

**Artemide**

**Sustainability  
Report 2021**



**Artemide**<sup>®</sup>  
The Human and Responsible Light



# Sustainability Report 2021

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# A vision towards the future



Ernesto Gismondi & Carlotta de Bevilacqua,  
photographed by Pierpaolo Ferrari

Artemide has been designing and producing light for more than 60 years through a synthesis of humanistic vision, scientific research, manufacturing, techné (the art of know-how) weighed together with the values of an environmental and social sustainability. Today more than ever, light is a circular energy that adds value. Light makes the world visible and supports the perception of space, interacts with life, with psychological and physiological well-being, dialogues with the environment through intelligence, it can transmit data and information. Today, through the results of Artemide's research with the light of the patented Integralis technology, it can also sanitise spaces and bring people back to experience them together.

2021 was a year of strong recovery after the pandemic led us to redesign the balance of production and trade, now once again challenged by the ongoing conflict.

Ernesto Gismondi taught us to look to the future with a visionary and innovative spirit, curiosity, commitment and a solid foundation of know-how.

Thanks to this wisdom we have reconsidered the role of the company and of light in a new dimension that is even more strongly oriented towards sustainability and attention to energy.

There would be no Artemide without technology and innovation. Since its foundation Ernesto Gismondi has always combined knowledge and know-how. He immediately invested in research on the most up-to-date production technologies, on the most innovative materials and light sources, opening a dialogue with leading Italian and international architects to interpret the different cultures of light. Artemide has always been listening to the world.

The lighting sector has seen a major technological acceleration that has expanded the design and production boundaries, giving us the opportunity to interpret the true meaning of design as a project capable of distributing quality and improving life. The products and services we can offer today are tools for broadening awareness, generating sustainability by contributing to a positive energy balance of the spaces they illuminate.

Artemide declares its perspective towards the future more and more explicitly: a values-driven approach to design, pushed not only by scientific research and technological and productive expertise but also by a humanistic and ethical approach.

Artemide is "The Human & Responsible Light". The path towards a project that is aware and careful to the human and the planet is a reality since 2018, we have sought to testify and measure through the Sustainability Report. It is a commitment that has led to the achievement of ISO 9001, ISO 14001 and ISO 45001 certifications. In 2019 Artemide joined the United Nations Global Compact confirming the goal of promoting, together with its collaborators, a solid and sustainable development project on which to base the company's strategy and daily operations.

Today, this commitment is also embodied in a Sustainability Plan that defines concrete programmes to coordinate future actions towards a reduction of GHG emissions in line with the objectives of the Paris Agreement.

Vision, design culture, competence, know-how, made in Italy together give life to a "good light" that can contribute to a better and sustainable life for man and the planet, distributing value by returning not only function but also emotion and beauty.

Thus Artemide's light projects the future into the present.

**Carlotta de Bevilacqua**  
President & CEO

# Ernesto Gismondi

Entrepreneur, aerospace engineer, inventor and university professor for over 60 years Ernesto has guided Artemide with a visionary spirit, anticipating the future of the light in the present.

A great protagonist in the history of design and a brilliant multifaceted figure, he has integrated research, technological innovation and beauty by editing timeless products.

Witness of the Made in Italy in the world, Ernesto Gismondi has promoted the culture of design while interacting with the most important international architects and illuminating every space of human life.

A pioneer in interpreting the values of environmental and social sustainability, his example will be the guide for the future of Artemide.

"We do not live on light bulbs alone,  
we live on innovation,  
which is not only technological.  
It is mainly innovation of thought."

Ernesto Gismondi



Discovery - Ernesto Gismondi  
Photo by Pierpaolo Ferrari

# Sustainability highlights

## Innovation and Made in Italy

---

Invention patents

2019-2021

**18** of which

**8** in 2021 in Italy

Revenue dedicated to

Research and development

**4.8%**

*(5.5% in 2020)*

Patents registered  
and kept until 31.12.21

**121**

*(114 as of 31.12.20)*

Design awards

received since 1960

**+289**

121

patent registered  
until 31.12.21

18

between  
2019-2021

8

in 2021  
in Italy

# Environment<sup>1</sup>

---

Purchase made  
to suppliers in the  
European Union  
**95%**

of which Italian  
suppliers  
**79%**

Reduction in  
energy intensity  
(energy consumed  
per unit of output)  
equal to  
**18%**

*0.056 GJ against  
0.069 GJ in 2020*

Waste is destined  
for recovery  
**95%**

Reduction in indirect  
Scope 2 market-based  
CO<sub>2</sub> emissions  
**95%**

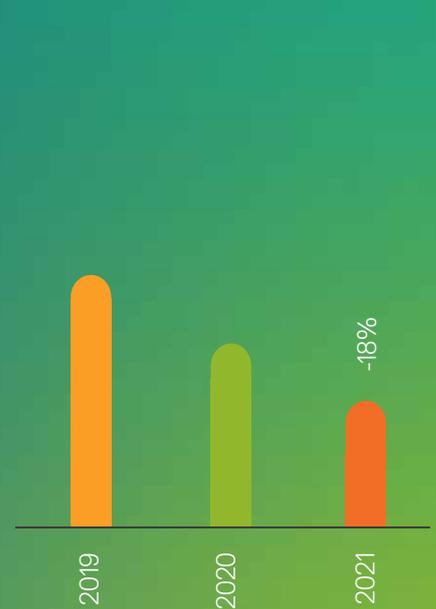
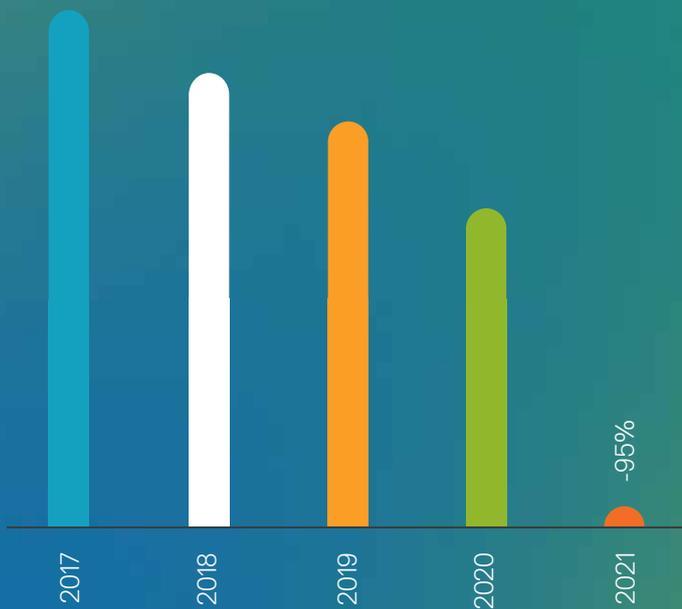
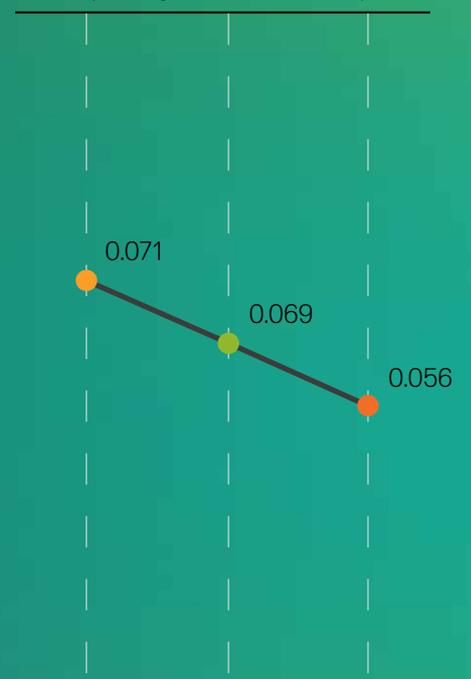
*84 tCO<sub>2</sub>e against  
1,585 tCO<sub>2</sub> in 2020*

<sup>1</sup> For any details related to the perimeter limitations of the environmental data, see the section "Environmental responsibility. More with less" of the document.

Reduction of indirect emissions of CO<sub>2</sub> Scope 2 - Market based (tCO<sub>2</sub>e)



Energy intensity (GJ/product unit)



