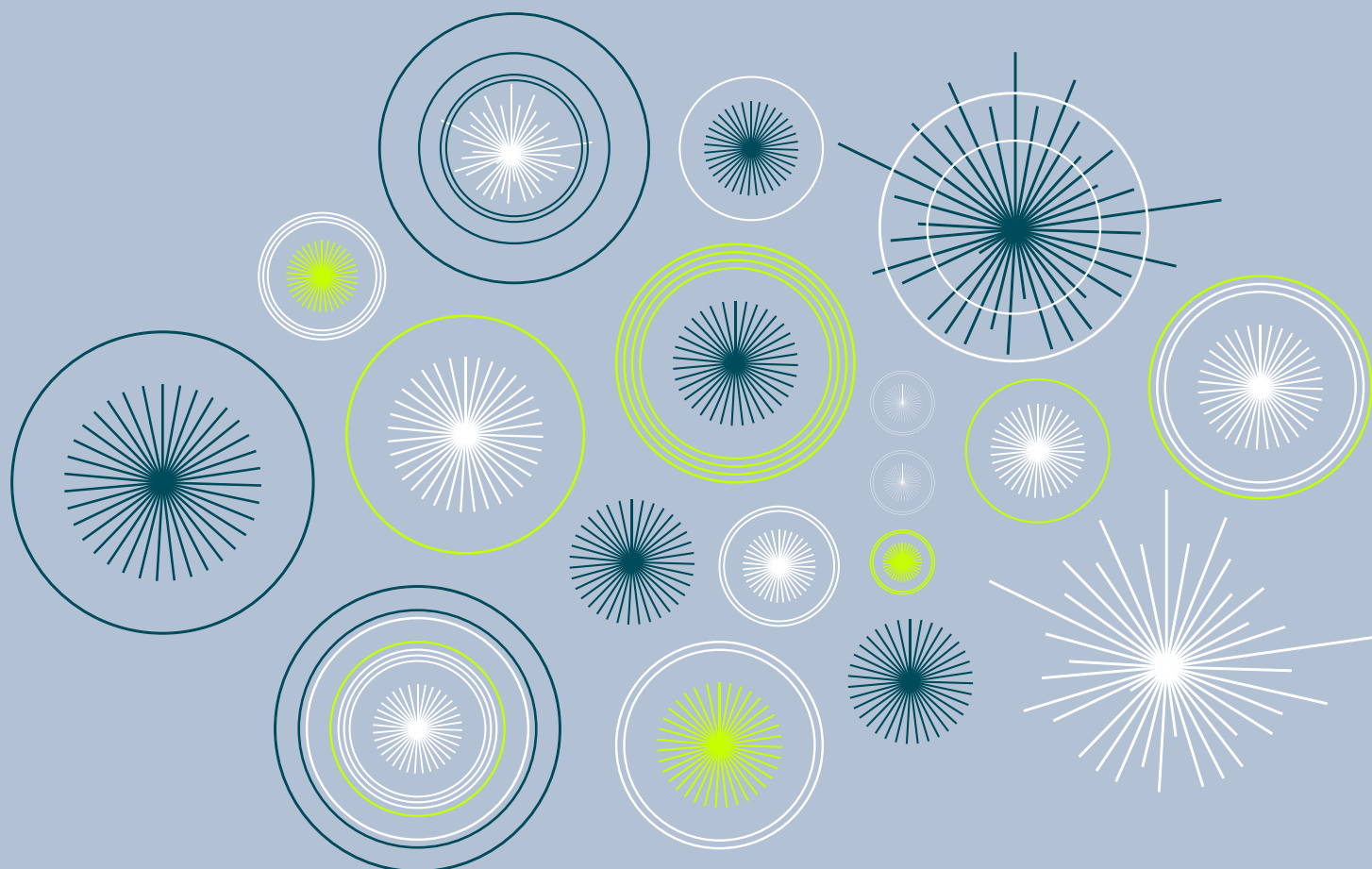


PERFORMANCE **iN** LIGHTING



#performancetogether

**Sustainability Plan
2022 - 2024**

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LETTER TO STAKEHOLDERS

Dear shareholders, partners, customers and collaborators,

A kick-off for an adventure which I believe in with all my heart and that will be able to create new horizons for Performance iN Lighting.

Our company, like many others, has faced these last years with courage and determination. There is still much to do to return to “normality”, whatever that is, but the process is underway and nothing will bring us back.

At the same time, the need for transformation can be felt in every aspect of our new working and personal life. It’s a new challenge and we have all the credentials to do it big.


We need to look inside ourselves and understand on what foundations we want to build our future. It has been more than 40 years since we began. The many people who have made the history of this company have left us an immense legacy of knowledge, skills and values that we must preserve and pass on. And it is precisely on values that I want to focus. Because the values that we have built over the years, first with Prisma and SBP, and then together, and then again along with other companies in other countries, are those that have made the difference in the past, today and that will continue in the future.

Today these values must constitute the “foundation” of our new home, they must become the “constitution” of our Performance iN Lighting. With this new adventure, we must bring them forward and insert them into the genetic heritage of the company for the next hundred years, the one we want to pass on to our children.

We don’t have to invent anything new. It’s already all within us. It is only a matter of pulling them out, making them more evident and “sculpting them in marble”, so that those who come after us, always have a tool to understand where we come from, who we are and how we want to face what life hands us in the years to come.

Sharing, honesty, well-being of all, gender equality, equal opportunities cannot be questioned and today they are our “new” starting point.

Good work and good journey.



Giorgio Lodi
President and CEO

PERFORMANCE iN LIGHTING

We shape the future with the most intangible,
most evocative and exciting material
available to man: light.



With more than 40 years of experience and a dynamism that looks to the future, the Performance iN Lighting Group is an international player in the lighting industry, confirming a unique legacy of expertise whilst at the same time maintaining a continuous enthusiasm for innovation that have enabled the Group to become a solid global reference in the world of design and architecture.

+550 EMPLOYEES

100 SALES AREAS

83 EXPORT COUNTRIES

4 PRODUCTION DIVISIONS
12 SALES SUBSIDIARIES

Headquartered in Colognola ai Colli, in the province of Verona, and with important production units in Italy, Germany, Belgium and the United States, Performance iN Lighting operates in 100 sales areas and exports to 83 countries, establishing itself as one of the leading companies in the professional lighting industry. Our more than 550 employees and numerous subsidiaries allow us to have a global vision of the lighting world: an international outlook with a stylistic approach firmly rooted in "Made in Italy" and a technological research worthy of the best "Made in Germany".



€ 88.198.006,00
OF NET REVENUES IN 2021

PERFORMANCE
iN LIGHTING

7 Application Areas

Performance iN Lighting offers a wide range of high-quality luminaires in **7** different **application areas**, **32 product categories** and **104** different **product series** and **4.919** active **product codes** in the 2021 catalogue.

TECHNICAL
INDOOR

OFFICE

INDUSTRIAL

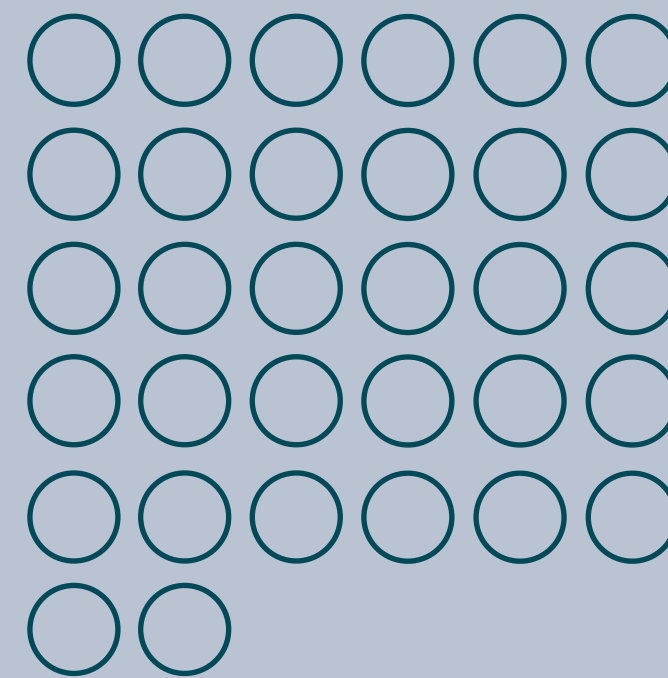
RESIDENTIAL

ARCHITECTURAL

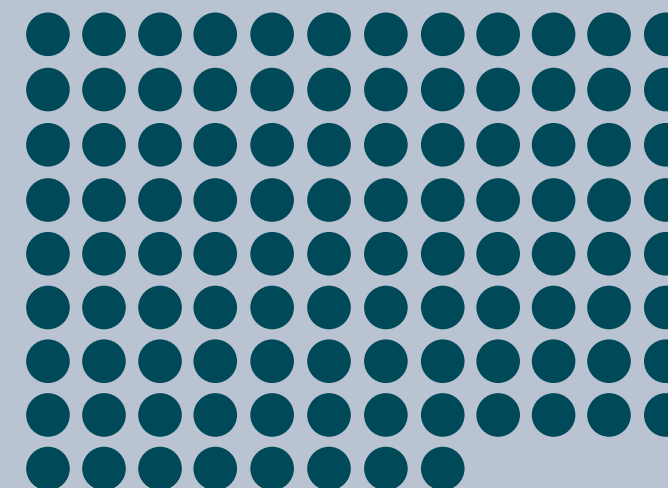
PROFESSIONAL

URBAN

32 Product categories



104 Product series



4.919

Product codes

6 Lighting Tools

1 LIGHT-PERFORMER®

2 Human Centric Lighting

3 Daylight control

4 dimSMART!®

5 The swarm function

6 SMART

Four generations
of entrepreneurs
since 1905.

The industrial history of Performance iN Lighting and the entrepreneurial tradition of the Lodi family began in Turin in 1905, with the establishment of Vetreria F.lli Lodi by Guglielmo Lodi (great-grandfather of the current Group Chairman, Giorgio Lodi).

In 1960, Vittorio Lodi, Guglielmo's grandson, changed the name to VETRERIE LODI S.p.A. and gave a wider scope to the glassmaking Group, not limiting it to working for the automotive sector like most companies in the Turin industrial scene. Instead, he laid the foundation for establishing a consolidated Group at the European level, operating in many sectors of the glass industry.

In 1970, Vittorio took over the chairmanship of the FINVETRO group, which included, in addition to VETRERIE LODI S.p.A. and numerous other companies in the glass sector, PRISMA S.p.A. the first company of the group to specialise in lighting products in glass that over time was joined by the Italian companies SBP, Klewe, the Belgian company Ed-dis and the German company Spittler.

In 1996, together with his children Giorgio and Marina, Vittorio Lodi made the decision to concentrate mainly on the lighting field by acquiring other companies in the sector. Thus, PERFORMANCE iN LIGHTING was born in 2002, collecting under one name several brands from different countries and, as of 2017, bringing together all products under a single group brand.



#performancetogether



WELFARE CHAMPION

2021
2020
2019
2018

WELFARE INDEX
PMI

Our Values

- UNION
- WELL-BEING
- FUTURE
- HONESTY
- RELIABILITY

Our Approach

- TRUST
- RELATIONSHIP
- RESPECT
- LISTENING
- SHARING

Our Vision



Safety and well-being illuminated and within everyone's reach.

Our Mission



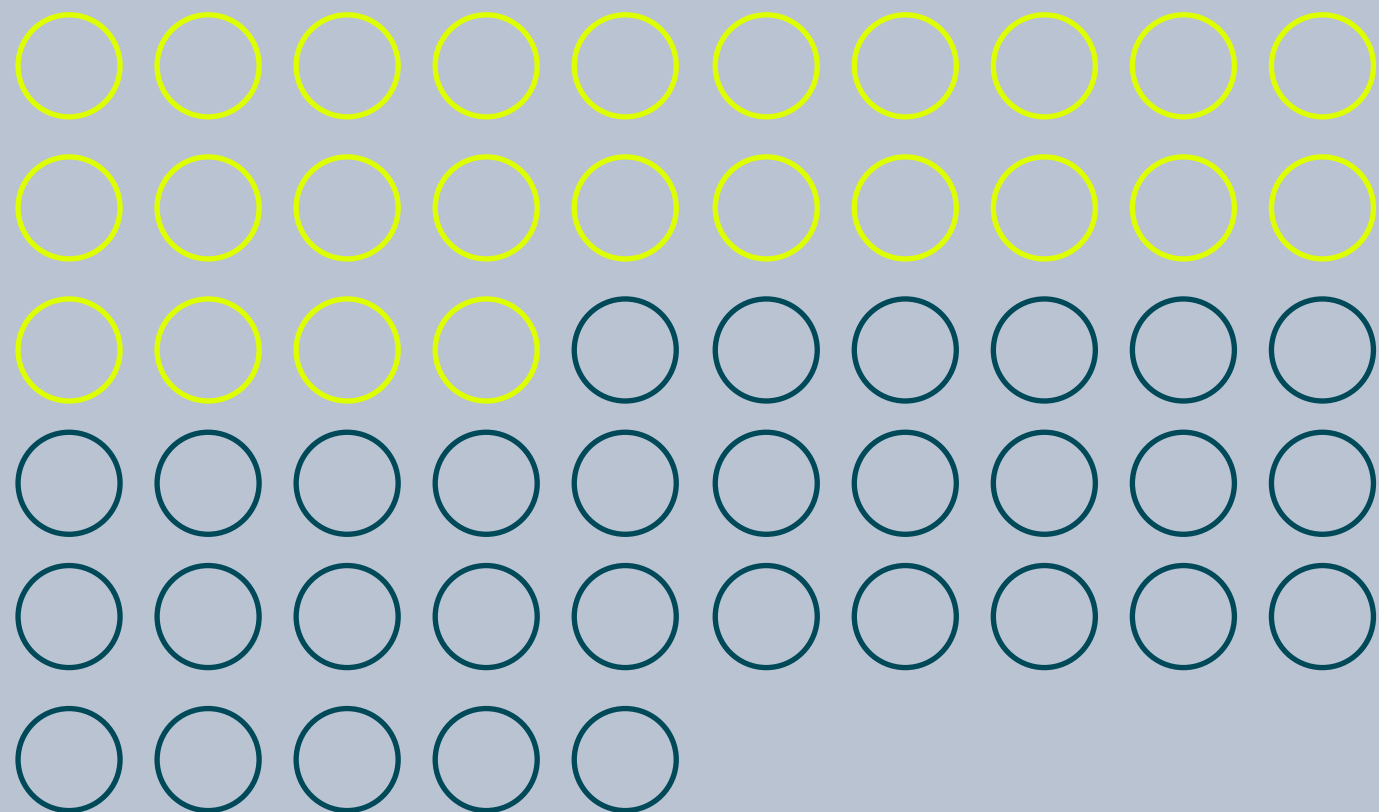
We offer safe and durable lighting solutions to ensure the well-being of people in their environment.

Our Purpose



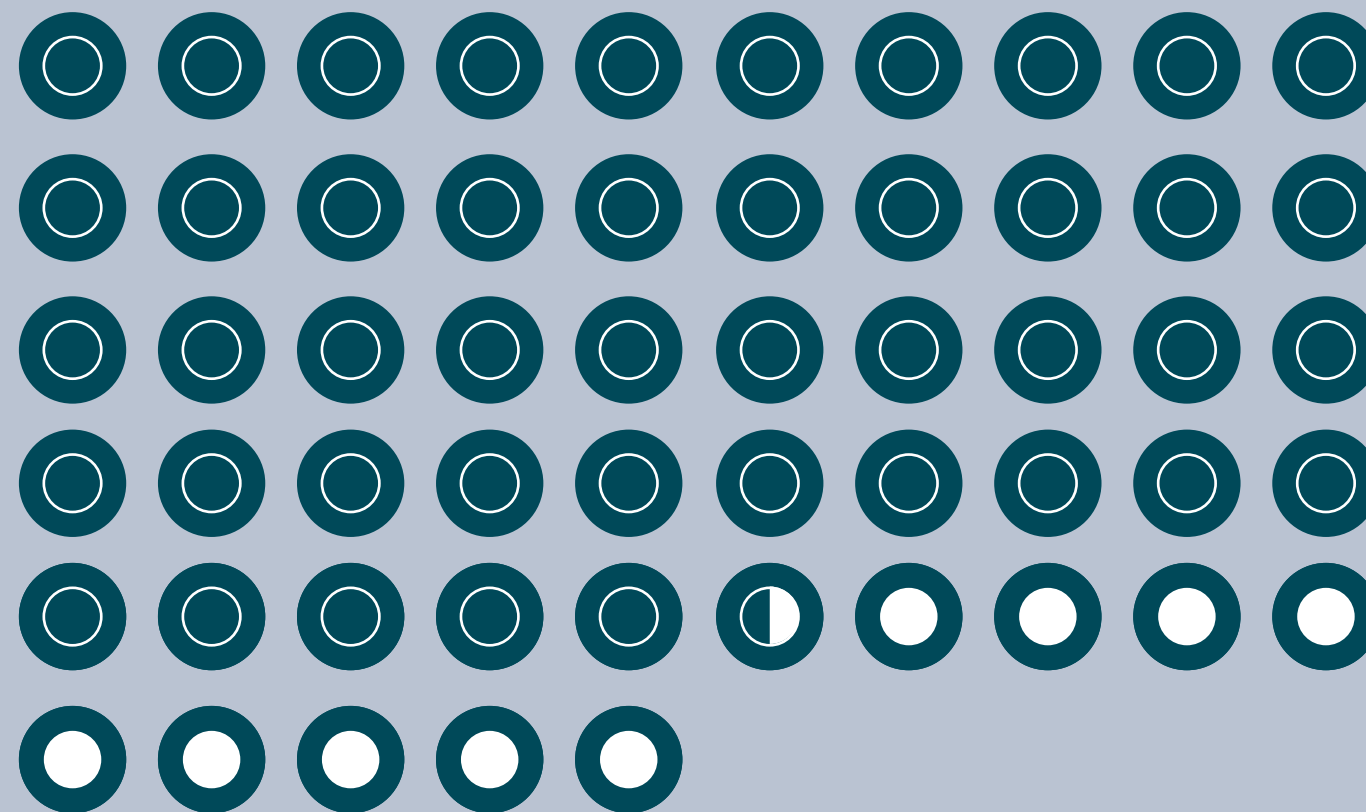
Improving the well-being of people with innovative lighting solutions and performances.




