that can guarantee the correct management of future activities and implementations, year after year.

With the new Sustainability program, the company intends to show that any company, even if not yet legally obligated to report on social, environmental and governance aspects, can be part of the solution to some of today's most pressing challenges, including those of the market, with a view to growth and economic, social, and environmental prosperity.



Acting responsibly does not only mean adapting to standards, but also having the courage to embark on a path, not without difficulties, to integrate new and fundamental values and issues into corporate culture, promoting a culture of sustainability both internally and with external.

PERFORMANCE iN LIGHTING has adopted a strategy of communication and interaction with the various along the entire value chain, recognizing the importance of their active participation in promoting sustainability in all company activities.

Specifically, to ensure sustainable supplier management, the company has established strategic partnerships and organises regular site visits. In addition, for PERFORMANCE iN LIGHTING it is of fundamental importance to maintain a constant dialogue with its business partners, customers, distributors, and installers, through periodic meetings and visits to its headquarters.

SUSTAINABILITY REPORT

The company considers the relationship with local communities equally important, since it is aware of its role in the market, economic growth and well-being of the people and social realities in which it operates.

Proximity to the territories in which the company is present and continuous dialogue with local communities are therefore an integral part of the sustainability strategy and the initiatives envisaged in the Plan drawn up in 2021.

In addition, PERFORMANCE iN LIGHTING actively participates in both national and international industry working groups, in which it plays a significant role in the definition of technical standards and in the promotion and development of the electrotechnical and electronic sector.

At **European** level PERFORMANCE iN LIGHTING participates in:

► **IEC:** International Electrotechnical Commission,

an international organization for the definition of standards in electricity, electronics and related technologies

In **Italy**, PERFORMANCE iN LIGHTING participates as an active member in:

► **ASSIL:** Associazione Nazionale Produttori Illuminazione (National Association of Lighting Manufacturers). An independent, federated association, ANIE brings together manufacturers of luminaires electrical components for lighting, light sources and LEDs, operating on the Italian market

► **CEI:** Comitato Elettrotecnico Italiano (Italian Electrotechnical Committee) Private law association, non-profit, responsible at a national level for technical standardization in the electrotechnical, electronic and telecommunications fields, with direct participation, on behalf of the Italian State, in the corresponding European standardization organizations

Industry Partners



2.2 The Sustainability Plan and the contribution on SDGs and material topics

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
















It is increasingly clear that, in order to achieve the objectives, the **strong involvement of all components of society** is necessary, from companies to the public sector, from civil society to philanthropic institutions, from universities to research centres to information and cultural operators.

PERFORMANCE IN LIGHTING developed a Sustainability Plan in 2021 as a first step in its journey toward sustainability. In defining the Plan,

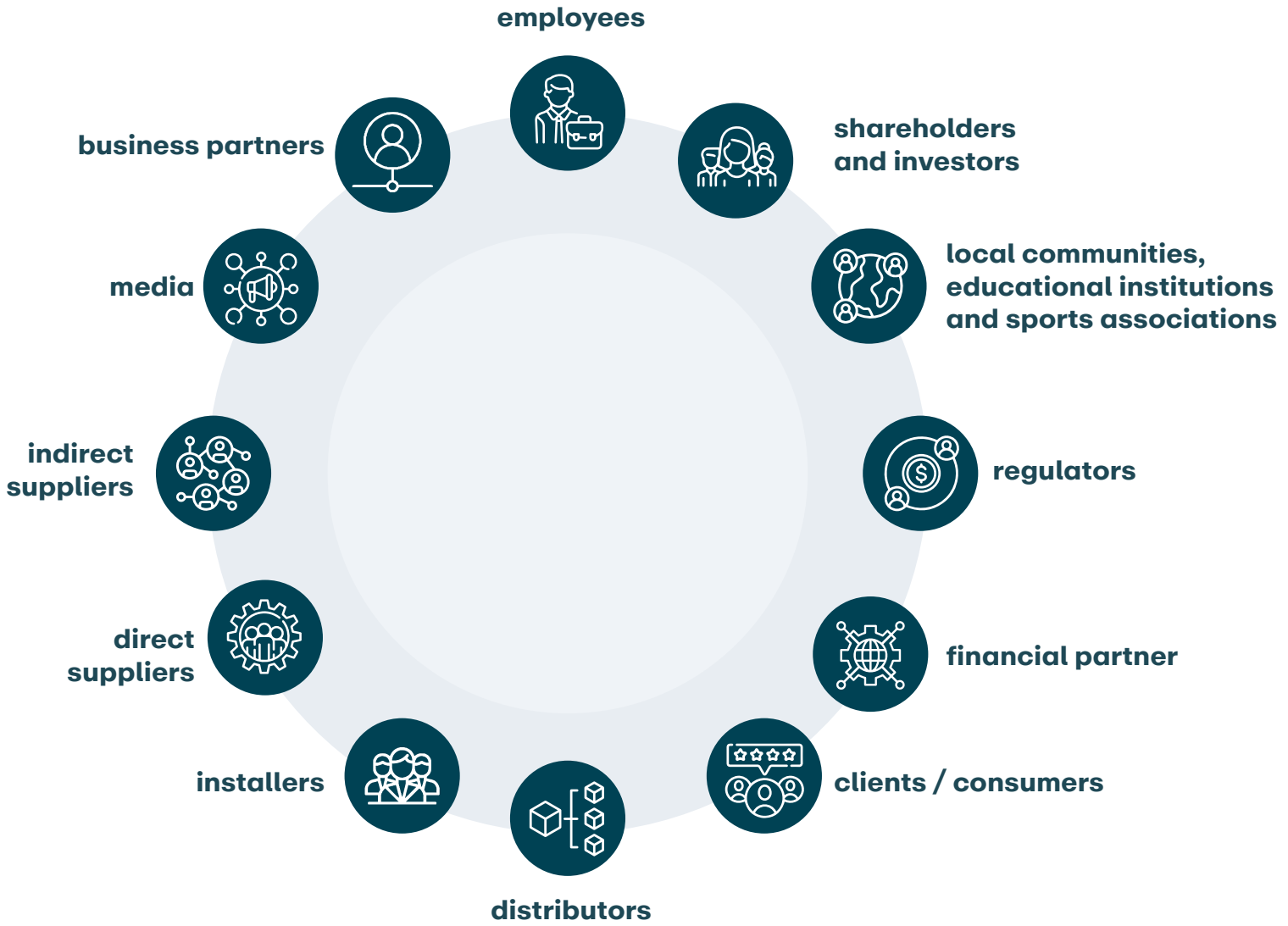
the Sustainable Development Goals of the United Nations 2030 Agenda were considered, which guided the company in building this new path. Three main Sustainable Development Goals were identified as key priorities: SDG3, SDG5 and SDG8. Each objective was at the centre of a further participatory internal investigation that involved the entire company and the ambassadors identified for each area.

The company has analysed the possible variations of these issues for PERFORMANCE IN LIGHTING and with respect to the practices already implemented by the company, the activities were compared with secondary data and self-assessment tools. The creation of the Sustainability Plan identified the objectives integrated into the company's business model and values, selecting the key goals and related impacts that will guide the strategy as it evolves in the future.

PLAN INITIATIVES COMPLETED IN 2022

ESG pillars	SDGs of major focus	2022 principal initiatives	2023 initiatives
Environmental	  	<p>Reduce environmental impact by introducing electric / hybrid vehicles</p> <p>Complete relamping (Replacement of obsolete lighting fixtures in production departments with LED technology)</p>	<p>UN Global Compact membership evaluation</p> <p>Measuring water use at the two locations at VR and BG</p> <p>Assessment of the adoption of requirements for environmental quality audits</p> <p>Development of a waste reduction plan for production sites, offices and common areas</p> <p>Development of products with positive impact on green areas and safety of outdoor locations</p>
Social	      	<p>Psychological desk</p> <p>Expanding conventions 2 units (The company offers employees affiliated services, for example with Pharmacies, Gyms, Tire Dealers, etc.)</p> <p>2022 Welfare Index Award</p> <p>Flexible working hours</p> <p>Conventions for NidoBlù</p> <p>Promote habits that contrast a sedentary lifestyle</p> <p>Offer healthy drinks (herbal tea)</p>	<p>Extension of the welfare platform to the main company countries</p> <p>Implementation of sustainability-themed events open to the corporate population</p> <p>Involvement of top management in corporate volunteering initiatives</p> <p>Offer a healthy menu at the company canteens defined by a Nutritionist that also includes a vegan alternative</p> <p>D&I: training and information on issues such as - Awareness and training on non-violence - Raise awareness among employees on the fight against discrimination</p>
Governance	    	<p>EcoVadis Rating</p>	<p>Preparation of Life Cycle Assessment studies and any environmental product declarations</p> <p>Promotion of ESG criteria into supplier audits</p>

OUR COMMITMENT



Environmental

- ▶ Climate action
- ▶ Circular economy
- ▶ Sustainable innovation and digitalization
- ▶ Responsible supply chain



Social

- ▶ Customer centricity
- ▶ Responsible supply chain
- ▶ Employee diversity, inclusion and wellbeing



Governance

- ▶ Business ethics and compliance
- ▶ Responsible governance
- ▶ Stakeholders engagement
- ▶ Community impact



SDGs of major focus in internal stakeholders engagement process



Good health and well-being (SDG 3):

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



Gender equality (SDG 5):

Achieve gender equality and empower all women and girls.



Decent work and economic growth (SDG 8):

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

3 INNOVATION AND RESPONSIBLE DESIGN

3.1 Design, quality and product safety

PERFORMANCE iN LIGHTING has adopted a responsible business model to promote respectful behaviour towards people and the environment. The company is committed to offering sustainable solutions, services and processes that meet the needs and expectations of customers. This is in line with the concepts of sustainability and sustainable development, which focus on the three pillars of Sustainability: environmental, social and economic.

With regard to **environmental Sustainability**, the company undertakes to use recycled raw materials, promote product durability and maintenance, facilitate proper end-of-life management, reduce packaging material and encourage separate collection, reduce the use of hazardous substances or SVHCs, limit CO₂ emissions related to the production, use and distribution, reduce waste during production, support the development of sustainable mobility and the reduction of resource consumption and promote circular economy paths.

With regard to **social Sustainability**, the company is committed to improving the quality of life, facilitating

the provision of services, data, information to the end user and improving accessibility. Allow all types of users, complete autonomy in the management of functions related to our products for all application areas and to have easy access. Improve the safety of environments, facilitate the installation of products in favour of professional users, encourage the development of smart cities that, thanks to the technological solutions adopted, improve the quality of life, the community, the local area and promote healthy lifestyles.

