



GIORGETTI | BATTAGLIA

SUSTAINABILITY REPORT 2023

# INDEX

Letter to stakeholders	2
2023 Group Highlights	4
Methodological note	5
Energy consumption calculation methods	6
<b>The Giorgetti Group</b>	<b>7</b>
Initiatives, awards and partnerships	9
Our history	14
<b>Giorgetti's Group Sustainability path</b>	<b>21</b>
Identification of stakeholders	23
Materiality assessment	25
Sustainability Plan	27
Process for defining the sustainability plan	28
<b>Economic and Governance Responsibility</b>	<b>31</b>
Economic performance & market presence	34
Value generated and distributed to stakeholders	35
Business ethics and integrity	37
Supply chain	39
Sustainability governance	41
<b>Social responsibility</b>	<b>43</b>
Diversity and equal opportunity	46
Welfare, wellness and work-life balance	52
Development and protection of human capital	53
Occupational health and safety	55
<b>Environmental Responsibility</b>	<b>57</b>
Management of environmental impacts: energy consumption and emissions	61
Sustainable use of resources: materials and waste	65
<b>Product Responsibility</b>	<b>71</b>
Product quality and innovation	74
Customer relations and satisfaction	75
<b>Annexes</b>	<b>77</b>
Our Sustainability Performance - Human Resources	79
Our Sustainability Performance – Environment	85
<b>GRI Content Index</b>	<b>89</b>

# LETTER TO STAKEHOLDERS

Dear Stakeholders,

I am pleased to share the fifth edition of our Sustainability Report.

The Giorgetti Group has always considered sustainability a key factor for longevity and value creation. This awareness is what led to our decision to give more visibility and enrich our journey by drafting the fifth report and identifying strategic guidelines to help achieve the United Nations Sustainable Development Goals (SDGs), with a focus on continuous improvement and respect for the environment.

Over its 126-year history, Giorgetti has grown into an international entity, while remaining an undisputed point of reference in its home region of Meda. Throughout this journey, we have never lost the ability to combine tradition with innovation, which continues to enhance our woodworking expertise. These skills, refined over our long history, deeply connect our Brand to our Territory – a region where technical knowledge and craftsmanship have been cultivated, forming the basis of our growth.

In 2023, we renewed our commitment to sustainability by launching projects aimed at improving the working conditions of our employees, investing in new facilities and production machinery, and developing digital platforms, which are essential for the transition to a more sustainable economy. The Group follows guidelines aimed at reducing pollution generated by business processes through the installation of new photovoltaic systems, thus harnessing renewable energy from the sun.

The dedication and professionalism of our employees are essential for our steady growth, for maintaining excellent quality and for preserving the continuity of our woodworking tradition. This is what has earned Giorgetti recognition as an Italian company par excellence in terms of quality, innovation and aesthetics.

I would like to express my sincere thanks to all our employees.

The Managing Director



Giovanni del Vecchio

# GROUP HIGHLIGHTS IN 2023



## FINANCIAL PERFORMANCE

More than **21.619** products manufactured

**82.889** thousand Euros in revenue generated



## HUMAN RESOURCES

**1:11 management-employee ratio** (management = executives and managers)

**22% of new hires are female**

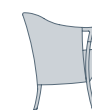


## ENVIRONMENT

**28% less** hazardous waste produced compared to 2022

**FSC® certification**

**Installation of new photovoltaic systems** in Meda and Lentate production sites



## PRODUCT INNOVATION

**18 new registered models**

Approximately **1%** of turnover invested in R&D



## COMMUNITY

**88.4%** of the Group's expenditure paid to **local suppliers**



# SUSTAINABILITY REPORT

## METHODOLOGICAL NOTE

This document, which is the fifth Sustainability Report published by Giorgetti S.p.A. and its subsidiaries (hereinafter the "Giorgetti Group" or the "Group") with regard to the 2023 financial year (from 1 January to 31 December), reports on the issues deemed relevant to the extent necessary to ensure an understanding of the company's business, its performance, results and the social and environmental impact produced.

To ensure transparent and comparable reporting of the Group's sustainability performance, the Sustainability Report has been published in compliance with the "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter, "GRI Standards") referring to the most recent updates in 2021, according to the "In accordance" option.

The document content, which reflects the principle of materiality or relevance, as defined by the reference regulation and characterising the GRI Standards, refers to the material topics defined by the Group and its Stakeholders.

The topics identified in the materiality assessment conducted for the 2022 Sustainability Report have also been confirmed for the reporting period ending 31 December 2023. The material topics identified by the Group and its Stakeholders were defined following a materiality assessment in line with GRI Standards and industry *best practices*, as outlined in the chapter "Giorgetti's path to sustainability". The materiality assessment is derived from the due diligence process, which is based on determining the company's positive or negative impact, whether effective or potential, leading to the identification of impacts assigned a certain priority based on the severity, scope and likelihood of occurrence of the impact itself.

The scope of reporting of business and financial data and information corresponds to that of the Giorgetti Group's consolidated financial statements as at 31 December 2023. The scope of the data and information relating to social aspects includes all companies fully consolidated by the parent company Giorgetti S.p.A.<sup>1</sup> With regard to qualitative information and quantitative data relating to environmental and health and safety aspects, only Group companies that manage production sites – specifically Giorgetti S.p.A. and Battaglia S.r.l.<sup>2</sup> – are included in the scope, while foreign companies with commercial offices are excluded, as they are considered irrelevant for the purposes of ensuring an understanding of the Group's business and resulting impact.

The data relating to the previous year are reported for comparative purposes in order to facilitate the assessment of the Group's performance.

This document is published annually.

The document is not subject to external assurance.

For information regarding the Giorgetti Group Sustainability Report please contact: [sustainability@giorgetti.eu](mailto:sustainability@giorgetti.eu).

## ENERGY CONSUMPTION CALCULATION METHODS

Energy consumption was calculated based on data provided by the company invoicing system and monitoring of consumption reported in utility bills. Direct (scope 1) GHG emissions, including process emissions released during on-site production and those from company vehicles, refer to non-renewable sources including diesel, petrol and natural gas. The Natural Gas and Petrol emission factors used for the calculation are derived from the table of national parameters for greenhouse gas monitoring and reporting issued by the Ministry of the Environment (2023), whereas for Diesel, the National Inventory Report (INSPRA 2023) was used. The global warming potential (GWP) percentage rates are expressed in terms of tonnes of CO<sub>2</sub>, as there are no other gases. Energy indirect (scope 2) emissions, including emissions derived from purchased or acquired energy, are divided into "Location-based" and "Market-based". The former are calculated by multiplying the electricity purchased from the national grid by the specific national emission factors (INSPRA 2023), and the latter by the European Residual Mixes (AIB 2023). In this case too, the global warming potential (GWP) percentage rates are expressed in terms of tonnes of CO<sub>2</sub>.



<sup>1</sup> For the list of companies consolidated using the full method, see the Group's Directors' Report and Consolidated Financial Statements as at 31.12.2023.

<sup>2</sup> More specifically, Giorgetti S.p.A. manages two production sites (Meda and Lentate sul Seveso), while Battaglia S.r.l. manages one production site (Misinto), for a total of three Group plants.

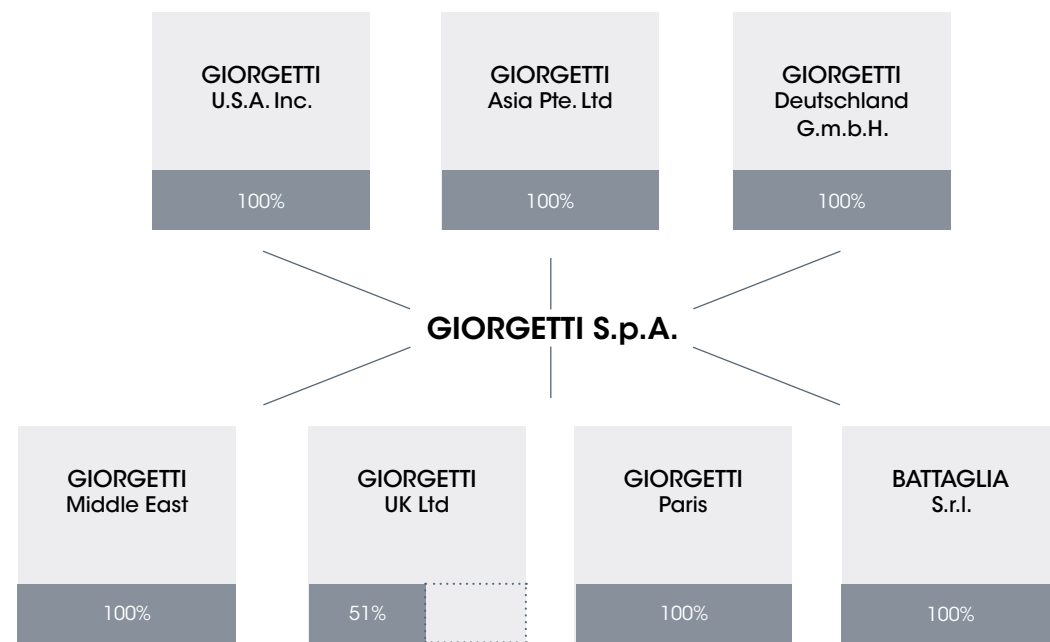
# THE GIORGETTI GROUP

## GIORGETTI GROUP LOCATIONS

The Giorgetti Group has a centuries-old tradition that begins in Meda, Brianza, and continues to be written in the name of innovation while respecting its own woodworking heritage.

Engaged in the production and sale of high-level interior furnishings, today the Group is recognised as one of the top global players in the high-end furniture market and collaborates with external designers who are able to give a unique character to the collections.

The Giorgetti Group consists of the parent company Giorgetti S.p.A. and the following subsidiaries:



The Group's business model is vertically integrated with all stages of production carried out directly in the two Giorgetti production plants in Meda and Lentate sul Seveso and in the Battaglia plant in Misinto; only intermediate and non-essential processes, often linked to the use of materials and consequently non-core production techniques for the Group, are outsourced to local third-party suppliers, always located within the district.

From Object to Project: the Giorgetti Group markets not only its own products but also detailed and cross-cutting architectural projects in 115 countries, through 355 points of sale, of which more than 50% are shop-in-shop and 35 are monobrand/Stores/Ateliers in Europe, Africa, Asia and the US, in some of the most strategic cities for the furnishing industry.

"Giorgetti Atelier" represents a new approach to interior design, created with the aim of offering a private, exclusive and personalised context to meet the increasingly refined needs of the global market. It is a cultural hub and meeting place for architects, buyers, developers and private clients, offering inspiration for designing their homes or offices.

In its 126th anniversary year, Giorgetti expanded its international presence with the opening of new prestigious showrooms, offering the chance to experience the Group's unique design approach firsthand.

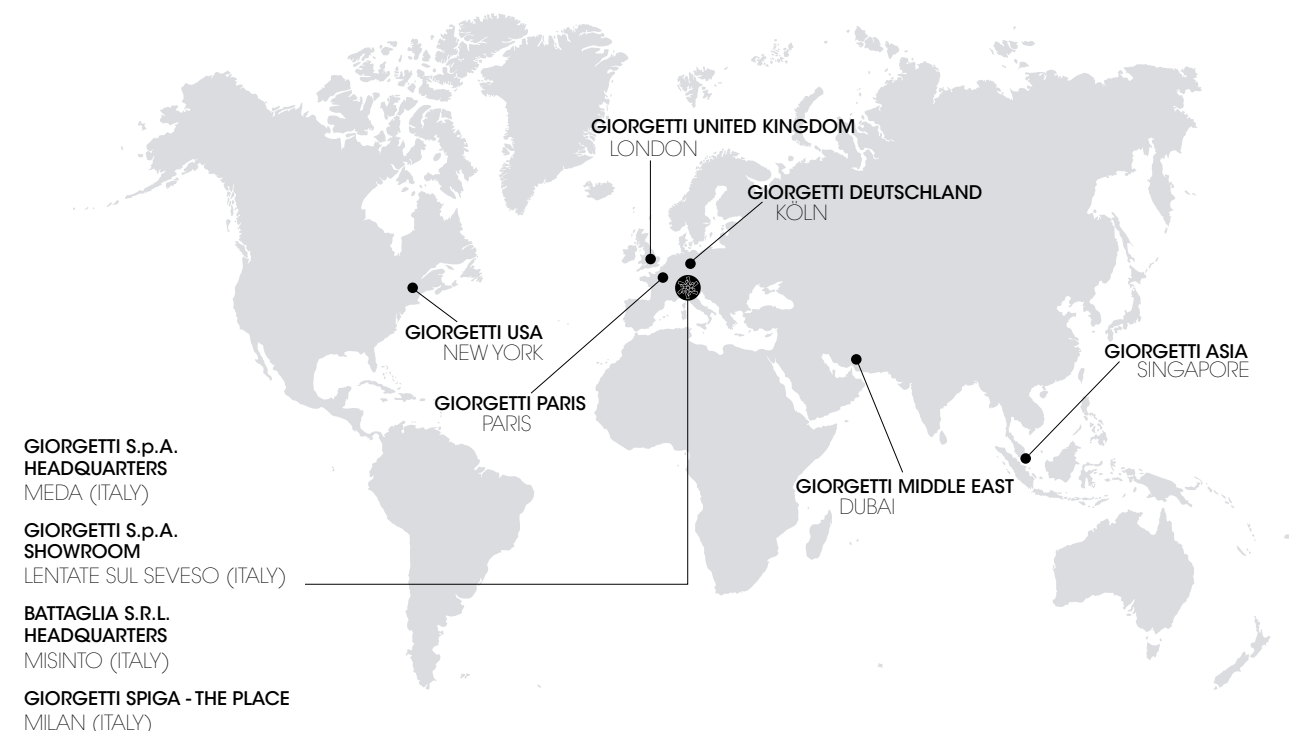
In March, "Giorgetti Spiga - The Place" was launched, the brand's Milanese outpost located in the heart of the fashion district, blending the concepts of Store and Atelier.

In May, the company unveiled the new "Atelier Giorgetti New York", a 1,000-square-metre penthouse in the heart of Manhattan.

June 2023 saw the inauguration of a second monobrand store in Shanghai, followed in July by the opening of the "Xi'An Store" in Central China, one of the country's most ancient capitals, highlighting the importance of the Chinese market, where the Casabella Store in Xiamen was also revamped. Finally, in September 2023, the Monobrand Store opened in Cairo.

The client portfolio includes both private consumers and professionals, for whom the Group also develops personalised and tailored solutions for projects in the residential, office, hotel, restaurant and cruise ship industries.

The distinctive feature of Giorgetti distribution remains its selectivity, with a highly selected distribution network consisting of players, at any latitude, offering the highest quality and professional presentation.



# THE GIORGETTI GROUP

## INITIATIVES AND AWARDS

The Giorgetti Group has promoted numerous cultural initiatives throughout its long history, and has also received many awards and accolades.

These include, in particular, travelling exhibitions, which culminated in celebrations for the Group's 120<sup>th</sup> anniversary, accompanied by a dedicated publication. Each of the Group's initiatives is always characterised by a strong connection to the local community and a desire to give voice and visibility to stories, narratives and traditions that might otherwise risk being forgotten over time.

In 2023, the Giorgetti Group attended numerous important events, including: Milano Design Week, Braffa Art Fair, NYCxDesign, Imm Cologne Spring Edition, Kensington+Chelsea Art Week, London Design Festival Week, Milano Wine Week, Paris Design Week, where it presented new collections and iconic pieces, reiterating its excellence on both the national and international stage.

Giorgetti was honoured at the Wallpaper\* Design Awards 2023, winning in the "Best Sleeper Hits" category with the Vibe bed designed by Carlo Colombo.

### DIGITALISATION

The Giorgetti Group has long been present with both the Giorgetti and Battaglia web platforms, proposing an e-commerce channel in Italy with the aim of creating a dialogue between the Giorgetti digital platform and its own carefully selected distribution network, aiming to improve the customer experience and service, which lie at the heart of the company's distribution strategy.

### EDITORIAL PROJECTS

GM, Giorgetti Magazine, is the Giorgetti Group's editorial publication, available in both print and digital, launched in 2021 and now in its third edition in 2023. It features a dedicated external editorial team and established authors. *"Creating and publishing a print and digital magazine for diverse regions and cultures reflects our mission's broad vision. It calls for not just passion, but also the need to engage in dialogues of research and innovation, allowing us to view ourselves through different perspectives, but above all to look beyond, staying aligned with the present and anticipating the future."* Giovanni del Vecchio

The print magazine is delivered in a pouch made from leftover Giorgetti production fabrics and leathers, reinforcing the brand's commitment to minimising valuable resource wastage and to reducing its environmental impact—not only in product development but in every one of its operations.



GM#01 GM#02 GM#03



# THE GIORGETTI GROUP

## CERTIFICATIONS

In 2022, reiterating its commitment to sustainability, the Giorgetti Group obtained certification for the Chain of Custody procedures implemented by the organisation according to FSC®-STD-40-003 V2.1 and FSC®-STD-40-004 V3.1 of the Forest Stewardship Council®. FSC® (FSC®-C175823) certification allows the traceability of the wood used in its products. Choosing FSC®-certified products helps to promote the sustainable management of forests worldwide, one of the Giorgetti Group's steadfast commitments. The manufacture of products using FSC®-certified wood is part of the broader path to sustainability undertaken by the Giorgetti Group through the annual publication of a Sustainability Report.

The Giorgetti Group also pursues sustainability through tangible actions that focus on the environment, which has always been a precious source of the quality materials that, for 126 years, have allowed the brand to rise to excellence.

## INDUSTRY ASSOCIATIONS

The Giorgetti Group recognises the importance of collaboration and participation in important associations that play a fundamental role of representation and cooperation in the trade, specifically:

- **Confindustria:** Confindustria is the main association representing small, medium and large manufacturing and services enterprises in Italy, whose mission is to promote the affirmation of business as a driver of economic, social and civic growth for the country;
- **Altagamma Foundation:** The Altagamma Foundation unites companies belonging to the high-end Italian cultural and creative industry, recognised worldwide as ambassadors of *Made in Italystyle*, and aims to support their growth and competitiveness.
- **Federlegno Arredo:** The Italian federation of wood, cork, furniture, lighting and furnishing industries protects, represents and promotes the interests of the industrial supply chain, from the processing of raw wood materials to the production of furniture, furnishings and accessories; Giorgetti's central role in this Association is further demonstrated by the inclusion of its representatives in the decision-making bodies of Assarredo (member of the Presidential Council), Salone del Mobile (member of the FLAE Board of Directors), and Federlegno itself (member of the General Council).

In 2023, a collaborative project was launched with the **Associazione Amici di Via della Spiga and Il Salotto del Quadrilatero**, in partnership with local institutions and the City of Milan, to support and promote the street where the "Giorgetti Spiga - The Place" showroom is located. This internationally iconic street is known for luxury, fashion and high craftsmanship.

## SUPPORT FOR FOUNDATIONS

Each year, Giorgetti supports social and humanitarian initiatives. In 2023:

- **Robert F.Kennedy Human Rights Italia:** an association that carries forward the moral legacy of Senator Robert F. Kennedy, aiming to realise his dream of a fairer and more peaceful world. It promotes educational resources on human rights, social justice, solidarity and sustainability, encouraging dialogue through educational and participatory activities with children, teenagers, educators, schools, the third sector and institutions
- **Associazione Il Volo, "Scusate il Disturbo" auction:** a Milan-based association that promotes the well-being and integration of people with and without disabilities. It focuses on developing individual potential, overcoming cultural and mental barriers by sharing different experiences that stimulate educational, personal and social growth
- **UNHCR, the United Nations High Commissioner for Refugees:** a UN agency that specialises in managing refugees, providing them with international protection and material assistance, and seeking lasting solutions for their dramatic circumstances.





# THE GIORGETTI GROUP



## OUR HISTORY

Giorgetti S.p.A. is a company with more than a century of history, having grown from a local business that distinguished itself for its entrepreneurship and hard work. Telling the story of Giorgetti therefore means retracing the historical and economic evolution of Meda, a town in Brianza located about 30 kilometres north of Milan.

At the turn of the 20th century, Meda established itself as a furniture manufacturing centre capable of competing with French products thanks to quality products and increasingly refined woodworking and finishing techniques. It is in this historical context that Luigi Giorgetti began his entrepreneurial adventure, opening a workshop in Piazza Volta with about 8 workers, and then - in 1898 - building the first factory in Via Manzoni.