The people of Performance iN Lighting



24,64%
Women Managers

56% Men
44% Women



-  Total employees: 553
-  Full-time employees: 458
-  Part-time employees: 95

THERE IS ONLY ONE FUTURE

Our vision of Sustainability.

2023
2024

2022

2019
2021

Since 2019 groups of collaborators, managers, boards and external partners have collaborated together to define and refine the path of Performance iN Lighting in Sustainability. The result is a three-year strategy with measurable goals that will drive our internal transformation, that of our stakeholders and our contribution to people and the planet.

Adopting good practices, transforming our company towards a sustainable business model and helping to create social value in favour of growth and continuous innovation. These are the three fundamental dimensions that represent what not only corporate responsibility means to us, but also entrepreneurial culture.

These objectives represent the basis for starting a long-term journey that today involves the Italian branch and that tomorrow will be applied to the entire Group, to then increase and attest to a value path at an international level. In view of the application of this model in a virtuous way in the coming years, we have started by making this same path sustainable and inclusive, identifying intermediate steps and a scalable process that can ensure the correct management of future activities and implementations, year after year.

With our new Sustainability program, we want 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 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 stakeholders.

For the first time we have been called, together with individuals, companies, organisations and institutions to adopt a new positive, ethical and sustainable paradigm. There is only one future and we must start with ourselves to make real change.

2019-2021**Preparation**

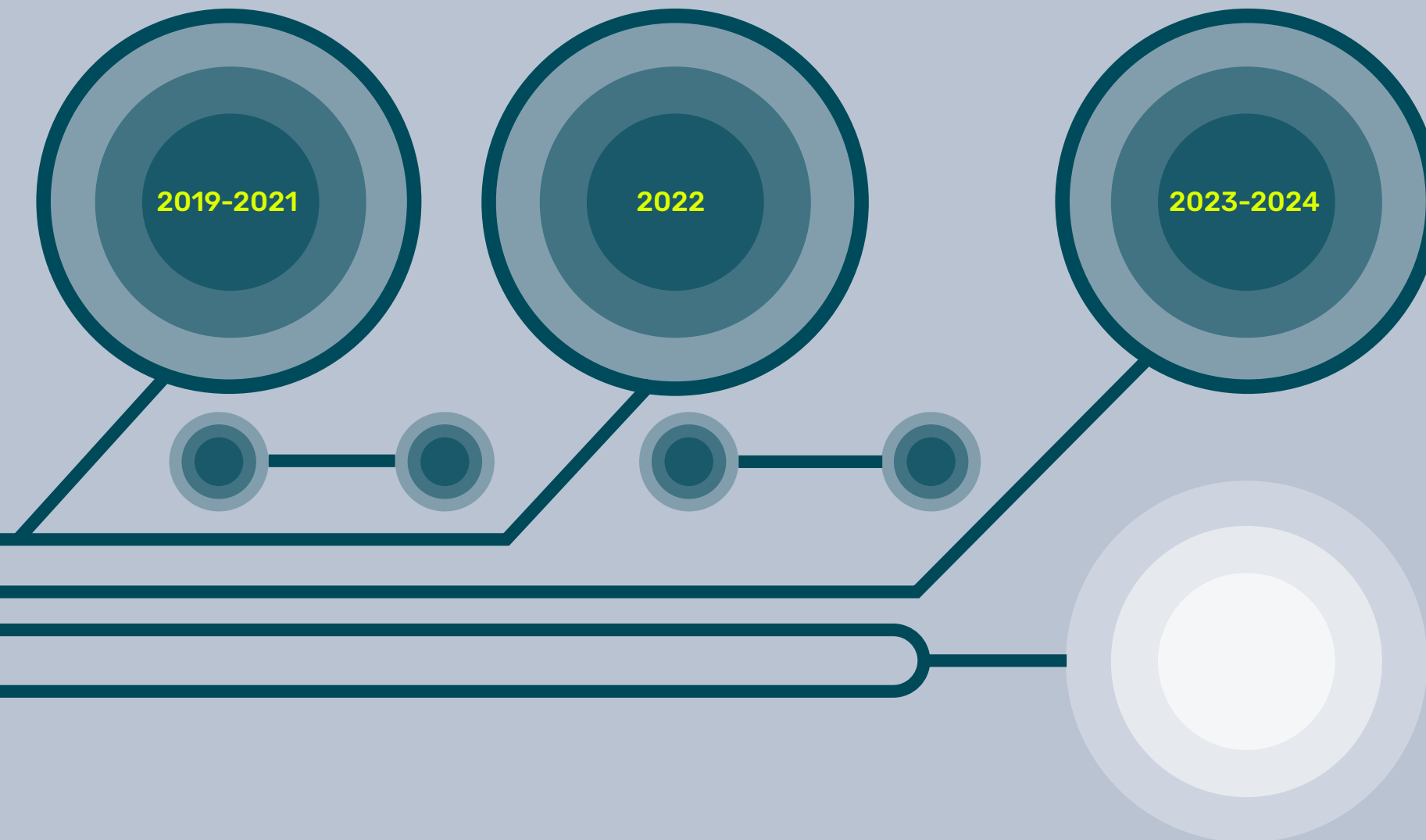
Internal audit, analysis, reconnaissance and initial assessment. Evaluation of the internal and external scenario, in-depth study of key regulations, implementation of internal engagement and awareness initiatives, survey on the Culture of Sustainability within the company, awareness on sustainable behaviour, evaluation and benchmarking through dedicated tools.

2022**Definition of strategy and vision**

Base measurement and reporting of 2021 activities, implementation of monitoring and internal organization mechanisms; definition of the 2022-2024 objectives for each impact area and implementation of the first executive steps.

2023-2024**Achievement of objectives**

Achievement of defined objectives, implementation of KPIs with growth objectives, reformulation and updating of the strategy, alignment with a recognized reporting standard, release of the first integrated report (2023).



#startingfromus

Starting a monitoring and reporting process is a complex task which requires the analysis and understanding of one's own business history and at the same time, of present challenges and future transformations.

This Sustainability Plan expresses the desire to express the daily commitment, present and future, to adopt a new regenerative paradigm to be applied within our company, towards the wider community and in collaboration with our business partners. Along with the desire to begin a reporting process, awareness has matured over time that, in addition to the results obtained, it is of primary importance to make processes that are transparent and identify strategic objectives that can guide our long-term choices. The result is a Sustainability Plan that indicates a starting point.

As with all new beginnings, we asked ourselves which corporate objectives converge with the sustainability program, so as to be aligned with the business plan and our growth and innovation plans to create increasingly long-term value through an organic path. We have defined long-term impacts and we have looked back in identifying a concrete strategy able to guide us towards a path enhancing our distinctive features and our uniqueness.

We have decided to present available and monitorable data in 2021 and to identify guidelines that strengthen the identity and purposes of the company, bringing value to several levels:



Integrate sustainable performance into the business plan and maximize the positive impact of the company;



Implement the synergy and dialogue between the different departments and people of the company, building our culture of sustainability that is manifested at several levels;



Define a range of actions to respond concretely to the needs of our stakeholders and customers;



Contribute to the 2030 Sustainable Development Goals through themes that are most connected to our DNA and our business model;

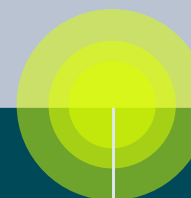


Identify risks as challenges to implement responsible actions and improve business performance.

Application Area: Sustainability

To make this path tangible and monitor our progress, risks, unmet goals and objectives exceeded over time, we have created a new business division. A new “application area” led by a sustainability team that represents people at all levels. A fluid, horizontal and heterogeneous dynamic, which leaves no one outside.

One team, 2 squads:



PEOPLE

One squad made up of all the people in the company interested in sustainability issues and who have voluntarily decided to participate in this transformation, also actively supporting awareness and internal communications. They are the representatives of our collaborators and have participated in different work groups round tables to identify specific activities that have been subsequently evaluated by the entire team through questionnaires and votes. Membership in this squad is open to everyone over time.

STRATEGY & ASSESSMENT

MEASUREMENT

STAKEHOLDER ENGAGEMENT

COMMUNICATION

MANAGEMENT

One multidisciplinary squad involving the main representatives of all departments in the monitoring management of KPI and in the definition of issues relevant to the company. The squad has the function of path management, progress tracking, data verification and monitoring, resource optimization.



Governance and responsible conduct



POLICIES



PUBLIC COMMUNITY



Responsibility towards people



PEOPLE



PERSPECTIVE



Responsibility towards customers and products



PLANET & PRODUCT



PARTNERSHIP

This internal division, created in 2021 and with which training and involvement activities of the last two years have been carried out, provides for the definition of a consolidated organisational chart in 2022 that will adopt managers for process, auditors, methodologies and internal verification activities with a view to the greatest proactivity and transparency.

In the coming years, the team will also interact with a growing number of stakeholders external to the company, with the aim of involving an increasingly large audience compared to that currently involved and to structure the listening process to the needs of the community, customers and suppliers.

Our commitment



GOVERNANCE AND RESPONSIBLE CONDUCT

1. Employee health and safety
2. Innovation, Research and Development
3. Organization chart and corporate strategies



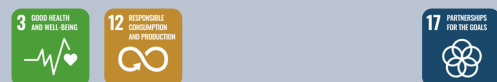
RESPONSIBILITY TOWARDS PEOPLE

1. Employee well-being, health, and safety
2. Female and youth empowerment
3. Welfare and training of the person



RESPONSIBILITY TOWARDS CUSTOMERS

1. Customer satisfaction
2. Relations with partners



PRODUCT LIABILITY

1. Product safety
2. Quality of materials



SHAREHOLDERS



MEDIA



SUPPLIERS



DISTRIBUTORS



CUSTOMERS



PARTNERS



BENEFICIARIES



COMMUNITY



EMPLOYEES



Our contribution to the Sustainable Development Goals and the United Nations 2030 Agenda

In defining this Sustainability Plan, the Sustainable Development Goals promoted by the United Nations 2030 Agenda have played a fundamental role that has guided us throughout the construction of this new path. We read, understood and analysed each Objective and discussed it with the team, seeking to identify which elements were already part of our approach and what adjustments were being requested, evaluating opportunities, risks and derivative commitments. We posed the same question to our stakeholders with the goal of identifying the issues that are most important to the people who live and work with our company every day. We created a matrix and finally identified the objectives integrated

into our business model and company values, selecting the key goals and related impacts that will guide the strategy as it evolves in the future. These Sustainable Development Goals are also reflected in the priorities that emerged from the material analysis, completing and defining the limits of our actions for each area of interest.

As a key priority we have identified 3 main Sustainable Development Goals:



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.

Within this process, each objective was put at the centre of a further participatory internal investigation that involved the entire company and the ambassadors identified for each area.

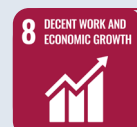
The company has analysed the possible variations of these issues for Performance iN Lighting and with respect to the practices already implemented by the company. These activities were then compared using secondary data and self-assessment tools.



Protecting and promoting the well-being and health of people through internal welfare and awareness policies and by producing safe devices that promote well-being.



Adopt internal measures and practices to promote gender equality and the empowerment of women. Activate collaborations with local authorities and support international projects aimed at empowering women and disseminating an inclusive culture.



Promote the right to decent work by promoting the culture of human rights in the company and in the territory, favouring local initiatives and promoting inclusive internal processes aimed at guaranteeing the quality of work, also in the supply chain.



Promote training and development through awareness campaigns and in-depth courses aimed at spreading the culture of sustainability, health and safety in the workplace.



Protect, foster and promote diversity in the company and the supply chain.



Use products to have a positive impact on cities and natural or protected contexts, also in collaboration with design, research and innovation organisations and companies.



Reduce the environmental impact of production activities through the monitoring of the supply chain and activating internal processes for the selection of materials and substances with reduced environmental impact. Produce quality products that are safe and durable over time.



Implement and promote actions, tools and investments to guide the company's transition towards a path integrating social and environmental performance, promoting a human rights policy and activating policies towards the supply chain.



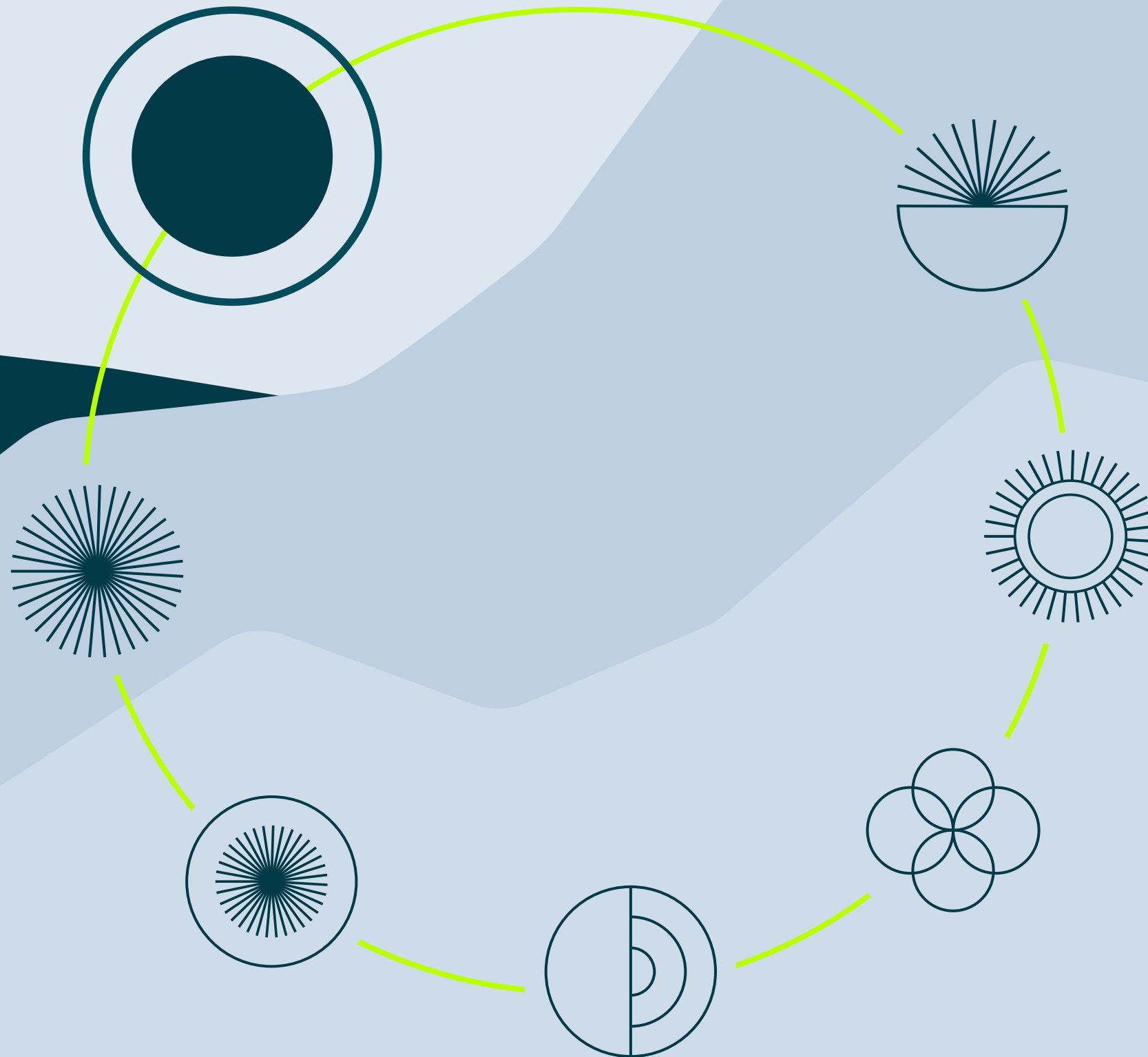
Generate collaborations with employees, the territory and with private and public organisations, institutions, research centres and NGOs to promote sustainable development and social innovation.

THE LIGHTING FORMULA OF WELL-BEING

For forty years our commitment has translated into concrete actions that have an impact on the well-being of people.

#performancetogether

When we started this journey, we realised that some aspects of sustainability, especially related to people, have been part of our DNA from the beginning.



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 our work and have distinguished us since our foundation. 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 our past and in our present. We do not have 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.

This plan has been developed through several steps of coordination and involvement of the stakeholders, in a process that began in July 2019.



CULTURE

- Analysis of the business context and initial assessment of the current state with respect to sustainability requirements, reference regulations and the key measurement standards;
- Investigation of the level of corporate knowledge on sustainability issues;
- Involvement of key stakeholders and specific training on sustainability issues for the business and the 2030 Sustainable Development Goals;
- Learning and in-depth analysis of the value chain and main monitoring and reporting methods;
- Widespread information on sustainability issues dedicated to the internal team;
- Verification of the starting level, obtaining a detailed overview of the areas of improvement, of critical areas, but also of good practices already in place.



THEMES

- Materiality analysis to define the most relevant sustainability issues for the company;
- Identification of the most relevant Sustainable Development Goals for the company;
- Definition of long-term sustainability objectives relevant to the company;
- Verification of the identified themes and comparison with European, Italian, sector and similar company trends.



COMMITMENT

- Involvement of the internal team in the evaluation of specific objectives and in the identification of good practices to be implemented;
- Creation of an organization chart dedicated to sustainability;
- Identification by the Board of sustainable and measurable short-, medium- and long-term objectives;
- Self-assessment through the SDGs Action Manager platform to monitor the evolution of the commitments made;
- Impact measurement for each influential SDG and pre-assessment to assess the starting point on which to build sustainable goals;
- In-depth analysis of the areas of intervention, verifying their agreement with the company mission and sector benchmarks;
- Further verification of the objectives and motivations behind the project.