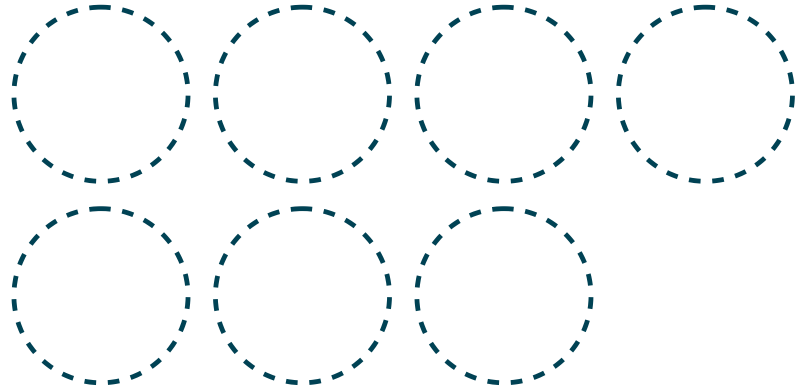
With reference to **economic Sustainability**, the company is committed to enhancing technological innovation, to simplifying the production process, to reducing energy and resource consumption, allowing economic savings and thus generating economic benefits for the local area and for interested parties such as start-ups, research institutions and suppliers.

For PERFORMANCE iN LIGHTING, innovation is a fundamental competitive advantage, that should be pursued from the early stages of product development. The company seeks to create value for stakeholders and to identify sustainable solutions both from the point of view of materials, in technologies and in industrial processes used to make the products.

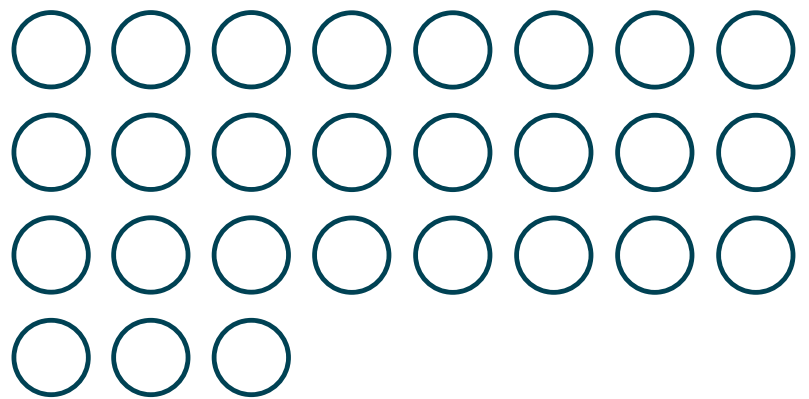


3.1.1. Activities, projects, and technologies of the R&D function: product and process innovation and initiatives of the year

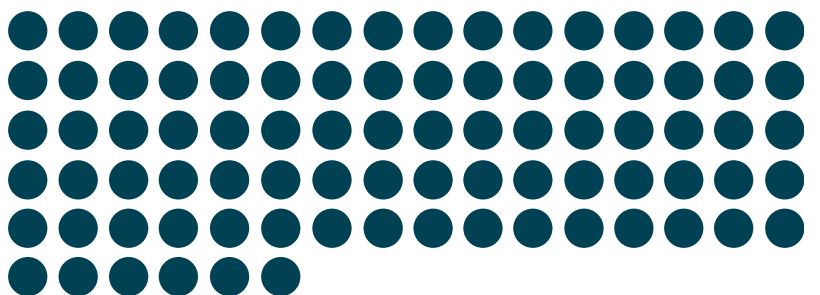
7
Application Areas



27
Product categories



86
Product series

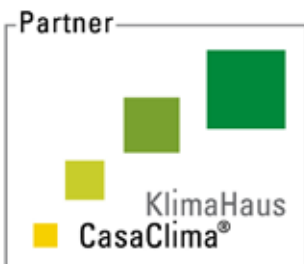


4.399

Product codes

LIGHTING TOOLS

- **LIGHT-PERFORMER®**
- **Human Centric Lighting**
- **Daylight control**
- **dimSMART!®**
- **The swarm function**
- **SMART**



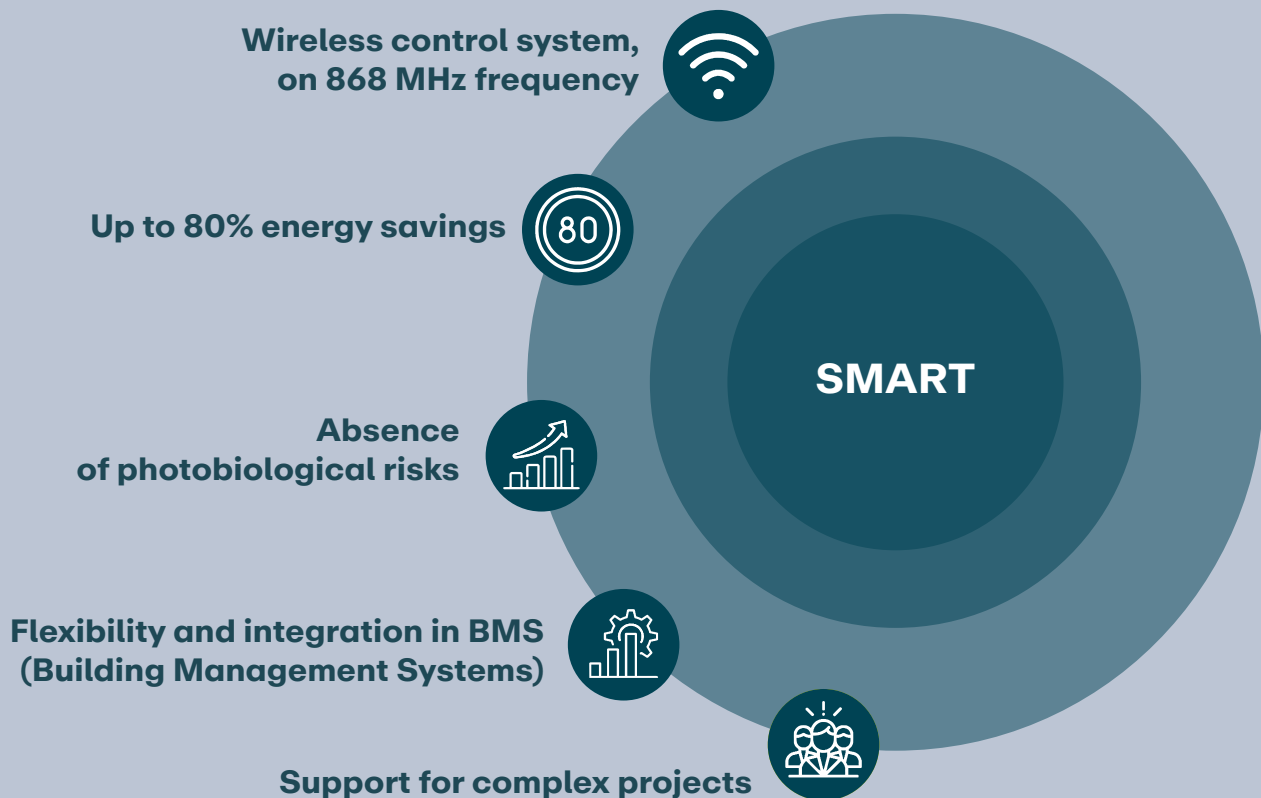
Agenzia CasaClima, the independent public certifying body of Alto Adige, has become a protocol used at national level for certification of residential buildings, public lighting, wineries, schools, companies and much more. As a partner, PERFORMANCE iN LIGHTING provides training and advice on energy savings, intelligent lighting management, regulations, well-being and visual comfort.

SMART Lighting

Light can have multiple effects on architecture and living spaces, creating volumes, enhancing details and providing new viewpoints. To meet the different needs of spaces, technology is a fundamental component. Providing intelligent systems **can in fact minimize consumption** and increase the visual comfort of people through light detection sensors, adaptability and dimming. The SMART system was developed for industrial and large-scale distribution applications **to optimize illumination depending on the natural light** and people present using dedicated frequency wireless technology.

SMART allows you to:

- ▶ Remotely configure components
- ▶ Set different levels of illumination
- ▶ Adapt the light to the specific conditions of the place
- ▶ Low installation costs
- ▶ Energy saving



FITTINGS LAMA+ SMART

Integrated with modules wireless control



REMOTE CONTROL

Remote control version, or available on request for wireless push button panel required



SENSORS

For presence detection and/or brightness



CONFIGURATION KIT

USB key and SMART software ASSISTANT for programming wireless

3.1.2 Illustration of sustainable product portfolio and specific projects

The company works closely with suppliers and distributors with the aim of sharing sustainability choices and decisions, utilising innovative, recyclable materials from areas of the world where decent work is without exploitation of people is guaranteed and that can be properly disposed of at the end of useful life through processes and practices that respect the environment. In addition, PERFORMANCE IN LIGHTING is committed to creating long-lasting products, limiting impacts on the local area and the environment.

Sustainability Plan, written in 2022, is based was an opportunity to fully understand the next steps to be taken with a view to environmental impact and the circular economy. Thanks to this internal analysis and training, the company has understood the crucial importance of environmental sustainability.

PERFORMANCE IN LIGHTING wants to bring about change in production logic by applying a Future Proof strategy to its products: extend the life cycle of its fixtures as much as possible through the choice of quality materials and durable components, increasing their longevity.

The analysis on which the development of the

The company's goal is to produce products that are

Research and innovation

Technical laboratories	3
Photometric measurement laboratories	3
EMC Measurement Labs	2
Laboratories for measuring optical flicker and stroboscopic effect	2
Climatic chamber	1
UL recognized photometric laboratory: (UNI EN 13032-1, UNI EN 13032-4, IES LM-79-08)	1

Certifications for internal laboratories

2 CTF stage 2 di IMQ; 1 CTF stage 2 di VDE; UL standard 13032-1 e 13032-4	4
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International product certifications

CE, ENEC+CB, EAC, UL, SII, DIN EN 12464-1 UKCA	7
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Product certifications and patents

Total patents, filings and more, of which:	284
1. Patents	1
2. Models (product aesthetics)	140
3. Registered trademarks (brands / logos / products)	143
Years of warranty	5, extendable up to 10
Failure rate on the total number of pieces sold 2022	0,48%
Number of non-compliant products x million pieces (ppm - products per million)	4800 ppm
Time-lag resolution of returns from receipt of claims and feedback to customer	95% within 24 hours
Percentage of material recovery	Recovery of the materials used up to 98%
Packaging: percentage of recycled / recyclable materials	95%

durable and can be renewed even at the end of their life cycle, from the choice of materials to the after-sales service phase.

We want future-proof products. This concept follows us during the development of durable, efficient and energy-saving devices, with great attention given to packaging, transport and recycling of materials.

Each product is developed in compliance with European regulations in terms of electrical and photobiological safety. Furthermore, during the development of new products, an assessment of safety and any production impacts is carried out.