## Our people

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Employees  
**640**

Women employees  
**47%**

Permanent contract  
**88%**

Men employees  
**53%**

Training hours  
**3,338 h**

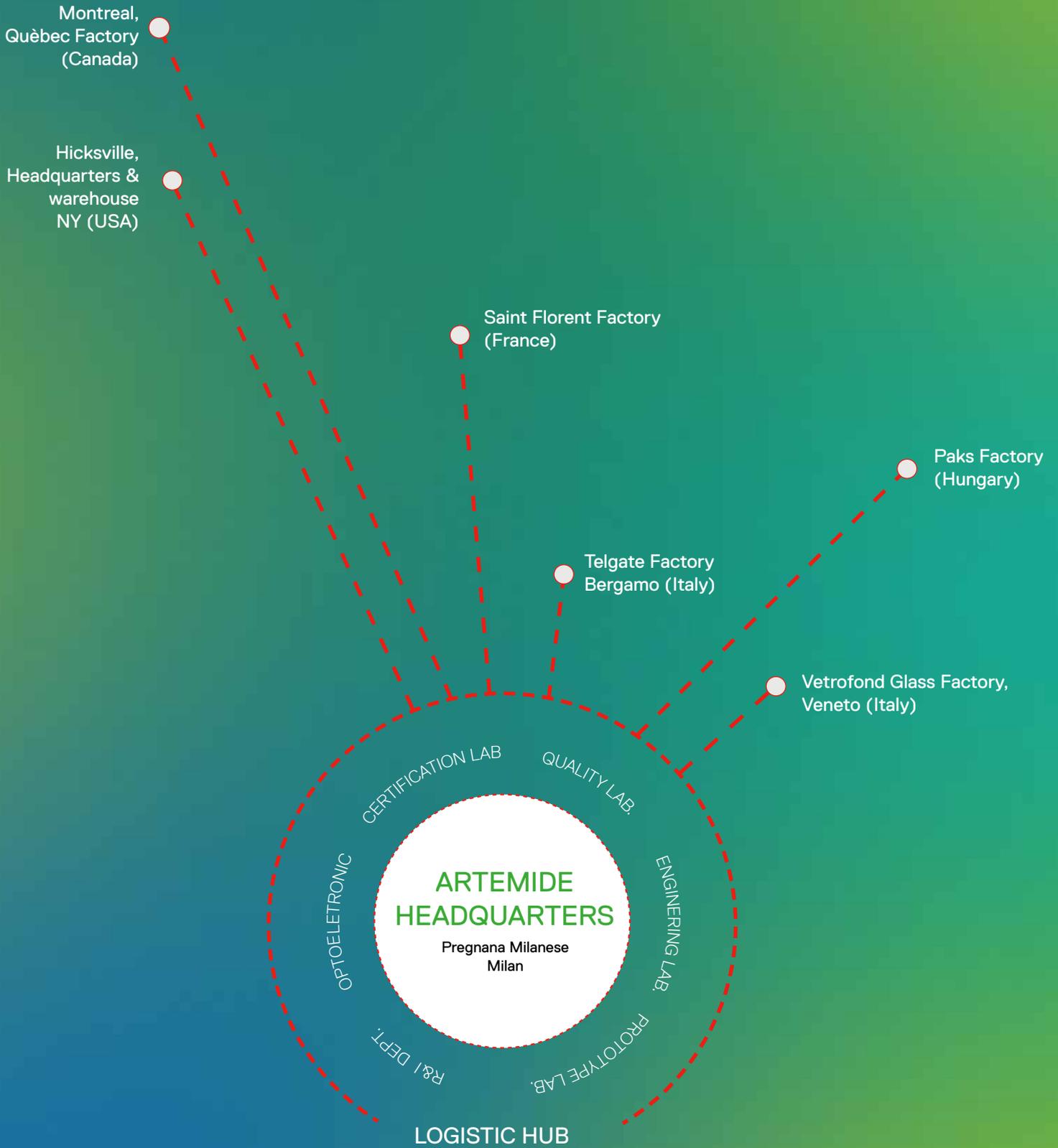
## Global presence

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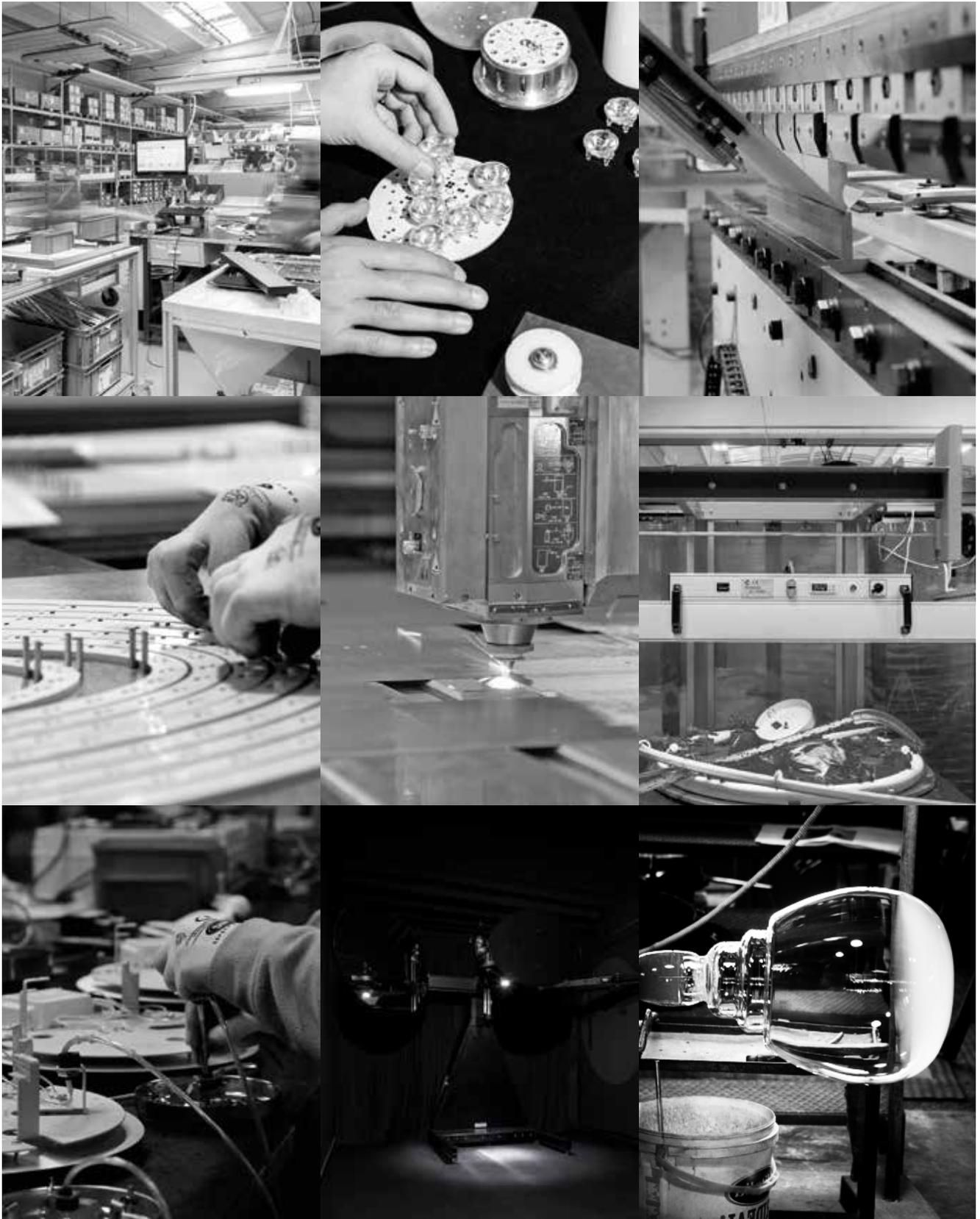
Revenues  
**115 mln €**  
*(94 mln € in 2020)*

Distribution in  
**109 Countries**  
Showrooms  
**14**

Export quota  
**75.2%**

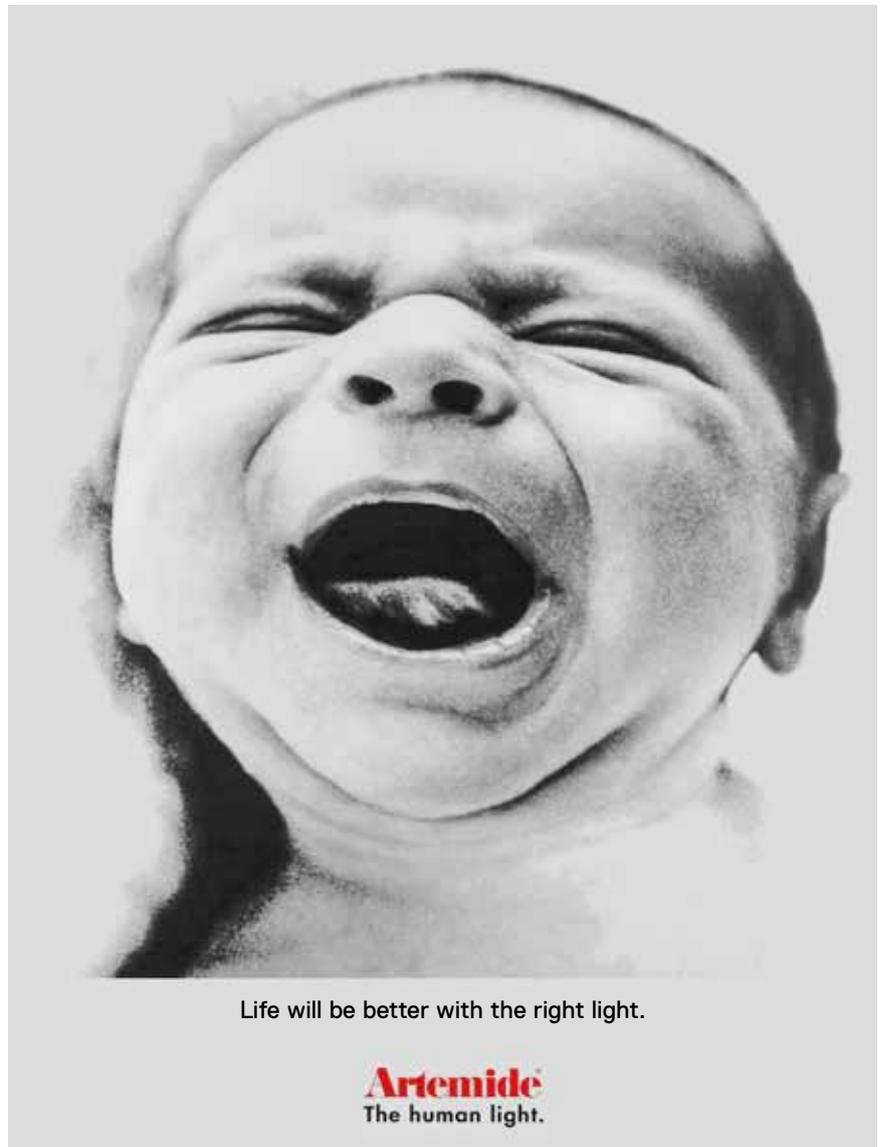






# 01 Artemide

The Human & Responsible Light



ADV Campaign, The Human Light, 1998

## 01.1 Our identity between innovation and design

### Heritage

Founded in 1960 by the Engineer Ernesto Gismondi, Artemide has been a leader in lighting design ever since. Synonymous with innovation and Made in Italy, its products are considered icons of contemporary design at an international level.