In the early 1900s, new distribution channels opened up that intensified the trade of locally manufactured products. The region thus welcomed new ideas and new models to produce, which, in 1920, led to the improvement of standardised production systems and the first exports of carved semi-finished products to the US market.

TOPOGRAPHICAL MAP OF MEDA,  
19th CENTURY.

# THE GIORGETTI GROUP

## OUR HISTORY

# 1898

Luigi Giorgetti founds a small shop in Meda, in the heart of Brianza, with around 8 workers

# 1920

Giorgetti begins to export semi-finished carved products to the US market, fine-tuning standardised manufacturing systems

# 1960

Start of production and exports of finished products

# 1970

Launch of the first modern collection: **Gazebo**. Giorgetti starts an important process of industrialisation and production innovation

# 1975

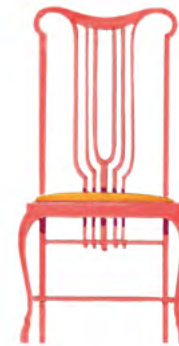
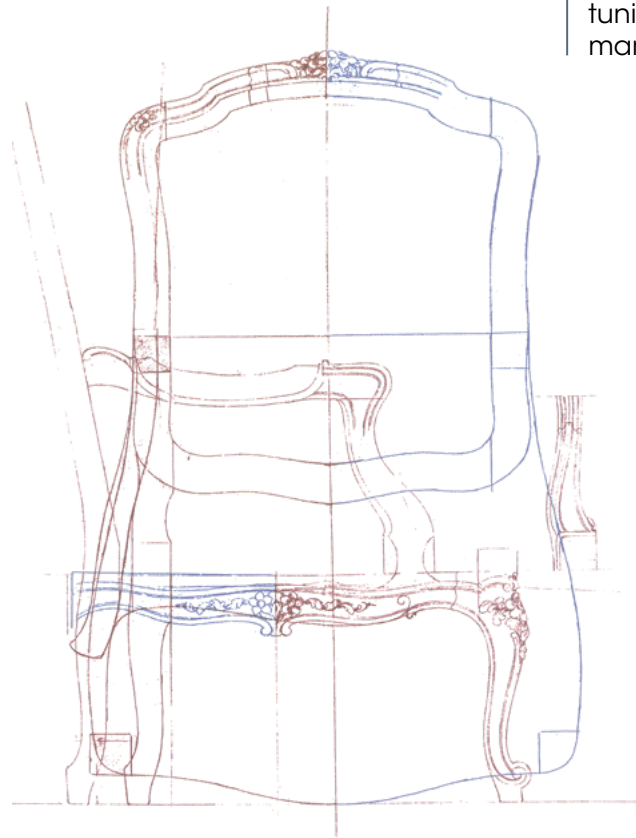
Launch of the **Gallery** collection, inspired by models of the early 1900s, but with modern lines. Consolidation of national and international distribution

# 1980

Reinforcement of European presence with the opening of two branches. First encounter with design: the **Matrix** brand is born, featuring highly innovative graphics

# 1987

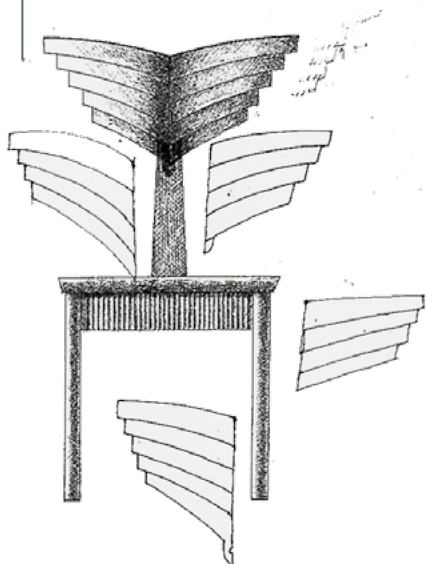
The Giorgetti Research Centre gives life to the **Progetti** collection, the iconic family of armchairs and sofas featuring an exclusive armrest in **Pau ferro** wood, inspired by the concept of an ancient walking stick



# THE GIORGETTI GROUP

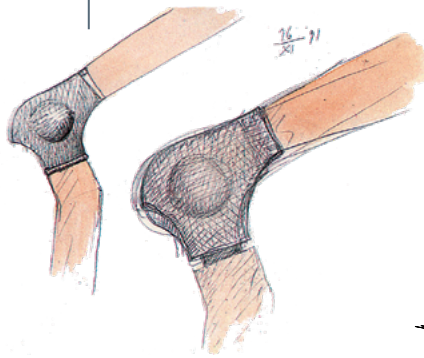
## 1990

The true stylistic turning point. Giorgetti starts working with architects, city planners, intellectuals who had never designed furniture



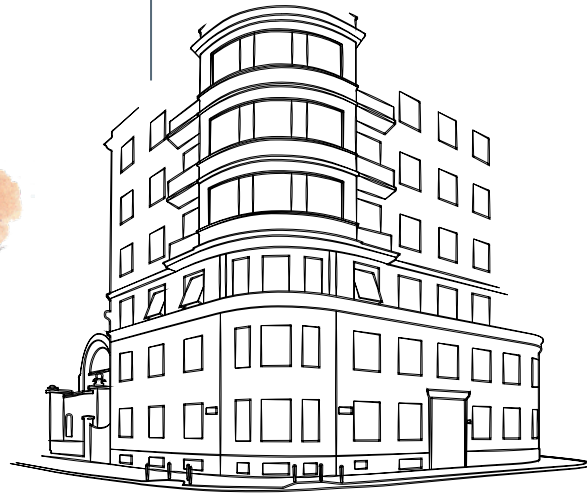
## 2000

Giorgetti's unique and distinct style is recognised worldwide. Its products are ideal for executive office spaces, exclusive interior solutions and commercial projects



## 2011

Launch of the **Atelier** project: the first in Milan. Another 6 Ateliers were opened in Anversa, Mumbai, Singapore, Jakarta, Rome and Guangzhou



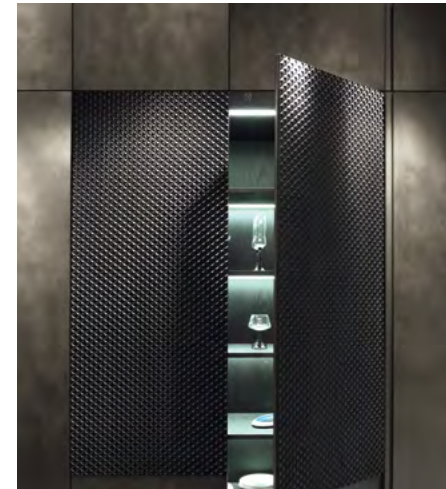
## 2015

100% of Giorgetti's share capital is purchased by the Private Equity fund **Progressio**



## 2016

Giorgetti presents its first kitchen **GK.01**, and its first accessories collection, **Giorgetti Atmosphere**, at the **Salone del Mobile, Milan**.



## 2017

Giorgetti presents its first outdoor collection **"Open-air"** at the IMM fair in Cologne



# THE GIORGETTI GROUP

## 2018

Giorgetti consolidates its growth strategy in the commercial sector and purchases **Battaglia**



## 120TH

Giorgetti celebrates the foundation's **120th anniversary**. 120 years of stories, places and streets, objects and projects



## 2019

The **Alfred** trolley, designed by the Giorgetti Research Centre, wins the Wallpaper\* Design Award 2019 in the **"Best Meals on Wheels"** category



For the first time, Giorgetti wins the **Best Managed "Companies" Award**



The **GK.02** kitchen is nominated **"Best Kitchen"** for the Edida award (Elle Deco International Design Awards), selected by Elle Decoration China



## 2020

Giorgetti presents its first **Sustainability Report**



The **All Around** armchair, designed by Ludovica+Roberto Palomba, wins the Wallpaper\* Design Award 2020 in the **"Best Moonlighting"** category



Giorgetti wins the **Best Managed "Companies" Award**



## 2021

The **Clop** rocking chair, designed by Dominic Siguang Ma & Feng Wei, wins the Wallpaper\* Design Award 2021 in the **"Best Outdoor Entertaining"** category



For the third year running, Giorgetti wins the **Best Managed "Companies" Award**



## 2022

Giorgetti is awarded the limited-edition, numbered silkscreen print of the first Manifesto at the Salone del Mobile.Milano for its 60 years of attendance since the very first edition back in 1961.

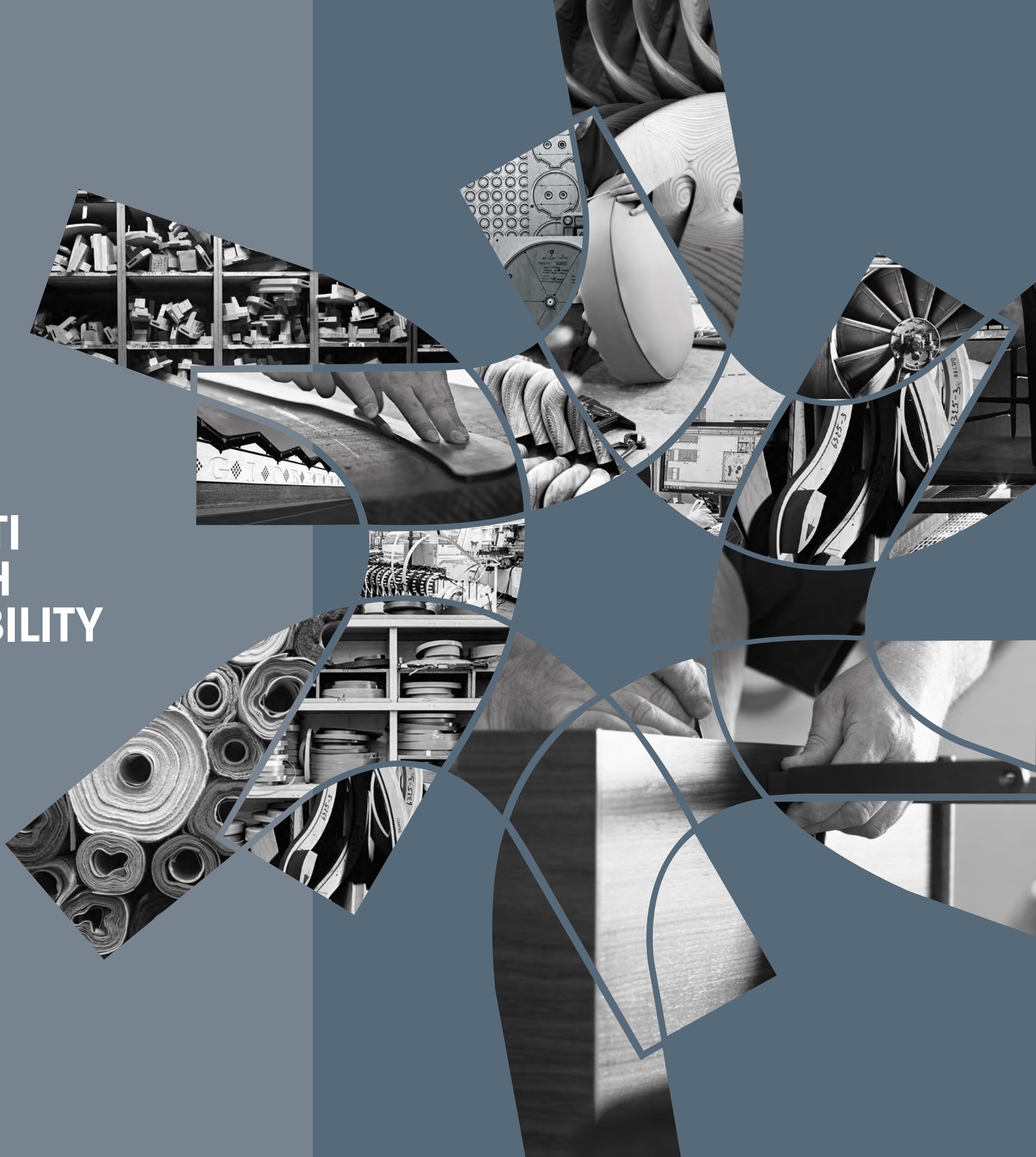


## 2023

Giorgetti unveils **"Giorgetti Spiga - The Place"**, the embodiment of the brand's vision of beauty. A treasure trove where every floor reveals something new, from Giorgetti's iconic products to fresh offerings. It is the result of a total project overseen by Art Director Giancarlo Bosio in every detail.



# THE GIORGETTI GROUP'S PATH TO SUSTAINABILITY



# THE GIORGETTI GROUP'S PATH TO SUSTAINABILITY

The Giorgetti Group has always been very sensitive to issues related to environmental sustainability in the broadest sense of the word, implementing a far-reaching and complete Organisation, Management and Control Model pursuant to L.D. 231/2001 more than 3 years ago (prior to which, an extremely detailed Health and Safety Model had already been in place since 2010). In 2019, the Group began its sustainability journey by publishing its first Sustainability Report, providing a detailed account of its performance in the field of financial, social and environmental responsibility. This choice is representative of Giorgetti's effective commitment to sustainability, considered by the company to be an important driver of growth and which is integrated into its corporate management. Giorgetti has also decided to formalise its commitment over the coming years with the definition of a Sustainability Plan with which the Group will set itself medium-term qualitative and quantitative targets to be achieved in the areas having the greatest impact.

## IDENTIFICATION OF STAKEHOLDERS

In preparing for the definition of the materiality matrix, the Giorgetti Group identified the following stakeholders by means of an internal analysis, assessing the context and industry and examining national and international best practices, as well as the primary sustainability frameworks.

### THE GIORGETTI GROUP STAKEHOLDER MAP



## METHODS OF STAKEHOLDER INVOLVEMENT AND DIALOGUE

Stakeholder	Methods of dialogue and involvement
Employees	<ul style="list-style-type: none"> <li>• Internal communications</li> <li>• Company meetings</li> <li>• Training and information activities</li> <li>• Sharing of Giorgetti's Code of Ethics</li> </ul>
Customers and final	<ul style="list-style-type: none"> <li>• Website, social media and publications</li> <li>• Newsletter</li> <li>• Sector events and fairs</li> <li>• Direct contacts (e.g. at Group stores)</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Direct contacts</li> <li>• Access to a dedicated web portal</li> <li>• Sharing of Giorgetti's Code of Ethics</li> </ul>
Local community	<ul style="list-style-type: none"> <li>• Donations and sponsorships</li> <li>• Support for education, especially technical training</li> <li>• Partnerships</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Presentations of the main business-financial data</li> <li>• <i>One-to-one</i> meetings</li> <li>• Assemblies and meetings</li> </ul>
Designers	<ul style="list-style-type: none"> <li>• Collaborations on specific projects</li> <li>• Sharing and Acceptance of Giorgetti's Code of Ethics</li> </ul>
Associations	<ul style="list-style-type: none"> <li>• Active participation in the life of the main industry associations (Federlegno Arredo/Assarredo) and other organisations (Altagamma)</li> </ul>

# THE GIORGETTI GROUP'S PATH TO SUSTAINABILITY

## MATERIALITY ASSESSMENT

In accordance with GRI Sustainability Reporting Standards, the most widespread and used guidelines in the field of sustainability reporting, the contents of this report have been defined through a Materiality assessment, which has made it possible to identify aspects that reflect the most significant financial, environmental and social impacts for the Group, and which may substantially influence the assessments and decisions of its stakeholders.

The analysis initially focused on a benchmark of enterprises that operate in the national and international design and furniture industry, which publish sustainability or non-financial type reports. This led to the identification of a set of current and potential impacts, both negative and positive, on the economy, society and the environment, including human rights, within the context of the Group's business and commercial relations.

In this regard, given the small number of companies operating in the design and furniture sectors that publish sustainability reports, it is worth noting that in its decision to draft a Sustainability Report the Giorgetti Group once again stands out as a trailblazer in its innovative capacity and strategic vision.

As required by the new GRI 2021 Standards, all impacts have been assessed through a process aimed at evaluating their level of importance, which was developed in line with the criteria set out in GRI 3 - Material Topics 2021. A level of priority was then assigned to the impacts deemed most important by the Group, which in turn guided the identification of the material topics included in this Sustainability Report.

The process of prioritising the impacts took place during the Materiality workshop held in July 2023, and again in 2024, where top management and the main company departments evaluated the importance and probability of each impact, ultimately defining a set of 9 material topics. Note that the Board of Directors (represented by the Chief Executive Officer) is responsible for the approval of, and information contained in the Sustainability Report, including the material topics and impacts for the organisation.

## LIST OF GIORGETTI GROUP MATERIAL TOPICS:

MATERIAL TOPICS		IMPACTS	CHARACTERISTICS OF IMPACT	GRI TOPIC SPECIFIC DISCLOSURE
Economic performance & market presence	To guarantee transparency in aspects related to financial management and the reporting of information to the market and investors.	Economic impacts	Positive	201: Economic performance
Product quality and innovation	Commitment to manufacture functional, contemporary products with a distinct style able to reconcile the highest cabinet-making tradition with the undertaking to use sophisticated manufacturing technology, spreading a culture of "timeless" design.	Heritage and design culture	Positive	N/A
		Product innovation and quality	Positive	N/A
Sustainable use of resources	To promote the recyclability of products, also striving to reduce and replace virgin materials.	Low end-of-life product recyclability	Negative	301: Materials
		Raw material consumption and product packaging	Negative	301: Materials
Management of environmental impacts	Environmental consequences relating to Giorgetti's climate-altering and polluting emissions in the context of its manufacturing operations, in the value chain and in the life cycle of products, including waste management and the implementation of circular-economy practices aimed at improving overall environmental performance.	Manufacturing-derived emissions	Negative	302: Energy 305: Emissions
		Supply chain-derived emissions	Negative	305: Emissions
		Environmental impact of product life cycle	Negative	305: Emissions
		Generation of polluting emissions	Negative	305: Emissions
		Impacts caused by product waste	Negative	306: Waste
Development and protection of human capital	Implementation of professional growth paths aimed at improving the skills of all employees	Talent attraction and retention	Positive	401: Employment 404: Training and education
Customer safety and satisfaction	To guarantee constant product quality and safety checks	Product health and safety	Negative	416: Product health and safety 417: Marketing and labelling
		Chemical safety	Negative	N/A
Occupational health and safety	To promote and protect company employees' health and safety	Staff health and safety	Negative	403: Health and safety
Diversity, equal opportunities and welfare systems	Promotion of an inclusive culture that values diversity and combats discrimination	Diversity, inclusion and empowerment	Positive	405: Diversity and equal opportunity 406: Non-discrimination
Business ethics and integrity	Responsible management and leadership designed to monitor company policies, practices and transparency in the supply chain with regard to ESG issues	Lack of environmental and social performance assessment in the supply chain	Negative	308: Supplier environmental assessment 414: Supplier social assessment
		Adoption of corrupt behaviour	Negative	205: Anti-corruption

# THE GIORGETTI GROUP'S PATH TO SUSTAINABILITY

## SUSTAINABILITY PLAN

Since 2020, the Giorgetti Group has decided to embark on a sustainability journey, publishing its own Plan with a particular focus on the decision-making process and day-to-day management of its business. Although the Reporting procedures undergo various updates every year, the Group's Sustainability Plan is developed in a harmonised manner with the material topics and identified impacts, without losing sight of the overarching goal, namely to continuously improve and strengthen its environmental, social and economic performance.

The Plan also represents the Group's commitment to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs) incorporated into the United Nations-led 2030 Agenda for Sustainable Development, which define strategic priorities on which to focus the global joint efforts and actions of governments, businesses and citizens to contribute to and support sustainable, inclusive and just development through 17 goals to be achieved by 2030. With its Plan, the Giorgetti Group is working to contribute to 10 of the 17 SDGs, selecting the specific targets for its business.

Finally, the Plan aims to strengthen the Group's relations with its stakeholders, as it represents a transparent, direct communication tool of the medium-long term strategic priorities and the status of achievement of each objective defined therein.

### SDGS IDENTIFIED BY THE GIORGETTI GROUP:



## PROCESS FOR DEFINING THE SUSTAINABILITY PLAN

The process for defining the Sustainability Plan involved several different stages, following a methodological approach reflecting national and international best practices. The Group began by identifying the four key areas – Economic and Governance Responsibility, Social Responsibility, Environmental Responsibility and Product Responsibility – that form the foundation of the Plan. These areas align with the nine material topics identified in the materiality assessment conducted in 2019 and updated in 2023, helping to define the strategic priorities for its sustainability efforts. The material issues reflect the main economic, environmental and social impacts of the Group and represent the relevant aspects on which stakeholders expect concrete actions from the Group.