Maximizing the life of products also means choosing features and functionalities that can meet the needs of customers and beneficiaries in the long term. For this reason, the company has chosen to invest in four fundamental characteristics: **quality, energy savings, durability** and **safety**.

3.1.3 Relationship with the end consumer, customer satisfaction, support, privacy, complaint management

Light is part of everyone's daily life, in every situation, defining environments and arousing emotions that create unique atmospheres. Light, both natural and

artificial, has a direct impact on biological rhythms and life processes, influencing one's way of life.

PERFORMANCE IN LIGHTING is committed to designing and manufacturing products that integrate natural light in different contexts, with the aim of improving the well-being of people. Its products are designed to wisely balance the intensity, colour, temperature and direction of light, depending on the places and environments in which they are used.

The well-being of people and environments is ensured through high performance cutting-edge lighting solutions.

- ▶ **Social experience:** promote the identity of places, use of the spaces, interaction between people, sense of belonging, the diversification of experience and atmospheres
- ▶ **Emotional and perceptual experience:** support individual and human activity according to lifestyles, needs and habits
- ▶ **Design and planning:** study accessible, balanced and context-integrated lighting systems, also through functionalities that can be adapted to needs
- ▶ **Ecological footprint:** reducing energy consumption and light pollution



We optimize working conditions and stimulate human activities



We support and stimulate concentration and creativity in educational places



We value the image, safety and comfort of open environments and cities



We support the care and health of people in the healthcare and hospital environments

Human Centric Lighting

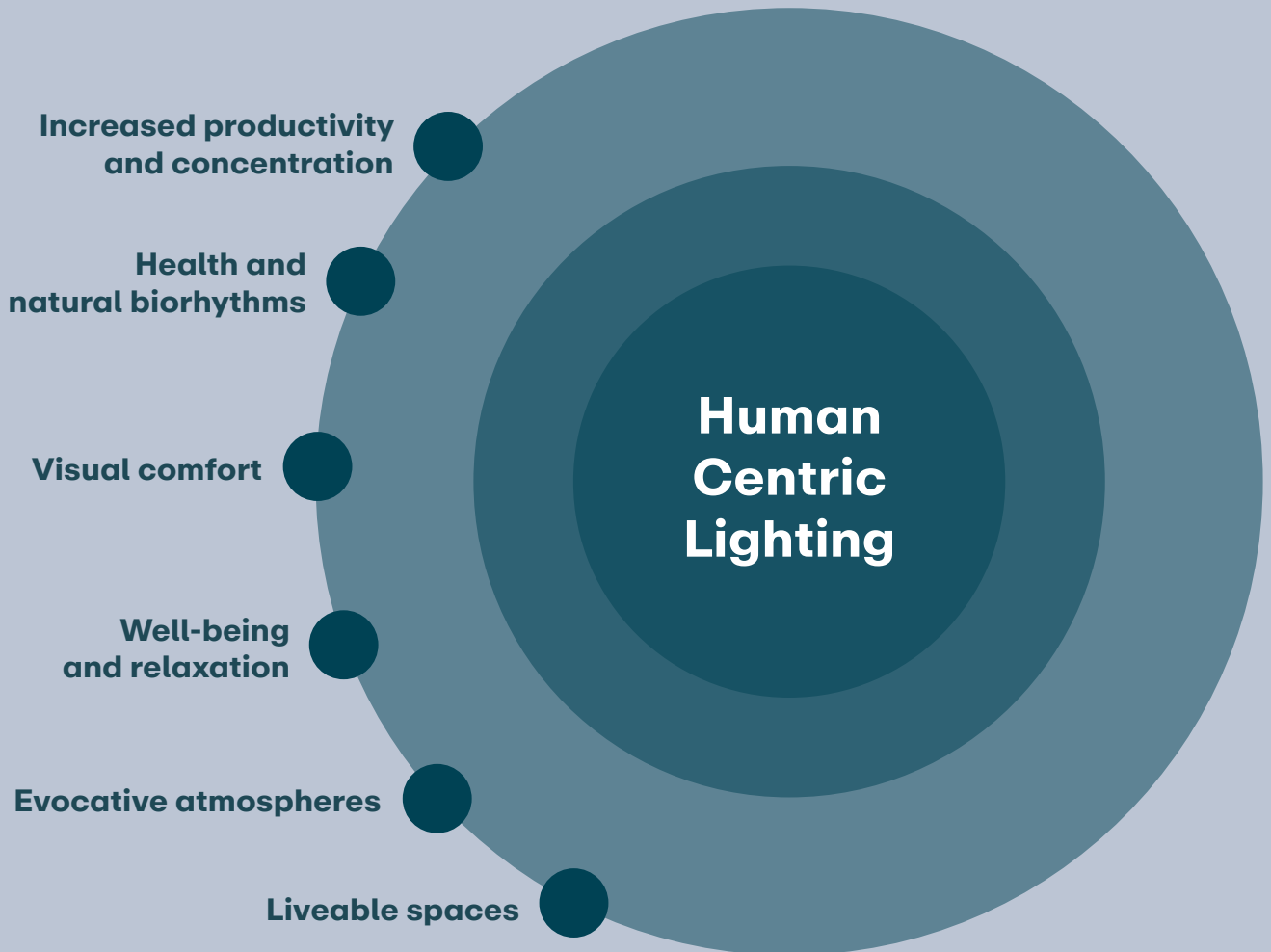
(GRI 417-1)

The company utilises a design approach aimed at bringing well-being to people and environments through our light. In addition to technical requirements, the Human Centric Lighting approach, linked to circadian rhythms, develops lighting that focuses on people's physical well-being and emotional sphere with concrete

and tangible effects.

All PERFORMANCE iN LIGHTING products are **Made iN**: conceptualised, designed, engineered and tested in the company's facilities, using only first-quality components.

To provide utmost clarity and transparency for its customers, the company indicates on the inside label of each product where each phase occurs, from product concept to release on the market.



Complaints management

With reference to the management of complaints, PERFORMANCE iN LIGHTING directly manages the relationship with the customer through a dedicated office, the Technical Customer Service Department (TCS).

This service is considered a strategic asset to ensure maximum customer satisfaction. The goal is always to find the most satisfactory commercial solution for the customer, while paying attention to the technical and qualitative part of the product.

If the customer finds a non-conformity, it can be formalised by completing a Claim Form through the PERFORMANCE iN LIGHTING After Sales service. In this way, the customer provides the information necessary to describe the problem. Based on the information received, a preliminary technical analysis is carried out that defines how the case is handled. If the cause of the non-conformity is identified, the replacement component or product is sent. Otherwise, further investigations are required to verify the damage or cause, which may require an inspection for the resolution of the claim.

Data protection and customer privacy

With reference to data protection and customer privacy, the company has taken several measures to ensure data security and the protection of its customers.

A perimeter firewall has been activated to block some potentially dangerous or non-work-related sites, and an antivirus with centralized management has been installed on each company PC. In addition, stored customer data on a corporate file server in dedicated departmental folders can only be accessed by necessary user groups and on Salesforce CRM.

To further improve security, the company has launched a vulnerability assessment, which has already begun, that will be followed by a remediation component. It has also provided security micro-training for classes of users, already carried out for administration users who manage payment data and for IT office personnel, while others will follow.

In addition, it introduced a user portal for security awareness, installed an antivirus on smartphone devices and improved the security of PC and server workstations through the hardening process. Finally, it implemented centralized management for PCs and smartphones and segregated the network to improve its security.

3.2 Research and innovation

PERFORMANCE iN LIGHTING is committed to continuous improvement and focuses on the balance between functionality and aesthetics, creating products that combine elevated lighting performance with timeless design.

The company is committed to achieving objectives such as performance, aesthetics, ease of installation and durability, beginning with the design phase, paying particular attention to construction details. All products are entirely created by design teams in Italy, Germany and Belgium.

Considerable investments have also been made in photometric laboratories, which have led to recognition by the UL certification body to be able to operate in accordance with the UNI EN 13032 standard.

They are climate controlled at 25°C and equipped with various types of goniophotometers (T2 and Type C), spectroradiometers, and Data Logger Multimeters which can detect luminous flow parameters, electrical parameters, the temperature and all of the colorimetry characteristics (CRI – CCT – Chromaticity coordinates and spectrum) as described in the reference standards listed below.



These data are collected and managed automatically through software that produces a complete photometric and colorimetric survey.

Measurements and data processing are carried out in accordance with the following standards:

UNI EN 13032-1

Measurement and presentation of photometric data of lamps and luminaires –
Part 1: Measurement and file format

UNI EN 13032-4

Measurement and presentation of photometric data of lamps and luminaires –
Part 4: LED lamps, modules and luminaires

IES LM-79-08

Electrical and photometric measurements of LED technology luminaires.

PERFORMANCE IN LIGHTING is committed to developing energy-efficient products, with great attention to the management of limited natural resources.

We want future-proof products. This concept follows us during the development of durable, efficient and energy-saving devices, with great attention given to packaging, transport and recycling of materials.

Through the use of electronic components connected to the building management system, the products and their light sources can be controlled efficiently, obtaining significant energy savings. Furthermore, products are equipped with high-performance reflectors and lenses to allow for optimal distribution of light, avoiding waste and loss.

The company also pays attention to the environmental impact of packaging, transporting, and recycling its products.

Our laboratories

3 Laboratories for electrical / mechanical safety tests

3 Photometric measurement laboratories

2 EMC Measurement Labs

2 Laboratories for measuring optical flicker and stroboscopic effect

1 Climatic chamber

International certifications

CE certified products

for all product codes

ENEC+CB certified products

for 1200 products

ENEC+CB certified products

for all product codes

UL certified products

for 3.670 products

SII certified products

for about 100 products

Products certified according to DIN EN 12464-1

(balloon)

for 436 products

UKCA certified products

for all product codes



INTERSEROH RECYCLING

Under Manufacturer N° 85444, PERFORMANCE iN LIGHTING has concluded a contract with INTERSEROH for the proper recording, sorting and recycling of transport packaging. This ensures that packaging at our clients' premises is recorded by INTERSEROH partners, the packaging material is recycled and all requirements of the packaging directive are fulfilled.