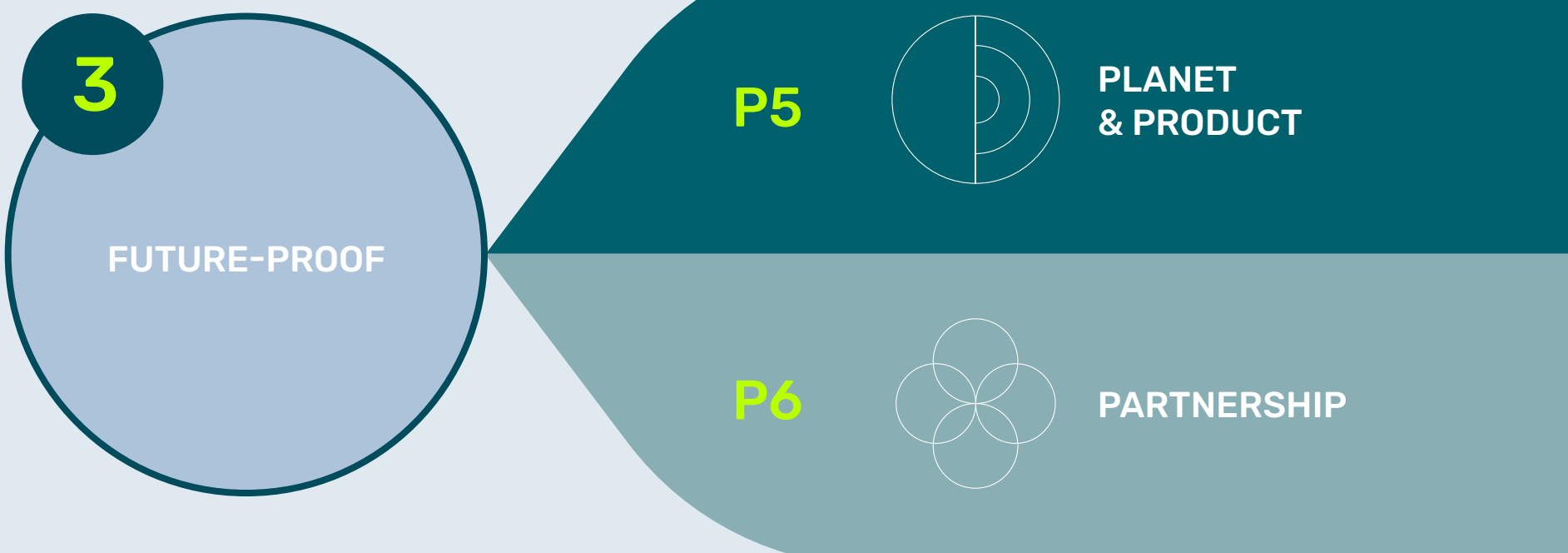
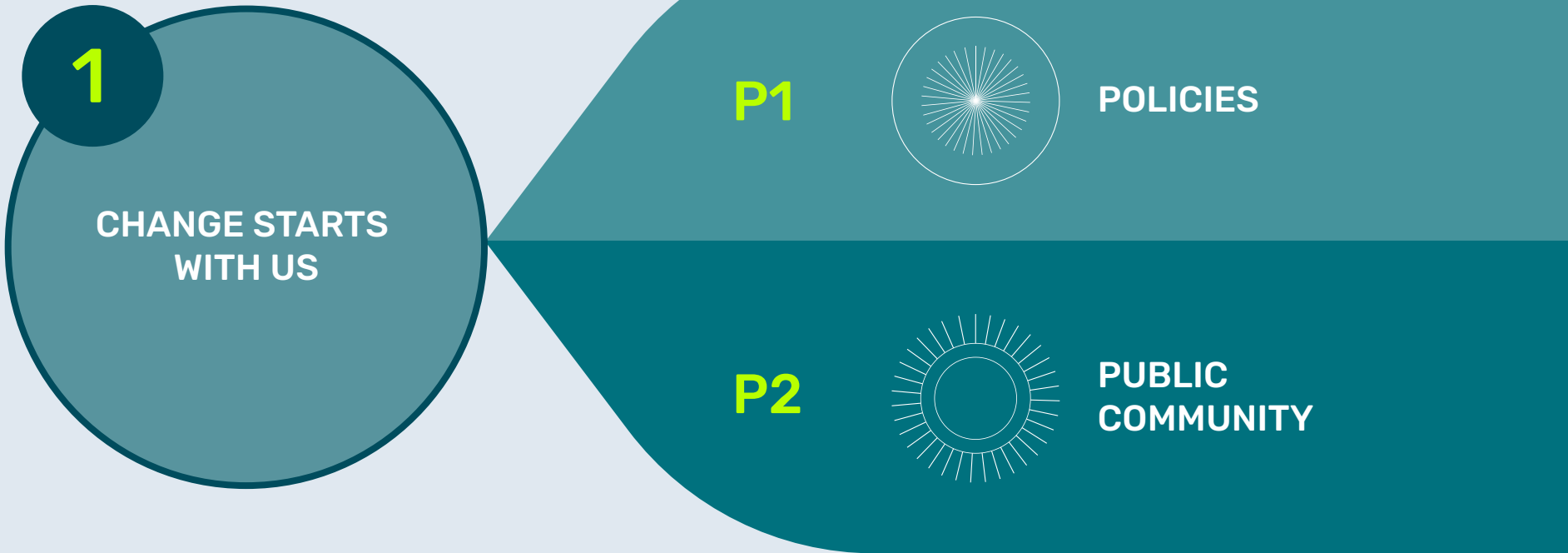
SUSTAINABILITY PLAN

- Definition of the sustainability strategy in alignment with the most relevant material issues;
- Identification of 3 impact areas and 6 strategic pillars to guide the focus of coherent actions aimed at achieving shared objectives;
- Organization of KPIs and definition of the scope of actions of each working group;
- Structuring concrete and measurable objectives in view of an integrated reporting process that considers the main directives and standards.

The formula for well-being: 3 strategic directions for 6 pillars

3 directions and 6 pillars were identified,
thanks to the help and participation of the whole company.

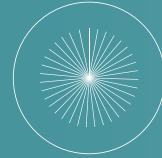
These foundations will guide our actions to create value and integrate
new perspectives that can make our reality and our business increasingly
sustainable.



Performance iN Lighting = (3xP*6)

1
CHANGE STARTS WITH US

P1

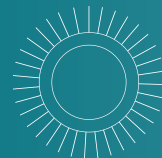


POLICIES

- > Engage in an internal transformation program
- > Ensure a safe and healthy workplace



P2



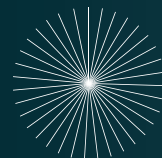
PUBLIC COMMUNITY

- > Activate partnerships to promote sustainable development of local economies
- > Implement stakeholder involvement at various levels



2
WELL-BEING IS HUMAN

P3

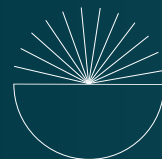


PEOPLE

- > Promote the right to decent work
- > Facilitate men and women in the work-life balance
- > Promote habits against a sedentary lifestyle
- > Promote a healthy lifestyle
- > Zero tolerance for all forms of violence



P4



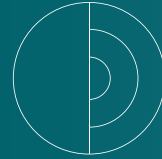
PERSPECTIVE

- > Promote equality and integration
- > Spread a culture of prevention and health



3
FUTURE-PROOF

P5

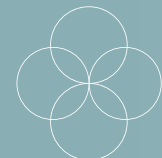


PLANET & PRODUCT

- > Bringing well-being to people, places and the planet
- > Contribute to the development of smart and sustainable cities



P6



PARTNERSHIP

- > Sharing sustainability choices and objectives with partners and suppliers



GENERATE VALUE AMONG STAKEHOLDERS

PROMOTE THE CULTURE OF SUSTAINABILITY

INTEGRATE THE CREATION OF SOCIAL VALUE INTO IT'S OWN DNA

CONTRIBUTE TO THE SUSTAINABLE DEVELOPMENT GOALS

STRENGTHEN THE COMPANY'S IDENTITY AND IMPROVE PERFORMANCE

CHANGE STARTS WITH US

acting internally and externally

POLICIES

**PUBLIC
COMMUNITY**

OUR TRANSFORMATION WITH RESPECT TO RESPONSIBLE CONDUCT AND SUSTAINABLE GOVERNANCE.

This impact area will assess the company's commitment to an internal transformation program, its overall path and the overall mission of Performance iN Lighting, implementing responsible, ethical and transparent behaviours through the dissemination of targeted practices, policies and actions.

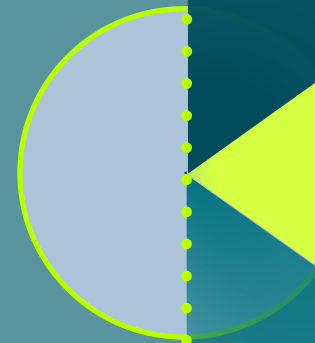
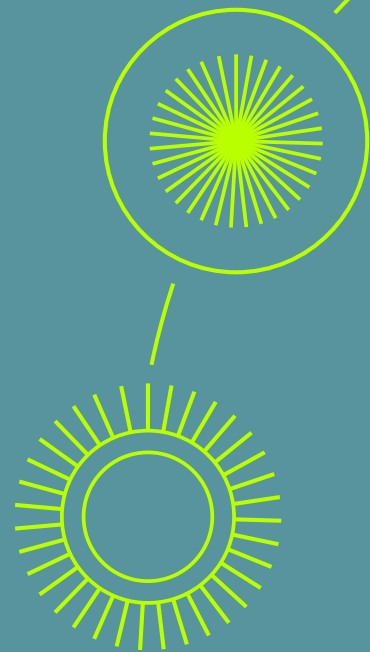
**CONSOLIDATE
THE CORPORATE IDENTITY**

For this path we will try to consolidate more and more the corporate identity and its values towards all stakeholders.

At the same time, we will strive to ensure a healthy and safe workplace for all employees of the company. We will support the territory through continuous relationships and proactive dialogues to improve the environment that surrounds us and promote sustainable development.

**ENGAGE IN AN INTERNAL
TRANSFORMATION PROGRAM**

**ENSURE A HEALTHY
AND SAFE WORKPLACE**



WELL-BEING IS HUMAN

protecting singularity and diversity

PEOPLE



PERSPECTIVE



OUR RESPONSIBILITY TO PUT PEOPLE AT THE CENTRE.

This area of impact will assess our ongoing commitment to people, at the corporate and community level, paying particular attention to the development of individuality and the growth of individual skills.

PROMOTE AN INCLUSIVE CULTURE OF HUMAN RIGHTS

We will strive to promote an inclusive culture of human rights by sensitizing our stakeholders to adopt correct and responsible behaviour.

Through a tangible commitment to the well-being, health and development of the person, both from the point of view of the internal and external climate, we will promote the values of equality and integration between people, with particular attention to the professional development of women and a healthy work environment that respects the diversity and singularity of every human being.

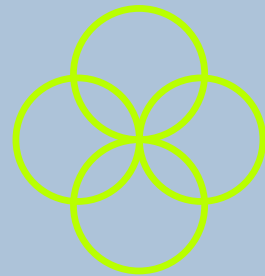
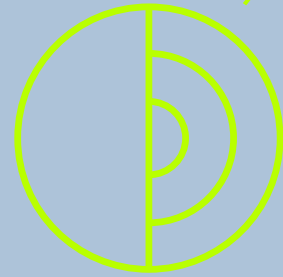
SUPPORT EQUALITY AND INTEGRATION

PROMOTE THE HEALTH AND WELL-BEING OF PEOPLE

FUTURE-PROOF

maximising the technological, environmental and well-being impact of our work

PLANET & PRODUCT



PARTNERSHIP

OUR RESPONSIBILITY TO CREATE EXCELLENT PRODUCTS, AVAILABLE TO PEOPLE AND LIVING PLACES.

This area of impact will help us evaluate and develop new ways of manifesting our commitment to sustainability throughout the production process and sales, from the supply chain to customer service and from the choice of raw materials to the life cycle of our products.

BRING WELL-BEING TO PEOPLE, PLACES AND THE PLANET WITH OUR PRODUCTS

We will strive to bring well-being to people, places and the planet through increasingly adequate lighting designed according to the specific needs of customers, users and the requirements of the locations.

We will work together with suppliers and distributors to collaborate on sustainability choices and objectives and to ensure decent work and excellent materials that can be recovered or properly disposed of at the end of useful life through processes and practices that respect the environment. In the meantime, we will strive to create and study products that last over time and that are future-proof, limiting the impacts to the territory and the environment.

SHARE SUSTAINABILITY CHOICES AND OBJECTIVES WITH PARTNERS AND SUPPLIERS

CREATE AND STUDY PRODUCTS THAT LAST OVER TIME AND THAT HAVE A SUSTAINABLE LIFE CYCLE



3.1 Change starts with us

For this process we will try to consolidate more and more the corporate identity and its values towards all stakeholders.

At the same time we will strive to ensure a healthy and safe workplace for all employees of the company. We will support the territory through continuous relationships and proactive dialogues to improve the environment that surrounds us and promote sustainable development.

 POLICIES

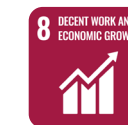
 PUBLIC COMMUNITY

SHAREHOLDERS

EMPLOYEES

NON-PROFIT ORGANIZATIONS

SOCIAL COMMUNITY



- Organization chart and business strategies
- Employee Health and Safety
- A Culture of Sustainability
- Supporting the economy and culture of local communities
- Generate collaborations with the territory to promote sustainable development



Our impact in 2021

RELATIONSHIPS AND COLLABORATIONS

Active collaboration and synergy between different subjects is essential to create value over time. We actively participate in national and international networks.



11 institutional partners



6 partnerships with industry associations

Industry Partners



Associations



support for **5** social impact projects

62.231 €

donated to local organizations and associations

1493

hours of internal training in the field of security

936

hours of external technical training provided

65.000 Sqm

ISO 9001 Certification

2

women's parking areas

52%

spending with local suppliers

3

in-house certification laboratories



Performance iN Lighting for EMERGENCY: together to bring healthcare excellence to Africa

The Group 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**

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.

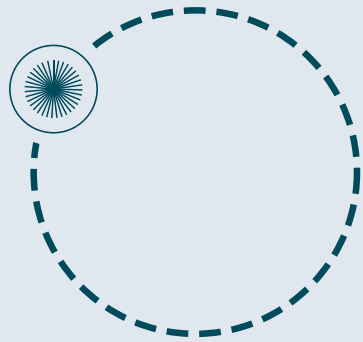


The Group supported EMERGENCY in the construction of the Children's Surgical Hospital in Entebbe, Uganda designed by Renzo Piano.

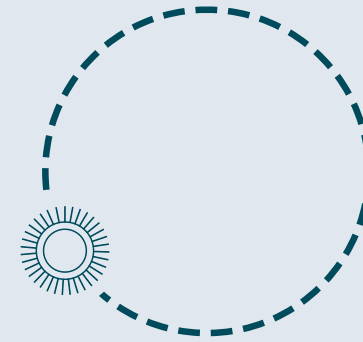
© Marcello Bonfanti



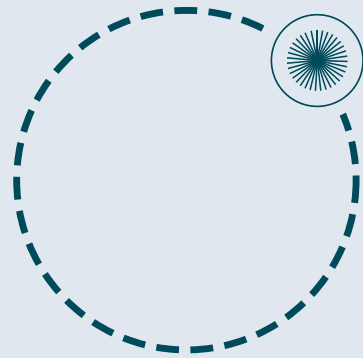
Lighting for the well-being of young paediatric patients and to promote the concentration and efficiency of medical staff.



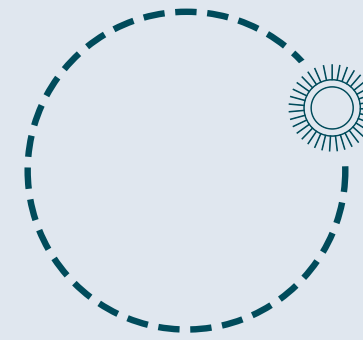
ENGAGE IN AN INTERNAL TRANSFORMATION PROGRAM AND CONSOLIDATE THE CORPORATE IDENTITY



ACTIVATE PARTNERSHIPS TO PROMOTE THE SUSTAINABLE DEVELOPMENT OF LOCAL ECONOMIES



ENSURE A HEALTHY AND SAFE WORKPLACE



IMPLEMENT STAKEHOLDER INVOLVEMENT AT VARIOUS LEVELS



POLICIES



PEOPLE



PLANET & PRODUCT



PUBLIC COMMUNITY



PERSPECTIVE



PARTNERSHIP

60%

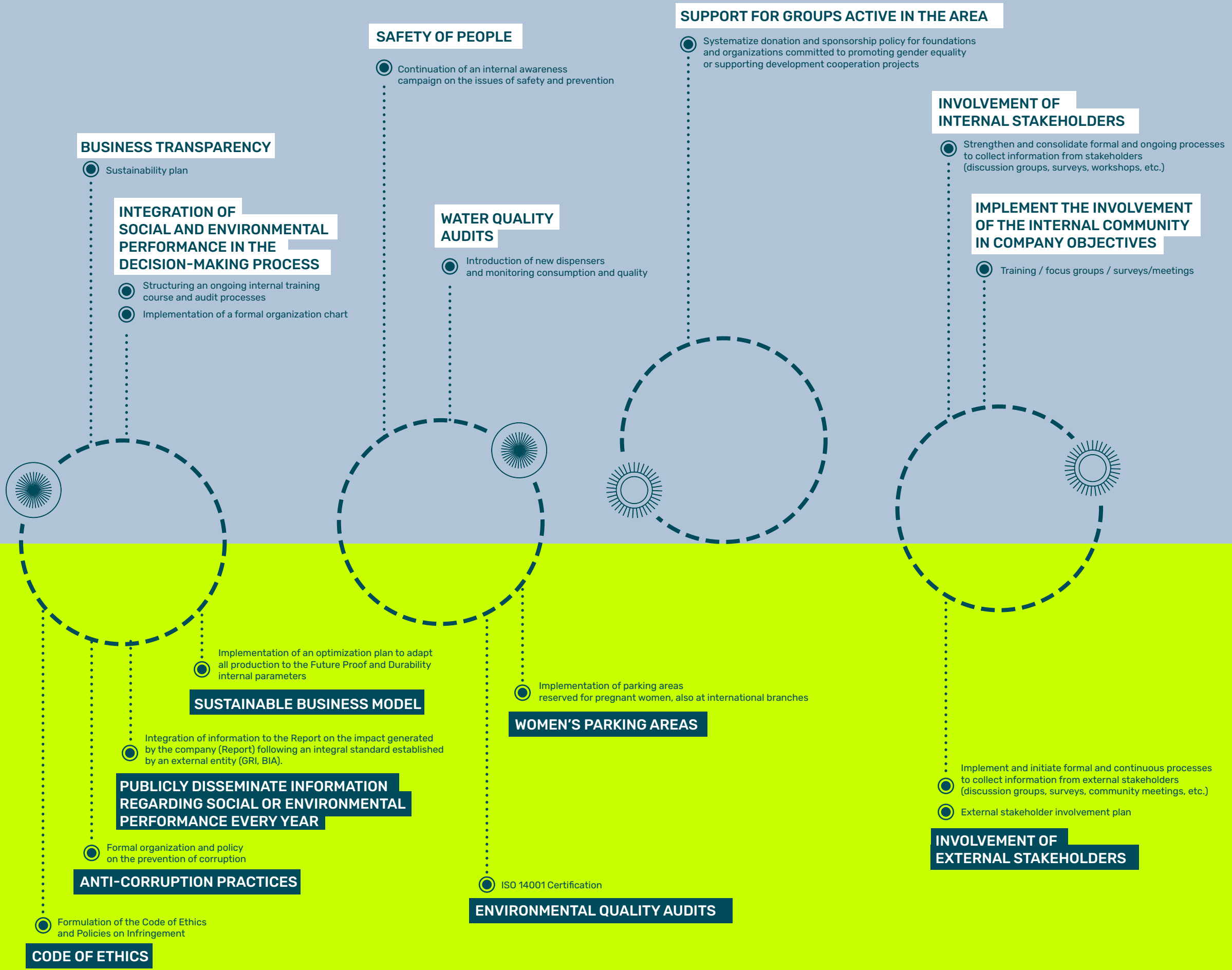
ACTIVITIES 2022

40%

ACTIVITIES 2023/24

ACTIVITIES

I nostri obiettivi 2022 - 2024





3.2 Well-being is human

Our responsibility to put people at the centre.