MACRO TOPIC	MATERIAL TOPICS	SDGs											
		3	4	5	7	8	9	10	12	15	16		
Economic & governance responsibility	Financial performance and market presence					√	√						
	Business ethics and integrity					√							√
Social responsibility	Occupational health and safety	√				√							
	Development and protection of human capital		√										
	Diversity, equal opportunities and welfare systems			√		√		√					
Environmental responsibility	Management of environmental impacts				√				√	√			
	Sustainable use of resources				√				√	√			
Product responsibility	Product quality and innovation				√						√		
	Customer relations and satisfaction	√			√								



# THE GIORGETTI GROUP'S PATH TO SUSTAINABILITY

Giorgetti, with the formalisation of the Sustainability Plan, will undertake to define specific objectives, starting from the SDGs already identified. In particular, the information gathered over these five years of reporting will allow, in the near future, a precise definition of the qualitative-quantitative targets to be achieved in the coming years and of the related indicators (KPIs) for periodic monitoring. All the Group's performances will be analysed for this aim, and appropriate actions will be consequently developed to be effective in the improvement of the reported indicators. Giorgetti is fully aware of the positive and negative impacts deriving from its activities, which will indicate the strategic lines of the Sustainability Plan that will be formalised, in particular:

- Impacts on the Group governance and on business ethics, through the development and continuous improvement of organisational policies and tools that guarantee the ethics of all the activities carried out;
- Impacts on employment, on the economy and on sustainable development, through people's personal and professional development, aiming for inclusive and sustainable personal growth;
- Impacts on the environment during procurement, through the preservation of natural resources and the acquisition of certified materials, in particular wood;
- Impacts on the environment during procurement, through actions aimed at improving the efficiency of energy consumption, thus minimising atmospheric emissions and reducing waste, in a circular-economy perspective.

**ECONOMIC  
& GOVERNANCE  
RESPONSIBILITY**



# ECONOMIC & GOVERNANCE RESPONSIBILITY

The reporting of economic performance is important for the Group and its stakeholders as it allows understanding the Group's performance and financial reliability. A good economic performance of the company can reassure employees of their job stability and suppliers of the certainty of a financial return on the services rendered to the company, also providing a contribution that will have a positive impact on local communities. Economic performance is also relevant for investors (understood as shareholders and lending institutions that finance the Group). The issue is therefore constantly monitored with tools of different types and frequencies, such as daily reports on the order portfolio, a business intelligence system that allows monitoring sales performance by geographical area and/or type of product, monthly arrangements for consolidated reporting and a constantly updated business plan, not to mention the annual budget that allows tracking short- and medium-long term development.

## ECONOMIC PERFORMANCE & MARKET PRESENCE

In 2023, the Giorgetti Group's turnover continued to increase. The value of production for the 2023 financial year increased by 2% compared to the previous year, rising from €81 million to nearly €83 million, thanks to a growth in incoming order flows.

The 2023 financial year benefited from growth in orders and revenue, both in sales of G collection products within larger-scale projects and in sales related to contract projects and orders, during a year when the wood-furniture sector showed some signs of slowing down.

Despite continued market uncertainty due to political instability in certain areas of the world affected by ongoing conflicts, as well as the macroeconomic situation in several countries where national GDP growth has declined or even entered a recession, the Group has continued to grow and invest in expanding its product range, as well as in commercial and promotional strategies aimed at improving the performance of its various distribution channels. These efforts materialised in 2023, which proved to be a positive year in terms of new order intake, particularly due to the launch of new projects in the real estate sector. The Group benefited from securing several sales orders, which positively impacted the results in 2023 and, particularly for Battaglia, will continue to benefit the 2024 financial year and beyond.

In the contract sales channel, the Group intensified its efforts in preparing quotations and was able to capitalise on the numerous opportunities the market offered, particularly in the retail and residential sectors. Some of these opportunities resulted in the signing of contracts for significant, long-term projects. Lastly, the Group focused on developing the Giorgetti and Battaglia brands, both by consolidating their market positioning in the company's core business of producing high-quality, handcrafted furniture, and by expanding the range of products offered and utilising new distribution channels, specifically project and contract, all while maintaining the company's high-quality standards.



# ECONOMIC & GOVERNANCE RESPONSIBILITY

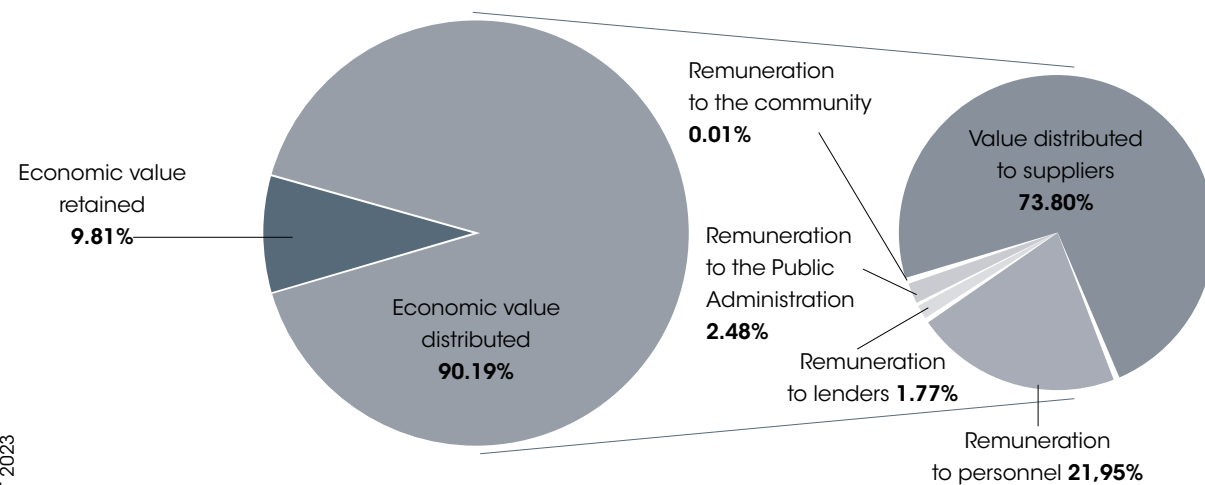
## VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS

The economic value generated expresses the wealth produced by the Giorgetti Group, which is redistributed among all its stakeholders, i.e., all the stakeholders with whom the Group interacts during its daily activities.

In 2023, the Giorgetti Group generated value amounting to €82.9 million, up 2% compared to 2022; of this value, €74.8 million were distributed to stakeholders, while approximately €8.1 million were retained by the company.

The breakdown of the redistributed value among the Group's stakeholders is shown below.

### ECONOMIC VALUE GENERATED AND DISTRIBUTED IN 2023



Calculation of the Economic Value Generated	2023	2022	2021
	Euro	Euro	Euro
Revenues from sales	81,005,308	73,847,727	55,085,119
Change in inventories of work in progress, semi-finished and finished products	73,001	5,726,242	1,466,149
Change in inventories of raw, ancillary and consumable materials and goods for resale	927,458	600,700	341,466
Other revenues and income	929,111	1,020,439	935,414
Other financial revenues	16,639	12,630	39,107
Foreign exchange gains (losses)	-61,603	-101,736	-7,280
Total adjustment of financial assets	0	0	0
<b>Economic Value Generated</b>	<b>82,889,914</b>	<b>81,106,002</b>	<b>57,859,975</b>

Distribution of Economic Value Generated	2023	2022	2021
	Euro	Euro	Euro
<b>Production costs</b>	<b>55,167,281</b>	<b>55,921,086</b>	<b>40,247,645</b>
Operating costs (supply of goods and services)	54,705,298	55,611,850	39,924,593
Operating costs	461,983	309,236	323,052
<b>Personnel remuneration</b>	<b>16,406,415</b>	<b>15,857,666</b>	<b>14,332,302</b>
Personnel costs	16,406,415	15,857,666	14,332,302
<b>Shareholder remuneration</b>	<b>1,321,248</b>	<b>781,583</b>	<b>989,937</b>
Distribution of profits for the year	1,321,248	781,583	989,937
<b>Public Administration remuneration</b>	<b>1,852,963</b>	<b>1,349,747</b>	<b>18,907</b>
Income taxes for the year	1,852,963	1,349,747	18,907
<b>Community remuneration</b>	<b>8,000</b>	<b>6,313</b>	<b>5,269</b>
Donations and sponsorships	8,000	6,313	5,269
<b>Economic value distributed</b>	<b>74,755,907</b>	<b>73,916,395</b>	<b>55,584,060</b>
<b>Economic value withheld</b>	<b>8,134,007</b>	<b>7,189,607</b>	<b>2,275,915</b>

# ECONOMIC & GOVERNANCE RESPONSIBILITY

## BUSINESS ETHICS AND INTEGRITY



The Giorgetti Group is attentive to the need to ensure propriety and transparency in the conduct of business and its activities in relationships with its stakeholders and throughout the entire value chain.

The fundamental principles underlying Giorgetti's activities include compliance with applicable laws and regulations in a framework of legality, propriety, transparency and confidentiality, and, in a perspective of social responsibility, management that is economically sustainable over time, respect for human dignity, promotion and dissemination of a culture of health and safety at work, and environmental protection through a proper and responsible use of resources. In particular, Addressees are required to respect people's fundamental rights, protecting their moral integrity and guaranteeing equal opportunities. No behaviour shall be tolerated in any internal and external relationship whatsoever that is, or may seem to be, discriminatory based on political or trade union opinion, religion, racial or ethnic origin, nationality, age, sex, sexual orientation, state of health and, in general, based on any innate characteristic of the person.

The Group implements prevention and control policies in this regard, also through the application of Model 231 and the company Code of Ethics. Moreover, the Company promotes the consolidation of a corporate culture that values principles of transparency, ethics, fairness and respect for rules. Addressees of Model 231 adopt suitable behaviour and avoid situations that may give rise to a conflict of interest.

The purpose of the Model is to prepare a structured, organic system of principles, rules and protocols aimed at reducing the risk of committing the offences envisaged in the aforementioned Decree, on the one hand creating full awareness of the potential commission of an offence, and on the other hand allowing the company to react promptly in preventing the commission of the offence itself thanks to constant monitoring of its own processes.

The organisation incorporates each of the policy's undertakings in a Code of Ethics, a tool adopted at the company's own discretion and susceptible to general application by the Group as a means of expressing the principles of "business ethics" with which Giorgetti identifies, and which it requires be complied with by all addressees.

All Addressees are required to comply with the ethical principles laid out in the Code of Ethics and, in particular, (by way of example and not limited to):

- members of the Corporate Bodies (and, in particular, the Administrative Body);
- executives
- employees
- all third parties who have dealings with and/or relationships with the entity and, in particular, external contractors/consultants, as well as those parties who operate, in various capacities, in the name and on behalf of the entity, agents, distributors, intermediaries and business brokers, commercial partners, customers, suppliers – including contractors –, the Public Administration, etc.

The Group disseminates the Organisational Model 231 and the Code of Ethics using the means deemed most suitable and efficient (for example, attaching a hard copy of the Model and Code of Ethics on the entity's noticeboard, delivering/sending a hard or digital copy of the Model to Addressees and, in particular, to senior executives, publishing it on the web, etc.). Moreover, Giorgetti undertakes to promote and disseminate the Model and the Code of Ethics as widely as possible, including to suppliers, collaborators/external consultants and third parties acting in various capacities in the name and on behalf of the entity, business partners, etc., in order to enforce the content of the Model also on the latter.

As a demonstration of the Group's commitment in this area, during 2023 there were no instances of corruption or non-compliance with laws and regulations in the socio-economic area.

# ECONOMIC & GOVERNANCE RESPONSIBILITY

## SUPPLY CHAIN

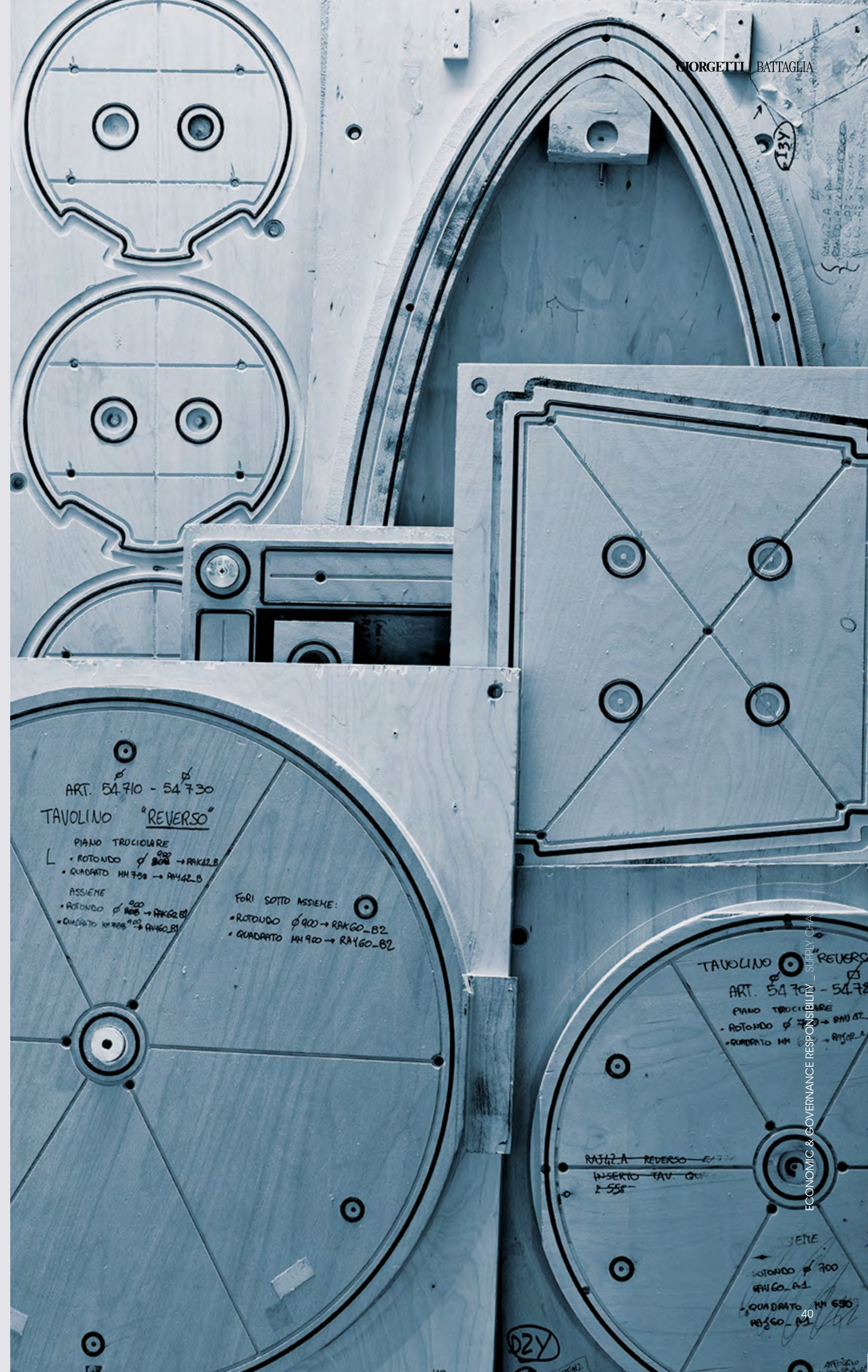
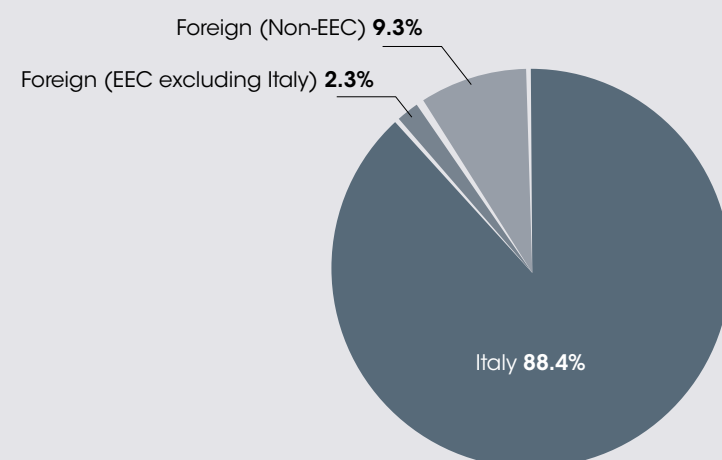
The sustainability of the supply chain and production processes is a core issue for the Group's activities and has also become increasingly worthy of interest to the final consumer. For this reason, the Group pays close attention to the selection of its suppliers, chosen for their professionalism and skills, and from which it procures raw materials used for its products, mainly wood, fabrics, leather and hide.

Giorgetti has formalized the guidelines regarding the use and processing of materials and is conducting increasingly thorough research into raw materials, including wood sourced from FSC® (Forest Stewardship Council®) certified suppliers. Additionally, the composite wood materials used must be either free of formaldehyde emissions or within a defined range that complies with the most stringent international regulations. The wood stains must be water-based rather than solvent-based (with continuous cycle collection tanks for residual substances), and the glues used for upholstery must meet the most stringent environmental requirements.

In order that Giorgetti's suppliers have access to certified materials as required by the Group, Giorgetti has negotiated competitive terms and conditions with a single supplier which supplies a purchasing group with composite wood materials compliant with current regulations on CARB 2 formaldehyde emissions and subsequent variants.

All suppliers are asked to read Giorgetti's Code of Ethics and Organisational Model 231, which is shared on the corporate website and on the Suppliers web portal.

Finally, the Group considers the origin of its purchases to be particularly important, opting for local suppliers to support the development of the local community where it is headquartered. In 2023, about 88.4% of the Giorgetti Group's expenditure was towards local Italian suppliers. Purchases from non-EU suppliers account for 0.09% of material purchases, 0.74% of transportation costs and 8.49% of external processing – for a total of 9.3% of overall supplies.



# ECONOMIC & GOVERNANCE RESPONSIBILITY

## SUSTAINABILITY GOVERNANCE

The corporate governance system adopted by the parent company Giorgetti S.p.A. is aimed at ensuring the most balanced cooperation between its members and is aimed at ensuring a responsible and transparent management of the company with respect to the market, in order to create and distribute value to all Stakeholders.

The Board of Directors, with a 3-year mandate<sup>3</sup>, is the highest governing body responsible for the decision-making process and for overseeing the organisation's impacts on the economy, environment and people. As of 31 December 2023, the board of directors of the parent company is composed of five members, four men and one woman, 40% of whom are 30-50 years old and 60% over the age of 50. The Chairman of the Board of Directors is not an executive of the Giorgetti Group. The CEO is an executive member of the Board of Directors and a minority shareholder in the Group. The other members serve as advisors only. The Board of Directors (represented by the CEO) is responsible for the approval of, and information contained in the Sustainability Report, including the material topics for the organisation<sup>4</sup>.

The BoD does not delegate responsibility for managing ESG impacts but takes part in the process of defining and approving the sustainability report by actively involving the Chief Executive Officer in the materiality workshop and in defining the material topics. Moreover, the BoD also has the necessary skills to manage the various impacts linked to the Group. As mentioned, the Giorgetti Group also strives to address and manage its material impacts on society, the environment and people by formalising its commitment to responsible corporate behaviour in the form of publicly available policies and documents within the organisation. Group supervision with regard to issues concerning responsible governance is ensured by the dissemination of the Code of Ethics contained in the Organisational Model 231 (see section, "Ethics and business integrity" of this document), approved by the BoD and available for consultation on the Giorgetti website in the section, "Organisational Model 231".

As a supervisory body, the board of statutory auditors is responsible for supervising compliance with the law and company regulations, in addition to checking the adequacy of the company's internal controls and organisational structure. The board is composed of three male statutory auditors, 40% of whom are 30-50 years old and 60% over the age of 50. The company has a joint supervisory board made of up three members, each with different roles (legal, corporate/tax/accounting, workplace and environmental health and safety). The board consists of two men and one woman, all in the over-50 age group.

The Company implements prevention and control policies with regard to conflicts of interest, also through the application of Model 231 and the company Code of Ethics. Moreover, the Company promotes the consolidation of a corporate culture that values principles of transparency, ethics, fairness and respect for rules. Addressees of Model 231 adopt suitable behaviour and avoid situations that may give rise to a conflict of interest.

As part of Model 231, the Group has published a specific Whistleblowing procedure aimed at standardising operational procedures for managing reports. This is in order to protect the Company's integrity in the event information is received regarding alleged violations or irregularities concerning the perpetration of crimes or unlawful acts, or of practices that do not comply with the provisions of the Code of Ethics and Organisation, Management and Control Model pursuant to L.D. 231/2001.