Based in Milan, Artemide is recognized across the world for its expertise in lighting design, thanks to its innovative approach and products, which are an expression of its continuous research and high manufacturing quality.

### Innovation

A leading player in research in the field of light, Artemide has registered numerous **invention patents** for its technological, mechanical and optoelectronic innovations. Technological development, collaborations with great architects and socio-cultural research are an integral part of Artemide's approach to its innovative projects, which capable, even over the course of time, of illuminating the future. Throughout its path of innovation, it has forged research partnerships with prestigious Italian and international Universities: thanks to its technological and scientific innovation, Artemide's **Human and Responsible Light** philosophy rethinks products' relation to the environment, resources and energy in terms of ecosystem in fostering a better quality of life. In this way, Artemide not only contributes to the wellbeing of the places and people directly associated with it, but to the wellbeing of the community as a whole.

Light can regenerate spaces, stimulate the creation of new relationships and even bring us back to living together in safety. Based on research conducted by Artemide, the patented Integralis technology can use light to sanitise spaces, restoring our personal and shared spaces.

Light is a means of communication between people and spaces, providing new experiences and emotions and transforming

“It is precisely the word Italy that takes us back to the place where design was born. Design means a project, it is always born from a synthesis of scientific research, humanistic vision, manufacturing, "téchne" (the art of making), which today is increasingly measured against the values of environmental and social sustainability. Artemide has been designing and producing light design for 60 years, and through Italian knowledge and know-how it dialogues with the international project.”

**Carlotta de Bevilacqua**  
President & CEO Artemide



La Linea, BIG - Bjarke Ingels Group  
Photo by Giovanni Gastel

every space into a place where people would want to live. Its products encapsulate the technological qualities of performance and aesthetics into a light capable of exciting as well as ensuring perfect functionality and perception.

In recent years, Artemide has explored new boundaries in research in the fields of photonics, where light goes beyond the product: through the **Internet of Things (IoT)**, interactive management systems (**Artemide App**) and information (**Geo Li-Fi**) and communication (**Li-Fi**) applications.

### Made in Italy

Artemide's Made in Italy culture has been its cornerstone since the very beginning of the brand during an era that marked the development of Industrial Design in Italy. This is continuously nurtured by the centralized product development process, which occurs at the Milan headquarters, from idea to realization. In addition to the manufacturing facility, the headquarters in Pregnana Milanese also host the renowned **Innovation & Design Center**, which houses the **Research & Innovation and Product Development** departments, where the design phase is continuously supported by **Quality and Certification Laboratories** on site. Artemide also owns 50% of a historic glassworks factory in Veneto. At the same time, Artemide has long chosen to internationalise its production: in addition to Italy, its production facilities are located in **France, Hungary and Canada**.

**14**  
flagship  
stores

Artemide generates approximately **75%** of revenues in foreign markets thanks to a widespread international distribution presence that includes **14 flagship showrooms** in some of the world's most important cities and a wide network of retailers and distributors, supported by global partnerships with many of the most prestigious architecture and design offices. Each showroom is also a center of expertise and confirms Artemide's philosophy of offering not only products but also services and advice, becoming a reference point for an informed choice of lighting, offering complete and personalised support to professionals in the sector.

In 2021 the Group's development strategy in the project segment was carried forward, with a focus toward Retail and Office applications through the expansion of international partnerships with brands, architects and lighting designers. In addition, increasing attention was paid to the e-commerce channel.

As of 31 December 2021, the Group employed **640 people, 56 of whom in Research & Innovation and Product Development** activities, confirming the key role of innovation as a driver of success. With its laboratories, Artemide is a leading player in the field of light research, contributing to the growth of scientific and technological knowledge. At the same time, it opens up to humanistic culture with workshops, seminars and collaborations to develop far-reaching considerations on contemporary society, evolving needs and social scenarios.

An unmistakable sign of its role throughout the history of international design lies in the display of its products in the most important contemporary art museums and world collections, among which the **MoMA** (Metropolitan Museum of Art in New York), the **Victoria and Albert Museum** in London, **Museo Nazionale della Scienza e della Tecnica, Triennale Milano, Galleria Nazionale d'Arte Moderna** in Rome and the **Centre Georges Pompidou** in Paris.

Artemide offers a range of products in which cutting-edge technology and long-standing expertise converge to meet the lighting needs of numerous sectors: **Residential, Hospitality, Retail, Museum, Office & Education, Public Spaces, Health & Care, Urban and Landscape Outdoor.**

The lighting appliances designed, produced and marketed by Artemide can be traced back to product collections such as Design, Architectural Indoor and Outdoor and Danese Milano, which also includes interior design elements. In addition, Artemide is able to develop and produce **bespoke solutions** created on specific requests and needs.

In recent years, the collections have witnessed an increasing integration thanks to an open and transversal approach to lighting and other products.

## 5 Collections





## Prizes and awards

The numerous international awards received by Artemide over the years highlight how the Group's philosophy and values lead to the creation of products capable of becoming icons of Italian design around the world.

**+289**  
design awards

Award-winning products stand out for their unique concept and ability to represent excellence in creativity, technology, manufacturing and research. The 2021 winners included Bontà by Davide Oldani with the Wallpaper Design Award, Flexia by Mario Cuccinella with the Archiproducts Design Award, and La Linea by BIG with the NYCxDesign Award.

These are all products that, for different reasons, are perfect examples of the sustainable design that Artemide pursues. Recognition to the company for Sustainability also comes from Pambianco's LeQuotabili 2021 award given for "high transparency of climate performance and use of electricity from renewable sources."

Among the numerous awards received in the past years are the prestigious **Compasso d'Oro 2018** award to the **Discovery project**, signed by Ernesto Gismondi, who received the same year from the Industrial Design Association the **Compasso D'Oro for Lifetime Achievement** for his goals and merits as a multifaceted personality: aerospace engineer, university lecturer, entrepreneur and designer.

In 1994 Artemide had already received the **Compasso d'Oro Lifetime Achievement Award** in addition to awards for products such as, apart from the aforementioned Discovery, **the IN-EI collection** (2014, by Issey Miyake), **Pipe** (2004, by Herzog & de Meuron), **Tolomeo** (1989, by Michele De Lucchi and Giancarlo Piretti) and the iconic **Eclisse** (1967, by Vico Magistretti), all of which received the Compasso d'Oro award. More details can be found in the dedicated "Awards" section of the Artemide website. Artemide has also received the prestigious European Design Prize in 1997 and in 2013 the "Premio Leonardo Qualità Italia 2012" as well as numerous other important international awards that confirm its contribution to the cultural and creative strengthening of Italy. In addition, in 2020 Carlotta de Bevilacqua received the CEO Italian Awards for representing Italian design in the world over the years.



Eclisse PVD, Vico Magistretti  
Photo by Pierpaolo Ferrari

7	Compasso d'Oro awards
9	Compasso d'Oro honourable awards
5	“Triennale di Milano” Award
20	Reddot Design Awards
9	Reddot Design Awards - Best of Best
34	Reddot Design Awards: High Design Quality
32	IF Product Design Award
2	IF Product Design Award - Best of Best
17	Design Plus Light + Building
10	Good Design Chicago Award
1	Green Good Design Award
1	European Design Prize '97
9	Wallpaper Design Awards
1	European Design Awards '17
3	Architectural SSL
3	Archiproducts Design Awards
1	Denmark Design Award
2	NYCxDESIGN Award

1967

Eclisse,



1994

Artemide



1987

Tolomeo,



2014

Demetra,



2004

Pipe,



2013

IN-EI Collection,



2017

Unterlinden,



2017

Alphabet of Light,



2019

Gople,



2019

La Linea,



2021

Flexia,



**National and international events and fairs**

Every year Artemide participates in several trade fairs around the world where it not only presents products and lighting systems, but also advanced interactive solutions, which are the result of continuous research, experimentation and technological innovation. In 2020, the national and international scenario was characterized by the progressive propagation of Covid-19 and the consequent restrictive measures for its containment that were implemented by the Governments of the affected countries. The Covid-related emergency has greatly accelerated numerous changes that were already underway, particularly in the digital field.

The possibility of participating in digital trade fairs and conferences has opened up great opportunities. Where possible, Artemide has sought to combine a digital presence with live meetings in safety and in compliance with the rules. These new opportunities are seen as tools that can contribute to renewing and enriching the trade fair experience without replacing it. Artemide has always supported and participated in trade fairs and cultural events, which are considered not only commercial occasions but also moments of exchange and sharing.

These events are extremely important not just for the promotion of the brand and the Group's products, being important showcases in which the new collections are presented, but also act as spaces for meeting and exchanging visions and knowledge, capable of promoting Italian Design.

As demonstration of this commitment, Artemide already during 2020 committed to participating in the 2021 edition of EuroLuce. Developments in the healthcare situation led to its postponement to September and to the introduction of a new exhibition formula with the "Supersalone."

On this occasion Artemide confirmed its participation by combining a presence in the exhibition center with the opening of an exhibition space in its Headquarters.

The new Artemide Exhibition Centre, designed by MC A - Mario Cucinella Architects, is a permanent yet evolving exhibition area

to showcase light in all its forms. Directly connected to the Innovation Centre in the Headquarters in Pregnana Milanese, it is a direct expression of Artemide's know-how, whose ideas, skills, and core values such as sustainability it will show.

