

sustainability report 2024

introduction

since 1994, Viabizzuno¹ works, designs, produces, researches and innovates, trains its staff. for years it has been creating its own design philosophy to assert itself day by day not only like an industrial reality, but also to create an ethic design process, but also of ethical design. Viabizzuno designs light: lighting bodies, objects, lamps, lighting projects, putting itself at the service of the biggest international fashion brands, institutions, museums, industries, design studios and public bodies, demonstrating how light must merge with architecture, with space, with the man who lives it.

Viabizzuno is inspired by and promotes in its sphere of activity values consistent with the most advanced international governance practices, considering sustainability a fundamental element of its way of doing business.

therefore, Viabizzuno fully embraces a sustainable strategy through policies, management, operating methods and initiatives designed according to its specific characteristics, helping to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of safeguarding the environment and actively involved for the integrity of every aspect of the business.

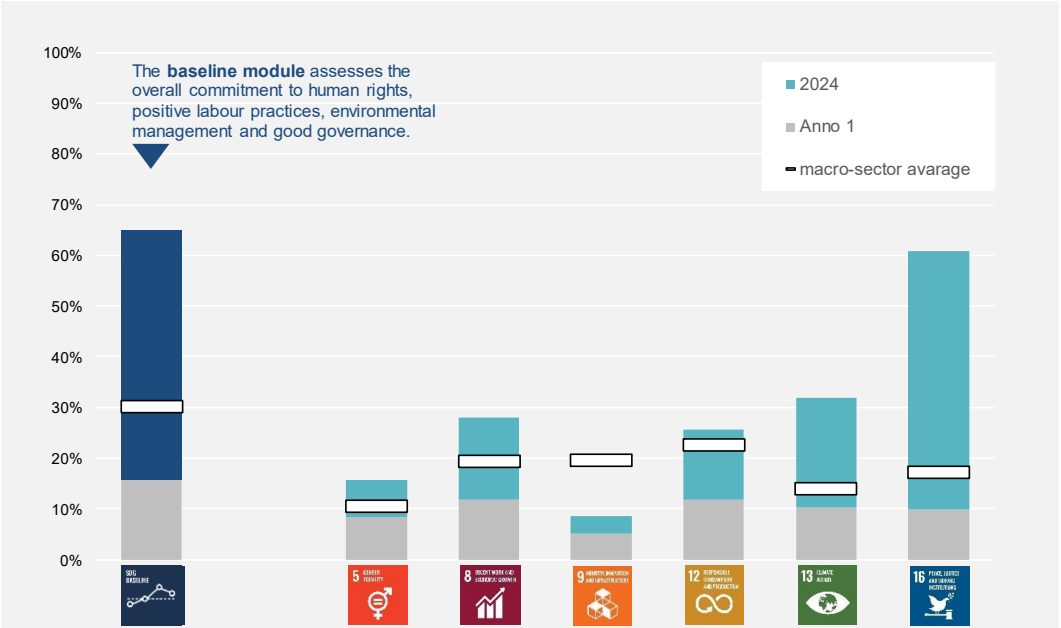
Viabizzuno is committed to operating responsibly along the entire value chain, from the selection of raw materials and packaging to product design and manufacturing, to support services, to offer customers and consumers quality and functional products that are also good for society and the environment.

¹ **Viabizzuno** is an italian leader in the high-end architectural lighting market, internationally recognized for its creativity, customization skills and level of service.

the company boasts a large portfolio of lighting solutions dedicated to retail, office and residential customers, also developed thanks to consolidated collaborations with internationally renowned architects. founded in 1994 by mario nanni, Viabizzuno has its headquarters in bentivoglio (bologna), a direct consolidated presence in the main world design capitals through its 30 "light laboratories" and a commercial network active in over 50 countries. thanks to research and numerous patents, the company is internationally recognized for the quality of its products and the uniqueness of its sustainable solutions.