The Giorgetti Group supports and encourages all stakeholders to exercise their right to ask for clarification regarding the Company's responsible business conduct. To this end, there are numerous ways and direct channels through which stakeholders can submit their reports to the Group's representatives, requesting information regarding its conduct in business operations and dealings. The various contact methods and types of communication channels are listed in the summary table of this document relating to the Group Stakeholders ("Methods of stakeholder involvement and dialogue").

Internal requests from Group employees can likewise be submitted through various channels and using different methods.

In particular, using the methods indicated by the Whistleblowing procedure, employees can raise concerns regarding the organisation's conduct without fear of repercussions and with complete respect for the whistleblower's privacy. On the website of the entity, in addition to the Organisation Model and the Code of Ethics, the aforementioned procedure and the corresponding reporting form are available, as well as the reporting methods.

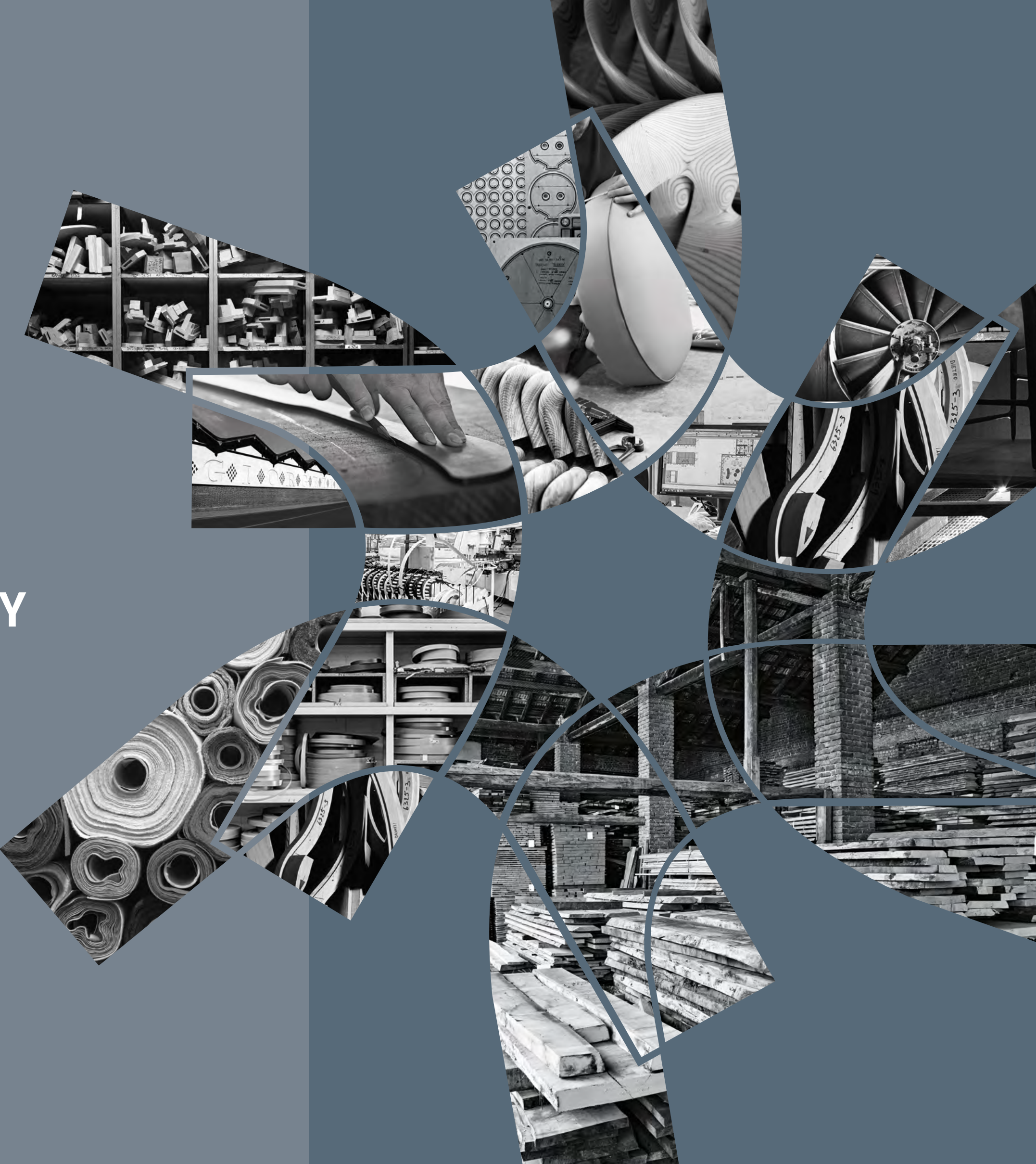
More specifically, this reporting mechanism must include an escalation procedure to ensure Giorgetti's competent bodies (for example, the Supervisory Board) are promptly informed of any alleged violations of human rights, fraud, corruption, coercion, collusion, money laundering, environmental pollution or any other breach harmful to persons, the environment or the Group's interests, including its reputation.

Giorgetti is working to comply with legislation requiring the introduction of an encrypted system allowing reporting of fraudulent behaviour. In 2023, no critical issues were reported.



<sup>3</sup> The mandate for the current Board of Directors was renewed in 2023 and will conclude with the approval of the 2025 financial statements.  
<sup>4</sup> For more information on the process of identifying impacts and material topics, see the section, "Materiality assessment".

**SOCIAL  
RESPONSIBILITY**





# SOCIAL RESPONSIBILITY

Aware of the importance of its people in achieving business success, the Giorgetti Group is daily committed to respecting the fundamental values of diversity, inclusion and equality, developing and enhancing the unique value that each employee represents for the Group, combating all forms of discrimination and violence in the workplace and guaranteeing equal opportunities for professional and personal growth in a safe, protected working environment. Protection of employment is a fundamental issue for the Group, which is reflected in its commitment to maintain a stable level of employment and contribute to the development of the talents of the territory in which it operates. To this end, in agreement with the company RSUs (Union Representation Bodies), the Group has established a company watchdog composed of a delegation from the company, the company RSUs, the RLS (Workers' Safety Representative) and, at the request of the members of the watchdog, occasionally also by workers of the Group and the reference trade union organisations (OO.SS). The observatory holds periodic meetings, at least once a year in November and/or at the initiative of the company or the RSUs, in order to assess and develop guidelines on the following topics and action areas:

- Business performance (previous year's balance sheet, forecasts for the current year);
- Investments in employment structure;
- Environment, safety and training (specific and cross-cutting);
- Classification of workers with reference to Art. 17 of the National Collective Labour Agreement (CCNL) for wood, cork, furniture and forestry;
- Sharing of company documentation concerning the classification of production unit processes;
- Introduction of employee benefits.

In order to allow the observatory to carry out its activities, the company must provide specific information regarding:

- Composition of the employment structure referred to in section 1.2 of the National Collective Labour Agreement (CCNL) information system 01/04/2016;
- Injury and occupational disease trends;
- Elements related to business and work activities.

The initiative aims to foster a shared approach to business decisions that is inclusive and as much in line with the needs of its employees as possible.

All employees are covered by collective bargaining.

## DIVERSITY AND EQUAL OPPORTUNITIES

As at 31 December 2023, the total number of Giorgetti Group employees was 245, in addition to 16 external collaborators (7 interns and 9 temporary workers), for a total workforce of 261, 22 more than at 31 December 2022.

Total workforce	TOTAL WORKFORCE								
	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	184	61	245	169	61	230	176	51	227
Other collaborators	13	3	16	8	1	9	7	3	10
<b>Total</b>	<b>197</b>	<b>64</b>	<b>261</b>	<b>177</b>	<b>62</b>	<b>239</b>	<b>183</b>	<b>54</b>	<b>237</b>

For more information, see GRI 2-7, GRI 2-8 in the Annexes.

Giorgetti Group's workforce is mostly concentrated in Italy (95,1%) where production plants are located, while the remaining workers (4,9%) are employed at foreign sales offices.

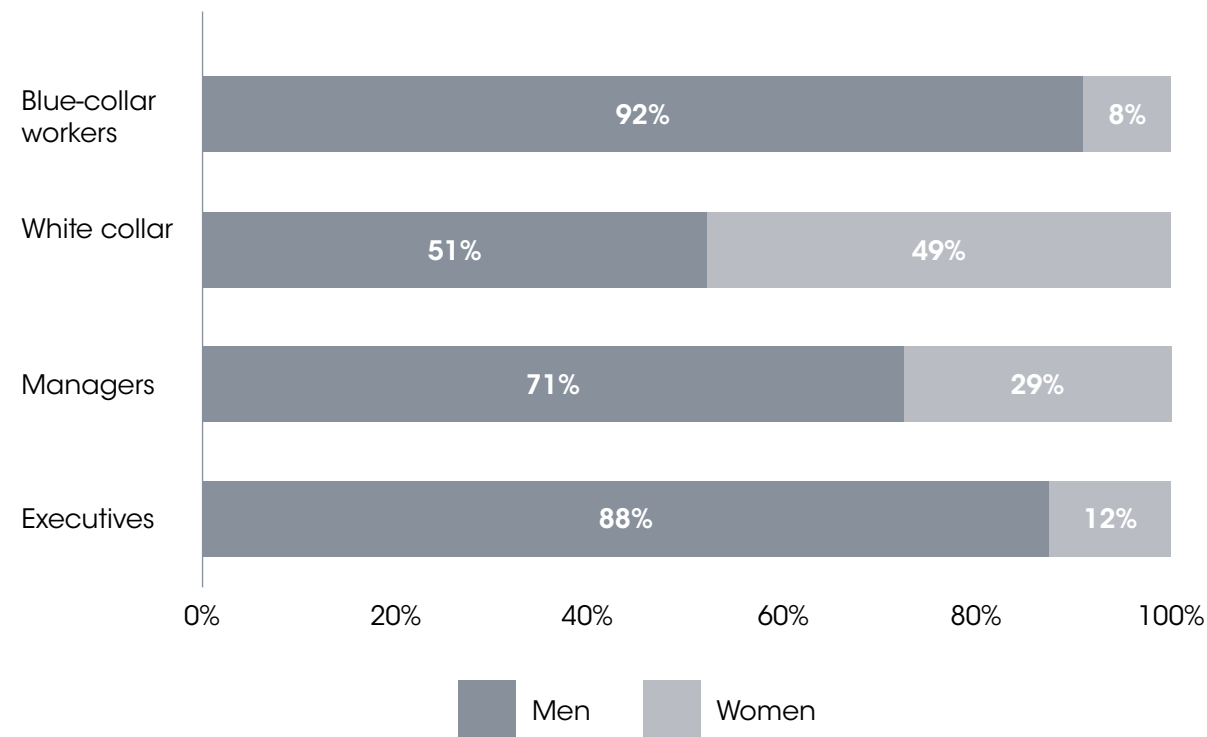
The Group is committed to maintaining long, lasting working relationships with its people. As at 31 December 2023, 98.8% of the Group's employees were employed with a permanent contract, a slight increase with respect to the 2022 figure of 98.3%.

In accordance with the provisions of the Code of Ethics, the Group undertakes to comply with fundamental human rights, protecting moral integrity and ensuring equal opportunity. As proof of this commitment, the total workforce is made up of 61 women, equal to 24.9% of the total, and 184 men, equal to 75.1% of the total. The Giorgetti Group's workforce is also composed of 11 employees belonging to vulnerable categories (9 men and 2 woman) in compliance with current legislation, marking a 22% increase compared to the previous reporting year. Of these 11 employees, 8 belong to protected categories, while the remaining 3 belong to ethnic minorities, demonstrating the desire for inclusion and non-discrimination.

With regard to the breakdown of employees by professional category, as at 31 December 2023, 53.5% of employees were classified as manual workers, followed by 37.5% classified as office workers, 5.7% as managers and, lastly, the remaining 3.3% were classified as executives. As can be seen in the following graph, the female share of the workforce is more or less concentrated in the office-worker category (54%), where females also represent the majority, followed by the managerial category (29%).

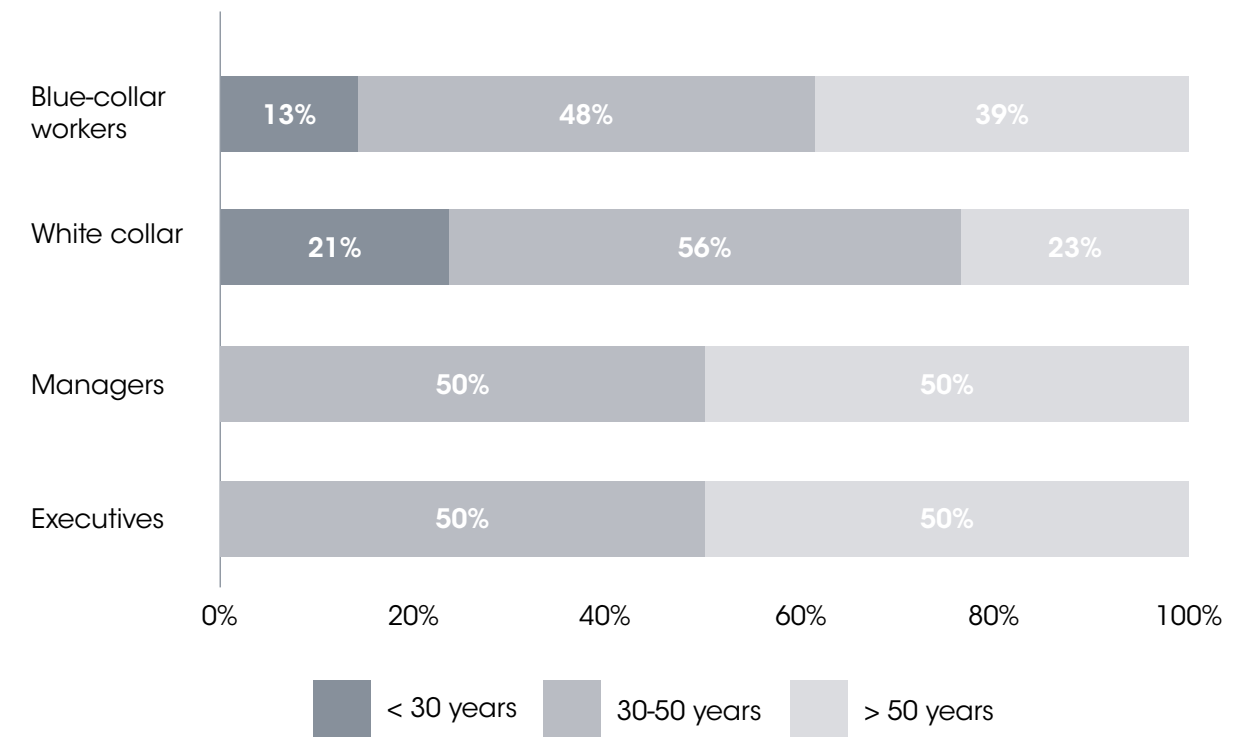
# SOCIAL RESPONSIBILITY

EMPLOYEES BY CLASSIFICATION AND GENDER AS AT 31/12/2023



For more information, see GRI 405-1 in the Annexes.

EMPLOYEES BY CATEGORY AND AGE GROUPS AS OF 31 DECEMBER 2023



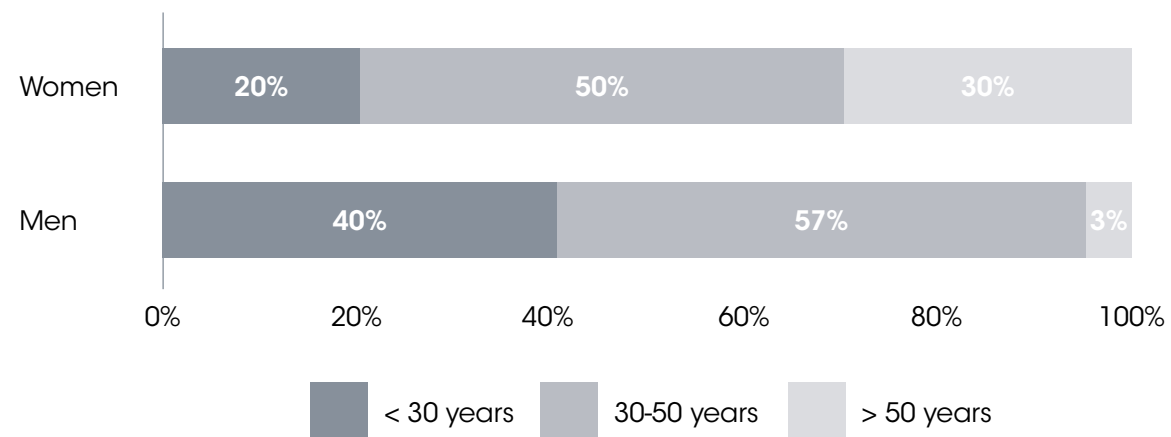
For more information, see GRI 405-1 in the Annexes.

In the reporting year 2023, with regard to employee age, 51.4% of employees were aged between 30 and 50, followed by the over-50 age bracket at 33.9% and, lastly, the under-30 age bracket for the remaining 14.7%.

Protection of employment and of work in general is a crucial issue for the Group, which is reflected in its commitment to maintain a stable level of employment and contribute to the development of the talents of the territory in which it operates. In 2023, a total of 45 people joined the group, of which 35 men and 10 women, recording an entry rate, i.e., a ratio of new hires to total employees as at 31 December, of roughly 19% for men and approximately 16% for women. With regard to age, 55% of new hires were aged between 30 and 50, followed by the under-30 age bracket (36%) and, lastly, the over-50 age bracket equal to 9%.

# SOCIAL RESPONSIBILITY

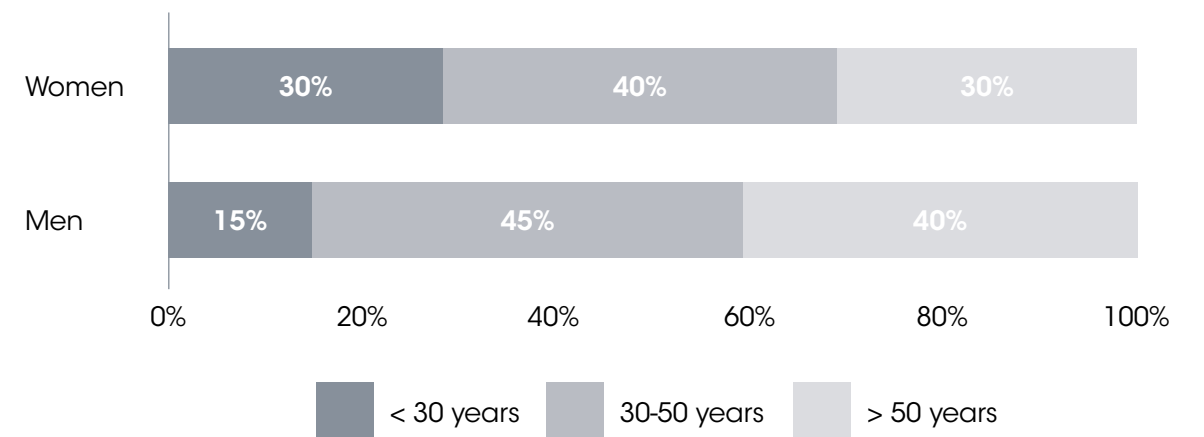
HIRES BY GENDER AND AGE GROUPS DURING 2023



For more information, see GRI 401-1 in the Annexes.

In 2023, an exit turnover of 12% was recorded, including 7 departures due to retirement. Regardless, the number of departing employees in 2023 was largely covered by the higher number of new hires, recording an entry turnover of 18.4% and an increase in the Group's total headcount.

TERMINATIONS BY GENDER AND AGE GROUPS DURING 2023



For more information, see GRI 401-1 in the Annexes.

In order to constantly monitor the needs of the organisation and the skills and inclinations of its employees, the Group relies mainly on internal job postings to search for and manage personnel. In 2023, in keeping with its ongoing objective to attract new talent, the Group initiated seven internships and apprenticeships aimed at training and transmitting the company's values and know-how.

Internships are seen as an important opportunity for training young resources who can learn how to develop their professional skills, and it often occurs that the natural conclusion of the internship is the employment within the company staff. In 2023, Giorgetti hired two individuals who completed their internships in 2022 and finished in 2023: one was initially hired on a temporary basis and later awarded a permanent contract, while the other was hired under a professional apprenticeship contract.