We want to demonstrate a tangible commitment to personal and employee well-being, health and development. We will promote the values of equality and integration between people, with particular attention to the professional development of women and a healthy work environment that respects the diversity and singularity of every human being.

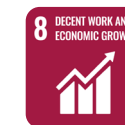
 PEOPLE

 PERSPECTIVE

EMPLOYEES

FAMILIES

COMMUNITY



- Well-being and health of people
- Welfare
- Empowerment
- Personal training and development



Our impact in 2021

298

employees in the Italian parent company

527

hours of training

(1335 hours in 2020, decrease in 2021 due to Covid-19)



53%

of the staff are **women**

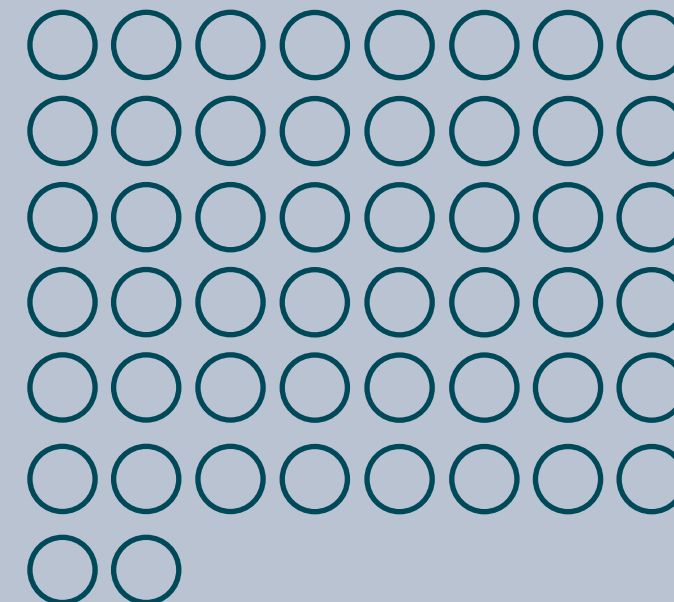


35%

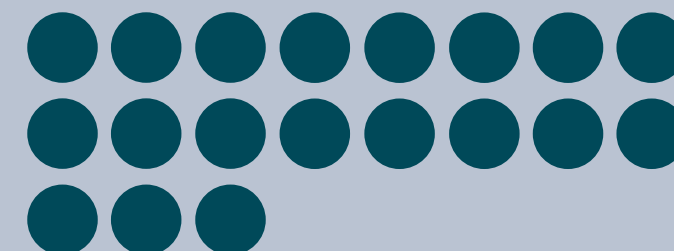
of the **leadership functions** are performed by **women**

Internal Human Rights Policy

50 flu vaccines delivered



19 years of Nidoblù nursery for employees and the community



WELFARE INDEX PMI

2021 Welfare Index Award



The Group is made up of people. Discussion, exchange, listening and empathy are the foundations of management policies.



Performance iN Lighting has always supported women

We want to spread an inclusive cultural paradigm to promote women in the company and around the world.

We have always supported the professional and educational development of women; we protect parental leave so that people, without distinction, have the same opportunities.

53%

IN ITALY, THE MAJORITY OF OUR EMPLOYEES ARE **MOSTLY FEMALE**



- EQUAL OPPORTUNITY
- EQUALITY
- INCLUSION

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.

ITALIAN
EMPLOYEES

298

ITALIAN
FEMALE
EMPLOYEES

53%

- Training Opportunities
- Maternity protection
- Flexible working hours
- Nidoblù Nursery
- Support for CINI International
- Women's parking areas

The proportion of men and women in the Performance iN Lighting S.p.A organization.



PEOPLE

Workers' health and safety

- **Accident rate: 0,26%**
- **Internal Influenza vaccination: 50**
- **Free psychological service: 51 hours in 2021**

2 internal health and wellness programmes

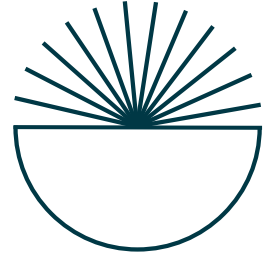
- **Fitness: 2 external conventions**
- **Yoga: 40 hours***
*2019 data - stopped for Covid prevention health policies
- **Prevention, check-up and diagnostic services**
- **1 Convention with medical office**
- **2 conventions with pharmacies**

Nutrition

- **Healthy Food & Beverage in the company***
*2019 data - stopped for Covid prevention health policies
- **11.000 Kg local fruit in the company***
*2019 data - stopped for Covid prevention health policies

Work-life balance

- **Smart working: 88.008 hours**
- **Opportunity for hourly flexibility beyond the contract**
- **+ 95% of employees have a permanent contract**
- **Total personal conventions/services: 10**



PERSPECTIVE

Learning & Training

- 527 hours of training
 - Participation in conferences / study days
 - Language training
 - Talent enhancement initiatives: scholarships, masters / business schools, foreign study trips
- *pre-COVID data

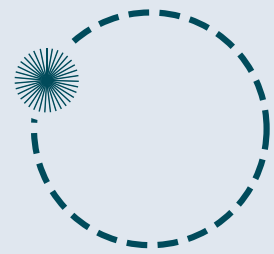
Young & Talent

- 2 young people involved in work-study projects
- 224 youth training hours training

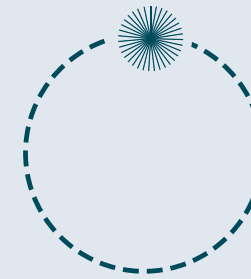


Continuous staff training is the paradigm of our being a company.

We have always recognised ourselves in the words of Claude Bernard: "It is what we think we know already that prevents us from learning."



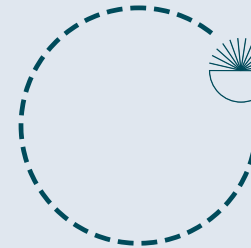
PROMOTE THE RIGHT TO DECENT WORK
BY PROMOTING THE CULTURE OF HUMAN RIGHTS



ZERO TOLERANCE FOR ANY FORM
OF VIOLENCE IN THE WORKPLACE



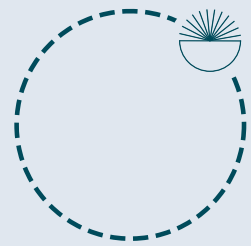
FACILITATE MEN AND WOMEN
IN WORK-LIFE BALANCE



PROMOTE EQUALITY
AND INTEGRATION



PROMOTE A HEALTHY LIFESTYLE



POPULARIZE A CULTURE
OF PREVENTION AND HEALTH



POLICIES



PEOPLE



PLANET &
PRODUCT



PUBLIC
COMMUNITY



PERSPECTIVE



PARTNERSHIP

65%

ACTIVITIES
2022

35%

ACTIVITIES
2023/24

ACTIVITIES

I nostri obiettivi 2022 - 2024

WELL-BEING AND HEALTH OF PEOPLE

- Nomination for the 2022 Welfare Index award

PSYCHOLOGICAL SERVICES

- Make the service an institutional structure, no longer linked to the Covid-19 emergency

EXPANSION OF COMPANY AGREEMENTS TO BENEFIT EMPLOYEES

- Implementation Goal + 2

FLEXIBLE WORKING HOURS

- Formalize hourly flexibility in favour of employees

FAMILY BENEFITS FOR WOMEN AND MEN

- Facilitate conventions for the participation of employees' children in the Nidoblù Nursery

PROMOTE HABITS THAT CONTRAST A SEDENTARY LIFESTYLE

- Restoration of internal Yoga courses

OFFER HEALTHY FOODS

- Reintroduce fresh and dried fruit in dining areas

OFFER HEALTHY DRINKS

- Introduce herbal teas and healthy drinks in refreshment areas

PREVENT WORKPLACE HARASSMENT

- Implement awareness activities
- Formalize internal complaint mechanisms to protect the security and confidentiality of complainants

- Monitoring Complaints/Year

FACILITATE INTEGRATION AMONG EMPLOYEES

- iNsieme 2022 event

PROMOTING YOUNG PEOPLE'S ACCESS TO WORK AND PROFESSIONAL TRAINING

- Increase the opportunities for young people through work/study projects with local schools
- Increase in training hours
- Increase in participants: 3

PERSONAL TRAINING AND DEVELOPMENT - INSIEME 2022 EVENT

- Promote information campaigns on health-related issues
- Increase training hours/year for employees
- Food education courses
- Provide indications for good practices to adopt regarding daily water consumption

2022

2023-24

- Internal health screening - monitoring of relevant data (number of times/year and number of participants)

PERIODIC STAFF SCREENINGS

- Formal recognition of the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights

HUMAN RIGHTS POLICY

- Create healthy and varied menus in collaboration with a nutritionist for the company canteen

OFFER HEALTHY MEALS

- Dedicated training and communication activities

AWARENESS RAISING AND TRAINING ON NON-VIOLENCE

- Deliver hours of dedicated training

RAISE EMPLOYEE AWARENESS ON THE FIGHT AGAINST DISCRIMINATION

- Introduce an ex-post evaluation questionnaire

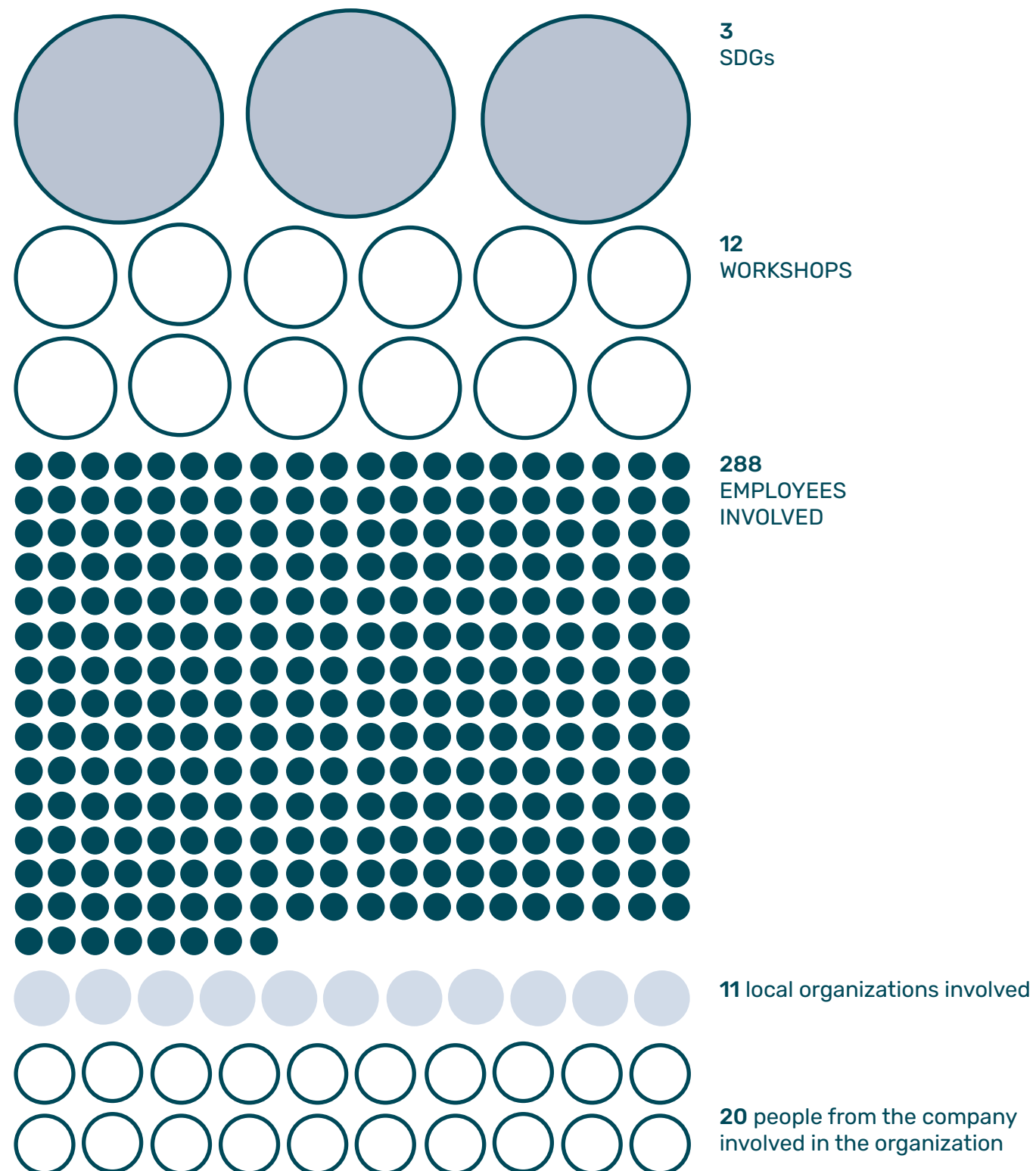
MEASURE THE LEVEL OF SATISFACTION OF YOUNG PEOPLE WITH THE TRAINING PROGRAM OFFERED

- Implement team building initiatives

FACILITATE INTEGRATION AMONG EMPLOYEES



Event **iNsieme 10 June 2022**



Activities **iNsieme 10 June 2022**



- NUTRITIONIST 1 WORKSHOP
- NUTRITIONIST 2 WORKSHOP
- LAUGH YOGA
- MINDFULNESS 1
- MINDFULNESS 2
- ZERO WASTE WORKSHOP
- SELF PRODUCTION WORKSHOP



- SELF DEFENCE 1 WORKSHOP
- SELF DEFENCE 2 WORKSHOP
- THEATRICAL REPRESENTATION



- CREATIVE LABORATORY / CARDBOARD 1
- CREATIVE LABORATORY / CARDBOARD 2
- CREATIVE LABORATORY / PALLET
- CREATIVE LABORATORY / REUSE OF PAPER



3.3 Future-proof

Our responsibility to create excellent products, available to people and places.

We will strive to bring well-being to people, places and the planet through increasingly adequate lighting, designed according to the specific needs of customers, users and the requirements of the locations. We will work together with suppliers and distributors to collaborate on sustainability choices and objectives and to ensure decent work and excellent materials that can be recovered or properly disposed of at the end of useful life through processes and practices that respect the environment. In the meantime we will strive to create and study products that last over time and that are future-proof, limiting the impacts to the territory and the environment.



- Customer satisfaction and customer relations
- Product safety
- Quality of materials
- Innovation, research and development

CUSTOMERS

SUPPLIERS

DISTRIBUTORS

END-USERS AND BENEFICIARIES



ATTENTION TO THE ENVIRONMENT AND SUSTAINABLE PRODUCTION

The analysis on which the development of the Sustainability Plan 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, we have understood that environmental sustainability is an essential theme for our company, but too little intrinsic in the corporate DNA.

We have 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**
- **Carbon Footprint: measurement of CO₂ emissions quantities (Scope 1/2/3)**
- **Favour the choice of durable and recyclable materials**
- **Study of the best solutions to maximize product energy efficiency**
- **Implement a supply chain verification process**



CIRCULARITY IN OUR SECTOR

We are committed to introducing the concept of circularity in our production processes and taking action on some specific phases.



Reduction of waste production



Raw material recovery



Reuse of packaging

We have always been sensitive to the issue of the protection of environmental resources, and we have always felt a great commitment to the optimization of production processes, procurement of raw materials and in the selection of recyclable materials for production, logistics and marketing. From the early stages of planning of our products, attention is given to the disposal of products at the end of their useful life and to the reuse of the materials used, that can be recycled up to 98%.