The new Artemide Exhibition Centre is a place designed not only to present Artemide collections and services, but it is also a space in which to host and listen to the world, closely linked to a center of expertise capable of translating ideas and distributing them. It is a space open to dialogue, exchange and relationship that wants to strengthen the territorial network related to design in the city of Milan where this was born thanks to a special coincidence of Politecnico di Milano school and business, knowledge and know-how that from the beginning has been a driver of innovation.

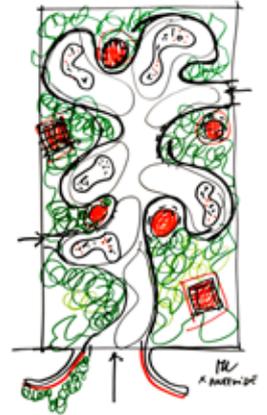
Artemide shares the commitment of the city's institutions in supporting Milan as the international capital of Design. Today, more than ever, Milan affirms its central role in interpreting the culture of design and entrepreneurship and translating it into the beauty of an innovative and sustainable future.

Milan was also the protagonist in 2021 of the Milan Design City held in April also with in-person meetings at the Milanese showroom in Corso Monforte.

In 2021, the public healthcare situation allowed a gradual resumption of events in many countries, and Artemide participated in London Design Week in England, Workspace Expo Paris in France, in Copenhagen's Trend & Traditions and the 3 Days of Design exhibition with an event in its showroom.

During the 2021 edition of Dubai Design Week, coinciding with EXPO 2020, Artemide inaugurated its completely renovated showroom in the city's Design District and was featured in the "Thru" installation at the entrance to Downtown Design Dubai. In Dubai, Artemide has a historic and established presence thanks to its offices and showroom that are a center of expertise, a reference point for architects and lighting designers.





New Exhibition Centre  
Artemide HQ, Milan

## Ø1.2 Sustainability management & economic responsibility

Artemide Factory, Photographed by Elliott Erwitt, 2001



## Corporate Governance, Ethics and Integrity

As of December 31st 2021, Artemide Group is comprised of Artemide Group S.p.A. and its **18 subsidiaries**. The Group's organizational structure follows a traditional system characterized by the presence of a Board of Directors, Shareholders' Meeting and a Supervisory Board. At the beginning of 2022, in conjunction with the approval of the Artemide Group's Sustainability Plan 2022-2030<sup>2</sup>, the Board of Directors and the CEO, began a process of formalizing roles, responsibilities and strategic direction within a new Group Sustainability Governance for which completion is expected in fiscal year 2022.

The Group's corporate governance consists of a set of policies, guidelines and procedures, each of which describes and codifies a different activity and is constantly updated and shared within the Artemide Group.

### MOG and Code of Ethics

In accordance with the Legislative Decree no. 231/01, Artemide SpA and all Italian companies have adopted an **Organizational, Management and Control Model** (MOGC) that dictates the main rules of conduct for all employees of the Company and defines the so-called "sensitive" activities (at risk of crime 231), the associated management processes and controls. The Model 231 is updated periodically in line with changes to the regulatory landscape. Specifically, the document was further updated in 2021 and was approved by the Board of Directors on March 30, 2022.

The whole Group has adopted a common Code of Ethics, last updated in March 2016, which encompasses the set of rules on which the founding values of Artemide are based, as well as indications regarding the prevention of misconduct. The recipients of the Code of Ethics are all those who, directly or indirectly, permanently or occasionally, work with or for Artemide. Artemide's values, based on fairness and ethics towards customers, human resources and suppliers are:

→ **Customer-orientation.** Understanding the market in which the Group operates and considering the impact of any action and behavior on customers. Taking advantage of all the opportunities that arise in the interest of the customer and their needs.

<sup>2</sup>For more information on the Artemide Group's Sustainability Plan 2022-2030 (approved on January 28 2022 by the Board of Directors), please refer to the chapter "Sustainability Plan 2022-2030."

- **Responsibility and striving for results.** Striving resolutely for results, making a personal commitment to the definition of the programs, monitoring development and generating concreting results.
- **Transparency.** Being open and fair about financial results. Being prepared to disagree if there are alternative courses of action. Accepting different points of view and encouraging change. Mutually exchanging information at all levels of the organization.
- **Innovation.** Being the first to imagine radically new solutions for products, services and processes that can actually be implemented. Pursuing excellence without accepting current standards as a satisfactory level. Continuously seeking for opportunities to develop the existing processes and systems.
- **Integration.** Realising how a specific behaviour fits within the broader business framework. Working across and within business functions and geographies towards a common goal. Increasing efficiency while minimizing the duplication of efforts.
- **Speed.** Perceiving the urgency of developing solutions that satisfy clients while anticipating competitors. Reacting quickly to development needs, effectively identifying the most appropriate solution.
- **Professional excellence.** Attaining the technical expertise and leveraging it to be the leader. Working methodologically, following rules and taking satisfaction in what you do.

The Group recognizes the importance of free, open and fair competition; therefore, the Group's companies repudiate any form of unlawful conduct and abuse of dominance. Artemide rejects any form of bribery of public and private entities. Italian or foreign companies are committed to complying with the six principles expressed by the **UK Bribery Act 2010** to prevent bribery; this policy is the subject of a specific training plan. During 2018, in relation to recent regulatory updates on whistleblowing, Artemide has adopted a system to report irregularities and potential wrongdoing by employees and third parties, supplementing the channels already provided for reporting to the **Supervisory Board**.

Artemide Factory, Pregnana Milanese



In support of the Group's founding values of respect for people and the environment, the Code of Ethics encompasses the commitments and rules that the Group has adopted, with a particular focus on sustainability. Investments and business choices are addressed with consideration for the environment and public health, as well as the needs of local and domestic communities, while supporting scientific, cultural and social initiatives. Furthermore, the companies of the Artemide Group consider environmental issues when making decisions, also through the adoption of special technologies and production methods that make it possible to reduce the environmental impact of their activities even beyond what mandated by law.

### **Covid-19 health crisis**

In its daily activities, Artemide has always given primary importance to the health and well-being of its workers.

Since January 2020, the national and international scenario has been characterized by the progressive propagation of Covid-19 and the consequent restrictive measures for its containment put in place by the governments of the countries concerned.

During 2021, thanks to the introduction of the first vaccination campaigns, national restrictions and those established in Artemis have been tightening, allowing a gradual return to normality.

In this context, Artemide has continued to invest in the health and well-being of all its employees, consultants and clients, keeping in place safeguards to protect employee health and business continuity, and continuing with its smart working program, launched in 2020. In addition to complying with all current protocols, Artemide is supported by the advice of specialists from St. Raphael to best protect all its employees.

In fact, "Artemide has not been halted". It worked according to a "European project" with production units and a network of Italian and European suppliers that made it possible to continue operations in almost total continuity even in terms of production, while investing first and foremost in the health and wellbeing of all its employees, consultants and customers, anticipating the necessary measures in advance.

This set of measures was constantly updated and periodically reported to the Board of Directors, the Board of Statutory Auditors, the Control Committee and the Supervisory Board.

This experience has reaffirmed and strengthened the values that guide the Artemide perspective. Well-being, sustainability and transparency in all that concerns the company and its products are central and necessary values. Now, more than ever, they are key to a better future.

## Stakeholder's map and materiality analysis

Artemide is well aware of the role that customers and all the stakeholders play in the Group's choices when defining and pursuing its objectives. For this reason, by actively listening to the needs of its **stakeholders**, it is able to anticipate their expectations with the goal of defining a strategy that aims at **creating value** in the medium to long term.

Artemide has always paid particular attention to listening, fostering dialogue and the transparent reporting of its activities through specific engagement activities that seek to understand and anticipate new trends and needs on the behalf of the customer and final consumer. In particular, the Group has numerous internal communication tools that provide a space for sharing ideas, suggestions, contents and updates. The Group has always invested in research and development with the aim of ensuring a strong relationship of trust with its customers and providing them with the best possible experience in terms of quality and service offerings.

Artemide constantly communicates with the media and trade magazines, through interviews, presentations and dedicated events, also participating in talks and conferences both in-person and online. Moreover, the brand is committed to contributing to the promotion of information campaigns relating to technological innovations, sector news or any actions taken in favour of the community and environment. This is done to encourage greater **transparency and involvement** of the main stakeholders within the Artemide reality.

Active is Artemide's involvement in the entrepreneurial network created by industry associations such as Fondazione Altagamma, FederlegnoArredo, Assil. In particular, Carlotta de Bevilacqua, President of Artemide, is a member of the Advisory Board of Altagamma Sustainability, which has as a strategic objective the definition of a Charter of Values to take concrete actions, such as to lead 112 top Italian companies toward a common, unanimous focus on safeguarding people, communities and the environment.

The main communication initiatives are reported in the table below:

## Stakeholders

---

Customers

- ↗ Website, social media and catalogues
- ↗ Events invitations, fairs and collections presentations
- ↗ Custom design solutions

End-users

- ↗ Meetings at the showrooms
- ↗ Websites, social media and catalogues
- ↗ Campaigns of communication
- ↗ Artemide Cloud

Human Resources

- ↗ Constant dialogue with HR and the other functions
- ↗ Training programmes
- ↗ Channel for the gathering of violations and regulation signals of the Group
- ↗ Artemide Cloud

Architects and designers

- ↗ Cooperation on research and development of new design solutions
- ↗ Sharing of ideas on the use of space
- ↗ In-depth product webinars

Schools and universities

- ↗ Internships and traineeships promotion
- ↗ Projects with important universities and schools in Italy

Centres of research

- ↗ Definition and sharing of technical and qualitative standards
- ↗ Sharing of know-how

Media

- ↗ Interviews
- ↗ Company events and trade fairs
- ↗ Press conferences and workshop

Suppliers

- ↗ Constant dialogue and specific meetings

Local Community

- ↗ Donations and Sponsorships
- ↗ Collaborations with organisations and non-profit entities for supporting solidarity initiatives

Industry associations

- ↗ Policy making and sharing
- ↗ Cooperation in the implementation of initiatives aimed at sustainable development

Financial Institutions

- ↗ Institutional website
- ↗ One-to-One Meetings
- ↗ Cooperation and financing of initiatives related to sustainable development

Regulatory entities and Public Administration

- ↗ Relations with government entities
- ↗ Formal communications

## Materiality matrix

By conducting a materiality analysis, Artemide defines and updates the spectrum of material issues for the Group and its stakeholders on which the report focuses.