RoHS COMPLIANT

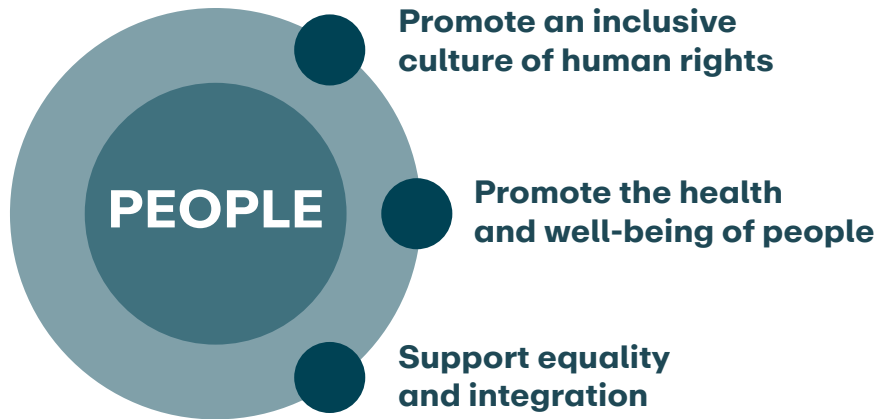
PERFORMANCE iN LIGHTING is registered as a manufacturer with the German waste electricalic equipment register EAR, in implementation of Europeanop Directive 2002/96/EC on Waste Electrical and Electronic Equipment (WEEE), under the following number: WEEE-Reg. N° DE 27756601 All electric and electronic equipment brought into circulation by PERFORMANCE iN LIGHTING is marked with the “crossed-out dustbin” symbol with a bar denoting the limit date for putting into circulation. To our knowledge, our products contain no substances in concentrations or applications the putting into circulation of which in products is forbidden in accordance with the applicable requirements of Directive 2002/95/EC (RoHS). An environmental officer constantly examines further improvements, and constant staff training courses round off the complete catalogue of measures.



FOUNDING MEMBER OF ECOLIGHT

Since 2004 we have been constituent members of the ECOLIGHT consortium for the recycling of lighting fixtures. ECOLIGHT gathers over 1.700 companies and ensures the management and disposal of RAEE, batteries, exhausted accumulators and photovoltaic modules at the end of their useful life.

4 WELL-BEING AND HUMAN RESOURCES DEVELOPMENT



4.1 Our people

(GRI 2-7, 2-8, 2-30, 405-1)

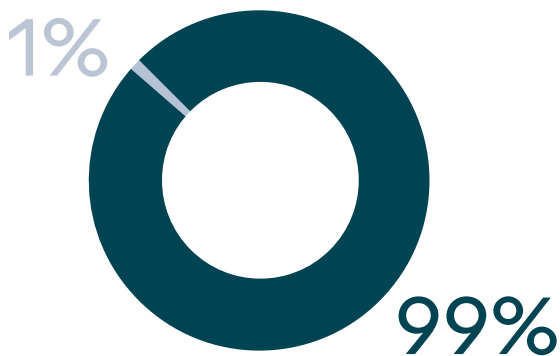
PERFORMANCE IN LIGHTING is committed to developing its human capital and protecting the corporate social environment, paying particular attention to the growth of the professional skills of its employees and encouraging their active participation with respect of their rights.

Employee satisfaction is a top priority for the company, which promotes a sense of belonging and aims at continuous improvement of performance through the control and monitoring of risks, as well as the

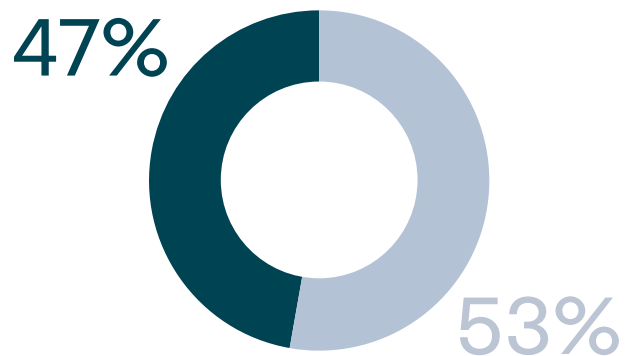
development of safe and healthy work environments, in compliance with current regulations.

As of 31 December 2022, PERFORMANCE IN LIGHTING S.p.A. had a total of **292** employees, **47%** men and **53%** women, with **99%** of employees hired with permanent contracts. To date, 100% of the company population is covered by a collective bargaining system.

With reference to **new hires and turnovers**, in 2022 the new entries amounted to 20, in line with the 21 exits. The **turnover rate** in 2022 was 7%.¹



■ Permanent Contracts - ■ Fixed-term Contracts



■ Men - ■ Women

¹ The turnover is calculated by dividing the number of outgoing employees by the number of staff as of 31 December 2022.

WELFARE AWARD 2022

In 2022, PERFORMANCE IN LIGHTING, for the **fifth consecutive time**, won the **Welfare Award** promoted by Generali Italia under the patronage of the Presidency of the Council of Ministers and with the participation of the main Italian Confederations: Confindustria, Confagricoltura, Confartigianato, Confprofessioni and Confcommercio. 121 companies with the highest rating of 5W were awarded, out of 6500 companies that participated in the seventh edition of the SME Welfare Index, from all over Italy, of all sizes and representing all production sectors.

The company is made up of people. Discussion, exchange, listening and empathy are the foundations of management policies. Our objective is to give particular attention to the quality of life of our employees, facilitate the commitment to reconcile work and family and create a sound and efficient working environment.

Corporate Welfare is increasingly becoming a strategic factor for companies. A social pact for a greater impact on people and communities, also contributes to increasing productivity and turnover.

For PERFORMANCE IN LIGHTING **Welfare** means creating **conditions of well-being** and **work-life balance** every day so that people can live with full satisfaction in the working environment. Well-being is a driving force capable of increasing productivity, with workers who are more involved in company processes. Knowing and accompanying the needs of employees is that attention that denotes a clear and precise desire to give a wider dimension to work. This involvement is almost always rewarded by a renewed dedication to the company mission that results in an increase efficiency and productivity. From this perspective, well-being becomes an opportunity for companies and their workers and vice versa.



GRI 2-7 Employees

	2022		
	Men	Women	Total
Number of employees (Total Number or Full Time Equivalent -FTE)	136	156	292
Permanent Contract (Total Number or Full Time Equivalent -FTE)	136	154	290
Fixed-term Contract (Total Number or Full Time Equivalent -FTE)	-	2	2
"Non-guaranteed time" (Total Number or Full Time Equivalent -FTE)	-	-	-
Full-time (Total Number or Full Time Equivalent -FTE)	134	96	230
Part time (Total Number or Full Time Equivalent -FTE)	2	60	62

	2022		
	Colognola ai Colli (VR) headquarters	Ghisalba (BG) headquarters	Total
Number of employees (Total Number or Full Time Equivalent -FTE)	160	132	292
Permanent Contract (Total Number or Full Time Equivalent -FTE)	158	132	290
Fixed-term Contract (Total Number or Full Time Equivalent -FTE)	2	0	2
"Non-guaranteed time" (Total Number or Full Time Equivalent -FTE)	-	-	-
Full-time (Total Number or Full Time Equivalent -FTE)	125	105	230
Part time (Total Number or Full Time Equivalent -FTE)	35	27	62

GRI 2-8 Workers who are not employees

	2022		
	Men	Women	Total
Number of not employees (Total Number or Full Time Equivalent -FTE)	2	8	10



Workers' health and safety

- Internal Influenza vaccination: 49
- Free psychological service: 12 hours



Nutrition

- Healthy Food & Beverage in the company
- 3.242 Kg local fruit in the company
- 5.670 herbal tea bags provided

GRI 405-1 (b) - Diversity of governance bodies and employees

	2022								
	<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	3	2	5	5	1	6
Middle managers	0	0	0	2	2	4	5	3	8
Office staff	3	1	4	34	30	64	28	11	39
Blue-collar staff	2	0	2	25	47	72	29	59	88
Total	5	1	6	64	81	145	67	74	141

	2022 (%)								
	<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	60%	40%	100%	83%	17%	100%
Middle managers	-	-	-	50%	50%	100%	63%	38%	100%
Office staff	75%	25%	100%	53%	47%	100%	72%	28%	100%
Blue-collar staff	100%	0%	100%	35%	65%	100%	33%	67%	100%
Total	83,3%	16,7%	100,0%	44,1%	55,9%	100,0%	47,5%	52,5%	100,0%



2 internal health and wellness programs

- ▶ Fitness: 2 external conventions
- ▶ Prevention, check-up and diagnostic services
- ▶ 1 convention with medical office
- ▶ 2 conventions with pharmacies



Work-life balance

- ▶ Smart working: 47.892 hours
- ▶ Opportunity for hourly flexibility beyond the contract
- ▶ + 95% of employees have a permanent contract
- ▶ Total personal conventions/services: 13

Smart Working and Flexible hours

In 2022, at the end of the emergency period, the company gave the opportunity to contract for **Smart Working** through an individual agreement for all employees who requested it. The smart working tool was necessarily introduced during the pandemic in March 2020, but over time it has proved to be an ideal solution for work-life balance, so the company has chosen to formalise it with a company agreement.

PERFORMANCE iN LIGHTING has thus experimented and accepted the principles of smart working, which not only translate into the opportunity to work remotely, but into **a new way of working**, guided by the concept of management for objectives and results, flexibility, autonomy and therefore **responsibility** in carrying out work activities. All this, in order to promote the continuous improvement of performance and the levels of engagement and motivation of people for an ever-greater work-life balance.

Flexible hours, already active for entry/exit time, was also introduced, supported in 2022 with the opportunity for employees to request a change in working hours, reducing the lunch break from 60 to 30 minutes.

These two initiatives are confirmation of the welfare policy adopted by the company over the years, which expressly declares the commitment to improving the work-life balance of employees.

Course on Ergonomics

Still in the Welfare area, PERFORMANCE iN LIGHTING has provided for all employees of the Colognola ai Colli and Ghisalba offices a **course on Ergonomics**, included in the training models in the field of safety, but expressly designed with the company that provided the training, so as to be able to follow up on the specific requests of its employees in the field of “Health & Wellness” and have concrete tools to prevent sedentary lifestyle and related postural disorders that may result.

Initiatives dedicated to employees' health

In November, the **month** always **dedicated to health** in the company, close attention is paid to people's well-

being, offering employees the opportunity to receive the flu vaccine administered by a doctor directly in the company, and dispensing as every year dried fruit in addition to the fresh available all year round.

In 2022 health offerings have expanded, with the introduction of herbal teas of various kinds. Herbal teas are very important and healthy drinks that should become good daily habits to feel good, for three simple reasons:

- ▶ Scientific research has shown interesting associations between plants to increase both their effectiveness and pleasantness
- ▶ Stopping to taste an herbal tea allows one to slow down the hectic routine, relax and think a little about oneself or have a chat
- ▶ If one takes more care of maintaining one's health, one gets sick less and uses fewer medicines or only when strictly necessary

All herbal teas, in fact, are a source of nutrients, such as mineral salts, trace elements, vitamins, which derive from the plants used. The initiative has been very successful, which is why the company has decided to extend its availability until February 2023.