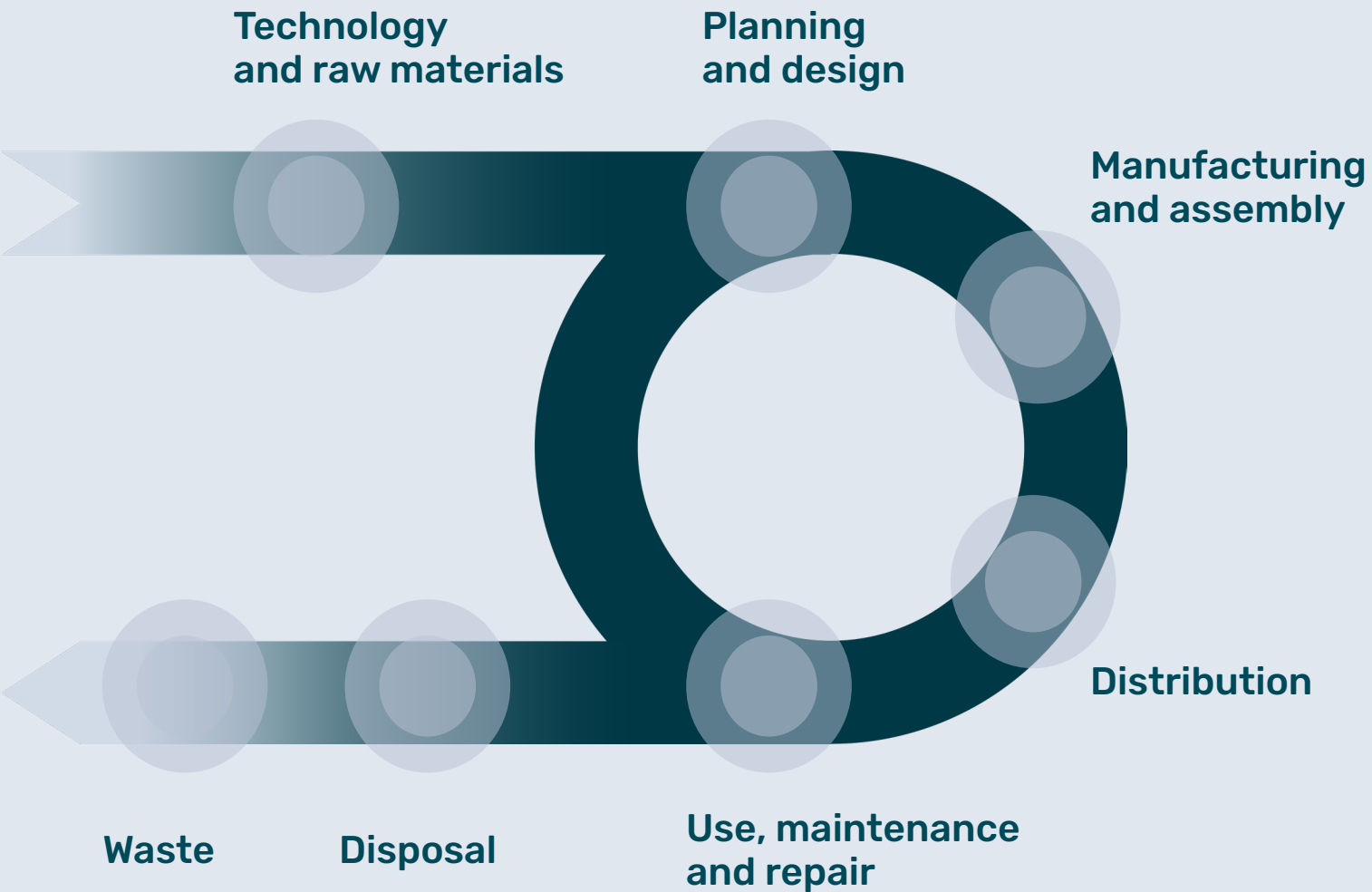
MATERIALS

EFFICIENCY

DURABILITY

TECHNOLOGY

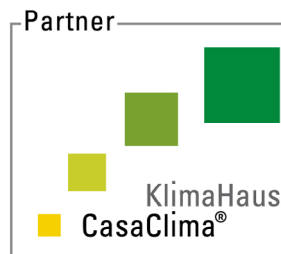
PACKAGING



We want to take a circular approach and work in an integrated way with the life cycle of a product, from production to life cycle, from recycling to recovery.



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.



Agencia 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.



We want to bring about change in production logic by applying a Future Proof strategy to our products. We will extend the life cycle of our fixtures as much as possible through the choice of quality materials and durable components, increasing their longevity.

Natural resources are limited.
For this reason, in the production of our products we choose to invest in an intangible value: time.

The base of all production phases, from the choice of materials to after-sales services, is our aim to produce products that last as long as possible and that, through targeted interventions, can be renewed during and at the end of their life cycle. We seek to distance ourselves from methods of planned obsolescence and instead ally ourselves to a circular and transparent approach, putting the values of longevity and recycling above everything, trying to calibrate and balance technological development, respect for the environment and customer satisfaction.

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



Energy saving and low environmental impact

Quality (raw materials and packaging)

Durability

Safety



To this end, also with a view to maximum transparency and responsibility, we inform customers of the expected duration of our products, going beyond the lighting performance requirements declaration.

All lighting products that we produce comply with the strictest regulations on safety, quality and durability. Our in-house technical laboratories operate according to the ISO 17025 international standard and are accredited with the CTF STAGE 2 (Customers' Testing Facilities – Stage 2) certification by IMQ (Istituto Italiano del Marchio di Qualità). These laboratories produce and certify the technical documentation necessary for the issue of the European ENEC certification. The same laboratories have also been qualified to carry out tests complying with US standards (UL). Three internal laboratories are in operation to test the durability, electrical safety of the fixtures and electromagnetic compatibility. We are certified according to an ISO 9001-2015 quality system for the entire production cycle. We are the absolute first company in the industry to provide, since 2012, a 5 year warranty (extendable to 10 years) on all its products.



Our photometric laboratories

3

Laboratories for electrical/mechanical safety tests

3

Photometric measurement laboratories

2

EMC Measurement Labs

International certifications

for all
product codes

CE certified products

for 1200 products

ENEC+CB certified products

for all
product codes

EAC certified products

for 3670 products

UL certified products

for about
100 products

SII certified products

for 436 products

Products certified
according to DIN EN 12464-1 (balloon)for all
product codes

UKCA certified products



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.



INTERSEROH RECYCLING

Under Manufacturer No. 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 European Directive 2002/96/EC on Waste Electrical and Electronic Equipment (WEEE), under the following number: WEEE-Reg. No. 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 founding member of the Consortium ECOLIGHT, part of R.A.E.E



Consider energy saving and low environmental impact products

We are constantly striving for improvement and the delicate equilibrium between form and function. These aspects become luminaires and solutions that balance remarkable lighting performance with timeless aesthetics.

Performance, design and ease of installation are objectives established from the product concept.

The combination of efficient drivers, forward-thinking light sources, intelligent sensors and efficient reflectors results in durable and functional products.

With the utmost respect for the environment, we are committed to adopting measures to build an increasingly climate-neutral, circular and efficient economy under the resource profile.

Smart LED lighting

- Adjust the intensity and direction of the luminous flux
- Monitor energy consumption
- Reduction of electricity consumption and carbon footprint
- Preventive maintenance optimization
- Durability
- Disposal

With these objectives, we started working on the restyling of some product series to increase their energy efficiency.

All the new series developed utilise materials that can be recycled, such as glass and aluminium, which are 100% recyclable.

WIN PRO

The difference in efficiency is about +40-47%

KHA TECH

The difference in efficiency is about +47%

To improve the environmental impact of our products, we have introduced new Ecodesign and ELR regulations for energy labelling requirements. These define important guidelines for the design of luminaires that promote circularity and help encourage responsible practices, informing end users on the substitutability of light sources and power supplies used in the product, so as to promote maintenance and minimize waste.



Illuminating spaces and places while preserving the environment:

- Ecodesign
- ELR (Energy Labelling)
- MEC - Minimum Environmental Criteria
- Arrêtè FR

Smart Lighting

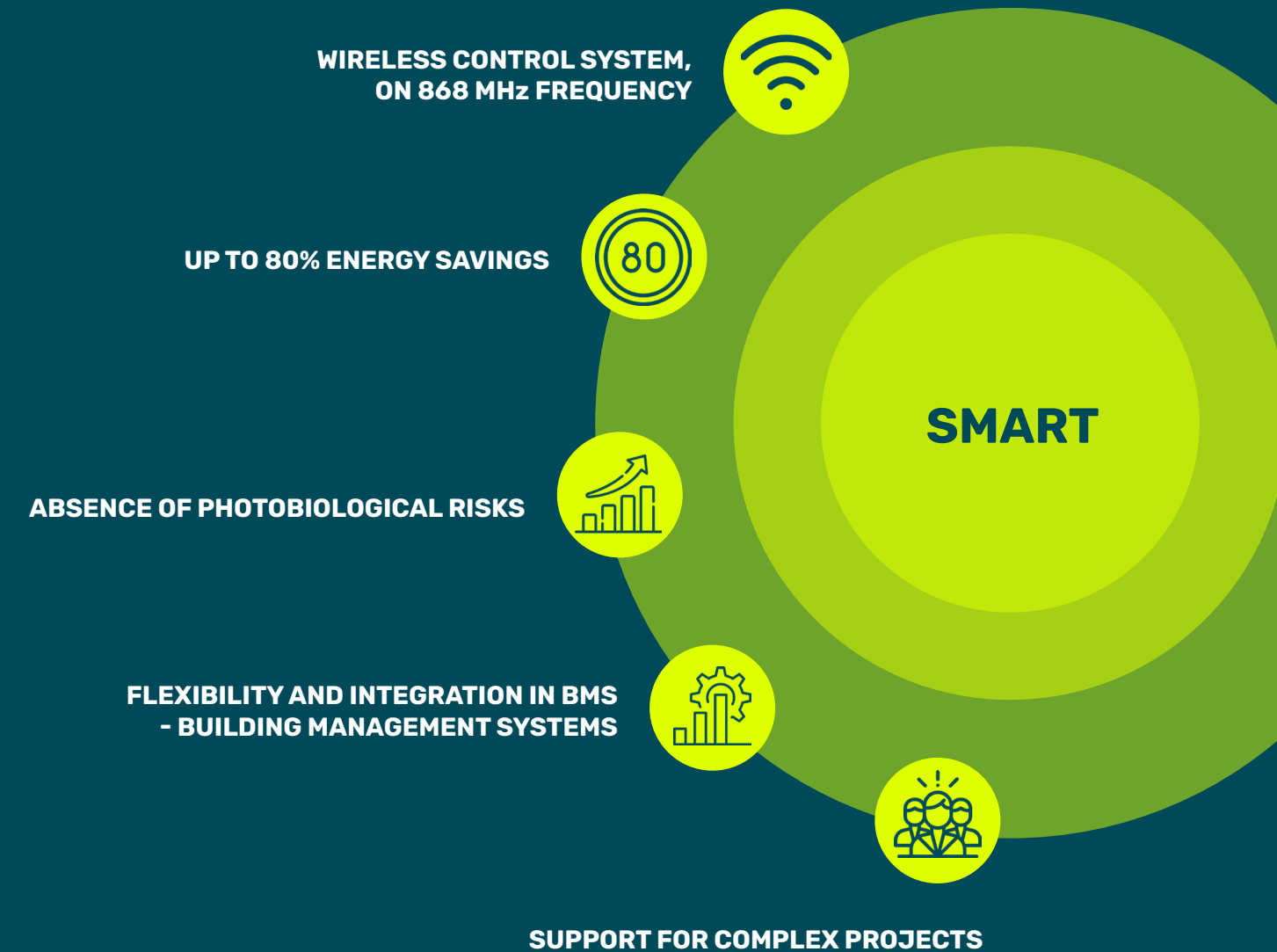
Light creates volumes, enhances details, offers new points of view on the project and gives new meaning to architecture and spaces, guaranteeing efficiency and versatility. Technology is a fundamental component in imagining intelligent and flexible solutions that meet the needs of different spaces. Providing intelligent systems can in fact minimize consumption and maximize savings, but also make it possible to significantly increase the visual comfort of people through detection sensors, adaptability and dimming of the light.

Among our systems, SMART was designed in 2017 to be adaptable to industrial applications and the needs of large retailing. The system dynamically interacts with the surrounding environment to optimize illumination depending on the natural light and people present.

SMART allows you to:

Up to 80%
energy
saving

- 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



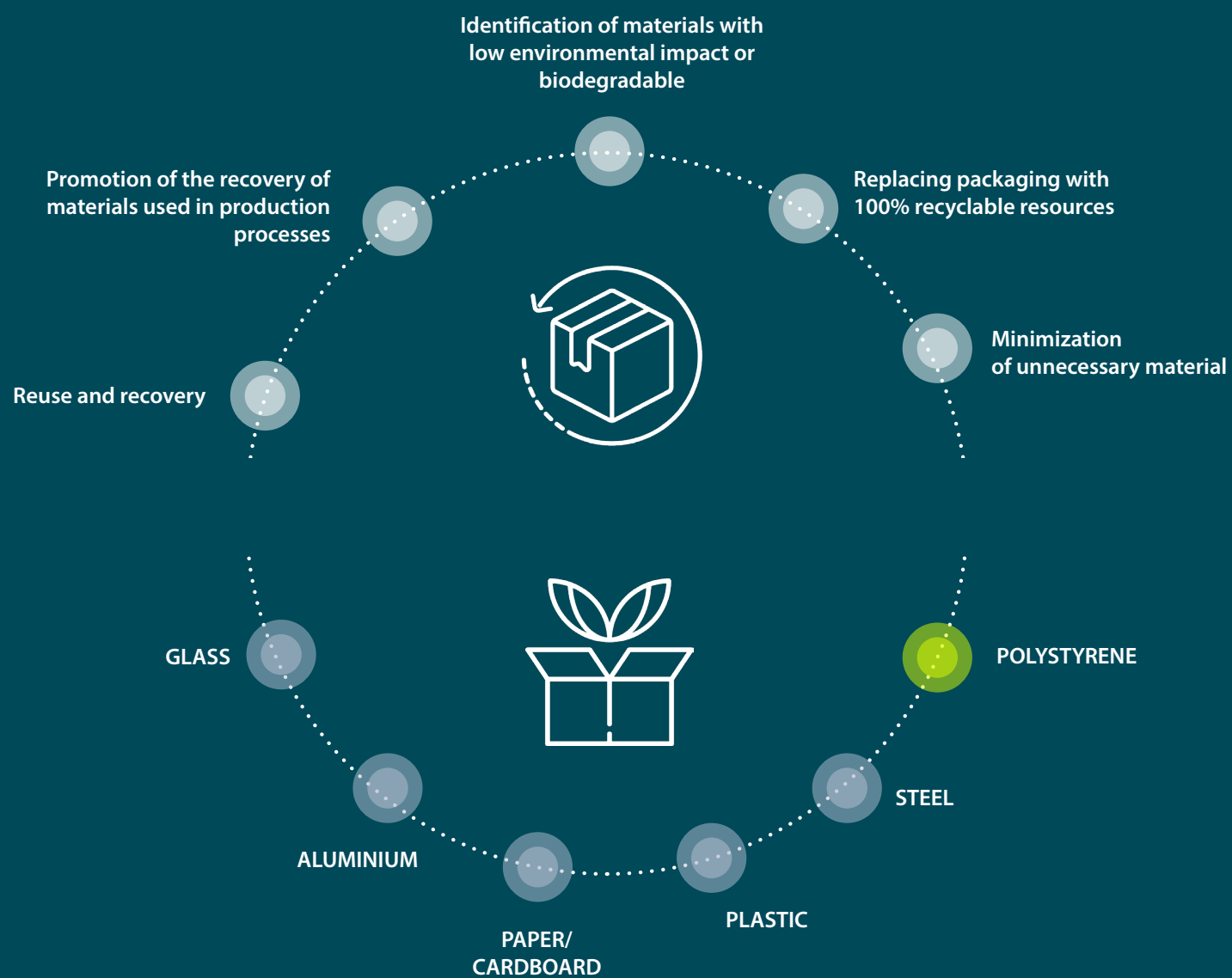
CONFIGURATION KIT

USB key and SMART software ASSISTANT for programming wireless



100% recyclable packaging

Actions taken:



Use of recyclable materials 95%

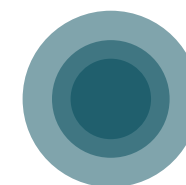
Use of non-recyclable materials 5%



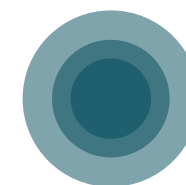
Well-being of people and environments

Light accompanies our daily lives and marks the rhythm of our day, accompanying us everywhere, characterising environments, creating emotion and atmosphere. Natural and artificial light also influences human rhythms and processes, changing the way we live.

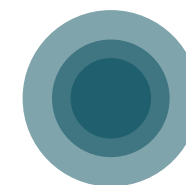
For this reason, our products are designed to counter-balance natural light in the most diverse contexts. We want to improve people's well-being through the design and manufacture of products that expertly balance the intensity, colour, temperature and direction of light, depending on the places and environments.



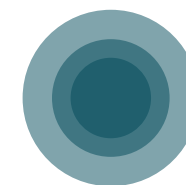
We optimize working conditions and stimulate human activities



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



We support and stimulate concentration and creativity in educational places



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



We are committed to ensuring the well-being of people and environments with cutting-edge lighting solutions and performance.



Social experience: promote the identity of places, utilisation 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.



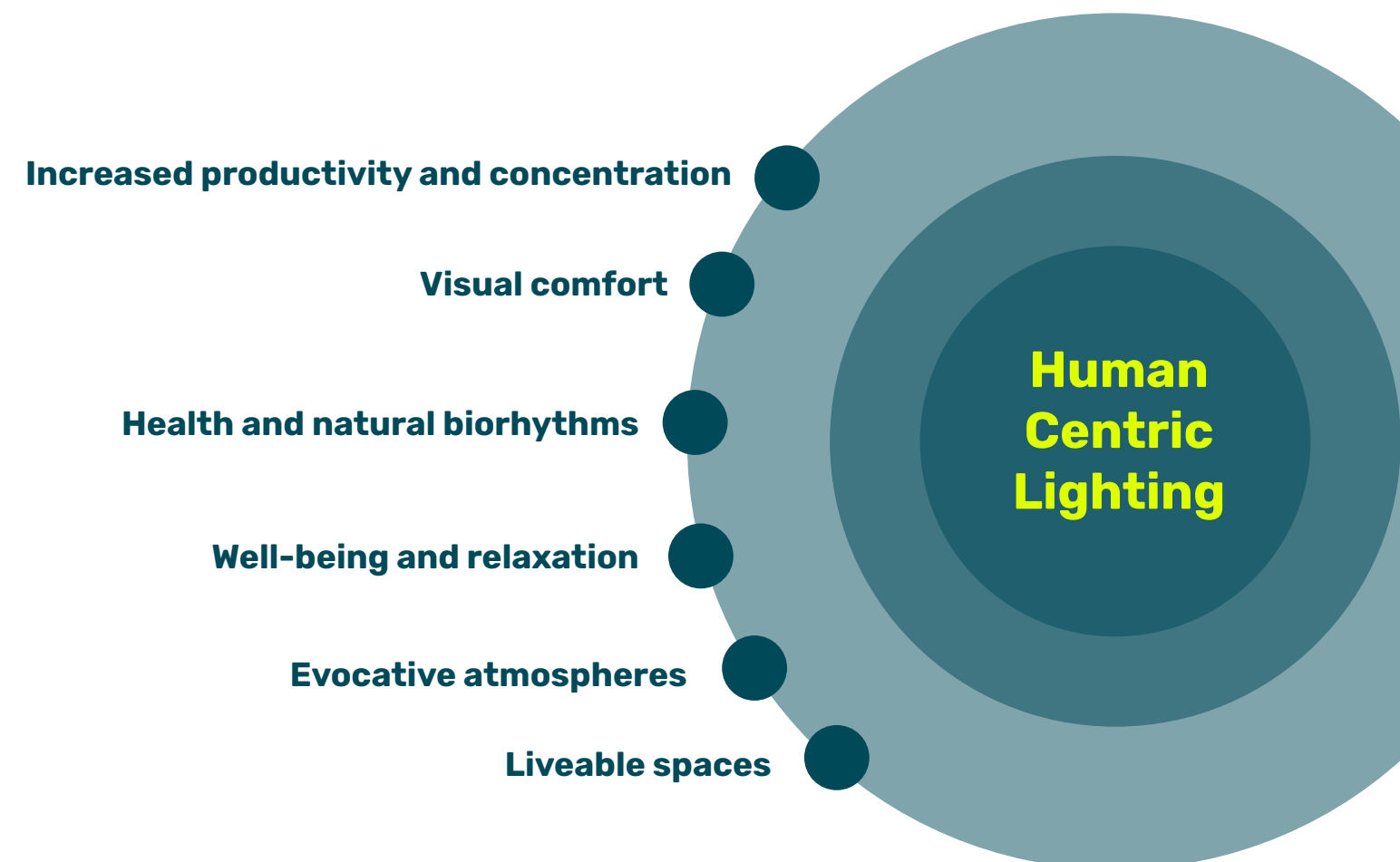
Ecological footprint: reducing energy consumption and light pollution.