sustainability report 2024

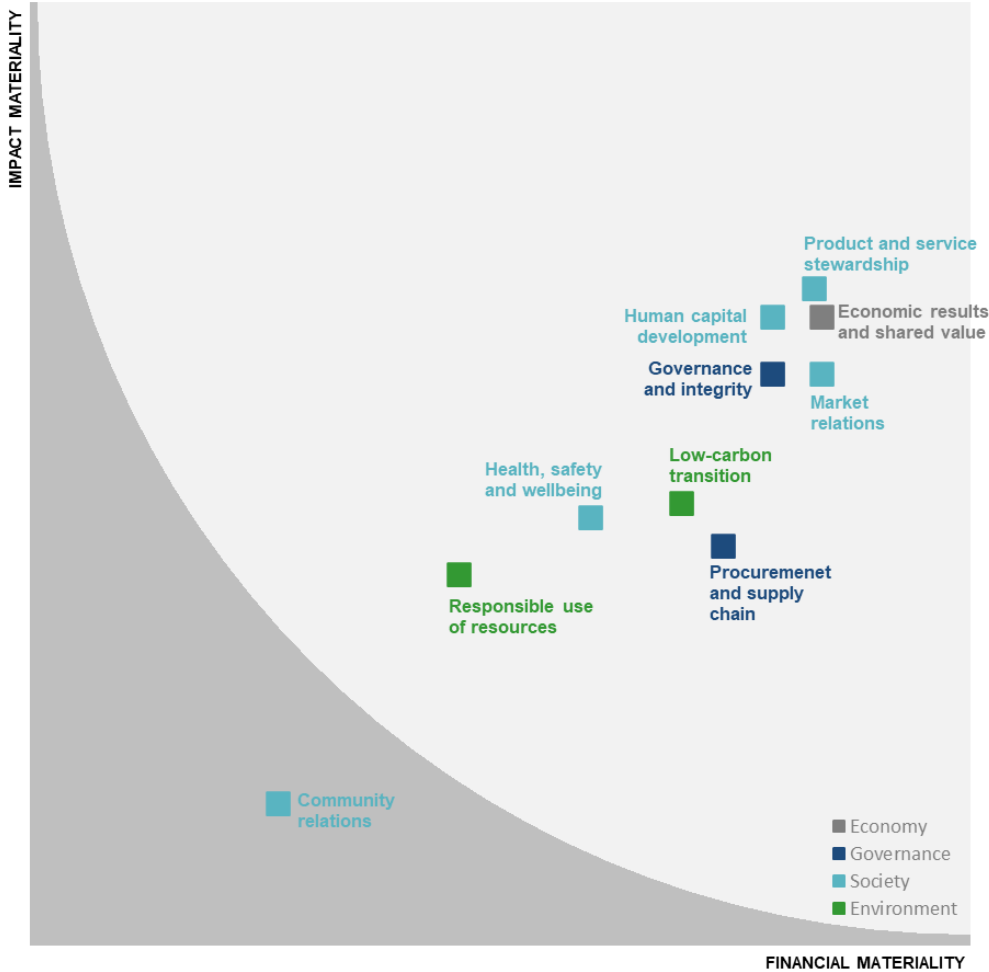
contribution to SDGs



² **Viabizzuno** is inspired by and promotes values in its sphere of activity that are consistent with the most advanced international governance practices, including the **un global compact**, confirming support for the **ten principles**, which are being integrated into the group's codes and policies, and contributing to the **sustainable development goals** as well as the broader united nations goals. the **sdg action manager** analysis tool enables effective self-assessment of progress. the chart opposite represents Viabizzuno's contribution toward the sdgs chosen as its strategic benchmark.

sustainability report 2024

materiality matrix



3

³ in defining the sustainable strategy and related action plans of **Viabizzuno**, the materiality analysis offers an effective tool for identifying the relevant governance, economic, social and environmental issues, matching the interests of the business with the expectations of stakeholders.

the **materiality matrix** is constructed by systematically assessing risks, opportunities, positive or negative impacts, analyzing all aspects of relevance to the business with input from the first line of management, the majority shareholder, and finally gathering the views expressed by the most relevant stakeholders.

sdgs and materiality are the reference for the adopted action plan. the **esg plan** is coordinated, monitored, and discussed in the board of directors and included in management's variable compensation.

sustainability report 2024

governance

governance and integrity

the composition and functioning of the governing bodies, starting with the **board of directors**⁴, ensure representativeness, competence and absence of conflicts of interest, aiming for maximum efficiency and operational integrity.