As previously stated, the Giorgetti Group has very strong ties with the territory home to its operations. Since its origins, the Giorgetti Group has always identified with its local territory, where it has strong roots, and above all with Meda, considered the heart of Italian designer furniture, further inspiring its commitment to boost local development also through targeted local hiring policies.

As a demonstration of this commitment, the Group collaborates with and provides ongoing support to educational institutions in the area (and in particular with one of the Higher Technical Institutes). In line with the principles established in its Code of Ethics, the Giorgetti Group does not tolerate any form of discrimination based on gender, ethnic origin, skin colour, nationality, age, religion, political opinion, sexual orientation, marital status, trade union affiliation, physical or mental disability or any other characteristic or personal status. During 2023, no incidents of actual or alleged discrimination were identified or reported within the Group.

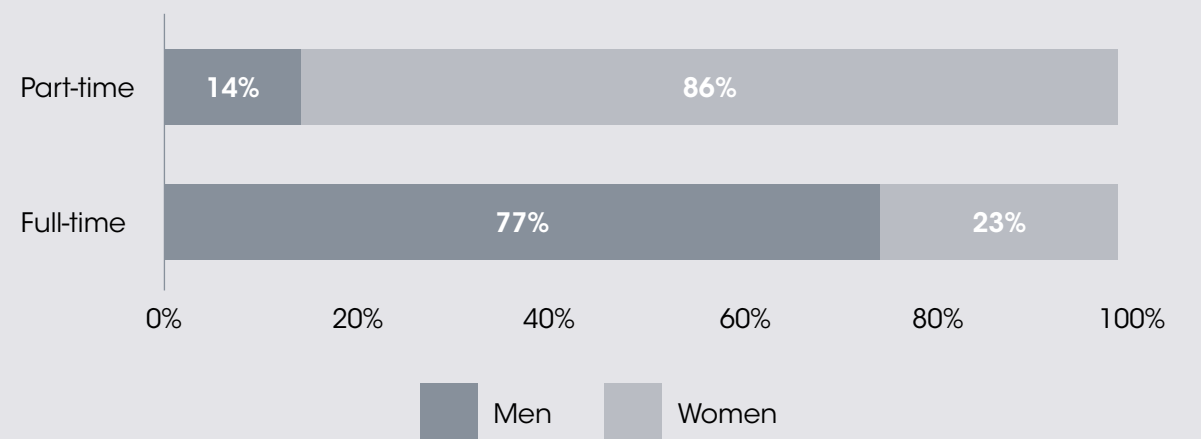


# SOCIAL RESPONSIBILITY

## WELFARE, WELLNESS & WORK-LIFE BALANCE

The Giorgetti Group invests its efforts in ensuring the well-being of its employees by promoting a safe, meritocratic and stimulating working environment, where each employee is encouraged to express their talent and abilities. To this end, the Group periodically analyses the safety and comfort of the workplace to improve the well-being of its employees. To create moments of relaxation and togetherness, the Giorgetti Group has set up two fully equipped break rooms in the offices and other two break rooms in production plants where people can eat lunch, relax and talk with co-workers. Moreover, the Group offers employees a canteen service in the Meda plant to meet the needs of both the Meda and Lentate plants, which are physically close to each other. As a demonstration of the attention paid to the well-being of its employees, the Giorgetti Group is always ready to identify actions that can help employees to find the right balance between work and their private lives. In 2023, the Group stipulated 7 part-time contracts with its employees, equal to 2.9% of the entire workforce, for 1 male and 6 female workers.

**GROUP EMPLOYEES BY GENDER AND CONTRACT TYPE AS AT 31 DECEMBER 2023**



For more information, see GRI 2-7 in the Annexes.

Aware of the importance of the welfare component offered to its employees, the Group has set itself the objective of expanding the welfare services supplied to its human capital over the next three years. Regarding healthcare, the Giorgetti Group guarantees supplementary health insurance (Altea Fund) to all employees - full-time and part-time, fixed-term and permanent - and the costs are entirely borne by the Group. Since January 2023, with the renewal of the supplementary agreement, Giorgetti has provided employees enrolled in the Altea Fund with an additional benefits package offering healthcare services beyond those included in the standard package provided by the National Collective Labour Agreement (CCNL). Moreover, the Group proposes other healthcare and social security funds to its employees, especially to its executives, whose expenses are generally shared between the Group and the beneficiary. Since January 2023, with the renewal of the supplementary agreement, Giorgetti has introduced a productivity bonus in the form of employee benefits through a Flexible Benefits portal. Additionally, Giorgetti employees benefit from an extra contribution provided by the company based on the conversion rate of the bonus.

# SOCIAL RESPONSIBILITY

## DEVELOPMENT AND PROTECTION OF HUMAN CAPITAL

The Giorgetti Group believes that the development of its people through training is fundamental, as it guarantees the well-being and progress of its human capital, and consequently the long-term growth of the organisation itself. This is all the more true when one considers that the artisanal component still plays a fundamental role in the Group's business, placing people and their skills at the centre of the company's value chain. Training is therefore not only a fundamental tool for developing, improving and consolidating the skills of each employee, but it is also an important vehicle for transmitting and disseminating the Group's corporate values and strategy, thus supporting its ability to continue to create long-term value. For this reason, the Giorgetti Group invests in employee development and professional advancement through the organisation and presentation of specialised training courses (e.g. CAD, 3D modelling and rendering, specific training courses) and classes on soft-skills (e.g. English language, excel and leadership courses) involving all company professionals. The identification of training needs is managed by a dedicated internal Training Department, which is responsible for assessing needs but also delivering training courses directly to both the sales network and internal staff.

Particularly relevant is the training provided in the field of health and safety, which includes the functions of the Workers' Safety Representative (RLS), the Company Physician and the Head of the Prevention and Protection Service (RSPP) involved in the planning, updating and organisation of the mandatory training courses on health and safety for employees. These include the basic training and specific courses such as those relating to emergency management and first aid, the use of forklifts, the use of aerial platforms, maintenance activities and BLS courses.

In 2023, the Group provided a total of 1,288 training hours, averaging 5.5 hours per employee per year, up by 18% compared to the previous year.

The Group also considers it essential to invest in the training of new generations, aware that due to the high level of craftsmanship in its products it is essential to ensure a constant, adequate turnover, especially in the category of blue-collar workers, to deal with the inevitable rotation of employees due to ageing and consequent retirement.

For several years now, the Group has been supporting and engaging with the vocational education system, with the aim of both guiding the established training programs and providing students with the opportunity to gain real-world experience.

In 2023, the collaboration – particularly with the Giuseppe Terragni Vocational Training Centre (founded in Meda in 1868) and Aslam in Lentate sul Seveso – resulted in the following for Giorgetti:

- Two students from the Terragni Training Centre (one of whom had participated in the previous year's school-work alternation program) were hired with a Level 1 apprenticeship contract at the production sites.
- One student from the Terragni Training Centre participated in the school-work alternation program

For Battaglia:

- Four students from Aslam participated in the school-work alternation program
- Two students from Aslam, who had participated in the school-work alternation program in previous years, were hired with a Level 1 apprenticeship contract at the production sites. Additionally, a school-work alternation project was launched at Battaglia with IPSIA in Saronno for the role of an electrician.

Lastly, with regard to performance evaluation, the Group has developed and partially implemented a plan involving the regular scheduling of personal interviews with employees to monitor their performance and, in turn, enable improvements in their work.



# SOCIAL RESPONSIBILITY

## OCCUPATIONAL HEALTH AND SAFETY

Aware of the central importance of protecting the health and safety of its employees and contractors, including its external stakeholders, the Group is committed to ensuring a safe, secure working environment and spreading the culture of prevention and safety. Indeed, the Group believes that a safe, secure workplace allows its employees to work comfortably and more efficiently, conveying an image of the Group to the outside that it is a reliable counterpart, attentive to its human capital. For this reason, the Group promotes conduct that is responsible and conscious of the risks related to its business, investing organisational and economic resources aimed at preventing accidents and occupational diseases and continuously improving the working environment. The prevention system put in place by the Group provides for a first phase of assessment of the risks its employees are exposed to, a second phase where the necessary safety systems are identified and installed and a final phase where workers are informed and trained in the correct use of these tools. The Group verifies the efficacy of its system by regularly monitoring work-related accidents and occupational diseases, recording all incidents on special forms prepared by the Prevention and Protection Service, allowing investigation into the main causes of such events and the subsequent development and implementation of suitable corrective actions. To increase workplace safety and prevent any type of accident, especially with regard to production, the machines are equipped with signs and instructions with the correct procedures for their use, while employees are given Personal Protective Equipment (PPE), easily available from special vending machine in case of deterioration. With regard to workstations, it should be noted that both Battaglia and Giorgetti employees are given ergonomic chairs and foot platforms where necessary to promote a correct posture and to prevent the emergence of health problems.

In particular, the Group's objectives regarding health and safety are pursued by:

- Adopting management and monitoring systems for health and safety at work, putting in place corrective actions where necessary;
- Upholding and implementing on a day-to-day basis the Code of Ethics and the Organisation, Management and Control Model that Giorgetti S.p.A. has put in place in compliance with the provisions of Italian Legislative Decree 231/2001, and which establishes the principles, rules and protocols that addressees of the Model must comply with in order to ensure full respect of the law;
- Implementing training and communication.

In accordance with current laws, with the support of the external Head of the Prevention and Protection Service (RSPP), the Group prepares a Risk Assessment Document (RAD) accessible for viewing by all Group employees and aimed at mapping and analysing the health and safety risks present in the workplace and defining and implementing any corrective actions aimed at improving the health conditions and physical integrity of its people.

Workers nominate the Workers' Safety Representative (RLS) who has the task of collecting employee reports regarding any work-related hazardous situations and sharing them with company management, informing of any needs and corrective actions, and the Company Physician, who helps identify risks related to health and safety and performs medical examinations of all personnel in the manner established by law.

In order to constantly monitor health and safety in the workplace, the Group schedules periodic meetings where the Employer (or its representative), the RSPP, the Company Physician and the RSL participate in. These meetings offer moments of sharing and reporting of possible hazards related to the workplace and are in addition to the weekly production meetings with the department heads and safety officers. Any communications relevant to health and safety at work are transmitted to all employees through a specific company bulletin board. Any communications relevant to health and safety at work are transmitted to all employees through a specific company bulletin board.

Finally, the Giorgetti Group recognises workers' training and information as instruments of fundamental importance to prevent health and safety risks. The Giorgetti Group provides mandatory health and safety training in compliance with the delivery methods and deadlines established by law. Furthermore, in line with current legislation, all new employees attend a safety training course specific to their level of occupational risk. Within the framework of continuous improvement, among the main training plans, training courses for over and under voltage and for working at height without a platform are scheduled.

With regard to managing health and safety in contracts, the Group draws up a consolidated Interference Risk Assessment Report (DUVRI) in compliance with current workplace safety laws, which is constantly updated in order to assess the risks arising from mutual interference due to the two activities and indicating the measures adopted to eliminate and reduce these risks. The Group periodically carries out a workplace inspection, whose results are the basis of any updates made to the DUVRI, in order to identify and eliminate possible hazards and minimise any risks. The Group also monitors work environments through periodic analyses of emissions, analysis of environmental hygiene and fire prevention assessments.

In exceptional cases, special protocols containing additional specific safety measures are drawn up.

In 2023, the Group recorded 12 work-related injuries for its employees, slightly down compared to the previous year. The injuries were owing to events involving collision with work materials or equipment, which caused minor injuries such as sprains, bruising and wounds. As in the previous years, there were no fatal accidents at work and no cases of occupational disease occurred in 2023. In 2023, the Group added a new supplier of solid wood certified according to the FSC® standard, which recognise proper forest management and the traceability of the entire supply chain of derived products.

# ENVIRONMENTAL RESPONSIBILITY



# ENVIRONMENTAL RESPONSIBILITY

The protection of and respect for the environment are issues of great importance for the Giorgetti Group, which has deep roots in its local community. For this reason, protecting and preserving this reality, not just at a strictly environmental level but also at a cultural level, and protecting the professionalism and skills acquired over time, is fundamental to ensure the growth and continuity of the Giorgetti Group's business. The Group's management and stakeholders recognise environmental sustainability as a priority and a fundamental objective that the Giorgetti Group must pursue.

In compliance with its Code of Ethics and the Organisation, Management and Control Model, the Group is committed to carrying out its activities in a manner that protects the environment, concretely improving its impact on it. For this reason, specific initiatives have been developed and implemented aimed at making the Organisation more aware and responsible with regard to the environment, undertaking to use innovative tools and technologies with a low environmental impact.

Aware of the main environmental risks of its production process, including the generation of sawdust, the generation of emissions from painting plants and acoustic impacts, the Group has implemented a constant monitoring process which found that the values detected are largely contained within the daily parameters envisaged by the most restrictive regulations in force. This monitoring allows the Group to identify its environmental impacts, and consequently develop and implement corrective actions to reduce or mitigate them, where possible.

The Giorgetti Group is committed to concretely reducing its environmental impact through the careful selection and monitoring of its suppliers. In 2022, the Giorgetti Group obtained certification for the Chain of Custody Management of Custody Management implemented at the organisation through the FSC®-STD-40-003 V2.1 and FSC®-STD-40-004 V3.1 of the Forest Stewardship Council®. The FSC® certification<sup>5</sup> enables the traceability of the timber used.

This commitment is reflected in the criteria used to evaluate Giorgetti's own suppliers and, in particular, to select new suppliers in its production chain. In 2023, the Group identified and selected 190 new suppliers.

Demonstrating its focus on environmental responsibility, in 2023, no non-compliance with environmental laws and regulations was recorded by the Group.



<sup>5</sup> Request our FSC® certified products.



# ENVIRONMENTAL RESPONSIBILITY

## MANAGEMENT OF ENVIRONMENTAL IMPACTS: ENERGY CONSUMPTION & EMISSIONS

As mentioned, the Giorgetti Group is committed to eliminating and effectively mitigating its impacts on the environment, analysing, identifying and reducing its most impactful operations, also thanks to the help of external consultants specialised in the impacts of business operations. The Giorgetti Group applies a strict protocol that complies with current regulations in order to manage its green footprint. The numerical deterioration, when normalised on an annual basis, indicates a path of improvement. 231/2001 (Model 231) which also defines the Company's environmental objectives and constraints. The 231 Model, now fully implemented, was initially developed and implemented prior to 2010. This Model ensures the promotion of internal information and training on risks connected with employee tasks and operations and also defines the protocols and measures for prevention and protection. The 231 Model also identifies, details and describes the so-called activities sensitive to the commission of possible environmental offences.

In addition to the provisions of the 231 Model, the Giorgetti Group pays particular attention to raising the awareness of its employees and training them on environmental issues, with the aim of spreading a culture of sustainability and encouraging the adoption of more responsible conduct that is attentive to environmental issues such as the proper recycling of waste and the reduction of plastic consumption. To this end, the Group Sustainability Plan envisages specific actions and the development of tools.

More specifically, the area of the Group that has the greatest environmental impact is the one used for painting, an activity that consists in the application of a number of layers of material on the surface of the wood that, penetrating deeply, contribute to increasing its resistance, forming a uniform, thin and compact film on the surface. The Group has always paid particular attention to this phase of the production process, planning and implementing increasingly frequent maintenance actions aimed not only at reducing the environmental impact, but also at offering maximum protection of the health of the operators and the quality of the product.

As a demonstration of its commitment to reducing its negative environmental impacts, a photovoltaic system has been installed at the Battaglia plant in Misinto, with a nominal production capacity of 400,000 kWh per year, thanks to which, on days when the maximum energy is produced, the plant is able to rely on its own, renewable energy, drawing only a minimal amount from the grid, thus reducing its production of CO<sub>2</sub> emissions.

In 2023, Giorgetti S.p.A. completed the design and installation of two photovoltaic systems on the roofs of the Meda and Lentate sul Seveso facilities, for a total nominal production capacity of 122,000 kWh and 144,000 kWh respectively. Thanks to these systems, the company is able to self-generate part of its energy needs from renewable sources.

In addition, heating at the Misinto and Meda sites is powered by means of a virgin waste wood recovery system, by combustion in a boiler (for further information, please refer to the chapter "Sustainable use of resources").

In 2023, energy consumption attributable to the Giorgetti Group's operations was equal to 15,939.3 GJ<sup>6</sup>, down (1.6%) on the previous year (16,194.2 GJ<sup>7</sup>), of which 228 GJ are derived from renewable sources (equal to 1.4% of total energy consumption). It is noted that fuel consumption for the company fleet has risen by 8.6% (for a total of 1354.3 GJ) due to a higher number of vehicles, while fuel consumption for goods mobility has fallen by 2% (for a total of 517.8 GJ). Renewable energy production, which amounted to a total of 276.8 GJ in 2023, decreased compared to the previous year (1161.6 GJ) due to a fault in the photovoltaic system following damage incurred during a hailstorm in 2023. Regardless, the Group fed 48.8 GJ of self-generated electricity into the grid in 2023. Moreover, the photovoltaic system also prevented the emission of 28.9 tonnes of CO<sub>2</sub>.

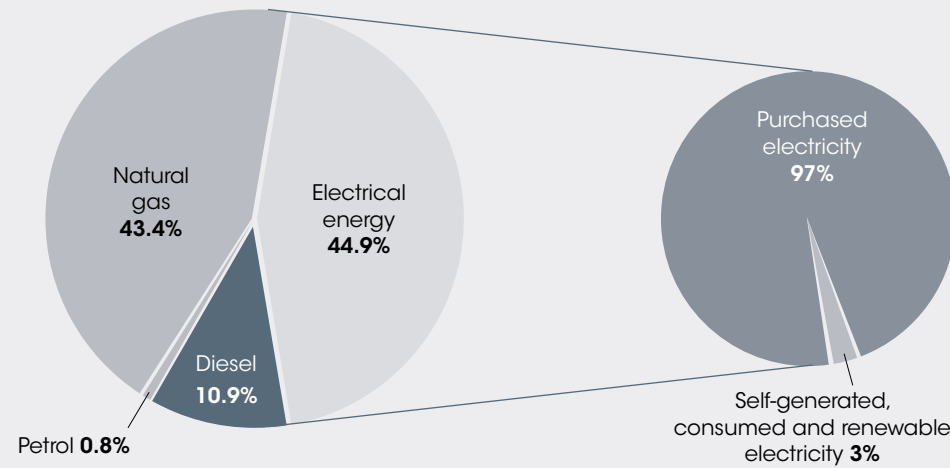
<sup>6</sup> The sources of the conversion factors are explained in the methodological note.

<sup>7</sup> The previous year's data has been restated due to a refinement in the calculation method.



# ENVIRONMENTAL RESPONSIBILITY

## GROUP ENERGY CONSUMPTION AS AT 31 DECEMBER 2023



For more information, see GRI 302-1 in the Annexes.

The topic of energy consumption is directly linked to that of greenhouse gas emissions emitted by Group operations. Emission trends, therefore, follow those of the fuels used and electricity consumed, with negligible variations owing to updated emission factors throughout the three-year period. In particular, as outlined in more detail in the Methodological Note attached to this document, the calculated emissions are classified as either Scope 1 or Scope 2 emissions. The former refer to direct emissions attributable to the company's operations, i.e., coming from machinery, tools and owned vehicles, or similar; the latter, in contrast, refer to indirect emissions relating to energy consumption needs that are covered by procurement from the grid. This second classification is then split into two additional categories based on two different calculation methods: the Location-based methodology considers a factor reflecting an energy mix of the country in which the energy is consumed; the Market-based methodology, on the other hand, reflects supply choices and, therefore, considers the share of electricity covered by GO, for example.

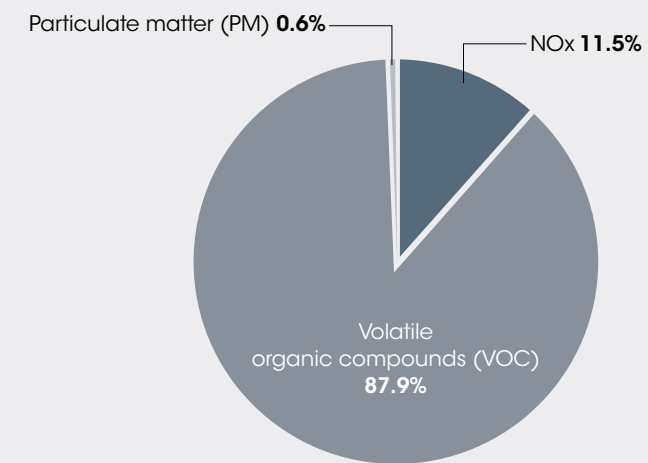
In 2023, the Giorgetti Group produced 1,058.3 tonnes of CO<sub>2</sub> in total, considering Scope 2 emissions calculated using the Location-based method, and 1,421.9 tonnes of CO<sub>2</sub> considering Scope 2 emissions calculated using the Market-based method, recording an increase of 5.6% and 2.8% respectively, compared with 2022.