As of 2020, due to global events, the topic of "Health and Safety" has become increasingly relevant to the Group within its materiality matrix. With reference to 2021, the Group confirms the themes that emerged from the materiality analysis process conducted in 2018 and the changes implemented thereafter. For more details, see the Artemide Group's 2018 Sustainability Report published on the website.

The topics were identified by defining the material aspects in light of the economic, social, governance and environmental impacts. This process included a benchmark analysis with the main peers and competitors in the sector and an in-depth analysis of the various sources within and outside the Group with the aim of identifying and updating sustainability trends in the sector. Subsequently, an internal stakeholder engagement activity was used to assess the relevance of each material issue for Artemide and its stakeholders, in accordance with the reporting standard.

The figure below shows the materiality matrix where the main issues, the subject of this report, have been grouped into four **macro-categories**:

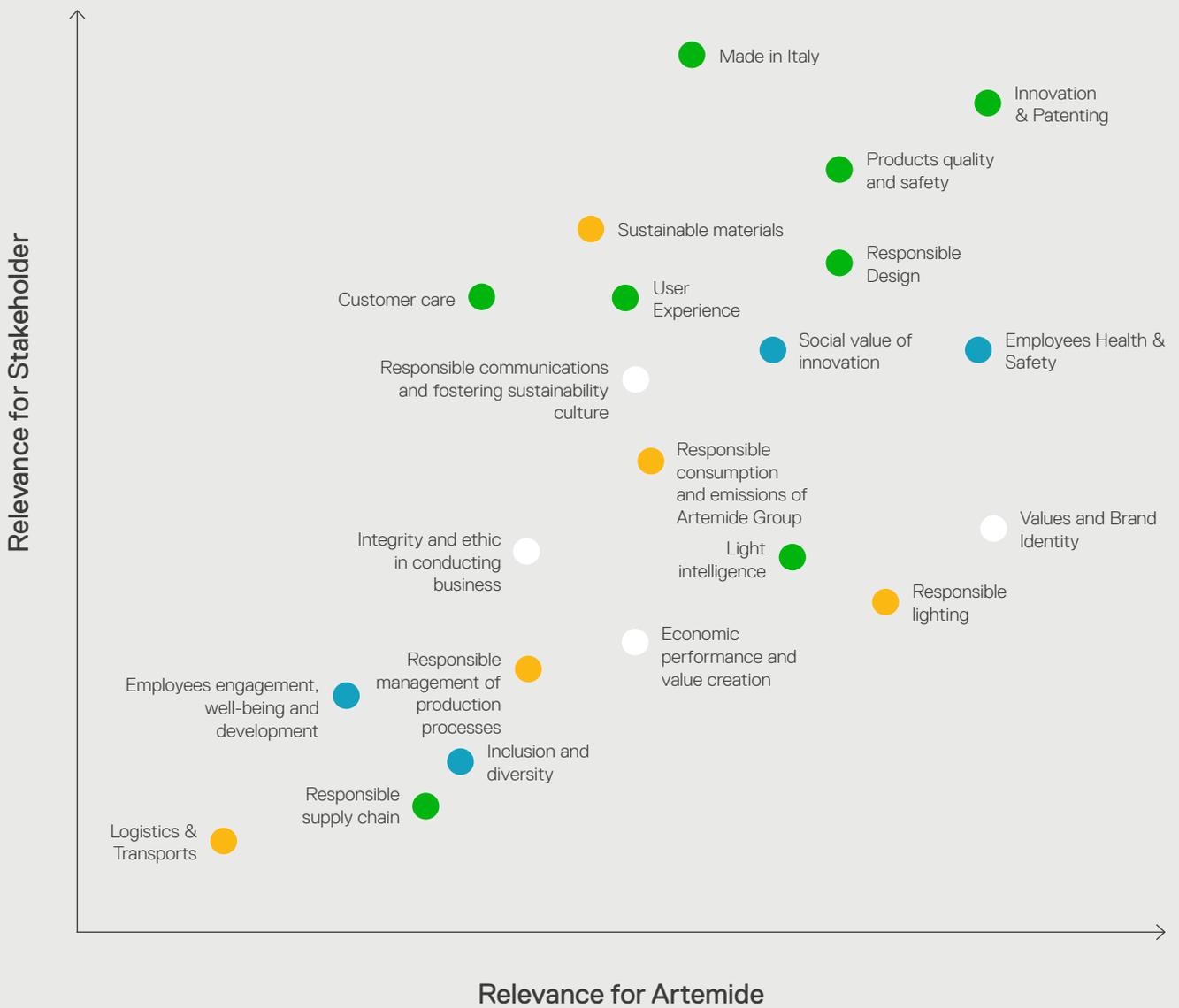
- Identity, Ethics and Value Creation
- Products and Services
- Social Responsibility
- Environmental Responsibility

For each macro-category, material issues have been identified and are positioned in the matrix according to their relevance for the Group and its stakeholders in light of the markets in which the Group operates.

## Materiality analysis of the Group Artemide 2021

Key:

- Identity, Ethics and Value Creation
- Products and Services
- Social Responsibility
- Environmental Responsibility



## Value Generated and distributed to the stakeholders

Artemide's product offering strives for sustainability, implementing innovations that seek to improve products' energy efficiency by reducing their energy consumption.

Through its activities, Artemide generates economic resources that are subsequently distributed among the main categories of **stakeholders** such as **employees**, **shareholders**, its **communities** and the **public administration**, in the form of raw material purchases, employee salaries and tax contributions.

### Distribution of generated value

The breakdown of the economic value generated and distributed has been made by reclassifying the items in the income statement of the Group's consolidated financial statements as of 31 December 2021. This year, the total economic value generated by the Group is equal to **EUR 120,870 mil**, of which approximately **90%** was distributed and **10%** was retained by the Group.

In particular, the largest share of economic value was distributed to Suppliers, for a total of 62% of the aggregate value; this item includes purchases of raw, ancillary and consumable materials and other operating costs such as service costs, lease and rental costs and miscellaneous operating expenses.

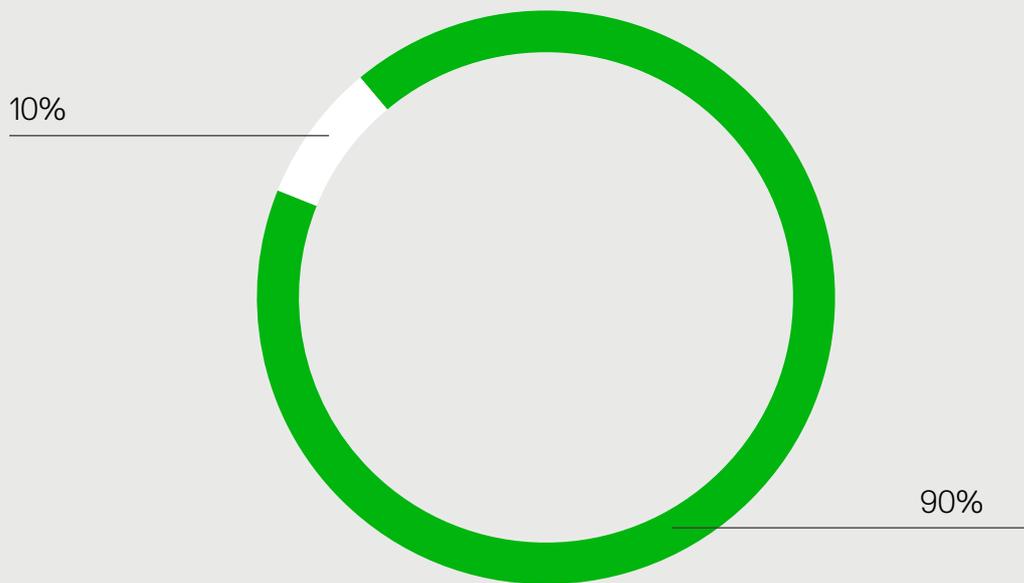
The next stakeholder category to which a significant share of economic value was distributed was personnel, accounting for more than 30% of the economic value distributed by the Group. This share includes costs incurred for wages and salaries, social security contributions, severance pay and other personnel-related costs. A 1% share attributable to finance charges was distributed to the lenders. The remaining economic value was distributed to the community in the form of donations, sponsorships and contributions. The remuneration distributed to the public administration turns out to be 5%. Finally, 10% constitutes the economic value retained by the Group, with reference to the result for the financial year allocated to reserves, depreciation, provisions and write-downs.

## Economic value generated and distributed by the Group by December 31, 2021

Key:

 Economic value distributed

 Economic value retained





Discovery Integrals, Ernesto Gismondi  
Biennale di Venezia, Italy



Scopra Italiana

## Social commitment

The Group has focused on promoting and developing activities that contribute to the social, economic and cultural development of the communities in which it operates. Artemide contributes to educational/formative initiatives aimed at the development of people and the territory and supports numerous initiatives of a social, cultural and scientific nature by making contributions and donations amounting to over **EUR 336,000**.

### Cultural and social initiative

For Artemide, research and attention to the culture of projects are aimed not only at corporate growth but also at the open sharing of knowledge and skills. For several years now, Artemide's support for institutions such as the Politecnico di Milano and other schools and universities has also taken the form of participation in courses with seminars and workshops held by company professionals.