Also in November, to reinforce the theme “Health & Wellness”, the company involved trusted nutritionist, Dr. Marta Giavoni, for face-to-face training sessions in both locations, addressing a specific theme, namely

how to take care of your body in the winter months, making an eco-sustainable choice and using seasonal fruit and vegetables without having to resort to over-the-counter-pharmacy supplements. Dr. Giavoni talked about seasonality, nutritional factors and well-being of one's microbiota, the basis for proper balance that creates the correct immune defences.



iNsieme event on sustainability issues for internal stakeholders

2022 was also the year that saw the results of the engagement project for internal stakeholders involved in the sustainability process started by the company in 2021, through the organization of a large internal event, which was given the title **iNsieme**, to best express the union between PERFORMANCE iN LIGHTING and all the people who are part of it.

The event was held on 10 June at the headquarters in Colognola ai Colli, for the entire day all the employees

of the two Italian offices participated in a series of workshops specifically designed to take up the 3 SDGs of the United Nations 2030 Agenda, addressed between 2021 and 2022: SDG 3 | SDG 5 | SDG 8.

The day was the perfect opportunity to promote integration among employees and to educate and inform collaborators on issues related to the environment, health and well-being, food education courses, the fight against waste and reuse of materials, awareness of the issue of violence against women.

The activities described above add a solid foundation to the commitment and attention that PERFORMANCE iN LIGHTING gives to its people, who certainly represent the most important and precious pillars for the company. This path will not end but will continue in an increasingly predominant way in the coming years, with the aim of paying particular attention to the quality of life of employees, facilitating the commitment to reconcile work and family, in the optimal sense of integration and belonging to the company.

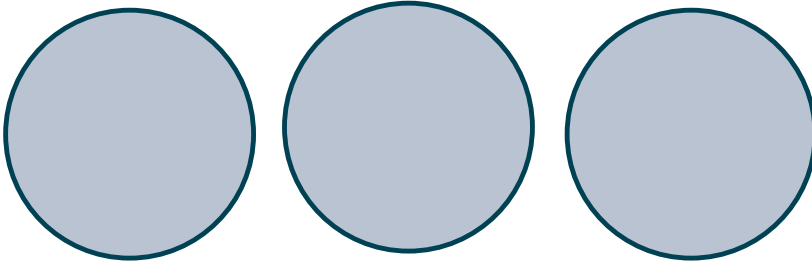


EVENT iNsieme

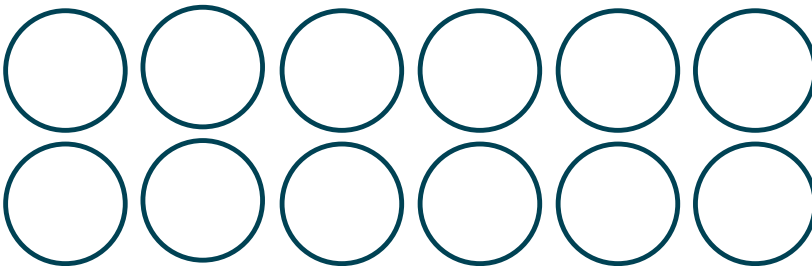
10 June 2022



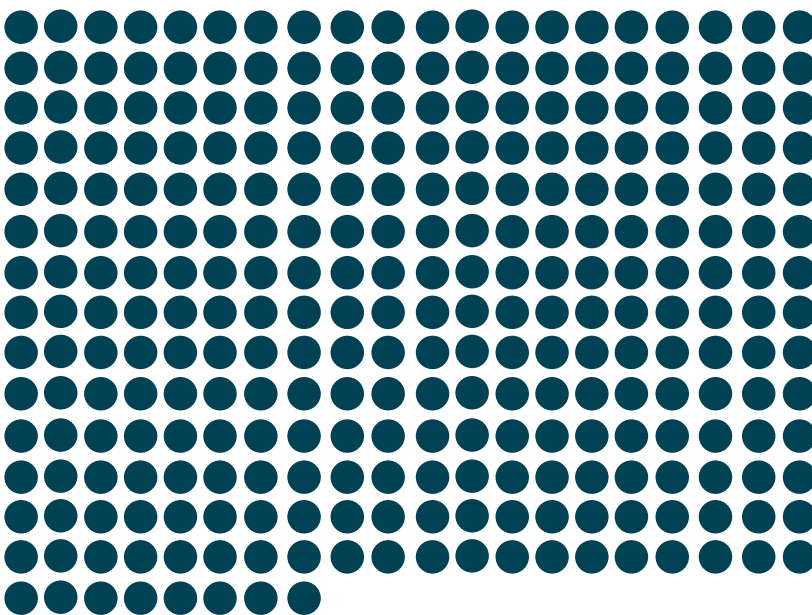
INSIEME



3
SDGs



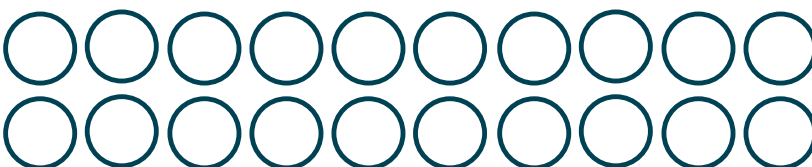
12
workshops



288
employees involved



11
local organizations
involved



20
people from the company
involved in the organization



3 SALUTE E BENESSERE



5 PARITÀ DI GENERE



8 LAVORO DIGNITOSO E CRESCITA ECONOMICA



4.2 Training

The company has implemented vocational training and education programs with the aim of providing career advancement opportunities to its employees.

In addition, the company also offers on-the-job training to improve employee skills, such as coaching, mentoring, and job rotation.

Every year, the company organizes training courses based on the training needs collected by the Human Resources Department at the beginning of the year. These needs are identified by filling out a specific form that is sent to the function managers.

The training usually requested and provided by the company is technical-specialized, linguistic, IT and soft skills. In 2022, **2.570** hours of training were provided to employees.

GRI 404-1 - Average hours of training per year per employee

	2022 average training hours		
	Men	Women	Total
Executives	2	8	4
Managers	3	9	6
Employees	10	8	10
Workers	16	5	9
Total	12	6	9

	no. hours of training by topic		
	Men	Women	Total
Health and safety	1.349	694	2.043
Soft skill development	253	274	527
Total	1.602	968	2.570

The training of workers in the field of health and safety in the workplace is one of the main protection measures for the prevention of accidents, this is demonstrated by the more than **2.000** hours of work provided in the field of safety.

4.2.1 SDGs Laboratories

Furthermore, during 2022, training events on respect for human rights and awareness-raising actions were carried out with respect to this issue:

Prominent personalities working to promote SDGs objectives were involved, namely Eliana Riggio (former United Nations Official and President of CINI Italy) and Don Paolo Pasetto (Founder of the association "Sulle Orme OdV").

During 2022, the company organized workshops related to **SDGs 3-5-8** for all employees, raising awareness of issues related to the environment, health and gender equality.

4.3 Occupational health and safety

The management of health and safety aspects at work has always been a fundamental prerequisite for PERFORMANCE IN LIGHTING, which is committed to guaranteeing and promoting **safe operations** and **behaviours** for employees and collaborators, to protect them, the quality of their lives and that of their families. Attention to health and safety follows common lines and principles throughout the company, in full compliance with the various local regulations and scenarios.

This attention has always been present in the company and has been further consolidated during the Covid-19 health emergency, finding new models of action and relationships within the company, with a view to increasing international integration.

Since the early stages of the emergency, PERFORMANCE IN LIGHTING has given priority to the needs of internal staff, preparing a safety protocol in a timely manner with even more stringent prevention measures than required by government decrees, while at the same time guaranteeing continuity of service for customers.

PERFORMANCE IN LIGHTING has proved to be a model company in the management of the emergency situation, particularly in Italy and especially in the province of Bergamo, at the Ghisalba headquarters, among the most affected in Italy by the pandemic. The results of the

actions undertaken and the increasingly direct and solid dialogue with its people have accelerated the definition of a new-working scenario towards increasingly agile and sustainable organizational models and towards an ever-deeper bond with employees, based on values and a sense of belonging.

The health and safety of workers and risk prevention are therefore indispensable for PERFORMANCE iN LIGHTING and for the development of its activities.

The SSL (Sistema di Sicurezza sul Lavoro - Occupational Safety System) system adopted by the company follows a high-level structure, which aims to manage the health and safety of workers and to promote continuous improvement within the organization. This is achieved through the analysis and structured management of health and safety risks as reported in the DVR (Documento di Valutazione dei Rischi - Risk Assessment Document) and supported by a series of safety procedures and policies.

Workers can report the presence of dangerous behaviours or conditions through supervisors, through the Prevention and Protection Service or through the consultation of the RLS (Rappresentante dei Lavoratori per la Sicurezza - Workers' Safety Representative) and the reports are analysed to determine the causes and possible solutions. If necessary, the company can make use of professionals to deal with the situation. Communications and information take place during training and through the posting of provisions on company bulletin boards and via email.

The approach adopted by the company for prevention to avoid and mitigate accidents at work is based on the analysis of the probability of occurrence, damage and the presence of the danger. Based on the outcome

of the evaluation, intervention priority levels are established. Every month an evaluation of the control reports is carried out by the persons in charge of an area of competence which, if necessary, integrates the previous analysis.

In addition, the company has taken preventive measures against stress and noise. The noise level within the company is monitored and measures are taken to prevent and report the stress level of employees. The definition of stress used by the Health and Safety Executive (HSE) is "the adverse reaction that people have to excessive pressures or other types of demands placed on them." Some measures to reduce stress include providing support services to employees, assessing stress risk, adequately training employees, monitoring working hours, ensuring full entitlement to vacations and offering support to employees who experience stressful situations outside of work.

In summary, the company adopts a structured approach to manage the health and safety of workers and promote the continuous improvement of the organization. Preventive measures are taken to address the risk of stress and noise and workers are given the opportunity to report any dangerous conditions for timely and effective management of the situation.

In 2022 the total number of accident episodes recorded is **2**, while the accident rate is **4,2**.

Health and safety are the cornerstone of PERFORMANCE iN LIGHTING's sustainability strategy. In fact, in 2022, a total of **2.043** hours were provided in training courses on health and safety issues, representing **79%** of total training hours.

GRI 403-9: Work-related injuries

	2022	
	N°	rate
The number and rate of fatalities as a result of workrelated injury	0	0
The number and rate of highconsequence work-related injuries (excluding fatalities)	0	0
Number and rate of workrelated injuries	2	4,2 ²
The number of hours worked	476.408	

² The frequency index is calculated considering: (Total number of accidents / Number of worked hours) *1.000.000.

5 PERFORMANCE IN LIGHTING AND THE ENVIRONMENT

For this first year, in order to report reliable and solid data, PERFORMANCE IN LIGHTING has evaluated reporting only 2022 data. The company is committed to reporting in the following years also the comparatives, in order to ensure comparability and give a view of the environmental data trends.