Human Centric Lighting

We apply 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:



Our approach is developed during the design and product design phases, offering a series of solutions and services aimed at maximizing the positive impact of our products on health, well-being and safety of people:



**VARIABLE BRIGHTNESS LEVELS
ACCORDING TO SPECIFIC NEEDS**



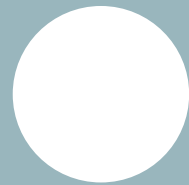
**DIMSMART!® REGULATION AND
MONITORING SOFTWARE**



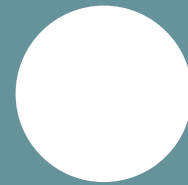
BLUETOOTH CONTROL OF FIXTURES



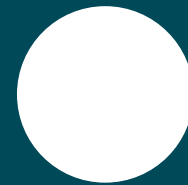
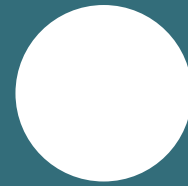
**CUSTOMIZED COLOUR
AND BRIGHTNESS CONFIGURATION**



**ADAPTATION OF LIGHT ACCORDING TO
THE TARGET SPACES**



**IMITATION OF NATURAL LIGHT
COLOUR SPECTRUM**





The safety of our products



All products which are subject to European Directive 2014/35/EU bear the mark CE.



The internal laboratory operates following the UNI EN ISO 17025:2005 standard, which allows PERFORMANCE IN LIGHTING to conduct all of the safety tests for its products. This guarantees the compliance of all products with the current European and extra-European standards.



The ENEC certified lighting fixtures are approved by a third-party certification body and comply with the European electrical safety standards. Companies that offer ENEC products apply a quality system in compliance with UNI EN ISO 9001.



The RCM Mark "Regulatory Compliance Mark", certifies that each individual electrical and electronic product complies with the mandatory safety requirements in Australia and New Zealand such as the electrical safety and electromagnetic compatibility.



The EAC mark certifies the conformity of the products with the regulations of the Eurasian customs' area; the mark allows the access to the marketplace of Russia, Belarus, Armenia, Kazakhstan, Kyrgyzstan.



The VDE mark documents the safety and conformity to standards of an electrical product with regard to electrical, mechanical, thermal, toxic and other hazards. It is awarded exclusively by the VDE test and certification institute (VDE-PZI). A manufacturer may only provide its products with the VDE mark after checking and issuing of a corresponding certificate.



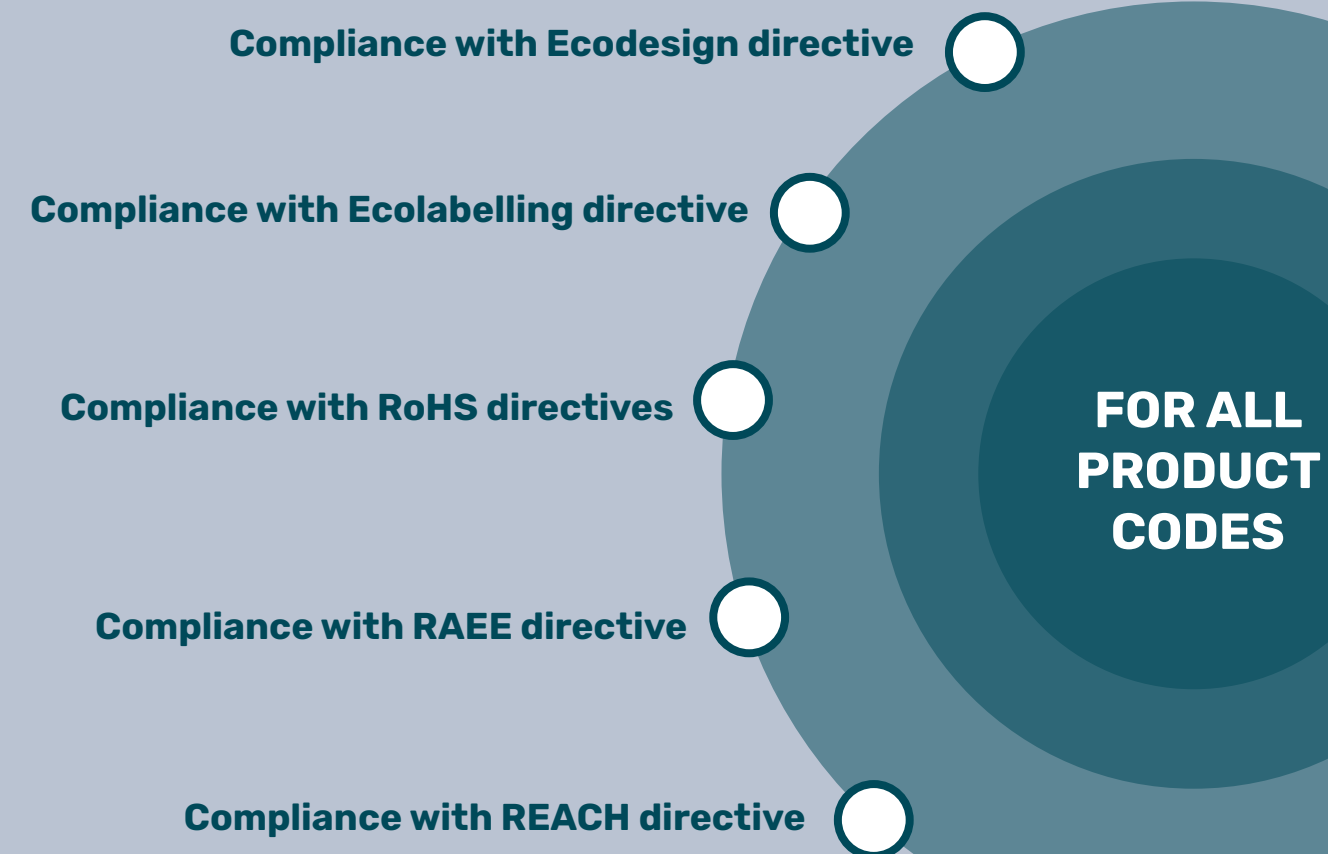
All our products are **Made iN:** conceptualised, designed, engineered and tested in our facilities and utilise only first-quality components.

To provide utmost clarity and transparency for our customers, we have decided to indicate on the inside label of each product where each phase occurs, from product concept to release on the markets.



The impact of our products

Research and innovation	Technical laboratories	3
	Photometric measurement laboratories	3
	EMC Measurement Labs	2
	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
International product certifications	CE, ENEC+CB, EAC, UL, SII, DIN EN 12464-1 UKCA	7
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 2021	0,65%
	Number of non-compliant products x million pieces (ppm - products per million)	600 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%



reddot winner 2021



TYK+

**PRODUCTS WINNING AWARDS
IN 2021**



Energy consumption

1.161,1 MWh of electricity

12,5% autonomous energy production from renewable sources

174.146 mc of gas*
*This figure is missing 2-months' count due to a failure not reported by the supplier

3/22 electric/hybrid vehicles in the company fleet

Chemical substance management

- The company undertook an evaluation of products and processes to identify potential toxic contaminants resulting from production;
- The company has carried out a study of all materials present in the products and of chemical substances found in concentrations of 100 ppm;
- The company has carried out a study of all materials present in the products (including metals and rare earth minerals) and of chemical substances found in concentrations of 1000 ppm.

Renewable energy

Our production sites are committed to optimizing consumption through the use of renewable energy.

Since 2013, we have independently produced more than 12.5% of our energy needs through clean photovoltaic installations.

Electricity from photovoltaic system - 2021 numbers:

No. of panels	200
---------------	-----

Total surface area	1000 Sqm
--------------------	----------

kWh/year produced	153.794
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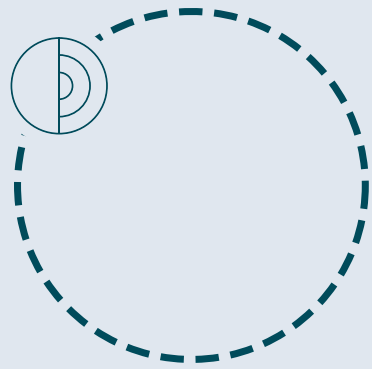
Recovered power/year	132.178 kWh/year
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CO2 not emitted/year	81,7 T
----------------------	--------

All our offices utilize lighting fixtures and technologies that promote energy savings and the well-being of our employees in the workplace.

For this reason, we decided to complete the relamping of our Italian production site in 2023, optimizing lighting and applying technologies that help minimize consumption:

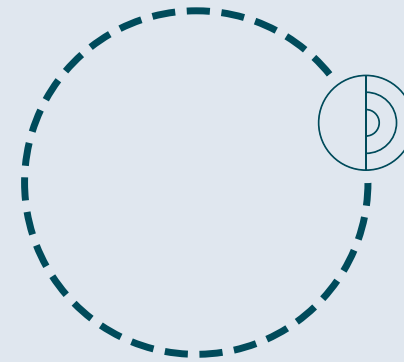
770 fixtures to be installed / saving 55,920 kWh/year



BRING WELL-BEING TO PEOPLE, PLACES AND THE PLANET WITH OUR PRODUCTS

Create and study products that last over time

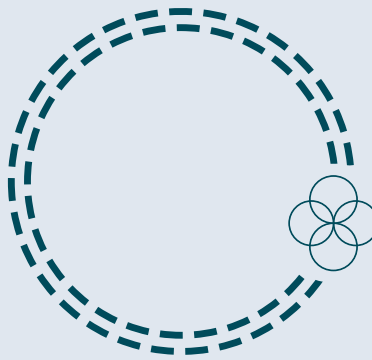
Introduce and develop innovation, transforming products, services, production processes



CONTRIBUTE TO THE DEVELOPMENT OF SMART AND SUSTAINABLE CITIES

Optimize the use of natural resources in production processes

Reduce the environmental impact of production activities



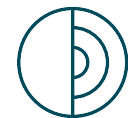
SHARE SUSTAINABILITY CHOICES AND OBJECTIVES WITH PARTNERS AND SUPPLIERS



POLICIES



PEOPLE



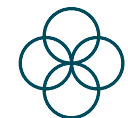
PLANET & PRODUCT



PUBLIC COMMUNITY



PERSPECTIVE



PARTNERSHIP

50%

ACTIVITIES 2022

50%

ACTIVITIES 2023/24

ACTIVITIES

I nostri obiettivi 2022 - 2024

IDENTIFY AND MANAGE POTENTIAL CONTRIBUTIONS TO SGD 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

- Identify the most direct opportunities and actions to contribute in a positive way

GREEN CERTIFICATIONS

- Ecovadis Certification

WATER CONSUMPTION MONITORING

- Change water dispensers (VR unit) and installation of flow meters to monitor consumption (VR and BG units)

IDENTIFY AND MANAGE THE COMPANY'S POTENTIAL CONTRIBUTIONS TOWARDS ACHIEVING SDG 11

- Identify the most direct opportunities and actions to contribute in a positive way

REDUCE THE ENVIRONMENTAL IMPACT OF PRODUCTION ACTIVITIES

- Increase the purchase of sustainable electrical/hybrid vehicles

MINIMIZE THE PRODUCTION OF NON-RECYCLABLE WASTE

- Introduce recycling in offices

SUPPLIER EVALUATION PRACTICES

- Introducing a formalized internal policy
- Ask suppliers to complete an in-house assessment

SUPPLIER CODE OF CONDUCT

- Establishing a supplier code of conduct

SOCIAL AND ENVIRONMENTAL IMPACT ASSESSMENT CRITERIA FOR SUPPLIERS

- Establish requirements and finalize KPIs for verifying good governance practices, including ethics and corruption policies
- Request certifications from external entities related to positive social and environmental performance
- Establish requirements and practices for assessing respect for human rights
- Establish parameters for the management of hazardous chemicals

2022

2023-24

- Preparation of a collection cistern to be used for the irrigation of indoor green spaces

OPTIMIZE WATER RESOURCES

- Recycling: reduce the amount of various packaging

MINIMIZE THE PRODUCTION OF NON-RECYCLABLE WASTE

- Favour the use of sustainable materials in production
- Maintain a high level of material quality to extend the life of the product

OPTIMIZE THE USE OF NATURAL RESOURCES IN PRODUCTION PROCESSES

- Integrated evaluation and analysis of data of interest:
 - Consumption of installed products
 - Product technology
 - Impact on the perception of the environment
 - Regulatory specifications

IMPACT OF PRODUCTS ON GREEN AREAS AND THE SAFETY OF OUTDOOR LOCATIONS



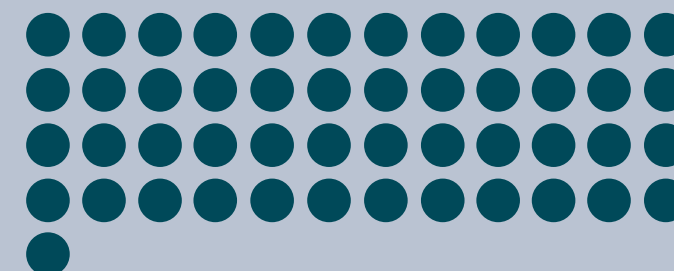
Supply Chain: selection of suppliers

A system for selecting, evaluating and qualifying suppliers is the basis of responsible management of the supply chain. For this reason, in parallel with the verification activities carried out by the Quality function, we have decided to implement in the coming years a procedure for the selection, verification and qualification of suppliers from an ethical point of view as well. This management will be applied in terms of product quality, respect for human rights and environmental impact, in compliance with international standards and regulations.

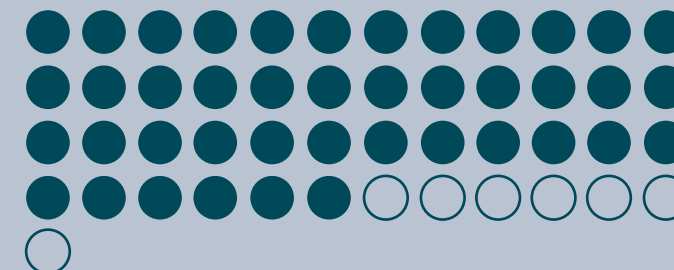
How the supply chain will be verified:

- Development of a formal Policy
- Analysis of suppliers and risk factors
- Periodic Screenings and Audits
- Cooperation Agreements

Total number of suppliers: **242**



Total number of local suppliers: **210**



52%
% of spending with local suppliers

Stakeholder Engagement

Where did we start from

Internal analysis and stakeholder engagement

The content written in this Plan focuses on inputs, proposals and activities that have emerged from a long process of listening, analysis and internal reflection. The strategic guidelines and objectives were formulated internally through a process of internal participation that worked simultaneously on multiple levels of complexity and relevant issues. Each employee of the company had the opportunity to discuss with specific sustainability issues and to be able to give his or her own relevance rating on company objectives and on the key issues presented in this Plan. 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 process that led to the creation of the Sustainability Plan began at the end of 2019 and developed until December 2021, also based on the specifics of the emergency situation faced throughout 2020 and 2021. 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 2 key moments:

PRELIMINARY AUDIT AND SELF-ASSESSMENT

Verification of the level of internal awareness of the company's position on key Sustainability issues.

This first step was fundamental to building a positive, achievable and, in turn, sustainable Plan, avoiding setting goals that are not regulated on current performance and capabilities.

STAKEHOLDER ENGAGEMENT

Active involvement of internal collaborators for training on sustainability issues and the shared definition of strategic guidelines and objectives.

To better understand compulsory needs and our future goals within this value scale, it was essential to have a process that led us to a reflection on current goals and on the commitments to adopt, also in terms of resources and investment capital.

The participants were called to actively and freely contribute their thoughts on some key issues and to accompany the process and methodology for evaluating the collected data, at the same time as training sessions.

These activities made it possible to identify a framework of strategic objectives and guidelines to be integrated into future reports through dialogue also open to external stakeholders.