Many activities in support of the community are carried out through technical partnership whereby Artemide, thanks to its know-how in lighting, seeks to requalify spaces favouring better environmental quality, usability and the development of a new sociality.

As further evidence of the social commitments of a company that has transformed the way of thinking about light by putting human needs at the centre of all its projects, since 2015 Artemide has, on various occasions, supported **Food for Soul**, the non-profit organisation founded by chef Massimo Bottura. With its lighting projects, Artemide has contributed to making the spaces of Refettorio Ambrosiano in Milan, Refettorio Felix located in the historic St Cuthbert's centre in London, in 2021 lit the Geneva Refectory and is collaborating on the creation of new community canteens.

Artemide has also demonstrated its support for local social cooperatives through the entrustment of work orders to ensure their working continuity by involving disadvantaged groups. Other local sponsorships concerned local schools and in particular the schooling activities of a comprehensive Institute of Pregnana Milanese.

Artemide regularly supports various non-profit organisations through donations of products for events and fundraising charity auctions.

In 2021, Artemide renewed its support for Telethon fundraising in partnership with BNL with a donation.

Artemide also supports social and cultural activities in partnership with important industry associations such as Altagamma and FederlegnoArredo promoting a shared commitment.

### **Biennale di Venezia**

Also in 2021, Artemide has renewed the collaboration started in 2015 with la **Biennale di Venezia** to support one of the most prestigious Italian and international cultural institutions in promoting new visions in art and architecture. This choice expresses an ongoing commitment to supporting culture. It is a support dictated by a sharing of values and closeness of themes. La Biennale di Venezia focuses on ethical issues and social research. "How will we live together?" invites us to reflect on living spaces and togetherness according to new associative geographies to address the current crises with inclusiveness and spatial identity. A future-oriented attitude that in art, as in design, leads to experiences that are capable of changing the way everyday life is interpreted with new energies.

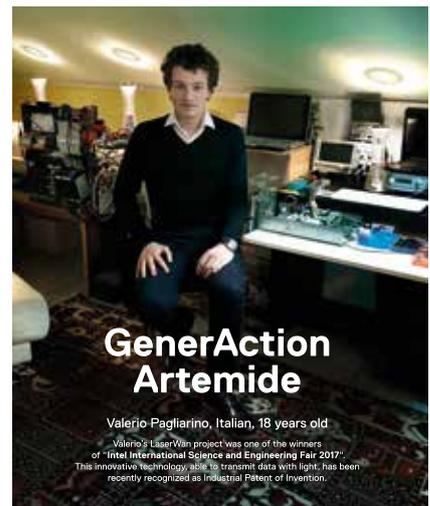
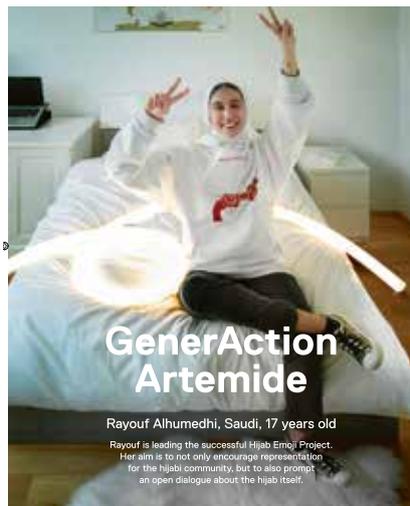
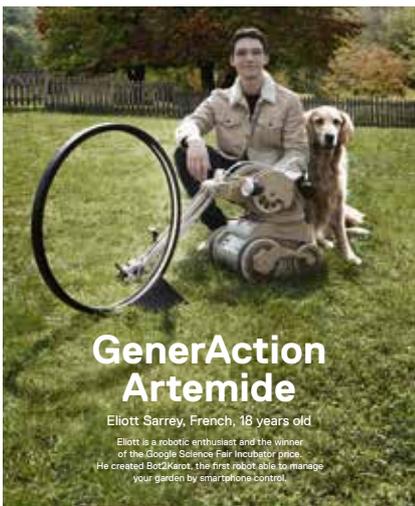
### **GenerAction Artemide**

In 2019 and 2020 Artemide implemented the **GenerAction project**. An innovative project that aims to support and highlight the passion for humanity and the future of the planet of Gen Z, the generation of girls and boys who have recently come of age. Artemide gives voice to young Centennials, who have distinguished themselves in different fields thanks to their personal skills and innovative ideas, supporting their studies and research paths.

**GenerAction Artemide** is an innovative project that aims to support and highlight the passion that Generation Z expresses for humanity and the future of our planet.

**Artemide** gives voice to young Centennials who have distinguished themselves in various fields thanks to their skills and ideas and supports their studies and research.

**GenerAction** is an ongoing project that listens to and welcomes Generation Z from all over the world.



ADV, GenerAction Artemide, 2019-2020



## 01.3 Sustainable culture

Artemide Factory, Photographed by Elliott Erwitt, 2001



Artemide's path towards sustainability continued throughout 2021 and the objective of transparency with respect to its work has been translated into a reporting process for the initiatives and projects carried out by the Group in the field of materials innovation, eco-effectiveness, Made in Italy and respect for the environment and its people – aspects that are essential to the company's success and to all stakeholders, which the Group discloses in its fourth **Sustainability Report**.

### Sustainable values

For Artemide, sustainability is a domain that stretches beyond the safeguard of resources and the natural habitat, to a definition of efficiency intended as an improvement in the quality of life, and of savings as an essential premise of every act of design.

Artemide spreads the **culture of light** by believing in values that have become primary requirements at every stage of design and production: tradition and innovation for improving the quality of its products, technological research and social and environmental responsibility. In its communication campaigns, Artemide has always emphasized values that go beyond the product: over the years, there have been a succession of communication choices regarding the qualities of light, their positive relationship with **people, innovation and sustainability**, but also ethical and social issues.

In fact, the Artemide Group believes in sustainable global growth in the common interest of all stakeholders and is aware of the impact that its activities have on the economic and social development and general well-being of the communities within which it is embedded. For this reason, business choices take into account the respect owed to the environment and public health, as well as the needs of local and national communities.

## United Nation Global Compact

In 2019, Artemide signed the **United Nations Global Compact**, expressing its support for the ten principles that include human rights, labour, environment and anti-corruption. Artemide's commitment is to internalise the principles of the Global Compact as a key element of the strategy, culture and activities that the Group is implementing.

In the pursuit of a model of sustainable and inclusive development, the commitment to supporting human rights is a fundamental element of the Group's business management system, as expressly required by the Code of Ethics and in line with the provisions of national labour legislation and the CCNL. To this end, the Artemide Group places particular importance on the recognition and protection of Human Rights, committing to the promotion and protection of a safe working environment, where the physical, moral and cultural integrity of people are highly valued, and always ensuring equal opportunities, without prejudice on the grounds of nationality, language, gender, race, religious belief, political and trade union membership, physical and psychophysical conditions.

This objective is also pursued in its external dimension, in relations with suppliers and partners as well as in the definition of its own business operations.

With a view to defining an integrated action plan for people, the planet and prosperity on a global level, since 2019, Artemide has begun a process of defining its own objectives in the field of sustainability, starting with an analysis of the **17 Sustainable Development Goals (SDGs)** unanimously adopted by the Member States of the United Nations in 2015, and forming part of the United Nations' 2030 Agenda for Sustainable Development. Ensuring the achievement of the SDGs requires a collective effort to reduce inequality, poverty and unemployment, and to promote a development path that minimizes negative impacts on the environment, favoring the promotion of research and innovation, decarbonization and the establishment of sustainable production and consumption patterns.

The essential characteristic of the SDGs is that they are **universal, interconnected** and **indivisible**: they must take into account the specific territorial realities and are potentially applicable everywhere, at a global, national and local (regional and/or urban) level.

In seeking to create shared value through the development of products and the implementation of innovative and sustainable production processes, Artemide has identified the Objectives for its contribution: this process has taken shape by analysing the **interconnections** between the international framework and the Group's **material issues**, identified through the materiality analysis as previously described in section 1.2.

SDGs



Material topics

Economic performance and value-creation				■					
Integrity and ethic in conducting business				■			■		■
Values and Brand Identity							■		
Responsible communications and fostering sustainability culture					■		■		
Made in Italy	■			■					
Innovation & Patenting					■				
Light Intelligence	■		■						
Responsible design			■		■	■	■		
Products quality and safety	■						■		
Customer care	■			■					
User experience	■						■		
Responsible supply chain	■			■			■		
Employees engagement, well-being and development				■					
Employees Health and Safety	■			■					
Inclusion and diversity		■		■					
Social value of innovation						■	■		
Sustainable materials							■		
Responsible management of production processes			■	■	■		■		
Responsible consumption and emissions of Artemide Group							■	■	
Responsible lighting			■			■		■	
Logistics & Transport						■	■		

Artemide's activities are born out of "know how", a concept that combines manufacturing with deep knowledge and a tangible awareness of the impacts resulting from the manufacturing of its products.

→ Firstly, there are the impacts **on employment and economy** through inclusive growth and the enhancement of people's professional development, while respecting the values of belonging and Made in Italy;

→ Secondly, the impacts on **people and health**, through the dissemination of well-being and the ensuring of intuitive access to major technologies and innovations, carried forward in increasingly smart and sustainable environments;

→ Thirdly, in order to realize these benefits, it is necessary to act with consideration of one's own **environmental impacts**, thereby reducing emissions and establishing, as Artemide has done, a constant dialogue with the surrounding environment and the surrounding reality.

→ Finally, Artemide products extend their impact in terms of sustainability to all the applications in which they are involved. The efficiency of the product is not reduced to a figure that concerns the company but is reflected in its use and consumption, bringing a positive result in the energy balance of the spaces in which it is applied thus "generating sustainability".