5.1 Commitment to reducing environmental impact

PERFORMANCE IN LIGHTING has always considered environmental protection as an essential condition for its business development. The company's goal is to ensure a responsible use of the environmental resources necessary to meet its needs, so as not to damage or deplete these resources for future generations. In addition, the company is committed to developing an eco-sustainable business model, focusing on energy

efficiency, pollution prevention and emission reduction. The company takes a number of measures aimed at constantly improving its environmental and energy performance, including:

- ▶ Attention to costs
- ▶ Efficient use of natural resources
- ▶ Purchase of energy-efficient products
- ▶ Updating of operating practices
- ▶ Preparation of internal documentation for the management of all environmental matrices of interest

PERFORMANCE IN LIGHTING is committed to ensuring the utmost attention to environmental protection





also through the management of environmental and energy resources entering its offices, including waste, atmospheric emissions, noise emissions, water supply and waste management, chemicals and the transport of goods and hazardous waste.

Furthermore, the analysis on which the development of the Sustainability Plan, produced in 2021, is based was an opportunity to fully understand the next steps to be taken with a view to environmental impact and the circular economy. Thanks to this process of internal analysis and training, it is understood that environmental sustainability is an essential theme for the company. It is also agreed that it is necessary to start with the simplest steps, immediately adopting a methodology aimed at shaping and optimizing the entire production cycle, at the same time, setting objectives for reducing and optimizing consumption.

This commitment will translate operationally to:

- ▶ Analysis and investigation of the sustainable development goals linked to environmental issues
- ▶ Definition of risks, opportunities and possible contributions
- ▶ Definition of a periodic review process and quantifiable objectives
- ▶ Favour the choice of durable and recyclable materials
- ▶ Study of the best solutions to maximize product energy efficiency
- ▶ Implement a supply chain verification process

5.2 Energy consumptions and emissions

PERFORMANCE IN LIGHTING promotes the conscious use of available resources, optimizing the management of energy in production cycles and setting objectives for energy savings and the consequent reduction of emissions. The company is actively engaged in the pursuit of maximum energy efficiency, constantly improving the management and technology of its production and service facilities. This innovative approach aims to improve efficiency and contain costs.

For the conversion of energy consumption into Giga Joule (GJ), starting from the unit of measurement of each energy source, the conversion factors defined by the English standard parameters of the Department for Business, Energy & Industrial Strategy (DEFRA) were used.

The main consumption of PERFORMANCE IN LIGHTING is represented by electricity, as shown in the table above, followed by methane gas and diesel to power company fleets.

During 2022, the **continuous research in energy efficiency and plant optimization** saw the continuation of projects started the previous year and the launch of new ones, as summarized below:

- ▶ Optimization of lighting systems in the Colognola ai Colli and Ghisalba plants
- ▶ Centralized reduction of schedule and temperature in degrees to optimize the use of gas for heating, in both plants of Colognola ai Colli and Ghisalba
- ▶ Replacement of twilight switches at the Colognola ai Colli site to optimize evening and night switching on of external lights to save electricity
- ▶ Troubleshooting of water system to eliminate water leaks at the Colognola ai Colli site

The gas crisis and the impacts on energy prices have also made it possible to accelerate attention to waste reduction through various activities developed in all Italian sites such as the optimization of heating temperatures and operating hours.

Among the measures adopted to improve fuel efficiency, it should be noted that the vehicles in the company fleet purchased in 2022 are exclusively electric and hybrid. There are also two charging stations available in the company to employees and visitors. The optimization and conversion of the vehicles in the company fleet will continue in the coming years as envisaged in the Sustainability Plan.

GRI 302-1: Energy consumption within the organization

Energy consumptions	GJ
Direct energy consumption – production sites and offices	
Natural gas	4.887
Direct energy consumption - vehicle movement	
Diesel	2.208,5
Petrol	94,1
Natural gas	3,5
Self-produced electricity from renewable sources - i.e., from photovoltaic systems	
Total self-produced electricity	553,7
of which consumed (if applicable)	473,1
of which sold to the grid (if applicable)	80,6
Self-generated thermal energy from renewable sources - e.g. solar thermal panels	46,1
Indirect energy consumption	
Electricity purchased	3.614,6
of which from certified renewable energy sources (if applicable)	0
Total energy consumption	11.280,8



The analysis of the impact on carbon dioxide emissions of PERFORMANCE IN LIGHTING consumption confirms the prevalence of Scope 1, which corresponds to 60% of the company's emissions. In the reporting of Scope 1 emissions, refrigerant gas values have also been

added, which is not negligible due to the use of cooling systems in industrial processes. Consumption has been reassessed in terms of CO₂ equivalent emissions, as shown in the table below.

GRI 305-1 Direct (Scope 1) GHG emissions and GRI 305-2 Energy indirect (Scope 2) GHG emissions

Direct emissions (Scope 1) ³	2022 – tCO ₂ eq
Direct energy consumption - automotive	
Natural gas	274,7
Diesel	157,2
Petrol	6,3
Refrigerant gas (R410A)	22,8
Total direct emissions	461
Indirect emissions (Scope 2) - location based	
Electricity purchased from the grid for consumption	316,3
Total indirect emissions	316,3
Total emissions	777,3

³ DEFRA emission factors, updated to 2022, were used to calculate GHG emissions.

For emissions deriving from purchased electricity (Scope 2), the Terna emission factor "International comparisons 2019" was used, as it provides specific data for Italy.

5.3 Circular economy

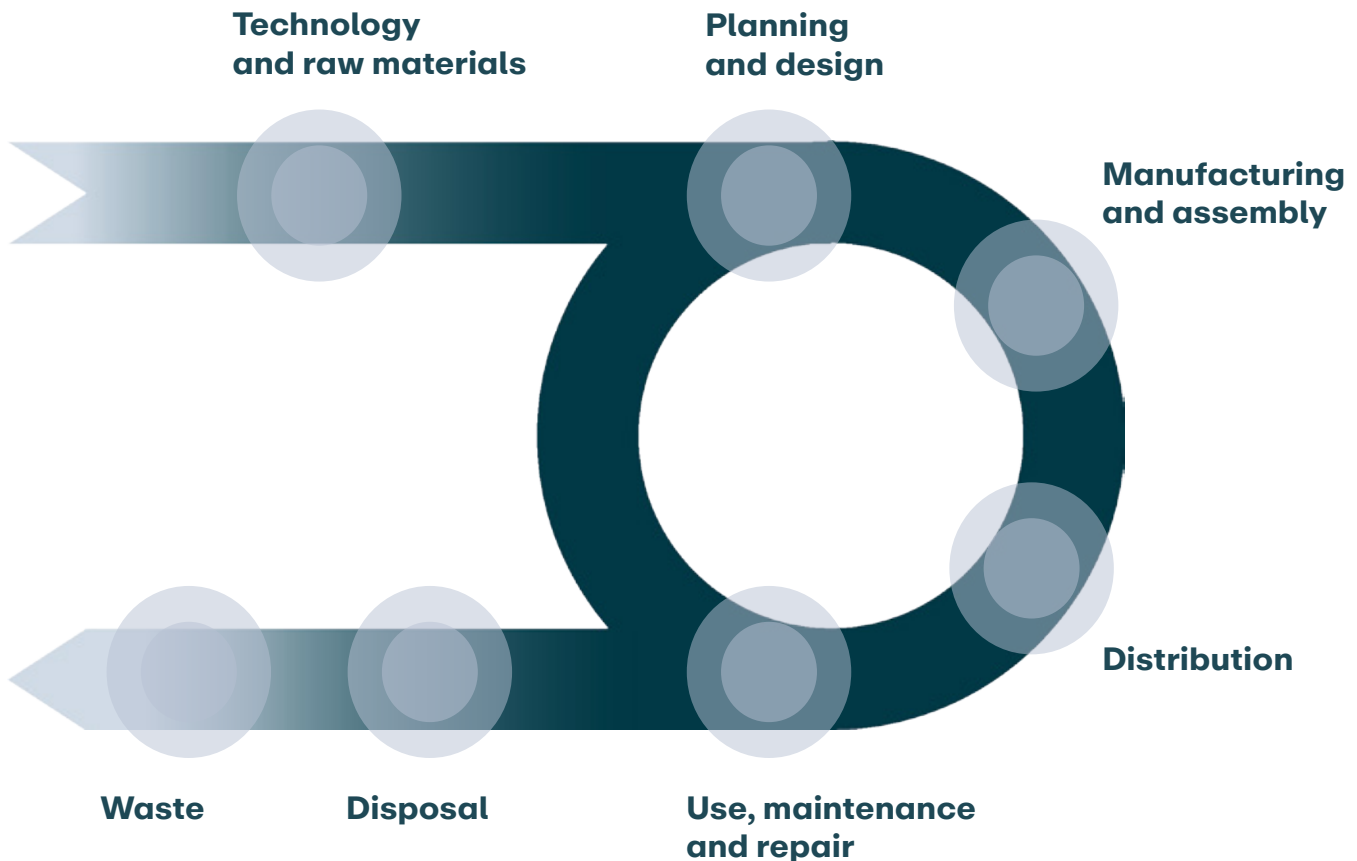
The waste management policy at PERFORMANCE iN LIGHTING sites and sites has prioritized from the beginning the **prevention of waste production at source**, investing considerable efforts in the recovery and recycling of materials and on the correct disposal of non-recyclable fractions.

The awareness of personnel, the adoption of modern and efficient waste collection systems in the various industrial sites, the definition of operating procedures dedicated to waste management, the involvement of specialized companies that carry out collection operations and numerous other initiatives have allowed over time to **improve qualitatively and quantitatively the production and subsequent recovery / disposal of waste**.

The production of waste is mainly linked to the company's manufacturing sites and is mainly waste deriving from metal processing and assembly and logistics (goods handling) activities which are all traced and managed in full compliance with national and local directives for disposal.

Precisely with a view to preventing the production of waste at the source, PERFORMANCE iN LIGHTING has optimized its production process to reduce all plastic waste and more generally, any environmental impact deriving from its activities.

The company has recently adopted a series of interventions aimed at optimizing waste storage spaces and improving disposal practices at its offices in Ghisalba and Colognola ai Colli. In particular, a new storage area was created in the loading bay for waste



at the Ghisalba headquarters, while at the Colognola ai Colli site the use of washable technical cloths was introduced to replace paper cleaning cloths. In addition, new containers for the storage of various waste and cartons were purchased for the Ghisalba assembly lines, thus optimizing available space.

The company has also carried out an optimization of the storage containers for aluminium and iron scrap at the Ghisalba site, improving waste management and minimising waste. Destruction practices for obsolete materials and moulds have also been initiated, thus contributing to the protection of the environment and the reduction of environmental impact.

PERFORMANCE iN LIGHTING wants to take a circular approach and works in an integrated way with the life cycle of a product, from production to life cycle, from recycling to recovery.