In 2023, direct Scope 1 emissions due to energy and fuel consumption totalled 543.1 tonnes of CO<sub>2</sub>, up 8% compared with the previous year. Indirect Scope 2 emissions calculated using the Location-based method totalled 515.2 tonnes of CO<sub>2</sub>, whereas those calculated according to the Market-based method equalled 878.8 tonnes of CO<sub>2</sub>.

The previously described increases are due to a rise in turnover with respect to the previous financial year, in addition to the internalisation of several stages of the production process.

## OTHER GROUP EMISSIONS AS AT 31 DECEMBER 2023

With regard to the generation of other emissions<sup>8</sup>, NO<sub>x</sub> emissions in 2023 totalled 1.3 tonnes, up from 0.3 tonnes in 2022. In 2023, volatile organic compounds (VOC) totalled 9.6 tonnes<sup>9</sup> and particulate matter (PM) totalled 0.1 tonnes<sup>10</sup>, both lower than the respective values of 15% and 51% the previous year.



For more information, see GRI 305-7 in the Annexes.

<sup>8</sup> The figure is reported for Giorgetti S.p.A. only, insofar as the value is below the detection threshold for Battaglia S.r.l., which nonetheless reported its volatile organic compound (VOC) emissions and plans to commence a particulate matter (PM) measuring and monitoring process.  
<sup>9</sup> This data was estimated for 2023 by Giorgetti S.p.A. and reported with direct measurement by Battaglia.  
<sup>10</sup> This figure has been estimated for 2023.

# ENVIRONMENTAL RESPONSIBILITY

## SUSTAINABLE USE OF RESOURCES: MATERIALS & WASTE

From the beginning, the Giorgetti Group has distinguished and established itself in the world of design furniture not only for its tradition and craftsmanship, never lost in time, but also for its attention to the selection and choice of high-quality raw materials. Aware of the fundamental role that raw materials play in the development of its pieces, the Giorgetti Group prefers materials such as wood, fabric, leather and hide, but also metal, glass, marble and padding, consistently investing in the search for excellence, the quality of its products and the choice of materials. Indeed, the Group is strongly convinced that the careful selection of materials and the sustainable use of resources allow it to manage its environmental and social impacts, eliminating and mitigating negative effects and increasing positive ones, while responding to the new needs of its customers – increasingly attentive and sensitive to sustainability issues – and to the social and environmental implications of its purchases.

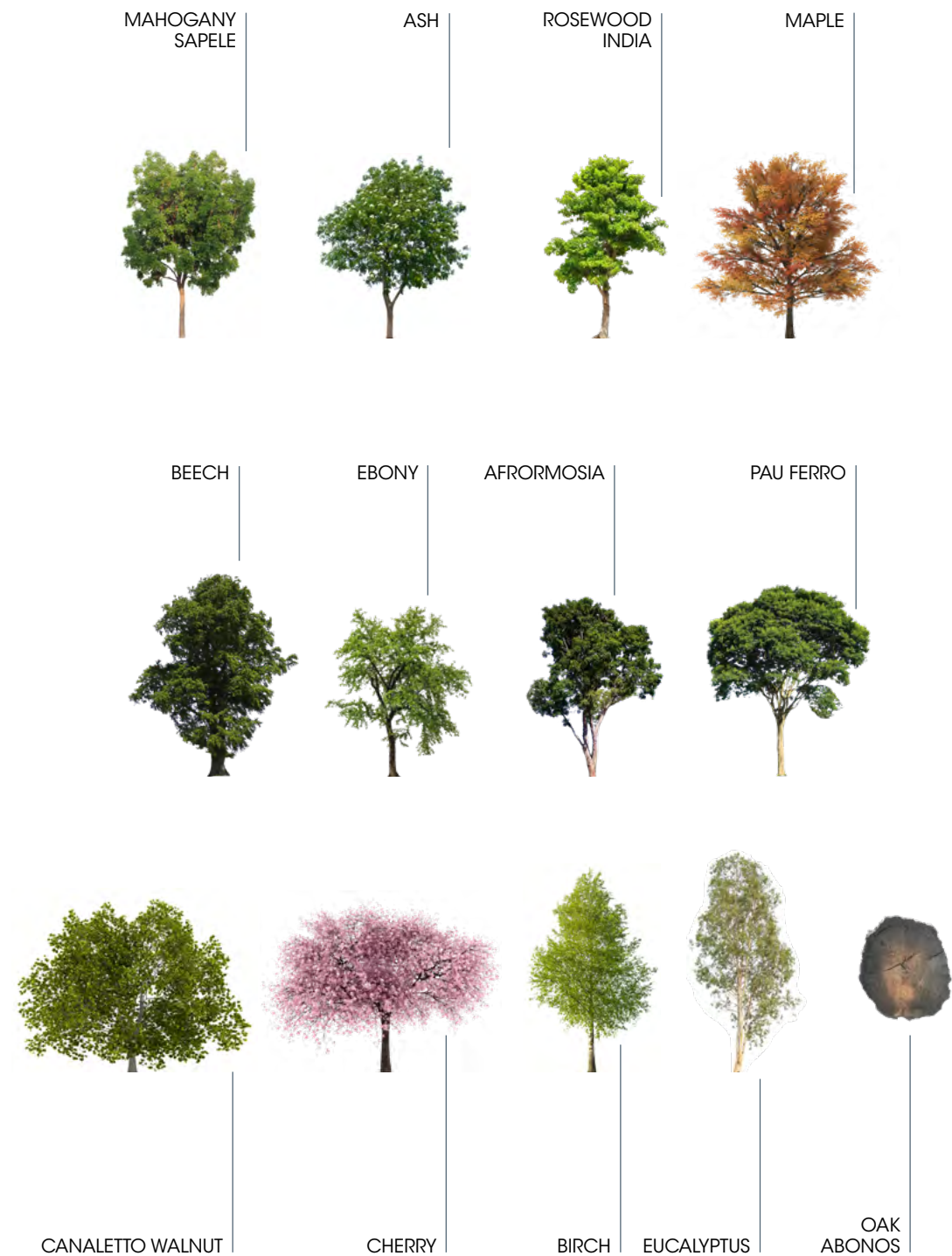
Even in *Contract* production, (particularly for Battaglia), where it is often the client that chooses the materials or suppliers, the Group leverages its experience to guide the client towards the rational use of resources without compromising the expected business results, in line with Stakeholder expectations.

In particular, the woodworking tradition, combined with technological advances, guides the Group in the identification, selection and processing of the best materials. In more than a century of history, the Giorgetti Group has in fact developed an undisputed woodworking expertise that over the years has allowed us to explore and experience the different potentials of wood, thus creating sophisticated, innovative and exclusive collections. For some objects, wood remains the undisputed protagonist, while for others, it is embellished by mixing it with other materials, thus bringing out its natural vitality. The Group has always been committed to selecting and using the best part of the wood, harmoniously combining the art of cabinet-making and innovation with the aim of producing unique collections of undisputed quality. The final product is the result of Giorgetti Group’s distinctive craftsmanship, rare and precious, and the constant application of innovative production techniques that perfect the woodworking and attention to detail. Wood is a distinctive material of the Giorgetti Group, its fragrance filling its plants, recalling ancient carpentry workshops and authentic woodworking traditions.

In this context, the Giorgetti Group is particularly attentive to the protection of the environment, first and foremost through its constant commitment to reducing product waste during the woodworking phases. Moreover, being aware of the fundamental importance of responsible forest management, the Group invests its efforts in carefully and consciously selecting its timber suppliers, pre-selecting those that operate in accordance with the principles of sustainability.

More specifically, it procures its wood from European and exotic countries where strict regulations are in place to protect the forests, purchasing wood only from forests with controlled cutting, where new trees are immediately planted to replace those that have been felled. The Group strongly believes, in fact, that responsible management of our natural heritage is essential in achieving significant social and environmental improvement and, in particular, that it is instrumental in improving our impact on climate change, guaranteeing better life conditions and combating illegal timber trade.

## TYPES OF WOOD USED



# ENVIRONMENTAL RESPONSIBILITY

The Giorgetti Group also uses other materials such as hides and leathers that are used to upholster and enhance its final products. The Group has always worked exclusively with the most qualified, carefully selected suppliers that have distinguished themselves for their professionalism and expertise in the high-end tannery sector. The “full grain” hides and leathers are taken only from the neck and shoulder, the noble parts of the animal. Quality is guaranteed directly upstream of the supply chain through the selection of naturally-fed, free-range Swiss and South German cattle, and large, non-constrictive stables. The careful selection of leather suppliers guarantees the creation of a high-quality final product that preserves the softness and beauty of these materials over time.

Finally, the Giorgetti Group selects and uses natural fabrics, such as linen, cotton and silk characterised by quality such as freshness and durability, but also fabrics with more important properties such as silk velvet characterised by refinement and resistance to wear. The fabrics that cover the final products add personality and resistance to the objects, offering a wide range of shades of colour, responding to the most particular aesthetic needs and reflecting a refined lifestyle. Fabrics offer colours and patterns, create unexpected combinations and change quickly from shiny to matte, always respecting the timeless design of the Giorgetti Group. For these reasons, in procuring these materials, the Group relies exclusively on the most qualified suppliers representing the most prestigious Italian, French and European maisons.

## GROUP RENEWABLE AND NON-RENEWABLE MATERIALS

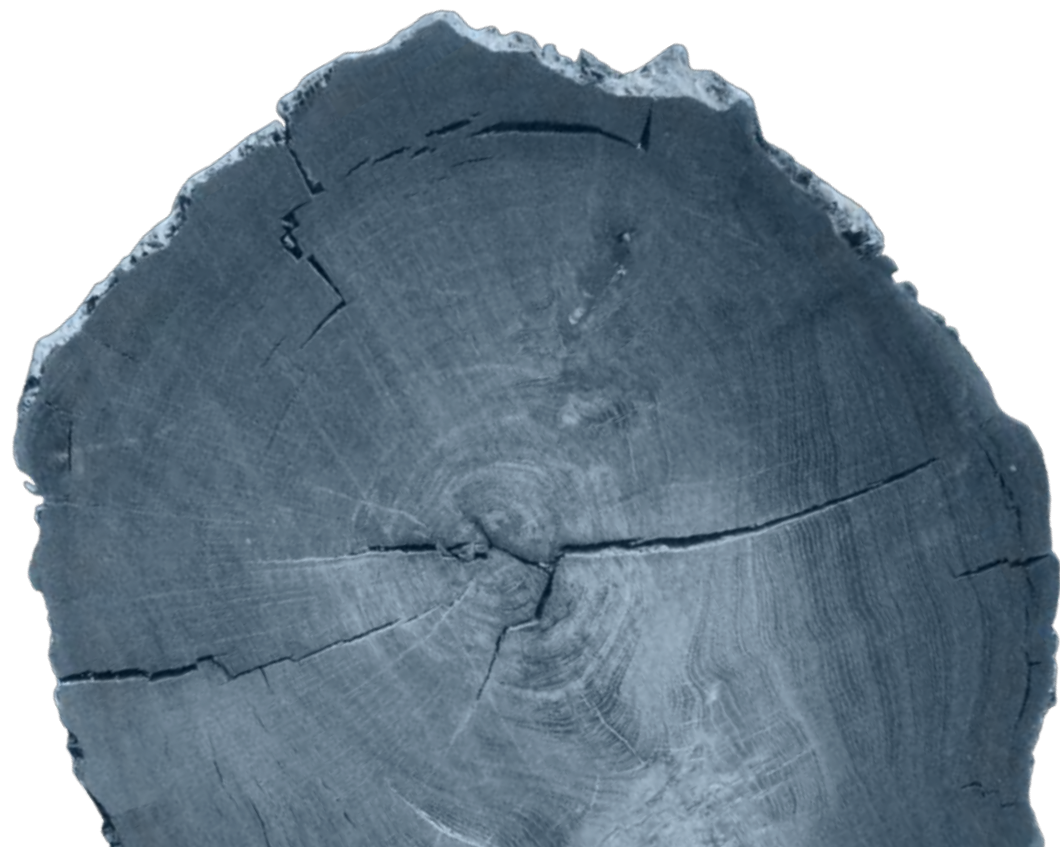
RENEWABLE RAW MATERIALS				
Tipologia di materiale	Unità di misura	2023	2022	2021
Wood	m³	468.3	730.3	257.2
Leather	m2 (thousands)	33.1	39.9	37.0
Packaging (carton)	m2 (thousands)	27.3	16.2	31.1

NON-RENEWABLE RAW MATERIALS				
Tipologia di materiale	Unità di misura	2023	2022	2021
Fabrics	m (thousands)	29.6	32.9	35.1
Cushions	Number	7,378	10,218	10,853
Packaging (OSB)	t	30.1	53.0	30.0
Packaging (Pluriball/ Foam)	m2 (thousands)	33.5	12.9	6.2
Glues	t	1.8	1.8	1.7
Semi-finished products	m2 (thousands)	7.4	8.1	1.9
Marble	m2 (thousands)	1.6	1.6	1.5

For more information, see GRI 301-1 in the Annexes.

The Giorgetti Group has set itself the objective of assessing the impact and sustainability of recyclable and natural materials in order to give preference to the use of materials having a reduced environmental impact. In 2023, Battaglia S.r.l. recovered 142 tonnes of virgin wood, slightly increased compared to 2022 when it amounted to 140 tonnes, thanks to the use of this material as fuel to power the boiler of the Misinto plant. Additionally, the Giorgetti Group is also evaluating the feasibility of completely eliminating plastic and thus becoming plastic-free, as well as packaging materials that are difficult to dispose of, replacing them with recycled cardboard packaging where possible. In this regard, the Group will promote an awareness-raising activity aimed at its customers and suppliers in order to encourage them to use resources rationally. In particular, after progressively eliminating plastics from packaging, the Group will update customers on this important change undertaken with the aim of substantially reducing the use of non-recyclable materials throughout the production process, including indirect processes. Finally, the Giorgetti Group will prefer suppliers that prove to be in sync with its objectives of sustainable use of resources, favouring those that have processes in line with the provisions of the Group’s strategic principles and current law. Worthy of note in this context is the use of adhesives and resins with low formaldehyde content in the processing of wood panels. In fact, this substance can release molecules in gaseous form into the environment that can be harmful to humans when in large concentrations.

The Group recognises the fundamental importance of establishing a direct, continuous relationship of trust, exchanging know-how with its suppliers to create long-term shared value.



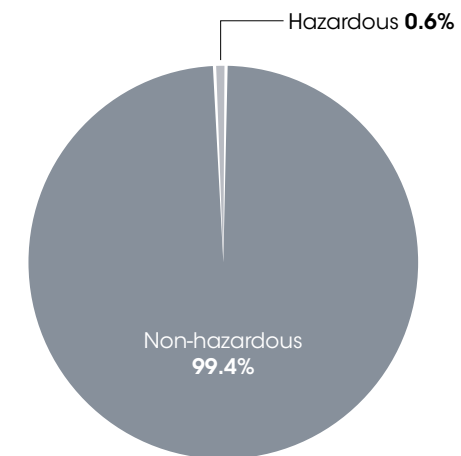
# ENVIRONMENTAL RESPONSIBILITY

The Giorgetti Group also manages the disposal of its waste in a timely and efficient manner to comply with current legislation and mitigate its environmental impact. In accordance with current legislation, the Group annually prepares the Environmental Single Declaration Form containing the information relating to each lot disposed of. To facilitate the proper disposal of waste such as paper, cardboard, wood, plastic, glass, toner and computer equipment, all the offices and spaces of the Group have special containers for separate collection, with the aim of disposing of or recovering/recycling these materials in the best possible manner.

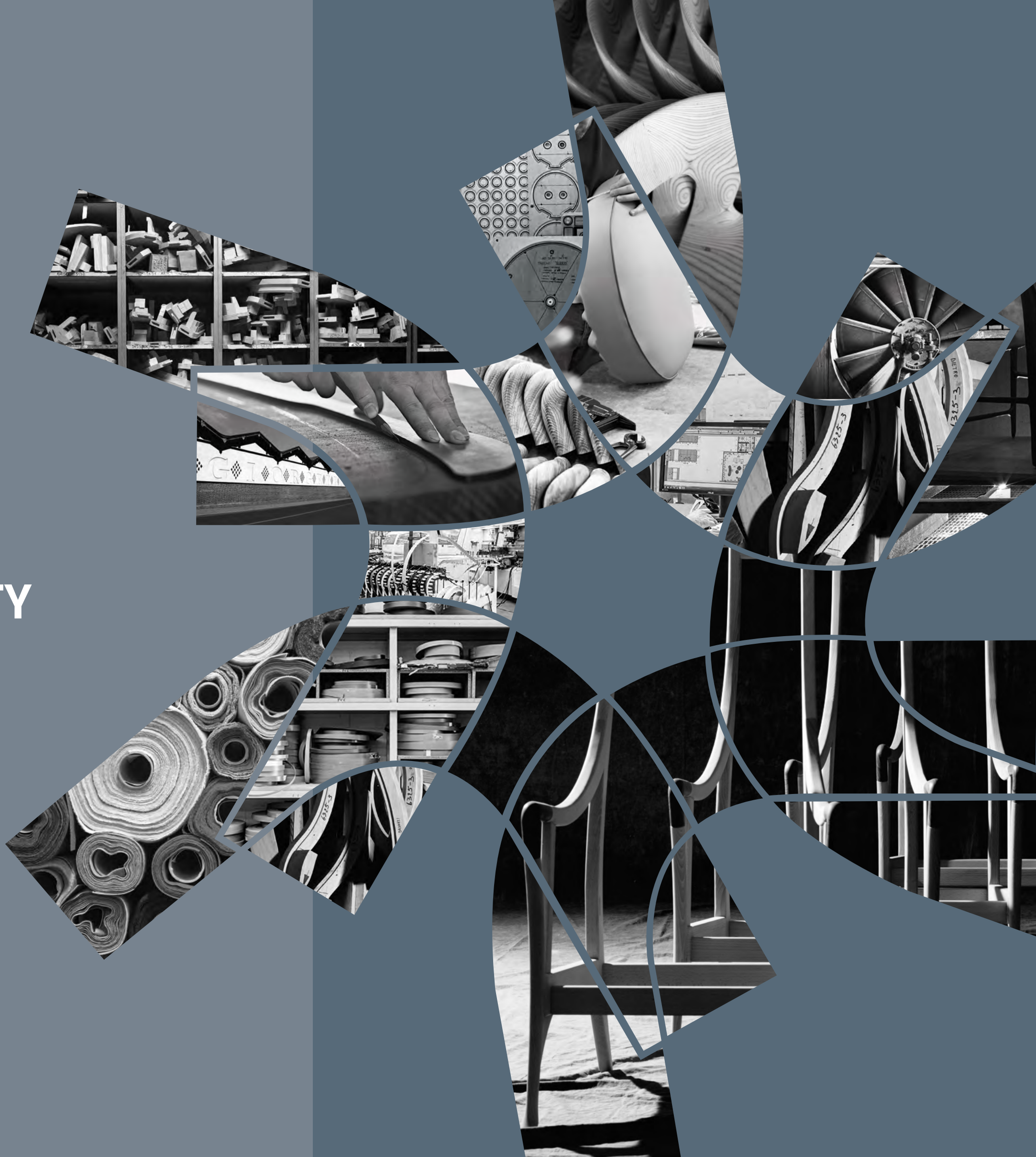
For all materials of wood origin and derivatives, Battaglia S.r.l. has implemented a disposal process in concert with a specialised external company that also deals with the disposal of packaging, cardboard, plastic and undifferentiated materials, which since the second half of 2019 has been used for the entire production plant in Misinto. The efficiency and functionality of this disposal system have allowed Battaglia to achieve a reduction in waste taxes from the municipality of Misinto as its impact on the local region is close to zero. Finally, with a view to continuous improvement, bimonthly meetings with the support provider are planned, in order to get advice on the current disposal processes and with the supplier that manages most of the activities related to waste disposal. In this way, possible improvements to the process can be identified and analysed.