1. 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 our history and our identity, collect information on current socio-economic trends and situations, identify objectives, risks and possible developments for each area of interest:

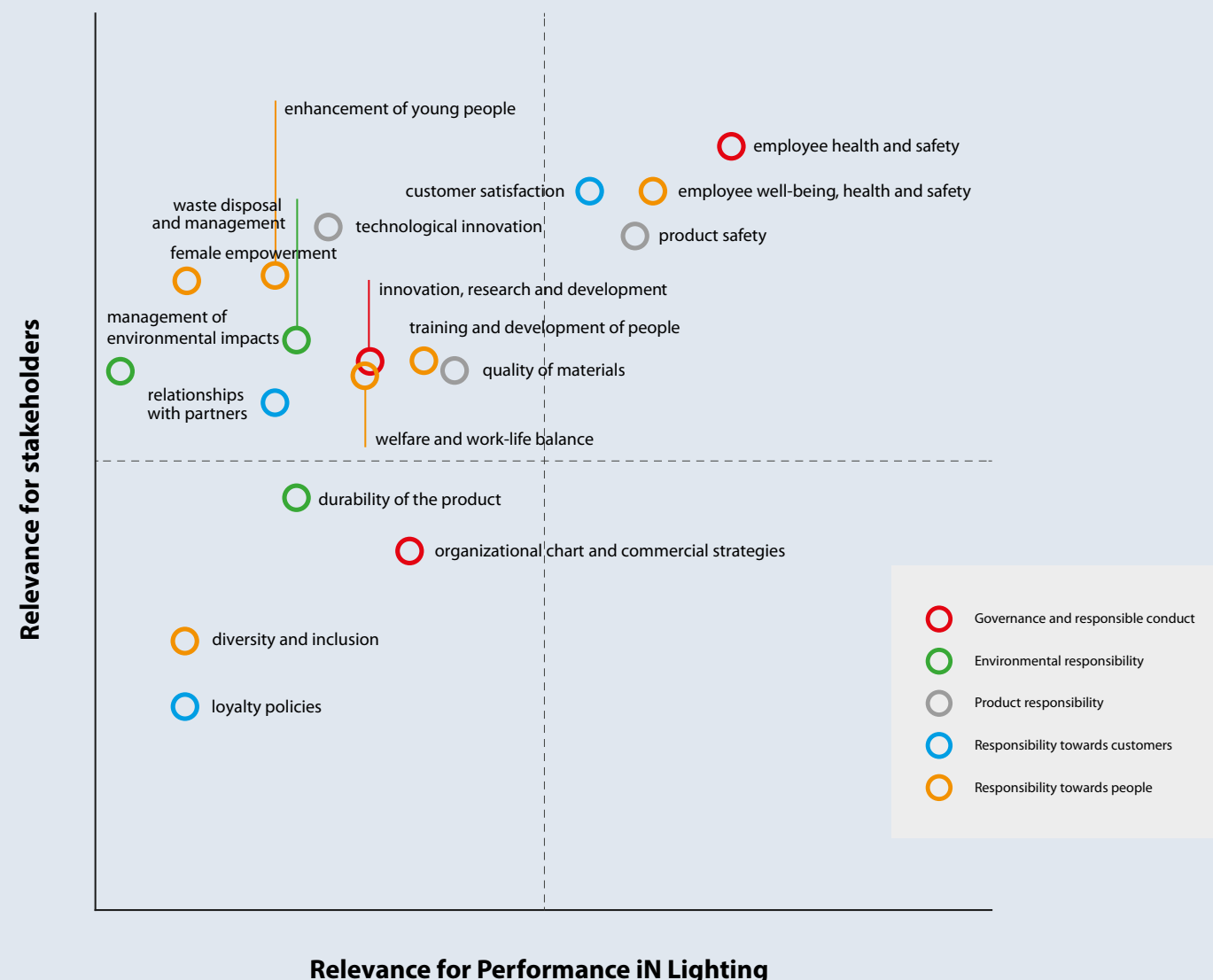
A. Planning and data collection

Selection of all the resources necessary for the data collection phase and related actions, including data resources, models, typologies and methods.

B. Materiality Analysis

Collection of primary and secondary data resources, planning all the results and all the activities to be carried out. Listening to the internal perception, broad discussion on relevant issues and identification of concrete sustainability guidelines. Identification of material issues through the involvement of internal and external stakeholders and the relevant sustainable development objectives.

- 12** 1:1 INTERVIEWS
- 5** QUESTIONNAIRES
- 3** DESIGN WORKSHOPS
- 2** FOCUS GROUPS ON COMMUNICATION AND MEASUREMENT METHODS



C. Preliminary self-assessment through SDG Action Manager

We have adopted the SDG Action Manager platform as a self-assessment tool. The platform's benchmarks allowed us to compare ourselves with other companies (based on sector, size and geographical context) and identify our strengths, weaknesses and distinctive features useful for focusing on the most relevant objectives and distributing them over the different years provided for in the Plan.

In addition, it was possible to:

- **Verify the starting level, obtaining a detailed overview of the areas of improvement, of critical areas, but also of good practices already in place;**
- **Learn more about areas of intervention, verifying their agreement with the company mission;**
- **Measure impact for each influential SDG and identify the starting point on which to build sustainable objectives;**
- **Further verification of the objectives and motivations supporting the project.**

D. Assessment and Planning

Identification of key results and implementation of strategic guidelines.

In order to be credible, transparent and reliable, the approach adopted in this phase has followed a principle of transparency, participation and inclusion, through a collaborative mode towards key informers and respecting the needs of privacy and security.

3.900

CARDS DISTRIBUTED

12

SOCIAL WALLS FOR THE SELECTION OF OBJECTIVES

8

POSTER TYPES DISTRIBUTED FOR EACH SDG



24

Newsletters sent

15

Participants in the work Group

6

Meetings

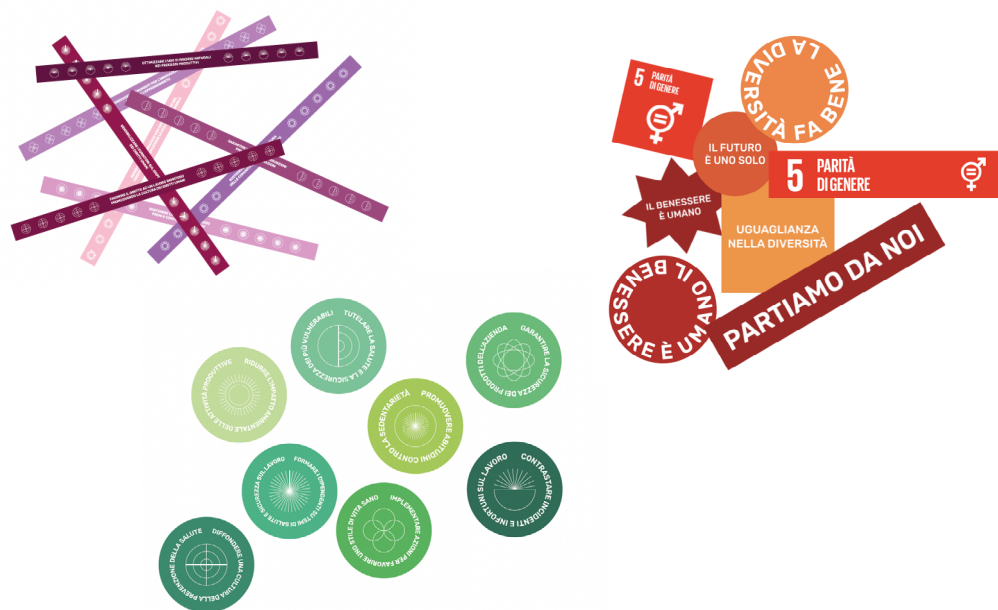
3

AMBASSADORS

FLOOR STICKERS

GADGETS

STICKERS



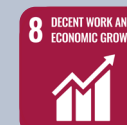
3 THEMATIC WORKSHOPS ON THE SDGS



200 PEOPLE INVOLVED



185 PEOPLE INVOLVED



189 PEOPLE INVOLVED

2. Stakeholder engagement

This phase was structured to actively and transversally involve our internal collaborators. We wanted to ask everyone to express their point of view (personal and applied to the company) on issues that we had never investigated or dealt with.

Our desire was to fully understand how the corporate population perceived the general context of sustainability and to investigate what the levels of knowledge and familiarity with communication tools and channels, in order to be able to establish an effective internal dialogue with our employees.

- **Internal communication on sustainability**
- **Opening of channels dedicated to sharing paths and results**
- **Dissemination of information content in the company**
- **Establishment of internal working groups**
- **Facebook group reserved for employees**
- **Thematic days**
- **Involvement of external Ambassadors**

In these ways we asked our employees to work on the most complex issues: to identify the general guidelines and a set of practical objectives to be implemented in the Plan. The entire team worked on the material topics and on the Sustainable Development objectives selected during the surveys and design workshops of the Audit process (SDGs no. 3 / 5 / 8), treated through multiple formats. The training course was developed through an internal newsletter and awareness-raising operation with tools designed specifically for the project:

Poster for awareness of 8 goals for each SDG identified for companies by the Global Compact Network

Gadgets on the 8 goals for each SDG identified for companies by the Global Compact Network

Stickers featuring inclusion and social sustainability claims distributed to all employees

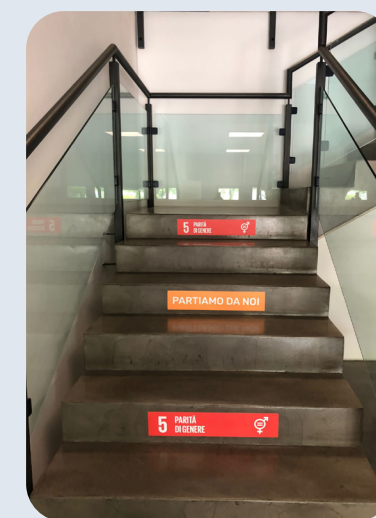
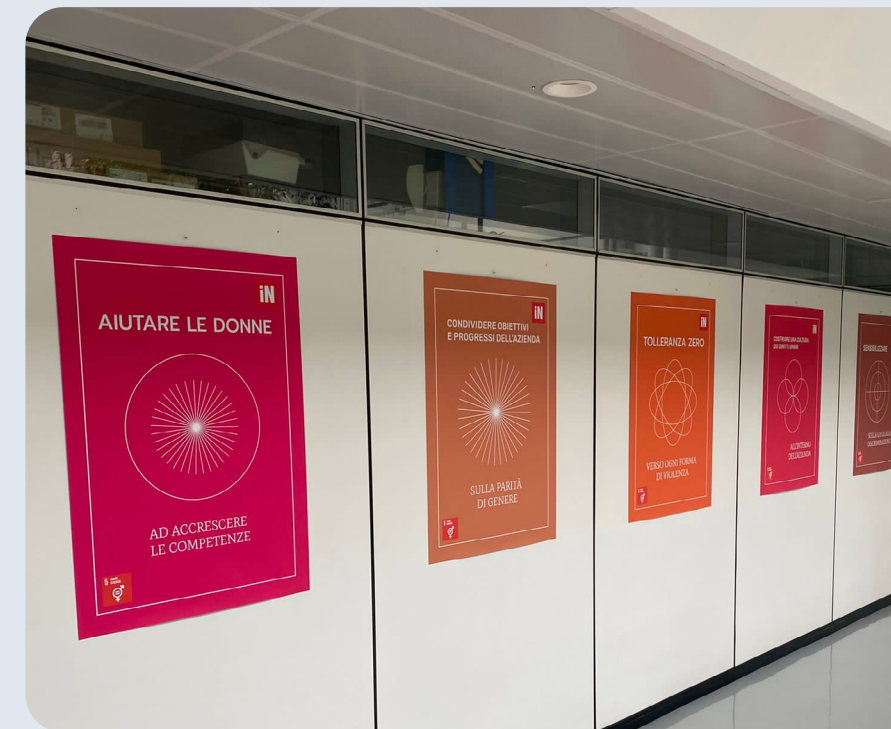
Stickers with sustainability claims distributed in company buildings

Social media wall for voting and selecting 4 concrete objectives for each SGD (3/5/8)

Set of cards with the collection of the selected objectives

Workshop to identify application proposals for each selected objective

Open questionnaire to express preferences on the activities proposed at the workshop



In an open manner and with new modalities and tools for discussion we have carried out a process of internal involvement in which everyone was called to freely participate.

The process was structured with bi-monthly continuous activity in all locations that took place from July to December 2021.

5 GENDER EQUALITY



PROMUOVERE



EQUILIBRIANZA E INTEGRAZIONE

SENSIBILIZZARE



SULLA LOTTA ALLA DISCRIMINAZIONE

AGEVOLARE UOMINI E DONNE



NEL BILANCIAMENTO VITA-LAVORO

TOLLERANZA ZERO



VERSO OGNI FORMA DI VIOLENZA

3 GOOD HEALTH AND WELL-BEING



DIFFONDERE UNA CULTURA



DELLA PREVENZIONE DELLA SALUTE

IMPLEMENTARE AZIONI



PER FAVORIRE UNO STILE DI VITA SANO

PROMUOVERE ABITUDINI



CONTRO LA SEDENTARIETA

RIDURRE L'IMPATTO AMBIENTALE



DELLE ATTIVITÀ PRODUTTIVE

8 DECENT WORK AND ECONOMIC GROWTH



OPTIMIZZARE L'USO DI RISORSE NATURALI



NEI PROCESSI PRODUTTIVI

FAVORIRE IL DIRITTO AD UN LAVORO DIGNITOSO



PROMUOVENDO LA CULTURA DEI DIRITTI UMANI

SOSTENERE L'ECONOMIA E LA CULTURA



DELLE COMUNITA LOCALI IN CUI OBISSIMO

DEFINIRE COLLABORAZIONI CON ORGANIZZAZIONI DEL TERZO SETTORE



PER PROMUOVERE LO SVILUPPO SOSTENIBILE



An organic framework distributed by year, as presented in the previous chapters.

The data collection, analysis and evaluation phase was carried out independently and impartially, without prejudice, purpose or intention, to conduct the evaluation objectively and with the utmost integrity.

Finally, all the proposals collected were approved internally by the various managers and included in an organic framework distributed by year, as presented in the previous chapters.

**The diagrams and graphics shown hereafter faithfully report some of the contents covered by the engagement and awareness-raising activities of internal stakeholders in the Italian offices of Verona and Bergamo, which took place in 2021.*



RIPERCORRIAMO IL CAMMINO FATTO INSIEME SULL'OGGETTIVO SDG 5 - PARITÀ DI GENERE

PROPOSTE

CONSAPEVOLEZZA

ELABORAZIONE

RISULTATI



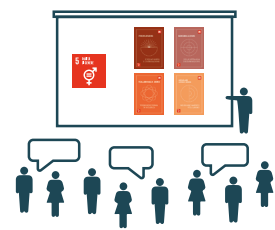
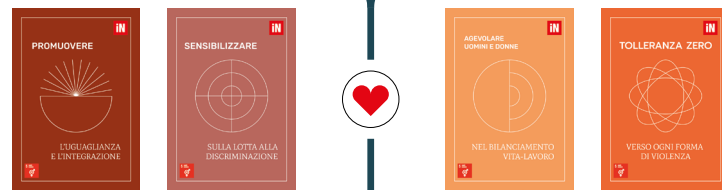
8 TEMI PROPOSTI