The priorities for Artemide and its stakeholders reflect the Objectives identified and outlined above, to which the Group believes it can make a greater contribution through its innovation, its people, its sustainable products and technologies, and thanks to its ability to create a "good light" aimed, above all else, at nurturing the psychophysical well-being and health of people while respecting the limited resources of our planet.

## The potential contribution of Artemide's activities to sustainable development

Spreading «good light» is essential for man and fundamental for life

→ **Sustainable** and almost entirely Made in Italy **supply chain** respecting the values of belonging

→ **Lean Manufacturing**, with a view to optimising operational processes and systematically reducing time, material and energy

→ **Positive employment** and economic impact on local communities, constant even in the period of crisis related to Covid-19

→ Revenues in partly devoted to **research and development** of new technologies

Impacts on  
employment and  
economy

→ **Innovative technology** and **responsible** product design to achieve human psycho-physical well-being and protect his health by sanitizing

→ Constant **monitoring** of changing lifestyles to conceive innovative solutions of interaction between light, humankind, architecture and nature

→ **Safe and healthy workplace** for employees through accident prevention programmes, behavioural safety laboratories, and Covid-19 prevention protocols

→ Partnerships with **non-profit organisations** and **bodies** to support initiatives with positive socio-economic impacts for local communities

Impacts on people  
and health

→ **LED base lighting systems** with solar photovoltaic technology that aim to reduce the environmental impact when using the product

→ Outdoor design with interactive **«smart» and safe intelligences** that do not alter urban areas and promote a sustainable dimension for cities and their people

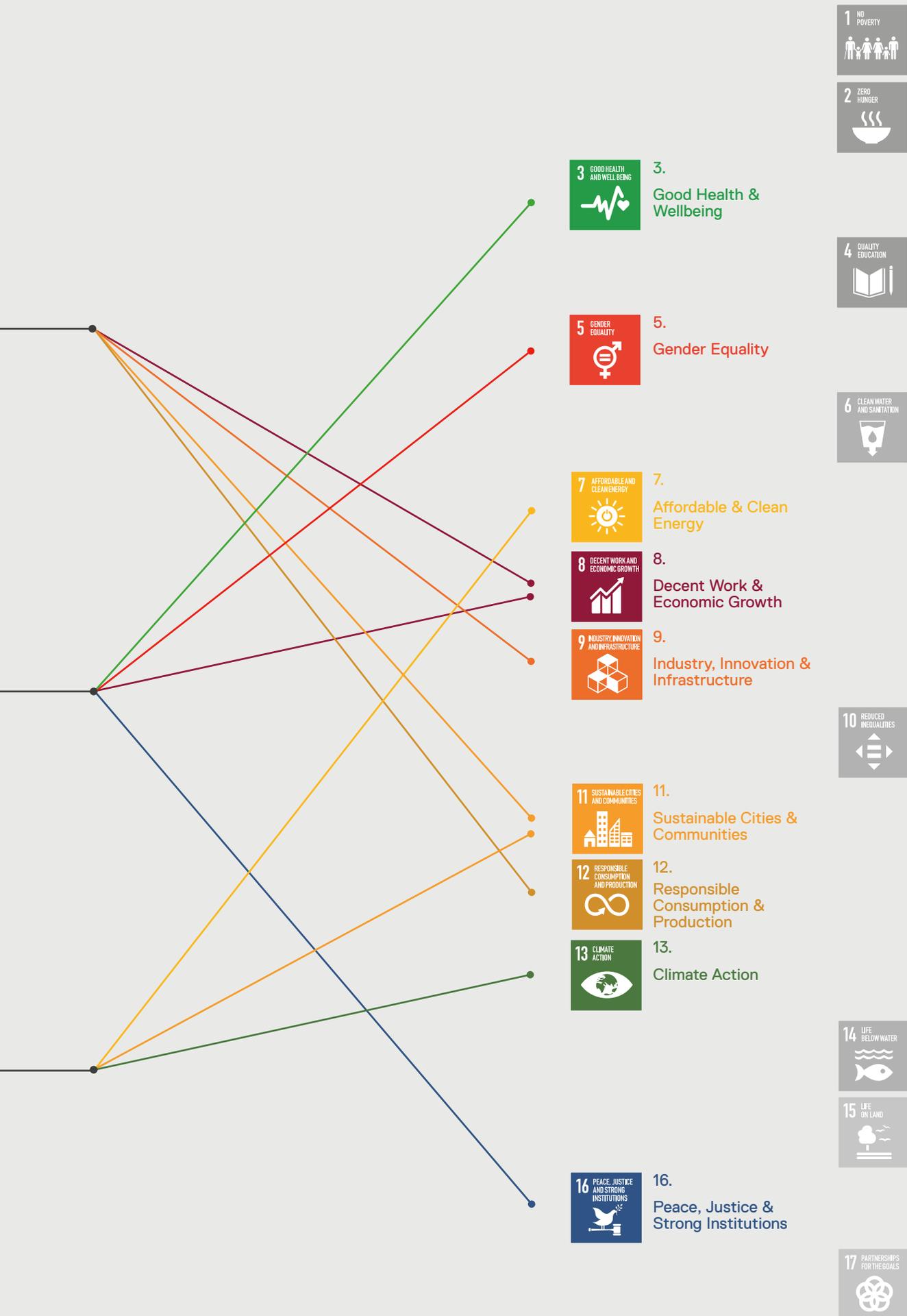
→ Search for new and **more efficient** production technologies, materials and finishes with low impact on the environment

→ **Logistics optimisation** of product delivery and related packaging

→ Activities of relamping and **minimizing waste and refuse** in operating offices

→ Implementation of measures for the **reduction of greenhouse gas emissions** with interventions aimed at improving energy efficiency and the adoption of energy from renewable sources

Impacts on the  
environment



1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELLBEING

3. Good Health & Wellbeing

4 QUALITY EDUCATION

5 GENDER EQUALITY

5. Gender Equality

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

7. Affordable & Clean Energy

8 DECENT WORK AND ECONOMIC GROWTH

8. Decent Work & Economic Growth

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

9. Industry, Innovation & Infrastructure

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

11. Sustainable Cities & Communities

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12. Responsible Consumption & Production

13 CLIMATE ACTION

13. Climate Action

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16. Peace, Justice & Strong Institutions

17 PARTNERSHIPS FOR THE GOALS

## Best Practice

The Group has embarked on and will continue to pursue, a path towards sustainability that acts on two fronts in parallel – the search for people’s maximum **wellbeing and the respect for the environment**.

This leads the Group to realize its commitment through a concept of design quality that is constantly renewed and self-sustaining:

→ Continuous **understanding and interpretation** of the diverse and ever-changing lifestyles to conceive innovative solutions of interaction between light, man, architecture and nature.

→ Attention to the **efficiency** of the lighting solutions proposed, from the consumption of the single product in use, to the intelligence of the lighting project, through opto-electronic and material innovations that optimise performance, to the integration of management systems that can interact with the environment and the users

→ **Research** into new and increasingly efficient production technologies and into materials and finishes with a low environmental impact through the use of **innovative production processes**, thanks to agreements with suppliers who share Artemide's innovative approach and attention to **reducing the size of packaging** and using sustainable packaging made of recycled and recyclable materials

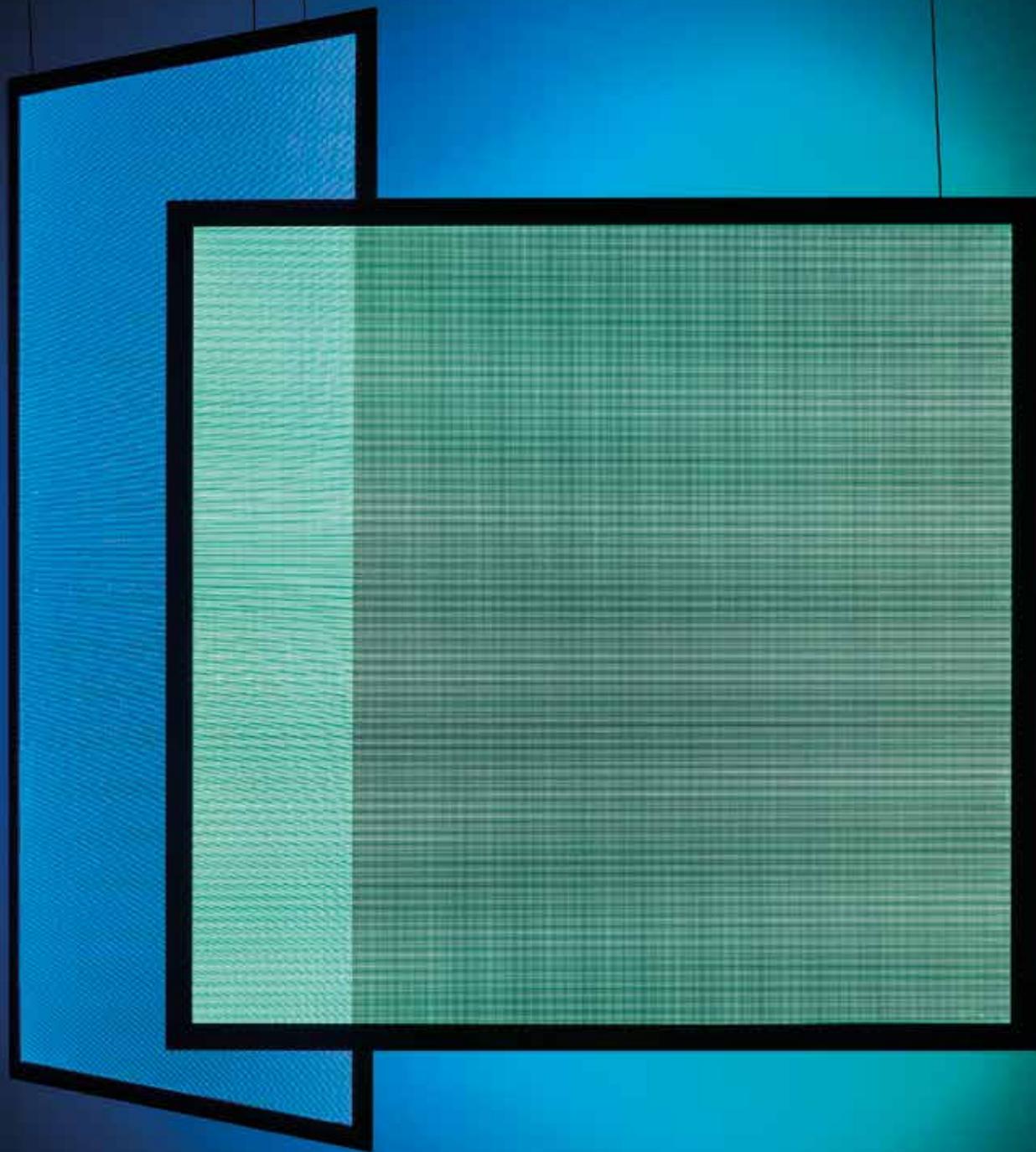
→ **Commitment to the development** of information tools and documents, at the service of the designer, and detailed technical product sheets illustrating the energy performance of the use phase and the material composition of the products