## WASTE PRODUCED BY TYPE IN 2023

The Group invests its resources in the development and implementation of projects aimed at encouraging and incentivising the reduction of waste generated, involving and raising awareness among its employees about good practices relating to the separate collection of waste, including through the use of guidelines and internal communications, and the reduction of paper and energy consumption. In 2023, the Giorgetti Group produced 827.9 t of waste, of which 4.96 t hazardous waste and 822.97 t non-hazardous waste, marking a slight improvement compared to the 834.65 t of waste produced in 2022.



# PRODUCT RESPONSIBILITY



# PRODUCT RESPONSIBILITY

Sustainability means above all product durability, and in this sense Giorgetti has long studied the development of objects suitable for continuous and constant use over time, which can be handed down to future generations, thus perpetuating – and even increasing – their value.

Functional, contemporary products with an atypical and unmistakable style, able to reconcile the highest woodworking tradition with the use of sophisticated production technologies: a Giorgetti environment never presents itself as an aseptic space, devoid of personality. To the contrary, it immediately reveals an elegant, sober and decisive character. A well-identifiable way of furnishing that is defined as the “Giorgetti style”, unique and original, characterised by its atypical uniqueness.

These values are embodied in products that escape banality to create exclusive, multifaceted solutions, respecting a refined, unmistakable character that seduces in the beauty of its contrasts.

The passion for detail, the high intrinsic quality in terms of technology and materials, but also the quality of design that makes each element unique, allows creating pieces free of formal conventions that serenely coexist anywhere, eliminating cultural and temporal distances.

Giorgetti’s products fully convey the concept of Made and Manufactured in Italy. From design, creativity and style to actual production, the entire process is carried out entirely in Italy by highly qualified personnel with extensive expertise in the furniture sector. Giorgetti products feature a functionality and quality of materials that facilitate their durability over time and are made with efficient technologies that respect the environment. The artisanal production Made in Italy goes beyond the logic of the standardised product and guarantees a high level of customisation of the product.

## PRODUCT QUALITY AND INNOVATION

Giorgetti’s uniqueness lies in its ability to have embraced the quality and innovation of products as drivers of an ability to generate long-term value. The Giorgetti Group thus believes and invests in quality and innovation, as demonstrated by the investments<sup>11</sup> in R&D in 2023, which amount to approximately 2% of turnover. Furthermore, during 2023, the Giorgetti Group registered 18 new models.

Continuous product research and innovation were further consolidated in 2023 with the presentation of 13 new collections, alongside the additional expansion of the Atmosphere collection, featuring ten new decorative accessories and elements, rounding out Giorgetti’s traditional offering in the spirit of the transition from Object to Project, characterising the Group’s development strategy. Indeed, the presentation of new collections is also aimed at supporting the design of articulated architectural spaces, which remains an avenue of strategic development for the company, especially when aimed at implementing integration synergies seeking the simultaneous creation of customised and tailor-made furnishings (so-called “Contract” channel managed by Battaglia).

Product development takes place both internally, through the internal R&D division composed of 5 technicians and 3 prototypists, and externally, through collaborations with internationally renowned designers and architects who consider the R&D division an essential and key partner for the development of their ideas. From the point of view of the product, the study of materials is aimed at optimising the mix between strength, aesthetics and functionality in order to guarantee the maintenance of a competitive advantage that is difficult to find in other realities today. As a testimony to the Group’s commitment to sustainability issues, there is also an assessment of the materials used with regard to their impact, according to which recyclable and natural materials, packaging in alternative materials to polystyrene, or even panels with low formaldehyde emissions are preferred. The use of organic paints has also been tested, for which research and development is still ongoing to ensure an adequate quality standard.

With regard to quality, the Group launched an awareness-raising initiative back in 2019 focused on employees working in production departments, aiming to improve their awareness of the importance of quality at every stage of the production process. This activity, considered part of a process of continuous improvement, continued in 2023 with the check of its effectiveness.

The Group employs a quality monitoring system that aims to identify any problems within the plant and/or at third-party supplier premises, the causes of which (whether human or process-based) require investigation, and also to monitor problems identified through customer complaints, to which the Group promptly responds through both specific monitoring indicators and specially designed preferential processes and procedures, as compared to standard production cycles, ensuring the rapid resolution of such problems.

In 2020, the Group also decided to include a resource responsible for improving the quality assessment and monitoring processes and for the proper implementation of the system for detecting non-conformities and the degree of customer and shop satisfaction. The introduction of a Quality function has made it possible to identify and understand the areas of improvement on which to focus efforts, facilitating quality certification and formalising the Group’s quality assurance process.

<sup>11</sup> Investments in R&D include the costs of personnel employed in the R&D Division, prototyping costs and costs for the purchase of materials used.

# PRODUCT RESPONSIBILITY

## CUSTOMER RELATIONS & SATISFACTION

Giorgetti's products target an educated, sophisticated, cultured and international clientele that does not accept compromises. Customer focus is the basis of the Group's strategic approach, which places the satisfaction of its customers' needs at the centre of its business. For this reason, particular attention is afforded to all processes and services that guarantee the development of an impeccable product and the provision of a prompt, customer-centric and expert service. Listening to the customer is considered a strategic means to establishing and maintaining a long-lasting relationship, ensuring continuous discussions that spark new ideas and stimuli to increase the offer of high-quality products and innovative design. It is therefore vital to collect and analyse sales data from the markets that the Giorgetti Group operates in in order to constantly renew and improve itself.

The centrality of customers is enhanced by their role as Giorgetti brand ambassadors, which allows the Group to receive constant feedback and increase its prestige. For these reasons, meetings and discussions with customers are organised both internally, through specially prepared presentations, and externally, in selected stores and ateliers.

In recent years, efforts have mainly focused on the offline relationship with customers through the creation of a selected distribution network, the internal and external training of the sales force and the pursuit of new design stimuli (exploiting distinct channels and acquiring new companies) aimed at an "open innovation" approach. The Group is aware of the importance of the local communities in which it operates, prompting significant investments in their management. The number of sales managers has significantly increased in recent years, both at the headquarters and in the local branches, leading to the establishment of a special Division responsible for managing relations with professionals (architects, interior designers, developers). One essential channel used by the Group to communicate with its customers is in fact comprised of sellers and resellers who are in close contact with the Group's end consumers, and who are therefore given special training in order to best convey the Giorgetti Group's philosophy and values.

With regard to its online presence, the Group implemented a strategy on social media that led to rapid feedback on public satisfaction levels and that facilitated and strengthened the relational, inspirational and aspirational connection with its audience. In 2023, Giorgetti introduced a new digital channel in China: Redbook.

Despite the complex nature of today's economic, and above all geopolitical context, the Group has successfully expressed its creativity not only through the collections presented in 2023, but also through the channels used to launch, promote and market its products. Since 2020, the Group has been using a digital broadcast to present its new collections. Voices is where designers can voice the concepts and intuitions behind the stylistic choices of the collections. Aimed at strengthening the relationship with its clientele, creating a point of contact not only in exhibition spaces but also online, the platform narrates the "behind-the-scenes", sharing presentations on production techniques and the careful study of materials setting the Group's craftsmanship apart. The channel also features Pinkham Point, a virtual modernist villa that blends cinema

and architecture to convey the vision of living through an episodic film; through the use of advanced digital graphics, the project allows the viewer to immerse themselves within a sophisticated Giorgetti residence.

Technological innovation has always played an important role in the brand's history. Hence, for its product displays too, in 2023 Giorgetti worked with Artemest, 1stDibs and 2Modern, the leading online marketplaces dedicated to the manufacture and design of luxury Made in Italy furniture, proposing a series of iconic pieces in genuine virtual showrooms.

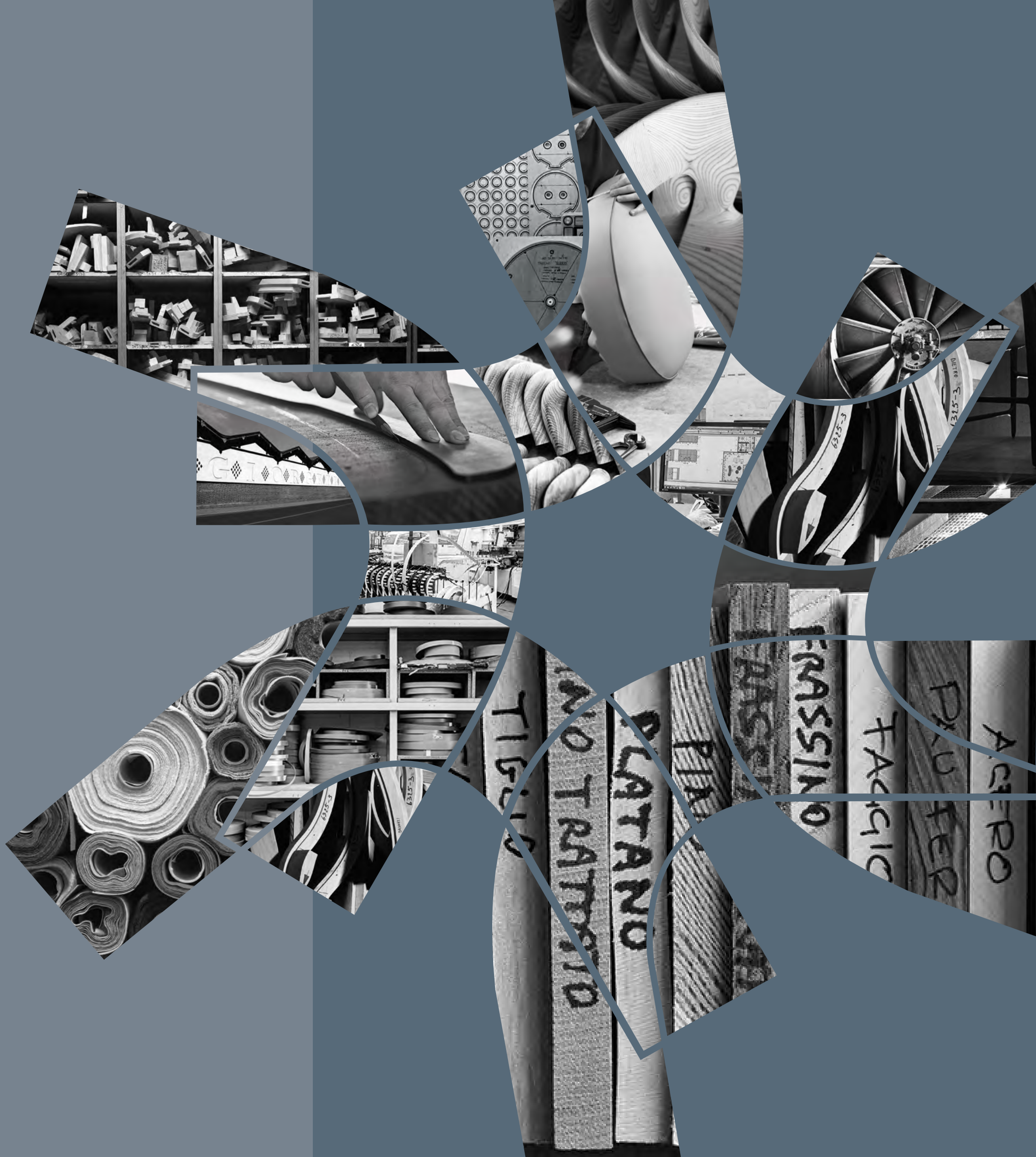
A selection of products (bestsellers, iconic, recent) can be customised on the website by model and finishes in all markets. The prices of configurable products have been visible in the US market since September 2023. The e-shop (prices + purchasing options), however, has been active in the Italian market since September 2021, with a corresponding Customer Relationship Management (CRM) system. With the aim of guaranteeing customer centrality, the system allows customer satisfaction to be monitored and assessed through the analysis of quantitative and qualitative KPIs, such as the rate of complaints and the nature of the cases.

This figure is also flanked by the key Trade Marketing role, involving continuous dialogue with gatekeepers (sales associates, partners, retailers and salespeople at the Group's stores), as well as with end-users, focusing on tools specifically designed for stores and working to consolidate relations with the various sales channels.

Testifying to Giorgetti's customer focus, in 2023 there were no cases of non-compliance with regulations and/or self-regulatory codes concerning the health and safety impacts of products and services.



# ANNEXES



# ANNEXES

## OUR SUSTAINABILITY PERFORMANCE - HUMAN RESOURCES

### DISCLOSURE 2-7 EMPLOYEES

Employees	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>									
Permanent	174	56	230	159	56	215	165	48	213
Temporary	3	0	3	3	1	4	5	-	5
<b>Foreign</b>							Foreign		
Permanent	7	5	12	7	4	11	6	3	9
Temporary	-	-	-	-	-	-	-	-	-
<b>Group</b>									
Permanent	181	61	242	166	60	226	171	51	222
Temporary	3	0	3	3	1	4	5	-	5
<b>Total</b>	<b>184</b>	<b>61</b>	<b>245</b>	<b>169</b>	<b>61</b>	<b>230</b>	<b>176</b>	<b>51</b>	<b>227</b>

<b>Italy</b>									
Full-time	176	52	228	161	51	212	169	43	212
Part-time	1	4	5	1	6	7	1	5	6
<b>Foreign</b>									
Full-time	7	3	10	7	4	11	6	3	9
Part-time	-	2	2	-	-	-	-	-	-
<b>Group</b>									
Full-time	183	55	238	168	55	223	175	46	221
Part-time	1	6	7	1	6	7	1	5	6
<b>Total</b>	<b>184</b>	<b>61</b>	<b>245</b>	<b>169</b>	<b>61</b>	<b>230</b>	<b>176</b>	<b>51</b>	<b>227</b>

### DISCLOSURE 2-8 - WORKERS WHO ARE NOT EMPLOYEES

External workers	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>									
Temporary workers	8	1	9	5	-	5	-	-	-
Self-employed workers	-	-	-	-	-	-	7	1	8
Interns / Apprentices	5	2	7	3	1	4	-	2	2
<b>Foreign</b>									
Temporary workers	-	-	-	-	-	-	-	-	-
Self-employed workers	-	-	-	-	-	-	-	-	-
Interns / Apprentices	-	-	-	-	-	-	-	-	-
<b>Group</b>									
Temporary workers	8	1	9	5	-	5	-	-	-
Self-employed workers	-	-	-	-	-	-	7	1	8
Interns / Apprentices	5	2	7	3	1	4	-	2	2
<b>Total</b>	<b>13</b>	<b>3</b>	<b>16</b>	<b>8</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>3</b>	<b>10</b>

### GRI 401-1 TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

Employees	2023					2022					2021				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
<b>Italy</b>															
Men	13	20	1	34	19%	2	11	5	18	11%	9	18	4	31	18%
Women	2	5	2	9	16%	1	9	2	12	21%	4	3	-	7	15%
<b>Foreign</b>															
Men	1	-	-	1	14%	-	1	-	1	14%	-	-	-	-	-
Women	-	-	1	1	20%	-	1	1	2	50%	-	1	-	1	33%
<b>Group</b>															
Men	14	20	1	35	19%	2	12	5	19	11%	9	18	4	31	18%
Women	2	5	3	10	16%	1	10	3	14	23%	4	4	-	8	16%
<b>Total</b>	<b>16</b>	<b>25</b>	<b>4</b>	<b>45</b>	<b>18%</b>	<b>3</b>	<b>22</b>	<b>8</b>	<b>33</b>	<b>14%</b>	<b>13</b>	<b>22</b>	<b>4</b>	<b>39</b>	<b>17%</b>
<b>Rate</b>	<b>44%</b>	<b>20%</b>	<b>5%</b>	<b>18%</b>		<b>11%</b>	<b>18%</b>	<b>10%</b>	<b>14%</b>		<b>43%</b>	<b>17%</b>	<b>6%</b>	<b>17%</b>	

# ANNEXES

## GRI 401-1 TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

Employees	2023					2022					2021				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
<b>Italy</b>															
Men	3	8	7	18	10%	2	17	7	26	16%	5	18	9	32	19%
Women	3	3	3	9	16%	1	1	1	3	5%	1	4	3	8	17%
<b>Foreign</b>															
Men	-	1	1	2	29%	-	-	-	-	-	-	-	-	-	-
Women	-	1	-	1	20%	-	1	-	1	25%	-	1	-	1	33%
<b>Group</b>															
Men	3	9	8	20	11%	2	17	7	26	15%	5	19	9	33	19%
Women	3	4	3	10	16%	1	2	1	4	7%	1	5	3	9	18%
<b>Total</b>	<b>6</b>	<b>13</b>	<b>11</b>	<b>30</b>	<b>12%</b>	<b>3</b>	<b>19</b>	<b>8</b>	<b>30</b>	<b>13%</b>	<b>6</b>	<b>24</b>	<b>12</b>	<b>42</b>	<b>19%</b>
<b>Rate</b>	<b>17%</b>	<b>10%</b>	<b>13%</b>	<b>12%</b>		<b>12%</b>	<b>15%</b>	<b>10%</b>	<b>13%</b>		<b>20%</b>	<b>19%</b>	<b>17%</b>	<b>19%</b>	

## GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY EMPLOYEE CATEGORY AND GENDER

Average hours of training per employee	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-	-	-	-
Managers	11.0	8.8	10.4	2.4	9.0	3.8	6.7	7.7	6.9
White-collar workers	4.8	6.6	6.3	6.0	3.8	4.8	6.4	6.4	6.4
Blue-collar workers	5.1	1.1	4.7	5.7	1.1	5.3	5.4	2.0	5.2
<b>Total</b>	<b>5.1</b>	<b>5.6</b>	<b>5.5</b>	<b>5.4</b>	<b>3.5</b>	<b>4.9</b>	<b>5.5</b>	<b>5.7</b>	<b>5.5</b>

## GRI 405-1A DIVERSITY OF GOVERNANCE BODIES (BOARD OF DIRECTORS)

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
<30 years	-	-	-	-	-	-
30-50 years	20%	20%	40%	20%	40%	20%
>50 years	60%	-	40%	-	40%	-

## GRI 405-1A DIVERSITY OF GOVERNANCE BODIES (BOARD OF AUDITORS)

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
<30 years	-	-	-	-	-	-
30-50 years	40%	-	40%	-	40%	-
>50 years	60%	-	60%	-	60%	-

## GRI 405-1B TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY BY AGE GROUP

Employees	2023				2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	-	4	4	8	-	3	5	8	-	5	3	8
Middle managers	-	7	7	14	-	7	7	14	-	10	6	16
White-collar workers	19	52	21	92	14	50	20	84	14	47	15	76
Blue-collar workers	17	63	51	131	12	64	48	124	16	66	45	127
<b>Total</b>	<b>36</b>	<b>126</b>	<b>83</b>	<b>245</b>	<b>26</b>	<b>124</b>	<b>80</b>	<b>230</b>	<b>30</b>	<b>128</b>	<b>69</b>	<b>227</b>

## GRI 405-1B PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY BY AGE GROUP

Employees	2023				2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	50%	50%	3%	0%	37%	63%	3%	0%	63%	37%	4%
Middle managers	0%	50%	50%	6%	0%	50%	50%	6%	0%	63%	37%	7%
White-collar workers	21%	56%	23%	38%	17%	59%	24%	37%	18%	62%	20%	33%
Blue-collar workers	13%	48%	39%	53%	10%	51%	39%	54%	13%	52%	35%	56%
<b>Total</b>	<b>15%</b>	<b>51%</b>	<b>34%</b>	<b>100%</b>	<b>11%</b>	<b>54%</b>	<b>35%</b>	<b>100%</b>	<b>13%</b>	<b>56%</b>	<b>31%</b>	<b>100%</b>

## GRI 405-1B TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY BY GENDER

Employees	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	7	1	8	7	1	8	7	1	8
Middle managers	10	4	14	11	3	14	13	3	16
White-collar workers	47	45	92	38	46	84	37	39	76
Blue-collar workers	120	11	131	113	11	124	119	8	127
<b>Total</b>	<b>184</b>	<b>61</b>	<b>245</b>	<b>169</b>	<b>61</b>	<b>230</b>	<b>176</b>	<b>51</b>	<b>227</b>

# ANNEXES

## GRI 405-1B PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY BY GENDER

Employees	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	87%	13%	3%	87%	13%	3%	87%	13%	4%
Managers	71%	29%	6%	79%	21%	6%	81%	19%	7%
White collar	51%	49%	38%	45%	55%	37%	49%	51%	33%
Blue collar	92%	8%	53%	91%	9%	54%	94%	6%	56%
<b>Total</b>	<b>75%</b>	<b>25%</b>	<b>100%</b>	<b>73%</b>	<b>27%</b>	<b>100%</b>	<b>78%</b>	<b>22%</b>	<b>100%</b>

## GRI 405-1C NUMBER OF EMPLOYEES BELONGING TO VULNERABLE GROUPS AND OTHER INDICATORS OF DIVERSITY

Employees	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collar	-	-	-	-	-	-	-	-	-
Blue collar	9	2	11	7	2	9	9	1	10
<b>Total</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>9</b>	<b>1</b>	<b>10</b>

## GRI 403-9 WORK-RELATED INJURIES

Work-related injuries - Employees	2023	2022	2021
Total number of deaths due to work-related injuries	-	-	-
Total high-consequence work-related injuries	-	1 <sup>12</sup>	3
Total recordable work-related injuries	12	14	5
<b>Injury rate - Employees</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Rate of deaths due to work-related injuries	-	-	-
Rate of high-consequence work-related injuries <sup>13</sup>	-	0.5	-
Rate of recordable work-related injuries <sup>14</sup>	6.0	7.0	2.6
<b>Time data - employees</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Hours worked	398,814	397,302	386,654
Calculation multiplier	200,000	200,000	200,000
<b>Work-related injuries - external workers</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total number of deaths due to work-related injuries	-	-	-
Total high-consequence work-related injuries	-	-	-
Total recordable work-related injuries	-	-	-
<b>Injury rate - external workers</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Rate of deaths due to work-related injuries	-	-	-
Rate of high-consequence work-related injuries	-	-	-
Rate of recordable work-related injuries	-	-	-
<b>Time data - external workers</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Employees	5,009.5	2,467.7	-
Calculation multiplier	200,000	200,000	200,000

## GRI 403-10 OCCUPATIONAL DISEASES

Occupational diseases - Employees	2023	2022	2021
Number of deaths caused by occupational diseases	-	-	-
Total number of recordable cases of occupational disease	-	-	-
<b>Occupational diseases - external workers</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Number of deaths caused by occupational diseases	-	-	-
Total number of recordable cases of occupational disease	-	-	-

<sup>12</sup> A restatement was made because an injury that occurred in 2022 lasted for more than 180 days, continuing into 2023.  
<sup>13</sup> Work-related injury that leads to death or causes harm from which the worker cannot recover, has not recovered, or it is unrealistic to expect full recovery to their pre-incident health within 6 months.  
<sup>14</sup> The recordable work-related injury rate is calculated as follows: number of recordable work-related injuries / employee hours worked multiplied by 200,000.