Finally, the company has decided to deliver all municipal waste equivalent to domestic waste to a specialized external company, rather than to the municipal service, in order to optimize the management and effectiveness of the waste itself. These interventions demonstrate the company’s commitment to the environment and the local community, helping to create a healthier and more sustainable working environment for all employees.

GRI 306-3 (2020): Waste generated

Waste generated	2022
Hazardous waste (t)	380,29
Non-hazardous (t)	4,29
Total waste generated (t)	384,58

In general, PERFORMANCE iN LIGHTING pays the utmost attention to minimizing raw materials entering the company, starting from the design of the products but also of the packaging. In fact, the company has always been committed to continuing actions to eliminate components with low recyclability and to the optimization of shapes and thicknesses to ensure the highest quality with the least impact. Packaging design

activities continued in this direction during 2022, also focusing on the reduction of plastic material used in packaging as well as on replacing part of the material currently in use with new solutions and more sustainable types.

In addition, it is important to emphasize that:

- ▶ According to the WEEE Directive (Directive 2012/19/EU of the European Parliament and of the Council of 4 July 2012 on waste electrical and electronic equipment - WEEE), PERFORMANCE iN LIGHTING is a “manufacturer of electrical and electronic equipment” and, in particular, its articles fall within the scope of Directive 2012/19/EU in categories 2, 3, 4 and 5. PERFORMANCE iN LIGHTING, for all products falling within the scope of the WEEE Directive, encourages the design of electrical and electronic equipment in an environmentally sustainable manner, in order to facilitate the disassembly, repair, preparation for reuse, reuse, recovery and disposal of WEEE, to allow an efficient use of resources
- ▶ PERFORMANCE iN LIGHTING also provides end users, within the instructions for use of its products, with useful information for separate collection for subsequent recovery and recycling operations, underlining the importance of environmental defence and protection

In addition to joining recovery consortia dedicated to the management of waste deriving from electrical and electronic equipment at the end of its useful life, the company has also been a member, for several years, of recovery consortia dedicated to the management of waste deriving from packaging materials.

In addition, PERFORMANCE iN LIGHTING, in relation to its environmental sustainability objectives, aims to use high quality recycled materials in increasing quantities, continuously seeking new purchasing opportunities on the market, in order to increase the percentage of raw materials of sustainable origin (recycled, post-industrial, pre-industrial) in final products. The continuous dialogue between the purchasing department and the R&D department, as well as between suppliers, is intended precisely in this perspective.

SUSTAINABILITY REPORT

The company is also committed in a concrete way to:

- ▶ Promote the adoption of the LCA (Life Cycle Assessment) method: a sustainability analysis that includes all phases of the life cycle of the product under consideration, from the extraction of raw materials for its production to dismantling and end of life
- ▶ Reduce the consumption of plastics, as well as reuse

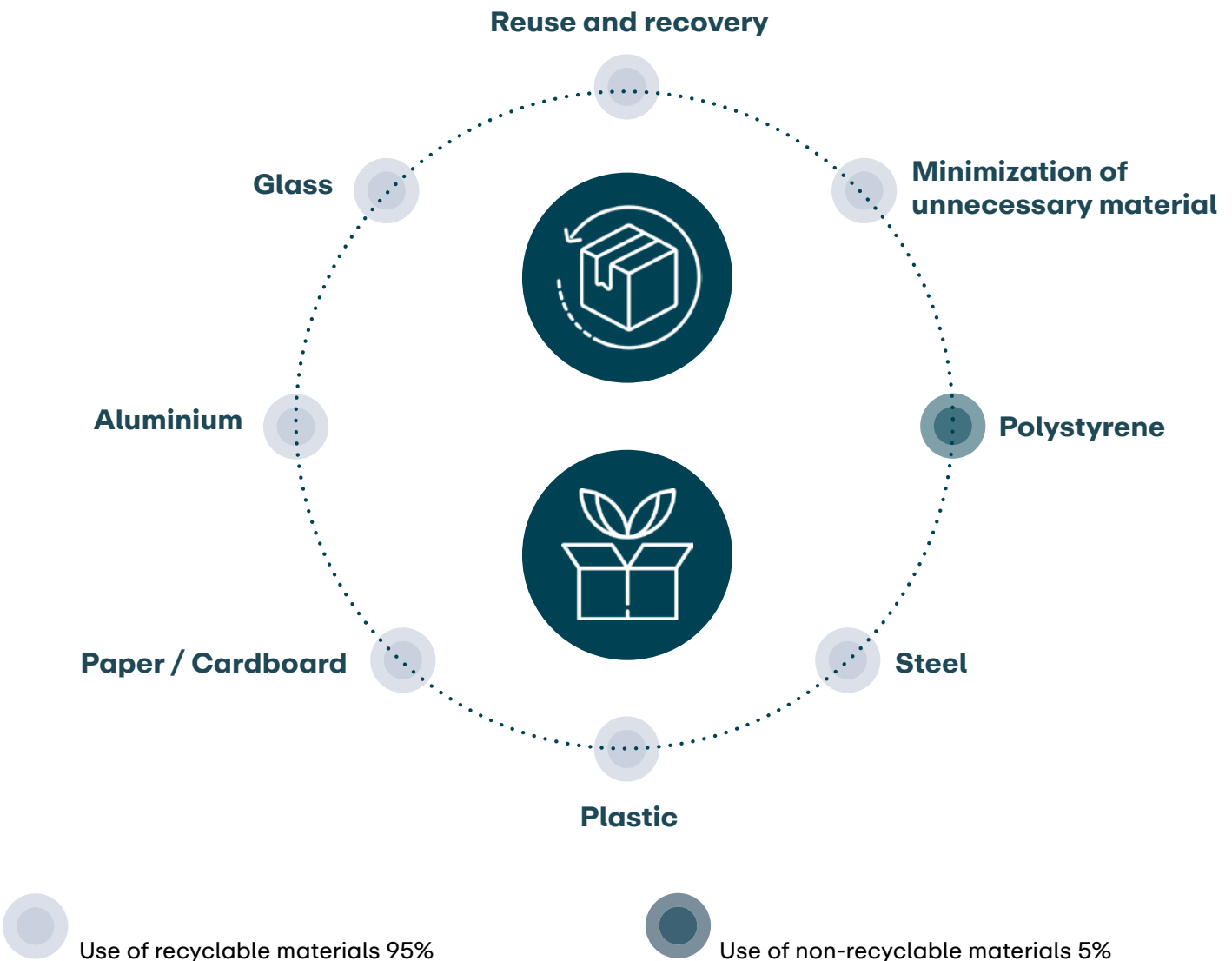
waste material

- ▶ Optimize industrial processes in order to limit the consumption of materials and resources

In the choice of materials and components, PERFORMANCE iN LIGHTING guarantees compliance with current Italian and European regulations in order to avoid the use of substances that may be dangerous to health.

Towards recyclable packaging

Goal: Replacement of packaging with 100% recyclable resources





5.4 Sustainable supply chain

PERFORMANCE IN LIGHTING is committed to promoting within its supply chain and in relations with business partners the principles and **criteria of ethical, social and environmental responsibility** that guide the company's activities. In this sense, as part of the qualification and evaluation processes for its suppliers, the company will also introduce an **ESG questionnaire**, to understand the approach of our suppliers to sustainability as well as to stimulate the definition and implementation of organizational, environmental, safety and ethical criteria in supply chain qualification and evaluation processes.

PERFORMANCE IN LIGHTING undertakes in the period 2023 – 2024 to structure and initiate a correct process aimed at its suppliers to request the adoption of behaviours and parts in line with the principles defined by the company and international ESG assessment standards. In 2023 it is intended to adopt the **Suppliers Code of Conduct**, in line with what has already been implemented by the parent company GEWISS S.p.A.

Suppliers	2022
Italy	85,3%
China	5,6%
Germany	3,4%
Turkey	0,9%

Taiwan	0,9%
UK	0,9%
Netherlands	0,4%
USA	0,4%
France	0,4%
Hungary	0,4%
Belgium	0,4%
Czech Republic	0,4%
Hong Kong	0,4%
Total	100%

GRI 204-1: Proportion of spending on local suppliers

Expenditure	2022
Italy	
from local suppliers ⁴	52.5%

For the evaluation and choice of suppliers, the following parameters are considered:

- Production capacity in function of requested needs
- Ability to provide what is requested in accordance with the required quality plans, with the required delivery terms
- Price level

⁴ The definition of local is based on the registered name of the supplier.

6 PERFORMANCE IN LIGHTING FOR THE TERRITORY

Links with the community, attention to the product, activity that supports the weakest, support to families, support for the empowerment of women, attention to young people and training, internal welfare, have always been part of PERFORMANCE IN LIGHTING work and have always distinguished us. These are our formula for social, environmental and economic well-being while respecting people, the planet and prosperity.

The foundation of this path is already powerfully present in the company's past and present. There is no need to invent anything; this spirit is already in our business model and in our corporate vision. The real challenge is to become collectively aware of these actions and insert them in a systematic, measurable and monitorable way in our work as fundamental, valued and shared assets, which can soon be integrated into financial performance.

People are at the heart of our commitment. We strive to help improve the lives of people near and far every day. Not just by creating settings with the most suitable lighting. We do more.



NidoBlù

The company has designed the Asilo Nidoblù to promote family / work balance, at our headquarters in Colognola ai Colli (VR), open not only to the children of employees

but to the entire local community.

In these 20 years, more than 1.000 children aged 7 to 36 months have experienced an environment and a journey inspired by the 'Reggio Children' pedagogical philosophy. Inside, it also includes a vegetable garden, a flower garden, and a park.



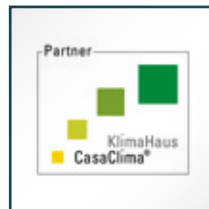
CINI

On a global level, the support of PERFORMANCE IN LIGHTING is focused on CINI (Child In Need Institute), an international NGO that ensures children in the neediest areas of the world the right to receive early-childhood care and education by helping families to learn the basics of hygiene, health, and didactics.



EMERGENCY

EMERGENCY promotes a culture of peace, solidarity and respect for human rights. The company supported EMERGENCY in the construction of the centre of excellence in paediatric surgery in Entebbe, Uganda, which offers free care to adults and children with surgical needs from all over Africa. The participation in the initiative relates to an area of activity that has always shown the spirit of the company, strongly oriented towards all sorts of virtuous collaboration in the area of social solidarity. PERFORMANCE IN LIGHTING is also the Main Partner of Casa Emergency in Milan, a space for rights that is open to the city, the headquarters for the Organisation, and place for the community, debate, and international support.