the **code of ethics** and the **sustainability policies** adopted by Viabizzuno explicitly recall the ten principles of the united nations global compact and are inspired by the highest global references. through a sustainable approach aimed at creating shared value for the society and for the environment, Viabizzuno intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

in addition, Viabizzuno is in the process of adopting an **organization, management and control model**, which is required by law but not mandatory. it is aimed at preventing the risk of committing specific relevant crimes. control activities are the responsibility of the supervisory board, which is appointed with criteria of autonomy and independence. in addition to specific periodic training, the approach adopted includes the whistleblowing procedure for reporting misconduct in order to provide employees and third parties with confidential channels for raising concerns or violations of the procedure itself, without fear of retaliation, discrimination or disciplinary action.

at the operational level, the adopted quality **management system**⁵ is a key asset to ensure activities are fully aligned with the company's strategy, with a view to continuous improvement. integration with business processes helps to consolidate organizational, technological and behavioural arrangements.

procurement and supply chain

Viabizzuno carefully selects and purchases materials and components directly, either from drawings or in-house design or from commercial supply, custom light sources, custom-made aluminium extrusions, electronic boards, turned parts and more.

design and prototyping are carried out in-house. subcontractors who carry out machining or assembly are therefore very important. the processing includes specific treatments on components, such as anodising, painting, galvanising, antiquing and various coatings. assembly concerns assemblies or finished products, according to drawings, sheets, specifications and instructions provided by Viabizzuno.

the assembled products are then delivered to Viabizzuno's central warehouse or to external logistic facilities.

in order to optimise the purchasing process beyond technical and quality specifications, Viabizzuno adopts the **partnership charter**, which defines the principles to which suppliers of goods and services and contractors must align, in their direct activities, in their contractual relations with their possible sub-suppliers or sub-contractors and, in general, in the creation and management of their respective value chains. in the pre-qualification process all suppliers are invited to complete a questionnaire concerning human and labour rights, respect for the environment and business integrity.

⁴ **board of directors:** 7 members, 1 female member

⁵ **management systems:** ISO 9001

sustainability report 2024

society

human capital development

Viabizzuno relies on qualified and motivated employees, 90% hired on permanent contracts. an inclusive work environment, diversity, plurality and professionalism are an essential part of the company's culture and values and a key driver for the group's growth. in line with its commitment to gender equality, the overall unadjusted gender pay gap is definitely limited. following the employee climate survey, a series of initiatives were launched, leading to a reduction in turnover in 2024.

in order to foster the professional growth of employees, Viabizzuno maintains a high level of training activities, aimed mainly at the development of industry-specific technical skills, but also of values and strategic ones such as those related to sustainability. of particular note are english language courses organized during working hours and open to all employees, in-depth courses on software used in lighting design organized during working hours and open to designers, and others. additionally, Viabizzuno shares its expertise with future generations through collaborations with leading universities.⁶

health, safety and well-being

Viabizzuno promotes the health, safety and well-being of all employees by creating and maintaining safe and comfortable working environments as an essential condition for the well-being and professional growth of its people. the management approach adopted is aligned with applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties.

a corporate climate survey has also been launched, aimed at identifying actions and initiatives to improve employee well-being.

product stewardship, market, and community relations

Viabizzuno works, designs, manufactures, researches and innovates, trains staff, and has been creating its own design philosophy for years to establish itself day by day as not only an industrial but also an ethical design reality.

Viabizzuno's strength lies in working for custom design, finding solutions that did not exist before, integrating light with architecture and thus creating an image recognizable worldwide for its formal integrity and thought at the same time. Viabizzuno becomes a philosophy of life, a thought to follow for architects and designers around the world, an image with which to identify, a style.

Viabizzuno lighting solutions are dedicated to the commercial and residential segments, both indoor and outdoor. Viabizzuno offers a full range of lighting solutions, ranging from ceiling to furniture-integrated lights in different price ranges.

a key differentiator from competitors is Viabizzuno's ability to offer innovative solutions to fully meet all customer needs, assisting them as a single point of contact in the lighting space, both directly and indirectly.

integrated furniture lighting, one of the company's core competencies, is also gaining momentum.

the quality management system is certified to iso 9001 standards.⁷

customer data collected through the group's websites are processed in accordance with the gdpr.