# ANNEXES

## OUR SUSTAINABILITY PERFORMANCE - ENVIRONMENT

### GRI 301-1 MATERIALS USED BY WEIGHT OR VOLUME

Type of materials	Unit of measure	Renewable/ Non-Renewable	2023	2022	2021
Fabrics	thousands of m	Non-renewable	29.6	32.9	35.2
Cushions	no.	Non-renewable	7,378	10,218	10,853
Packaging (OSB)	t	Non-renewable	30.1	53.0	30.0
Packaging (Polystyrene)	m3	Non-renewable	215.0	216.0	131.0
Packaging (Pluriball/Foam)	thousands of m2	Non-renewable	33.5	12.9	6.2
Glues	t	Non-renewable	1.8	1.8	1.7
Semi-finished products	m2		7.4	8.1	1.9
Wood	m3	Renewable	468.3	730.3	257.2
Leather	thousands of m2	Renewable	33.1	40.0	37.0
Packaging (Carton)	thousands of m2	Renewable	27.3	16.2	31.1

### GRI 305-1 DIRECT (SCOPE 1) GHG EMISSIONS & GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Emissions by type	Unit of measure	2023	2022 <sup>17</sup>	2021
Direct emissions - Scope 1	ton CO <sub>2</sub>	543.0	501.8	802.8
<i>of which from production and heating activities</i>	ton CO <sub>2</sub>	404.2	371.3	686.5
<i>of which from freight mobility</i>	ton CO <sub>2</sub>	38.0	38.9	27.7
<i>of which from car fleet</i>	ton CO <sub>2</sub>	100.8	91.6	88.7
Indirect emissions - Scope 2 Location Based	ton CO <sub>2</sub>	515.2	500.7	477.1
Indirect emissions - Scope 2 Market Based	ton CO <sub>2</sub>	878.8	880.8	842.9
<b>Total emissions - Location Based</b>	<b>ton CO<sub>2</sub></b>	<b>1,058.3</b>	<b>1,002.5</b>	<b>1,279.9</b>
<b>Total emissions - Market Based</b>	<b>ton CO<sub>2</sub></b>	<b>1,421.9</b>	<b>1,382.6</b>	<b>1,645.7</b>

### GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION<sup>15</sup>

Type of energy	Unità di misura	2023	2022	2021
Electricity consumed	GJ	7,151.0	8,024.1	7,078.7
<i>of which purchased from non-renewable sources</i>	GJ	6,923.0	6,938.9	6,611.5
<i>of which self-generated from renewable sources<sup>16</sup></i>	GJ	276.8	1,161.6	568.7
<i>of which self-generated and consumed</i>	GJ	228	1,085.2	467.2
<i>of which self-generated and sold</i>	GJ	48.8	76.3	101.4
Natural gas	GJ	6,916.2	6,394.2	11,870.0
Diesel fuel	GJ	1,739.7	1,665.9	1,502.4
Petrol	GJ	132.4	109.9	76.8
<b>Total energy consumption</b>	<b>GJ</b>	<b>15,039.3</b>	<b>16,194.0</b>	<b>20,527.9</b>

<sup>15</sup> The sources of the conversion factors used are the Guidelines of the NIR ISPRA (2021) and the Ministry of Environment (2021).

<sup>16</sup> From solar panels at the Battaglia S.r.l. plant in Misinto.

### GRI 305-7 NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS<sup>18</sup>

Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Unit of measure	2023	2022	2021
NOx	ton/year	1.3	0.3	0.3
Volatile organic compounds (VOC)	ton/year	9.6	11.4	15
Particulate matter (PM)	ton/year	0.1	0.1	0.2

<sup>17</sup> In calculating the data relating to energy consumption and emissions, more detailed information was provided with respect to that considered for the previous year's calculation reported in the 2022 report. The data made available in 2023 allowed a more refined calculation for both the reporting year 2022 and the current reporting year.

<sup>18</sup> Figures are reported for Giorgetti S.p.A. only, as they are below the detection threshold for Battaglia S.r.l., which nonetheless reported its volatile organic compound (VOC) emissions and plans to commence a particulate matter (PM) measuring and monitoring process.

# ANNEXES

## GRI 306-3 WASTE GENERATED

Waste composition	Unit of measure	2023		
		Waste diverted from disposal	Waste directed to disposal	Total
Sawdust, wood chips, wood, chipboards and veneers	tonnes	24.6	-	<b>24.6</b>
Waste paints and varnishes containing organic solvents or other hazardous substances	tonnes	3.6	-	<b>3.6</b>
Aqueous suspensions containing paints and varnishes	tonnes	10.5	-	<b>10.5</b>
Aqueous liquid wastes containing adhesives and sealants	tonnes	-	3.2	<b>3.2</b>
Heavy ashes, slag and dust from boiler	tonnes	4.6	-	<b>4.6</b>
Paper and cardboard packaging	tonnes	11.6	-	<b>11.6</b>
Packaging in mixed materials	tonnes	745.9	-	<b>745.9</b>
Glass packaging	tonnes	-	-	-
Packaging containing residues of hazardous substances or contaminated by such substances	tonnes	-	-	-
Organic waste	tonnes	0.7	-	<b>0.7</b>
Aluminium	tonnes	0.4	-	<b>0.4</b>
Iron and steel	tonnes	17.2	-	<b>17.2</b>
Wooden packaging	tonnes	2.9	-	<b>2.9</b>
Other <sup>19</sup>	tonnes	1.7	1.0	<b>2.7</b>
<b>Total</b>	<b>tonnes</b>	<b>823.7</b>	<b>4.2</b>	<b>827.9</b>



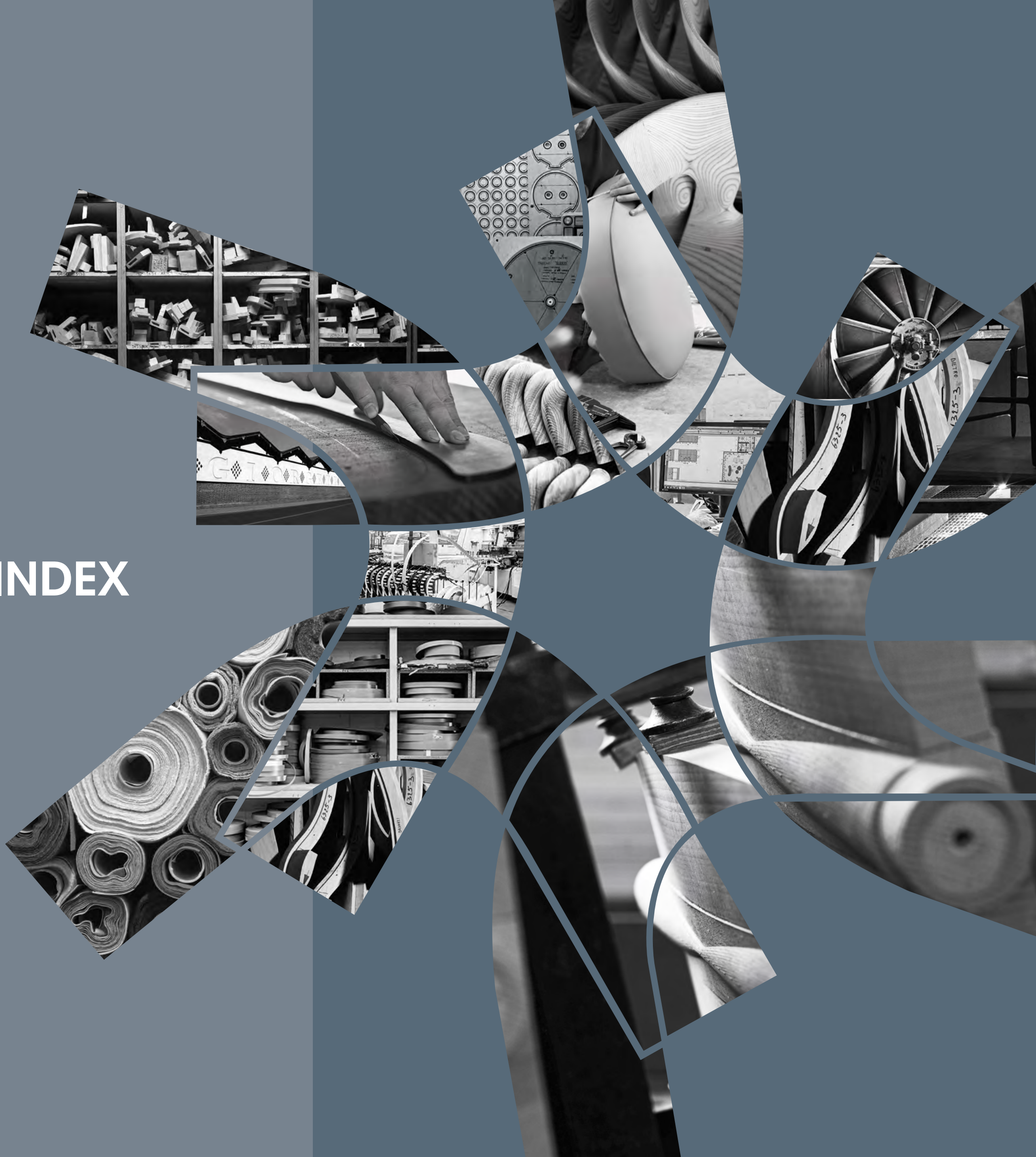
## GRI 306-3 WASTE PRODUCED

Waste composition	Unit of measure	2022			2021		
		Waste diverted from disposal	Waste directed from disposal	Total	Waste diverted from disposal	Waste directed from disposal	Total
Sawdust, wood chips, wood, chipboards and veneers	tonnes	29.3	-	<b>29.3</b>	17.5	-	<b>17.5</b>
Waste paints and varnishes containing organic solvents or other hazardous substances	tonnes	6.8	-	<b>6.8</b>	4.7	-	<b>4.7</b>
Aqueous suspensions containing paints and varnishes	tonnes	-	-	-	3.8	-	<b>3.8</b>
Aqueous liquid wastes containing adhesives and sealants	tonnes	-	3.2	<b>3.2</b>	-	4.1	<b>4.1</b>
Heavy ashes, slag and dust from boiler	tonnes	6.3	-	<b>6.3</b>	3.9	-	<b>3.9</b>
Paper and cardboard packaging	tonnes	15.9	-	<b>15.9</b>	17.9	-	<b>17.9</b>
Packaging in mixed materials	tonnes	732.3	-	<b>732.3</b>	585.9	-	<b>585.9</b>
Glass packaging	tonnes	-	-	-	6.5	-	<b>6.5</b>
Packaging containing residues of hazardous substances or contaminated by such substances	tonnes	-	-	-	5.7	-	<b>5.7</b>
Organic waste	tonnes	1.6	-	<b>1.6</b>	1.7	-	<b>1.7</b>
Aluminium	tonnes	0.7	-	<b>0.7</b>	3.1	-	<b>3.1</b>
Iron and steel	tonnes	16.2	-	<b>16.2</b>	24.0	-	<b>24.0</b>
Wooden packaging	tonnes	20.9	-	<b>20.9</b>	1.7	-	<b>1.7</b>
Other <sup>19</sup>	tonnes	1.3	0.1	<b>1.5</b>	0.8	0.2	<b>1.0</b>
<b>Total</b>	<b>tonnes</b>	<b>831.3</b>	<b>3.3</b>	<b>834.7</b>	<b>677.2</b>	<b>4.3</b>	<b>681.5</b>

<sup>19</sup>The residual term "Other" includes all waste categories of less than one tonne.

<sup>19</sup>The residual term "Other" includes all waste categories of less than one tonne.

# GRI CONTENT INDEX



# GRI CONTENT INDEX

THIS REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GRI STANDARDS ("IN ACCORDANCE" OPTION).

Statement of use	The Giorgetti Group has prepared a report in compliance with the GRI Standards for the period 1 January 2023 - 31 December 2023		
Use GRI 1	GRI 1 - Foundation - version 2021		
GRI Standard	Disclosure	Reference pages and other information	Omission Omitted requirements, reason and explanation
<b>GENERAL DISCLOSURES</b>			
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
The organisation and its reporting practices			
2-1	Organisational details	5, 7-8	
2-2	Entities included in the organisation's sustainability reporting	7	
2-3	Reporting period, frequency and contact point	5	
2-4	Restatements of information	62, 84, 86	
2-5	External assurance	5	
Activities and workers			
2-6	Activities, value chain and other business relations	7-8, 9-10, 39	
2-7	Employees	46, 79	
2-8	Workers who are not employees	80	
Governance			
2-9	Governance structure and composition	41-42	
2-10	Nomination and selection of the highest governance body		Omission - Information not available due to confidentiality constraint
2-11	Chair of the highest governance body	41	
2-12	Role of the highest governance body in overseeing the management of impacts	41	
2-13	Delegation of responsibility for managing impacts	41	
2-14	Role of the highest governance body in sustainability reporting	41	
2-15	Conflicts of interest	37-38, 41-42	
2-16	Communication of critical concerns	41	
2-17	Collective knowledge of the highest governance body		Omission - Information not available due to confidentiality constraint
2-18	Evaluation of the performance of the highest governance body		Omission - Information not available due to confidentiality constraint

2-19	Remuneration policies		Omission - Information not available due to confidentiality constraint
2-20	Process to determine remuneration		Omission - Information not available due to confidentiality constraint
2-21	Annual total compensation ratio		Omission - Information not available due to confidentiality constraint
2-21	Annual total compensation ratio		Omission - Information not available due to confidentiality constraint
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	2	
2-23	Policy commitments	41	
2-24	Embedding policy commitments	37-38	
2-25	Processes to remediate negative impacts	42	
2-26	Mechanisms for seeking advice and raising concerns	42	
2-27	Compliance with laws and regulations	38	
2-28	Membership associations	11	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	23-24	
2-30	Collective bargaining agreements	45	
MATERIAL TOPICS			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
3-1	Process to determine material topics	23-25	
3-2	List of material topics	26	
TOPIC-SPECIFIC STANDARDS			
<b>GRI 200: ECONOMIC SERIES (2016)</b>			
Topic: Economic performance			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 33-34	
<b>GRI-201: Economic performance (2016)</b>			
201-1	Direct economic value generated and distributed	35-36	



# GRI CONTENT INDEX

GRI Standard	Disclosure	Reference pages and other information	Omission Omitted requirements, reason and explanation
<b>Topic: Market presence</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 33-34	
<b>GRI-202: Market presence (2016)</b>			
202-2	Proportion of senior management hired from the local community	41	
<b>Topic: Procurement practices</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 39	
<b>GRI-204: Procurement practices (2016)</b>			
204-1	Proportion of spending on local suppliers	39	
<b>TOPIC-SPECIFIC STANDARDS</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 38	
<b>GRI-205: Anti-corruption (2016)</b>			
205-3	Confirmed incidents of corruption and actions taken	38	
<b>GRI 300: ENVIRONMENTAL SERIES (2016)</b>			
<b>Topic: Materials</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59, 65-68	
<b>GRI-301: Materials (2016)</b>			
301-1	Materials used by weight or volume	68, 85	
<b>Topic: Energy</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59, 61-64	
<b>GRI-302: Energy (2016)</b>			
302-1	Energy consumption within the organisation	63, 85	
<b>Topic: Emissions</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59, 61-64	
<b>GRI-305: Emissions (2016)</b>			
305-1	Direct (Scope 1) GHG emissions	63-64, 86	
305-2	Energy indirect (Scope 2) GHG emissions	63-64, 86	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	64, 86	

GRI Standard	Disclosure	Reference pages and other information	Omission Omitted requirements, reason and explanation
<b>Topic: Waste</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59, 67-70	
<b>GRI-306: Waste (2020)</b>			
306-1	Waste generation and significant waste-related impacts	67-70	
306-2	Management of significant waste-related impacts	67-70	
306-3	Waste produced	70, 87-88	
<b>Topic: Supplier environmental assessment</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59	
<b>GRI-308: Environmental evaluation of suppliers (2016)</b>			
308-1	New suppliers that were screened using environmental criteria	59	
<b>GRI 400: SOCIAL SERIES (2016)</b>			
<b>Topic: Employment</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 45	
<b>GRI-401: Employment (2016)</b>			
401-1	New employee hires and employee turnover	49-50, 80-81	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	52	
<b>Topic: Occupational health and safety</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 55	
<b>GRI-403: Occupational health and safety (2018)</b>			
403-1	Occupational health and safety management system	55	
403-2	Hazard identification, risk assessment, and incident investigation	55-56	
403-3	Occupational health services	55-56	
403-4	Worker participation, consultation, and communication on occupational health and safety	56	
403-5	Worker training on occupational health and safety	53, 56	
403-6	Promotion of worker health	55-56	

# GRI CONTENT INDEX

GRI Standard	Disclosure	Reference pages and other information	Omission Omitted requirements, reason and explanation
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56	
403-9	Work-related injuries	56, 84	
403-10	Occupational diseases	56, 84	
<b>Topic: Training and education</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 53	
<b>GRI-404: Training and education (2016)</b>			
404-1	Average hours of training per year per employee	81	
<b>Topic: Diversity and equal opportunity</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 45	
<b>GRI-405: Diversity and equal opportunity (2016)</b>			
405-1	Diversity of governance bodies and employees	46-48, 81-83	
<b>Topic: Non-discrimination</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25	
<b>GRI-406: Non-discrimination (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken	50	
<b>Topic: Supplier social assessment</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 59	
<b>GRI-414: Supplier social assessment (2016)</b>			
414-1	New suppliers that were screened using social criteria	59	
<b>Topic: Customer health and safety</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 75-76	
<b>GRI-416: Salute e sicurezza dei clienti (2016)</b>			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	76	

GRI Standard	Disclosure	Reference pages and other information	Omission Omitted requirements, reason and explanation
<b>Topic: Marketing and labelling</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 75-76	
<b>GRI-417: Incidents of non-compliance concerning product and service information and labelling (2016)</b>			
417-2	Incidents of non-compliance concerning product and service information and labelling	76	
<b>Topic: Product quality and innovation</b>			
<b>GRI-3: Material topics (2021)</b>			
3-3	Management of material topics	5, 25-25, 73-74	