SPILLE

WALL PER SONDAGGIO

INCONTRO CON ELIANA RIGGIO

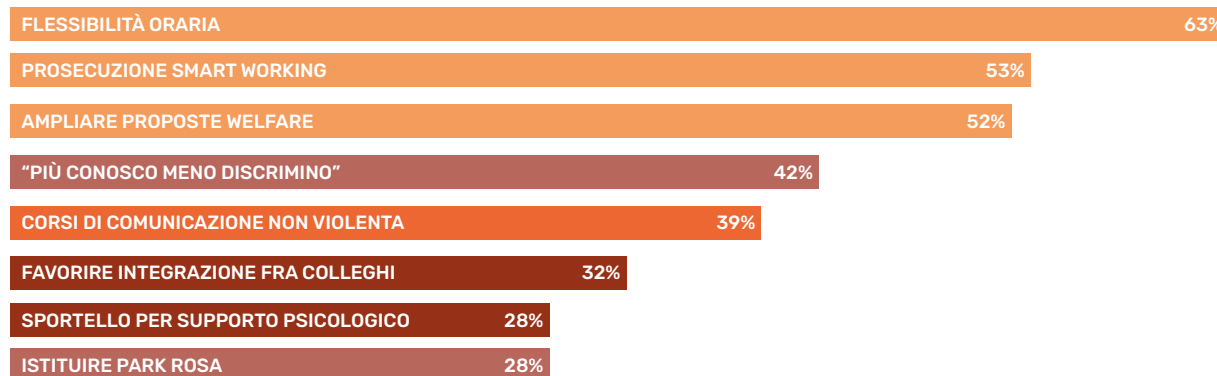


WORKSHOP FOCUS GROUP



SONDAGGIO ON-LINE

ESITO SONDAGGIO IN ORDINE DI % DI GRADIMENTO





RIPERCORRIAMO IL CAMMINO FATTO INSIEME SULL'OBIETTIVO SDG 3 - SALUTE E BENESSERE

PROPOSTE

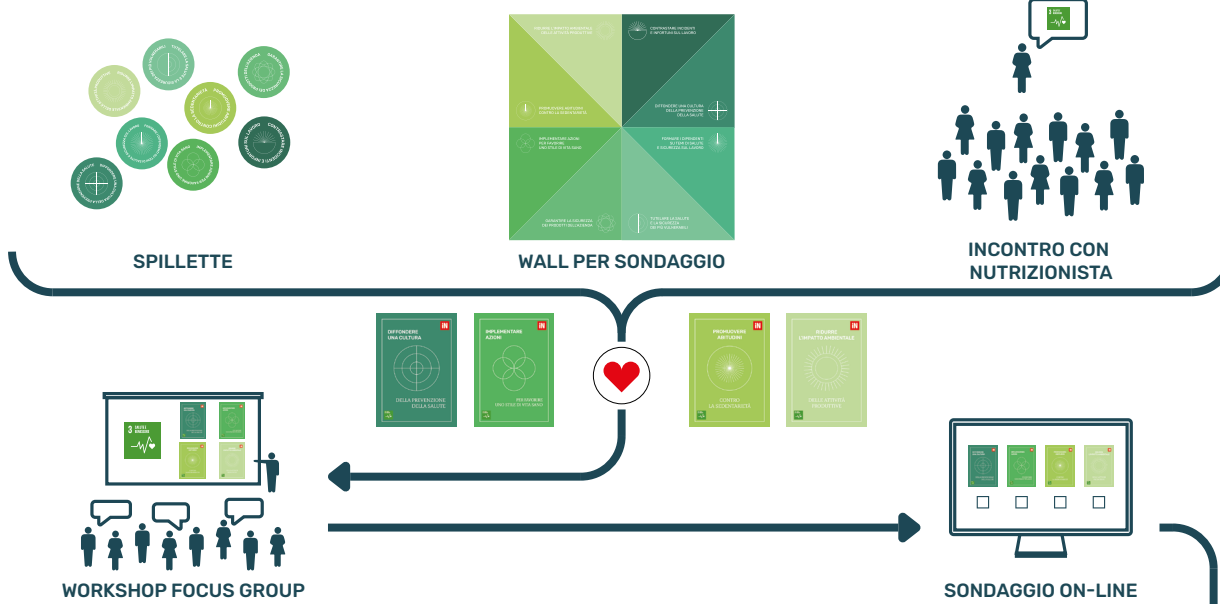
CONSAPEVOLEZZA

ELABORAZIONE

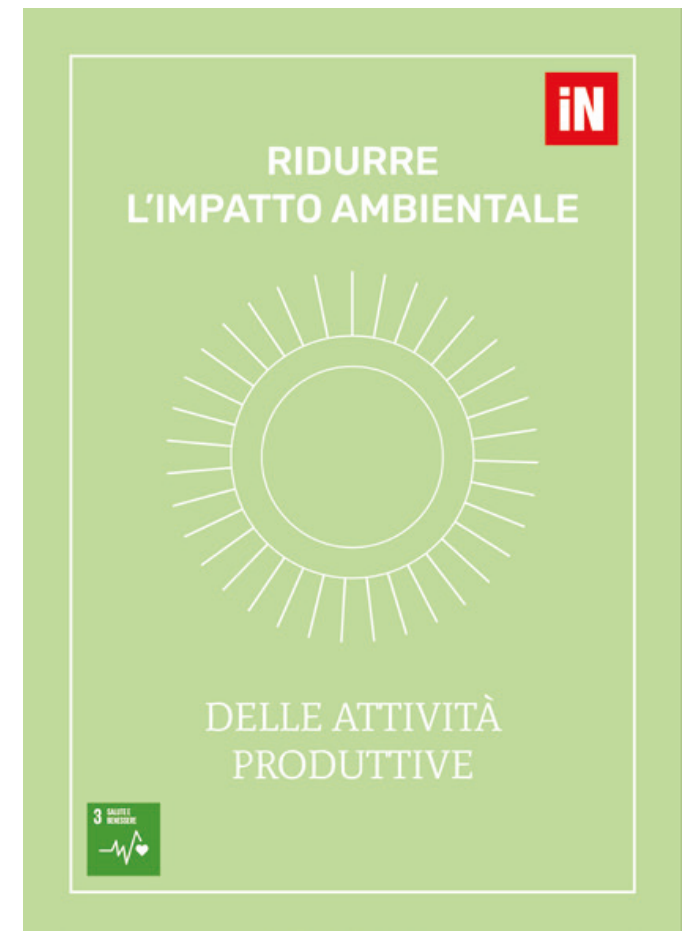
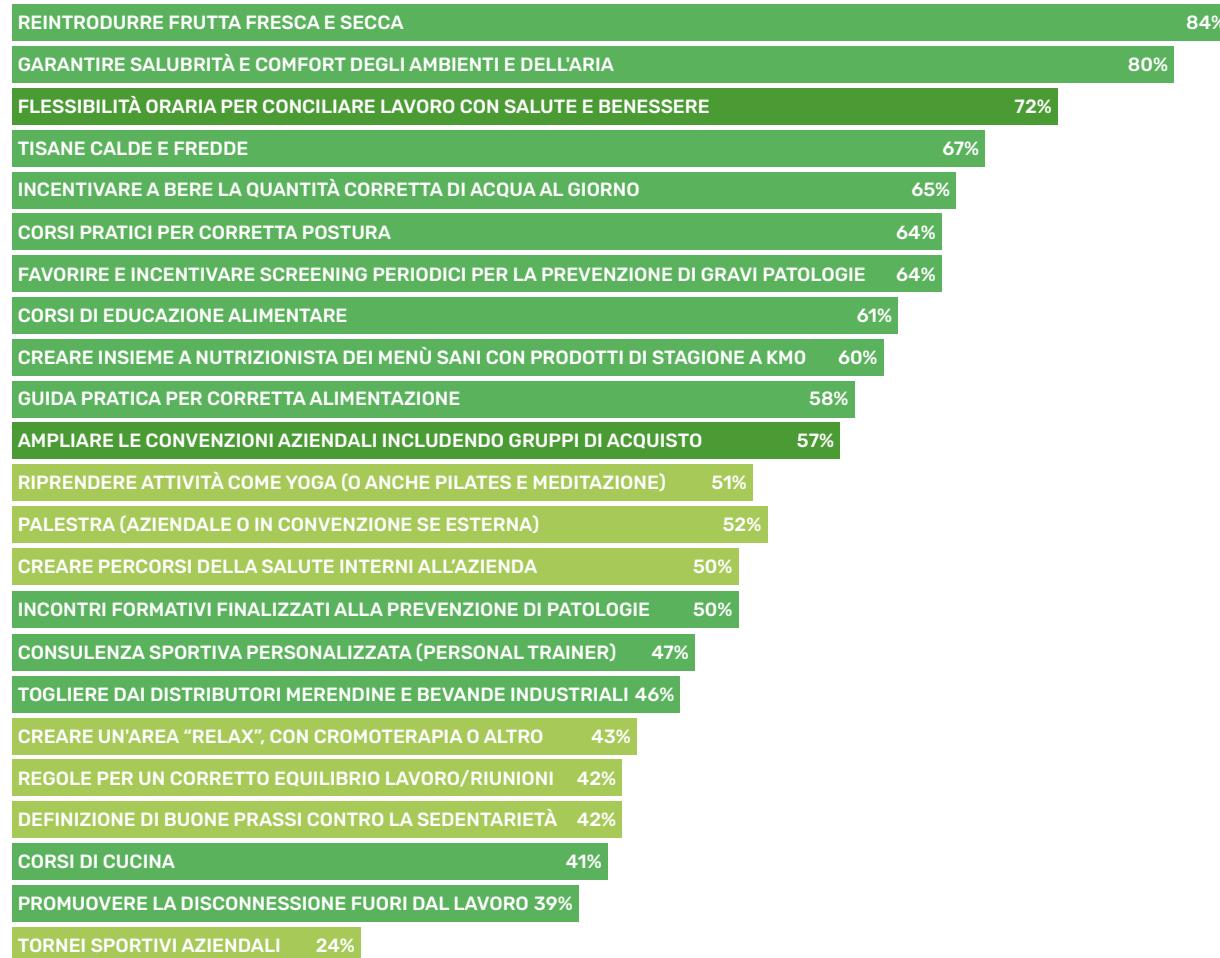
RISULTATI



8 TEMI PROPOSTI



ESITO SONDAGGIO IN ORDINE DI % DI GRADIMENTO



RIPERCORRIAMO IL CAMMINO FATTO INSIEME SULL'OBIETTIVO SDG 8 - LAVORO DIGNITOSO E CRESCITA ECONOMICA

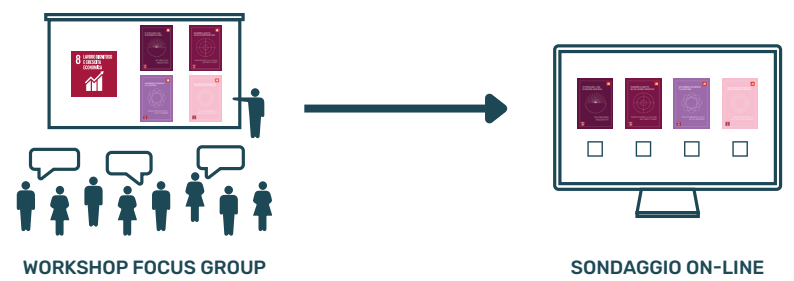
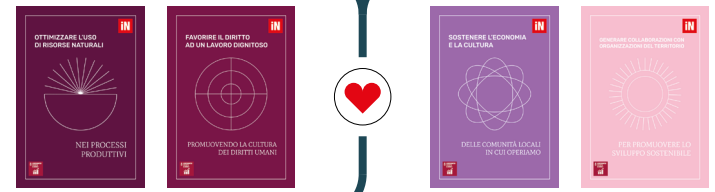
PROPOSTE
CONSAPEVOLEZZA
ELABORAZIONE
RISULTATI



8 TEMI PROPOSTI



BRACCIALETTINI WALL PER SONDAGGIO INCONTRO CON DON PAOLO PASETTO



ESITO SONDAGGIO IN ORDINE DI % DI GRADIMENTO

PROMUOVERE LA BUONA PRATICA DELLA RACCOLTA DIFFERENZIATA	67%
FAVORIRE LA DIGITALIZZAZIONE, RISPARMIANDO LA CARTA, EVITANDO DI STAMPARE QUANDO NON NECESSARIO	62%
PROMUOVERE IL DIALOGO FRA COLLEGHI ED UFFICI AL FINE DI INDIVIDUARE SOLUZIONI CONDIVISE	60%
ADOTTARE MISURE DI OTTIMIZZAZIONE DEGLI SPRECHI DI RISORSE NATURALI, AD ESEMPIO L'ACQUA	60%
COINVOLGERE IL LAVORATORE NEGLI OBIETTIVI AZIENDALI	59%
COLLABORARE CON UNIVERSITÀ E SCUOLE PER SCAMBIARE ESPERIENZE E COMPETENZE	50%
PROCESSO DI RICERCA E SELEZIONE DEL PERSONALE PRIVO DI DISCRIMINAZIONI	49%
SUPPORTARE L'OCCUPAZIONE DI PERSONE DI CATEGORIE SVANTAGGIATE	42%
VALUTARE I FORNITORI PER IL RISPETTO DEI DIRITTI UMANI	35%

OTTIMIZZARE L'USO DI RISORSE NATURALI

NEI PROCESSI PRODUTTIVI

FAVORIRE IL DIRITTO AD UN LAVORO DIGNITOSO

PROMUOVENDO LA CULTURA DEI DIRITTI UMANI

SOSTENERE L'ECONOMIA E LA CULTURA

DELLE COMUNITÀ LOCALI IN CUI OPERIAMO

GENERARE COLLABORAZIONI CON ORGANIZZAZIONI DEL TERRITORIO

PER PROMUOVERE LO SVILUPPO SOSTENIBILE

METHODOLOGICAL NOTE

With this document, Performance iN Lighting intends to make a tangible contribution to the development process in terms of analysis and communication for its stakeholders.

The process of drafting this document was managed and coordinated by internal collaborators and specialised external consultants. As a first edition, the document has provided, as a starting phase, the guidelines and strategic objectives that we intend to pursue in the short and long term.

In fact, this Sustainability Plan presents a preliminary report on the 2021 performance of Performance iN Lighting S.p.A. in order to establish some points and evaluation metrics that aim to represent the company's ability to generate value for the organization itself and its stakeholders in the short, medium and long term.

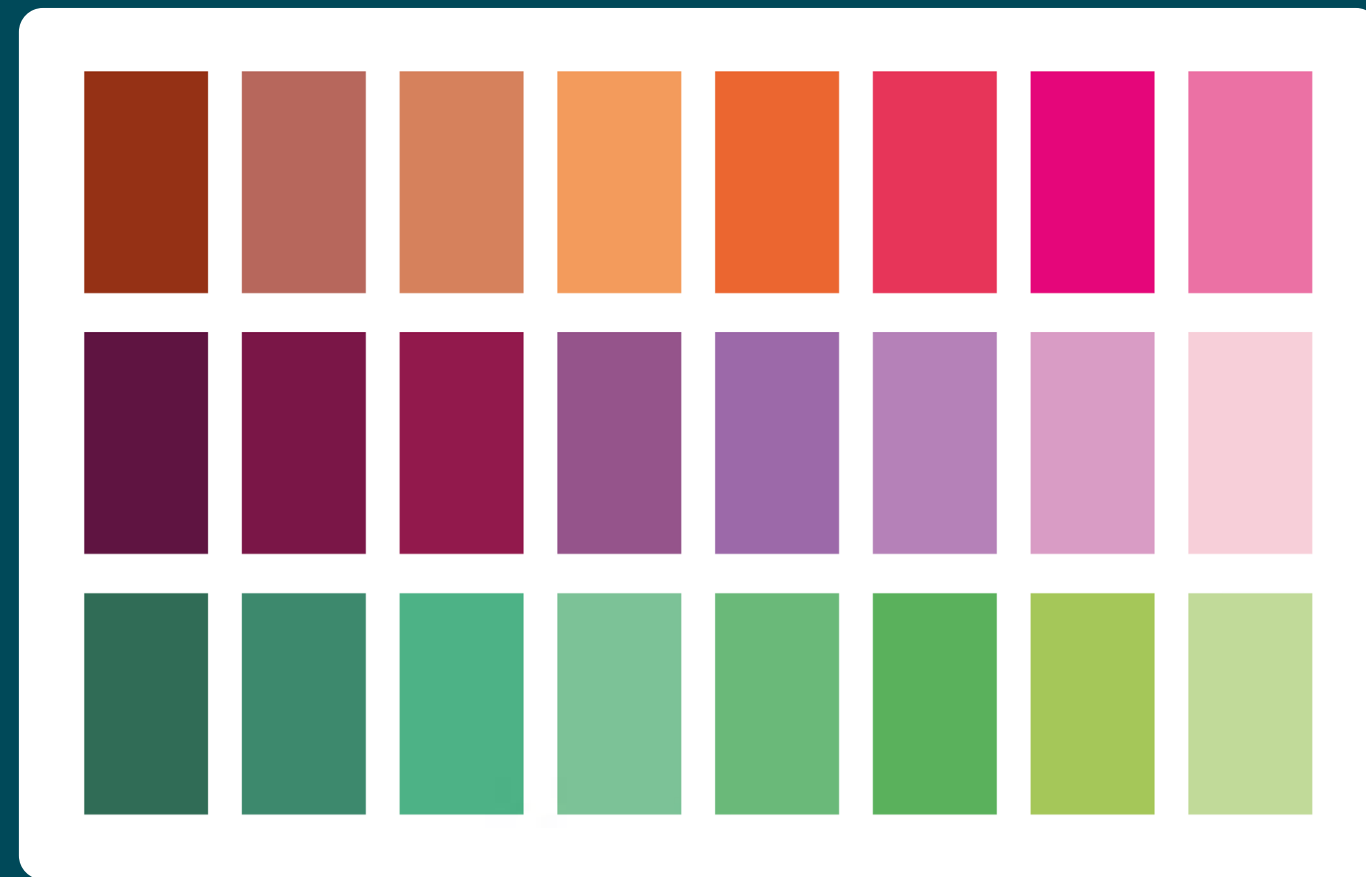
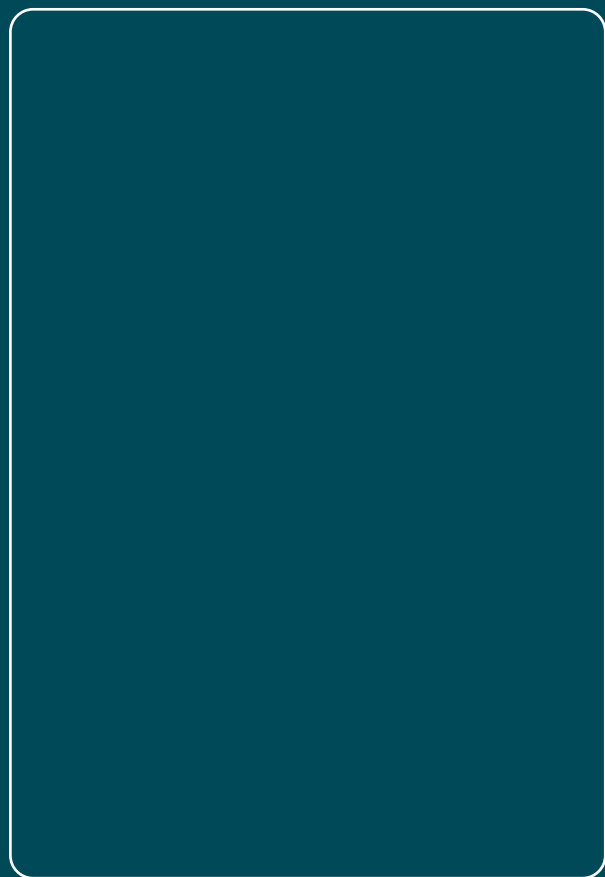
The information contained in the document refers to the issues identified as material and to the related indicators that reflect significant economic, environmental and social impacts. The document was prepared taking key reporting frameworks as a model (GRI, B Impact Assessment, IR framework, UN Global Compact, SDG Action Manager) by selecting a set of indicators and approaches suited to the specific use context.

The entire process was set up and managed according to the following general principles:

- **Syntheticity, accessibility and simplicity**
- **Strategic focus and future orientation**
- **Relationships with stakeholders**

In addition, the document was articulated by developing the following content elements:

- **Organization profile**
- **Strategic direction and material issues**
- **2021 Performance**
- **Future prospects**



RUBIK

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890!"£\$%&/()=?°çé*§

MATE SC

ABCDEFGHIJKLMNOPQRSTUVWXYZ
ABCDEFGHIJKLMNOPQRSTUVWXYZ
1234567890!"£\$%&/()=?°çÉ*§

The contents of this document refer to the year 2021 and, in particular, to the activities identified for the three-year period 2022-2024; any exceptions to this time frame are explained in the text of the document or through specific notes.

This document has been prepared according to certain principles applied for the definition of the contents of the report:

- **Completeness:** the topics covered represent the environmental, social and economic aspects most relevant to the company's activity, allowing a more complete evaluation of the performance in the year 2021.
- **Sustainability context:** performance is part of the broader context of sustainability of the company's business.
- **Materiality:** the issues reported were identified on the basis of their relevance for the Company's business as well as for its stakeholders.
- **Stakeholder inclusiveness:** stakeholders have been reported and the ways in which this document was prepared and is intended to be used in the future, taking into account their interests in the definition of content.

To ensure the quality of the information included, the following quality criteria were followed:

- **Accuracy:** the level of detail of the content included is adequate for the understanding and evaluation of performance for the reporting period identified.
- **Reliability:** the data presented in the document were collected, processed and validated by the managers of each function. The economic data are consistent with those reported in the Group's annual financial report.
- **Clarity:** the choice of clear and accessible language and the use of graphs and tables to represent performance make the document usable and easy to understand.

Data source

More functional tools were selected for data collection to learn facts about the perception of the production context according to the stakeholders' vision and to collect information on beliefs and the behaviour of the key stakeholders.

Primary Data analysis

- **1:1 interviews;**
- **Participatory Design Workshops;**
- **Surveys and questionnaires;**
- **Voting on social walls.**

Secondary Data analysis

- **Review of internal documents;**
- **Statistical data from other organizations;**
- **Benchmarking (SDG Action Manager).**

Evaluation Criteria

The evaluation criteria defined the methods for processing and approach to the contents of the Plan.

- **Conduct:** evaluation and consideration of all information collected through curated and professional standards.
- **Methodological approach:** use of a clear, effective and organized methodology.
- **Relevance:** the extent to which the project objectives are consistent with requirements and needs. An assessment of the coherence of the project in achieving its objectives.
- **Efficiency:** the extent to which inputs are converted into results.
- **Impact:** the extent to which the project makes changes.

PERFORMANCE
iN LIGHTING

Sustainability Plan 2022-2024
#performancetogether

Project by
Performance iN Lighting S.p.A

Consulting and development
Concept design and data visualization
Ashtart Consultancy Srl Società Benefit

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