⁶ from Viabizzuno's vision

"... the pride of our work has to be the pride of all our team, all over the world. we praise our team, as it was us who created it, but also as it is on our side, it attends us, it supports us without overtopping. people with enthusiasm, not exaltation. each individual has a unique value, is part of a symphonic poem. by forming a team one needs to focus on different and multifaceted skills. a designer has not one face only: it might be a cook, athlete, teacher, architect, sculptor or painter...and surely a dreamer with dirty hands from work."
Viabizzuno has the face of these people.

⁷ process and product quality: ISO 9001

sustainability report 2024

environment

low-carbon transition

Viabizzuno's carbon footprint⁸ assessment shows that 99% of its scope 3 ghg emissions come from the product usage phase, which already operates at the technological limits of energy efficiency and product lifespan. to further reduce its carbon footprint, the company focuses its lighting projects on conserving and regenerating existing installations and products. this approach not only minimizes environmental impact but also drives innovation and enhances quality in the lighting sector.

in 2024, logistics optimization led to a 33% reduction in product shipments, lowering both operational costs and environmental impact.

additionally, Viabizzuno runs entirely on 100% renewable electricity, sourced through solar self-generation and the purchase of guarantees of origin, effectively eliminating scope 2 emissions.

further mitigation initiatives are currently under development.

⁸ carbon footprint according to ghg protocol

scope 1 - direct emissions from use of fuels

scope 2 - indirect emissions from use of electricity

scope 3 - other indirect emissions along the value chain, e.g., from raw materials used, upstream or downstream logistics, use of sold products and end-of-life options

sustainability report 2024

esg performance

			2021	2022	2023	2024
governance						
governance and integrity	code of ethics			in process	yes	yes
	sustainability policies			in process	yes	yes
	board gender diversity	% of women in board of directors		0%	0%	14%
	model 231			in process	yes	yes
	supplier code of conduct			in process	yes	yes
	incidents of non-compliance	ethics, hse, societal, market, and others		0	0	0
society						
people, contracts and turnover	employees			160	170	234
	women	#		77	83	109
	men			83	87	125
	contract	% of permanent contracts		100%	91%	90%
	new hires rate	% new hires on total employees		25%	24%	42%
	leavers rate	% leavers on total employees		16%	18%	15%
gender	women	% of total employees		48%	49%	47%
	in managerial positions	% of total managers and middle managers		19%	13%	14%
	gender pay gap			45%	41%	34%
	managers			0%	0%	0%
	middle managers	% difference between men's and women's average pay compared with men's average pay		32%	15%	15%
	white collars					18%
health & safety	blue collars			14%	16%	18%
	frequency rate	# of work injuries per million hours worked		8,9	2,6	7,2
	lost days	# of workdays lost to injuries		31,0	0,0	14,0
human capital development	severity rate	# of lost day per thousand hours worked		-	0,0	0,0
	training	average training hours per employee		16,0	14,6	12,0
	performance review	% of employees with formal performance review		0%	0%	36%
environment						
materials	raw materials	tons		-	-	132,07
	of which renewable	%		-	-	0,08
	of which recycled	%		-	-	0,27
	packaging materials	tons		-	-	182,58
	of which renewable	%		-	-	1,00
	of which recycled	%		-	-	0,00
ghg emissions and energy	ghg emissions			97.081	71.266	72.395
	scope 1	tons of co ₂ equivalent		255	373	535
	scope 2			0	0	0
	scope 3			96.826	70.894	71.859
	ghg intensity	tons of co ₂ equivalent per million € revenues		1.610	1.011	1.070
	energy consumption	gj (thermal and electric)		6.852	5.717	5.898
water	of which renewable	% of renewable energy		41%	49%	50%
	energy intensity	gwh (thermal & electric) per million € revenues		114	81	87
	emissions to water	tons of priority hazardous substances		0,00	0,00	0,00
waste	hazardous waste	tons of hazardous waste		0,00	2,06	2,40
	hazardous waste	tons of hazardous waste per million € invested		0,00	0,04	0,05