CASA CLIMA

The company has always been attentive to important issues such as environmental protection, energy savings and the well-being of people. These themes are a daily inspiration for the design and development of the company's products. A new collaboration has begun with Agenzia CasaClima, the independent public certifying body of Alto Adige (I), that has become an actual protocol for the certification

of not only residential buildings, but also public lighting, wineries, schools, companies and much more. Over the years it has become a protocol used nationally, and also known in Austria and Germany. PERFORMANCE IN LIGHTING has become a partner in the area of artificial illumination, providing training and consulting regarding energy savings, intelligent lighting management, regulations, well-being and visual comfort.



CMV - Children's Museum Verona

PERFORMANCE IN LIGHTING is happy to be a partner of the Children's Museum of Verona since 2019, an interactive museum is dedicated to play and

experimentation for young children and is an example of urban regeneration. It is a project by Pleiadi, a company that cultivates and communicates a passion for science to families and children through innovative methods. The company has always been mindful of

issues related to family and childhood.



Collaboration with technical institutes and universities

PERFORMANCE IN LIGHTING believes in training and supports the growth and professional integration of today's young people to develop

professionals of the future. For this reason, the company collaborates on a permanent basis with technical institutes in the area and with the best universities in the national context by organizing courses, technical seminars and welcoming as many students as possible at our offices for internships and training internships. The company believes in the added value that having different generations in the company creates and favours broad collaboration between students and staff as an important factor in the sharing of knowledge and mutual growth.



PERFORMANCE IN LIGHTING for EMERGENCY: together to bring healthcare excellence to Africa.

PERFORMANCE IN LIGHTING has provided lighting calibrated according to the peculiarities of the place and able to favour the comfort of patients in the hospital rooms and a better visibility for hospital staff in the operating rooms.

In designing the lighting project, the following were taken into account:

- ▶ Special features of the space
- ▶ Needs of the hospital environment
- ▶ Energy saving
- ▶ Low operating costs
- ▶ Durability over time
- ▶ Patient comfort
- ▶ Staff operability





Lighting for the well-being of young paediatric patients and to promote the concentration and efficiency of medical staff.

Hospital sustainability and efficiency:

- ▶ Professional development: training centre for young doctors
- ▶ Renewable energy: 2.670 square meters of solar panels
- ▶ Energy efficiency: thermal properties
- ▶ Inclusive architecture: combining practical needs with traditional architecture

An extremely important symbol for the promotion of health and culture in Uganda and throughout Africa.

PERFORMANCE iN LIGHTING supported **EMERGENCY** in the construction of the Children's Surgical Hospital in Entebbe, Uganda designed by Renzo Piano.

6.1 Sustainable value

Aware of the important role of industry for the market, for economic growth and for the well-being of the people and social realities in which it is present, PERFORMANCE IN LIGHTING works to **develop and maintain an open dialogue with local communities** and the different territories in which it is present, proposing initiatives and projects designed to meet concrete needs.

The goal is to create **shared value for customers, people, communities and future generations**, playing an active role in society and taking into consideration the requests coming from the local area, promoting those that are in line with the company's values, favour the growth and development of the community and enhance areas such as: raising awareness of energy sector issues and responsible use of resources; training and partnership as a tool for innovation; development and care of cultural and environmental heritage; inclusion through sport and raising awareness on health-related issues.

6.2 Supporting community and the territory

Nidoblù was born from an idea of Giorgio Lodi, entrepreneur, as well as father of five children, driven by the need to give a concrete answer to the families of his employees, but also by the desire to build a wooden house "...like those in fairy tales..." where every day every boy and every girl could live a special day, with the enthusiasm to give life to a new project, capable of focusing on the relationship, research and well-being of children, families and, last but not least, of personnel.

Nidoblù began its activity on 9 September 2002, after two intense years of study and reflection, during which different skills (pedagogical, anthropological, architectural, etc.) met to build a place not "with" children, but "for" and "of" children; a place designed for them, suitable for developing their potential in a context tailored to them, to promote a natural path towards autonomy and awareness of the self and the world.



Since its inception, Nidoblù has shown a natural vocation for innovation, to be experienced in everyday life, but also thanks to particular projects that over the years have characterized the structure; specifically, the farm, open from 2004 to 2019, with an educational project entitled "An animal for a friend".

In these 20 years more than 1.000 children aged 7 to 36 months have experienced an environment and a path inspired by the "Reggio Children" pedagogical philosophy.

In support of all these considerations, Nidoblù has constantly referred to the educational philosophy proposed by "Reggio Children", an international centre for the defence and promotion of the rights and potential of boys and girls.



The Nursery is managed by the Social Cooperative “Nidoblù” and is located in Colognola ai Colli (VR), near the company PERFORMANCE IN LIGHTING, owner of the structure, systematically accredited with high scores by the competent body. On the last inspection visit of 1 June 2021, a score of 100% was given.

The environments and all the elements that define and furnish them, always clean, safe and stimulating, allow children to move freely **independently and protected**, in an attractive space full of opportunities to explore and learn, such as opportunities to maintain

relationships with other children and adults, experiment and develop learning.

These considerations require a careful study of spaces, in continuous movement and change, in order to accommodate the evolving needs of children.

The outdoor **space can offer situations** for symbolic play, meeting and storytelling, laboratory experiences, motor experiences, games of balance, paths for research, exploration, discovering nature. The exterior requires **a project as well-considered and detailed** as that for the interior spaces.



SUSTAINABILITY REPORT

PERFORMANCE IN LIGHTING also actively collaborates with a social cooperative that promotes the employment and integration of disadvantaged people (e.g., purchase of cooperative assets, outsourcing of work):



COOPERATIVA MULTIFORME

In 2022, the relationship was strengthened with the non-profit local organization “Sulle Orme” of Don Paolo Pasetto that through Cooperativa Multiforme, operates to provide social assistance and educational services for the accompaniment, protection, support and integration of people who for different reasons are in a particular moment of need and / or hardship.

Among the various activities of the Cooperative, the shop – **L'ALBERO DEI TALENTI** in Soave, is a meeting place to create a social market of ethical and solidarity products. Each product becomes a witness of the history of the people who made it and the care with which it is made.

A further activity carried out to support the local community was presented on the occasion of the internal company event on sustainability “**iNsieme**” on 10 June 2022. To facilitate the development of one of the workshops organized, namely the assembly of benches made from discarded pallets, the pre-working of the materials was commissioned to the carpentry shop managed by Cooperativa Multiforme, which created work for youth with disabilities.

On the occasion of the Christmas baskets to our employees, in 2022 we “donated” €3.616,00 by purchasing Pandoro from Voci e Volti Onlus.





7 CONCLUSIONS

Simplicity, sharing and clarity. These are the cornerstones of our 2022 Sustainability Report.

This first edition of the document has allowed us to systematically indicate the philosophy that accompanies our way of doing business, promoting and practicing sustainable innovation as a fundamental part of our corporate strategy and culture. But this is not enough, we want to set new goals for ourselves, improve our ability to contribute to increasing the economic, environmental and social capital of the territories in which we operate and beyond. For this reason we have set ourselves some objectives that we intend to pursue over the next three years, to contribute to sustainable development.

We thank all those who have contributed to achieving the results summarized in this Report and all the people who, as part of their daily activities, have contributed to the drafting of this document by responding in an open and participatory way to our invitation to dialogue and constructive debate.

Thanks to their support, PERFORMANCE IN LIGHTING has a tool to share with all stakeholders, with a view to strengthening the relationship of trust and contributing to the creation of shared value along the entire value chain.

Contacts:

For information on what is reported in this document and further information on PERFORMANCE IN LIGHTING's sustainability path, please contact:
sustainability@pil.lighting

To stay informed about PERFORMANCE IN LIGHTING's sustainability journey, visit the dedicated section on our website by scanning the QR Code on the side.



8 GRI CONTENT INDEX

Statement of use	PERFORMANCE iN LIGHTING S.p.A. has reported the information cited in this GRI Content Index for the period from 1 January 2022 to 31 December 2022, with reference to (“with reference to”) the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	INFORMATION	LOCATION
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 - being the first year of reporting
	2-5 External Assurance	N/A - The 2022 Sustainability Report is not subject to external assurance as it is prepared on a voluntary basis (PERFORMANCE iN LIGHTING is not obligated under current legislation)
	2-6 Activities, value chain and other business relationships	Who we are, page 7
	2-7 Employees	Our people, page 32
	2-8 Workers who are not employees	Our people, page 32
	2-9 Governance structure and composition	Corporate Governance, page 10
	2-14 Role of the highest governance body in sustainability reporting	Methodological note, page 6, Materiality analysis and stakeholders identification, page 12
	2-22 Statement on sustainable development strategy	Letter to stakeholders , page 3
	2-23 Policy commitments	Ethics and Compliance, pag. 11
	2-27 Compliance with laws and regulations	There were no cases of non-compliance with laws and regulations during 2022
	2-28 Membership associations	Description of the company's stakeholders and relative engagement methods, page 16
	2-29 Approach to stakeholders engagement	Description of the company's stakeholders and relative engagement methods, page 16
2-30 Collective bargaining agreements	Our people, page 32	
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality analysis and stakeholders identification, page 12
	3-2 List of material topics	Materiality analysis and stakeholders identification, page 12
	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality analysis and stakeholders identification, page 12 • Innovation and responsible design, page 22 • Well-being and development of human resources, page 32 • PERFORMANCE iN LIGHTING and the environment, page 42 • PERFORMANCE iN LIGHTING for the territory, page 50
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable supply chain, page 49
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumptions and emissions, page 44
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy consumptions and emissions, page 44
	305-2 Energy indirect (Scope 2) GHG emissions	Energy consumptions and emissions, page 44

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular economy, page 46
	306-2 Management of significant waste-related impacts	Circular economy, page 46
	306-3 Waste generated	Circular economy, page 46
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our people, page 32
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational health and safety, page 40
	403-2 Hazard identification, risk assessment and incident investigation	Occupational health and safety, page 40
	403-3 Occupational health services	Occupational health and safety, page 40
	403-4 Worker participation, consultation and communication on health and safety	Occupational health and safety, page 40
	403-5 Worker training on occupational health and safety	Occupational health and safety, page 40
	403-6 Promotion of workers health	Occupational health and safety, page 40
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety, page 40
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety, page 40
	403-9 (a) Work-related injuries	Occupational health and safety, page 40
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training, page 40
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	Our people, page 32
GRI 413: Local Communities 2016	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	Support to the community and the territory, page 54
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Design, quality and product safety, page 22
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022 there were no incidents of non-compliance concerning impacts on the health and safety of products and services
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	Design, quality and product safety, page 22
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2022 there were no incidents of non-compliance in information and labelling of products and services
	417-3 Incidents of non-compliance concerning marketing communications	In 2022 there were no cases of non-compliance regarding marketing communications
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, there were no cases of well-founded complaints regarding the violation of customer privacy and loss of customer data.

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