→ Constant monitoring of **technological** and **cultural** feedback from different markets.

“In the relationship that is created between light and mankind, the ability to determine one’s space must be viewed through a lens of respect for the planet, fostering a positive energetic balance and committing to the upkeep of its resources.”

Carlotta de Bevilacqua  
Presidente & CEO Artemide

ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



Discovery Integralis by Ernesto Gismondi  
Photo by Giovanni Gastel

# A sustainable journey

## 1960

In Milan, Ernesto Gismondi and Sergio Mazza founded Artemide; the first lamp was born, Alfa, designed by Sergio Mazza in 1959.

## 1967 First Compasso d'Oro

The first important award for one of the products that have become icons of the Artemide collection. Eclisse designed by Vico Magistretti invites to a new human interaction with light.

## 1972 Headquarters Pregnana Milanese

The Pregnana Milanese plant is inaugurated, where the Artemide Headquarters are still located to this day. From the start, Engineer Ernesto Gismondi invested in growth and in valorising competencies, know-how and internal production.

## 1994 Compasso d'Oro to the Career

Artemide receives this prestigious award "for its articulated contribution to the culture of furnishing, for the often advanced use of materials and technologies, also through Ernesto Gismondi's design skills, and for the overall quality of production and image."

## 1996 The Human Light

A new manifesto identifying the vision of Artemide: light at the service of humans and their needs. Through a research workshop, Artemide states that humans, with their activities and rhythms, are at the centre of the project. The focus is not the product, but its performance and the relationship with those who experience its light.

## 1996 Metamorfosi

The Metamorfosi collection introduces coloured light as a tool not only for emotional and scenographic purposes, but also for human psychophysical well-being, opening up the possibility of choosing scenarios that follow our life, our emotions.

## 2007 Analysis LCA

In collaboration with the Milan Polytechnic, research was carried out to assess the life cycle impact on the environment of Tolomeo (launched in 1987). Its sustainability was demonstrated and guidelines for the development of new products were outlined, emphasising the fundamental importance of the efficiency of the product and its correct use.

## 2008 Human and Responsible Light

"Responsible" becomes an integral part of The Human Light concept that identifies Artemide's project. Artemide's light opens up to the world of which humans are part of and is committed to become an actor aware of the destiny of the natural, social and civil environment. It becomes an act of responsibility. The concept of environmental quality, combined with conscious consumption, officially becomes the unit of measurement of the perceptive, expressive and emotional experience of the project.

## 2008 Brief manifesto on Good Light

"Duties, principles and rights" are stated to bring the project into the realm of values but are interpreted as a system open to comparison and constructive dialogue. The grid of values expressed in the Manifesto indicates a vision that guides the technological trajectory and the project towards responses to the needs of individuals while respecting the limited resources of the planet.

## Key:

- Company Milestones
- Design Milestones

- Environmental & Ethics actions
- Cutting-Edge interactions
- Innovative Vision Manifesto

**1972 Tizio**

Designed by Richard Sapper, a highly innovative table lamp designed from the 12 Volt halogen source.

**1987 Artemide R&D centre  
"Giacinto Gismondi"**

The centre of activities related to product development. The Centre, with its optics, electronic design, materials and light source divisions and a workshop specialising in the creation of prototypes, demonstrates how, for Artemide, the realization of a project has always based on research, expertise and innovation.

**1987 Tolomeo**

Thanks to the collaboration with Michele De Lucchi and Giancarlo Fassina, Artemide launches Tolomeo, a lamp that, over the years, has become an iconic "Made in Italy" symbol, commonly present in homes and workplaces around the world. Two years later, Artemide won the Compasso d'Oro with Tolomeo.

**2000 LED Engine**

Presentation of the first two LED lamps, Sui and Kaio, designed by Carlotta de Bevilacqua and Ernesto Gismondi respectively. The "Led Revolution" began, well before the European Directives on energy saving, and over time became the preferred solution for energy saving, efficiency and quality of light.

**2002 Environmental  
total quality**

The collection was created to allow the integrated management of important environmental parameters such as air, light and sound. The lighting design opens up to embrace an idea of total environmental quality that depends not only on lighting performance but also on sound and air quality for all-round well-being.

**2006 My White Light**

Artemide opens up a new frontier in lighting: the My White Light line is presented. The research is carried on over the years, starting from coloured fluorescent tubes with the possibility of obtaining, by adding red, green and blue lights in different and appropriate quantities, the different intensities and chromatic temperatures of white light, and the most current developments of Tunable White technology, with applications of high-end technologies both in terms of LED solutions and in terms of management drivers.

**2008 Code of Ethics**

The Italian companies of the Artemide Group have adopted their own organizational, management and control model (MOG) pursuant to Legislative Decree 231/2001 and a common Code of Ethics that is constantly updated to incorporate the legislative changes on the subject.

**2010 RWB patent**

A specific combination of "red + white + blue" LEDs generates light that is not only suitable to the presentation of nature but also to its development. It defines an emission capable of supporting the correct human perception while creating spectacular and exciting effects through dynamic colours and colour temperatures.

**2011 TCO**

A calculation tool that was offered throughout the transition phase from traditional technologies to LED technology in order to assess and compare the energy and economic impact of different lighting solutions over time. Developed by Artemide, it is a digital tool aimed at encouraging a conscious choice for the most efficient design solutions, allowing the verification of their economic sustainability based on real or hypothetical conditions of use.

**2012 IN-EI**

A fabric made of recycled PET capable of maintaining, through special folds, a 3D geometry and of folding into a flat pack, creating a collection of lamps based on material innovation and sustainability, developed by Issey Miyake + Reality Lab.

**2014 Acoustic Quality**

The desire to offer total environmental quality is reflected in the development of products that combine light and sound absorption.

**2015 New Innovation Centre & Laboratories**

Opening of a new centre with state-of-the-art testing laboratories accredited by certification bodies according to international standards of the International Electrotechnical Commission (IEC), Underwriters Laboratory (UL) and Intertek to support all stages of product development from research to market release. Here, qualified technicians carry out photometric tests, electrical and electromagnetic safety tests, mechanical tests, and tests on the quality of materials and finishes.

**2017 Target Point**

Target Point is an advanced interaction system that brings parametric design to the service of Human Light through devices and sensors that allow the interaction between the desired and the designed light and the surrounding environment. It records environmental variations and integrates them in the lighting to maintain a dynamic balance with respect to pre-set targets for the maintenance of a physiological or chromatic quality of perception.

**2017 Visible Light communication**

Visible light is used for data transmission. Transmission takes place bi-directionally, without altering the optical properties and lighting performance of the device. Artemide opens up new scenarios for integrating light into intelligent projects that need to manage high baud-rates in a timely and secure manner in private or public contexts.

**2017 Artemide App & new intelligences**

Artemide App is presented, an intuitive management system capable of dialoguing with all the products in the Artemide collection to make everyone the author aware of their own lighting scenarios. It is an advanced design tool that integrates intelligences to offer services beyond light.

**2019 Artemide GenerAction**

Artemide is committed to communicating and supporting the projects of young people from Generation Z around the world who have distinguished themselves through their innovative ideas in support of humanity and the future of the planet.

**2020 INTEGRALIS®**

Artemide presents Integralis, a patented light technology that combines sanitising effectiveness with lighting performance and beautiful design

**2021 100% Renewable Energy in Italy and almost 100% Renewable Energy in Hungary**

In 2021, 100% certified renewable energy was purchased for the Italian plants. Since 2021, the Hungarian plant has also been partially certified.

**Key:**

- Company Milestones
- Design Milestones
- Environmental & Ethics actions
- Cutting-Edge interactions
- Innovative Vision Manifesto

## 2015 First IoT experience

The Ameluna App is presented, Artemide's first application for controlling light, which then evolved into Artemide App. It is the first step in the definition of an intelligent system linked to the photonic interpretation of light, nowadays essential to offer new interactions and experiences while favoring a better energy balance.

## 2016 Feeding Living Beings

Explores the breakdown of the light spectrum and its effects on humans, animals and plants. It identifies and uses only the wavelengths needed to see, to grow, to feed on the benefits of light, breaking them down into "artificial rays" whose colours remain visible before merging, by chromatic addition, into white.

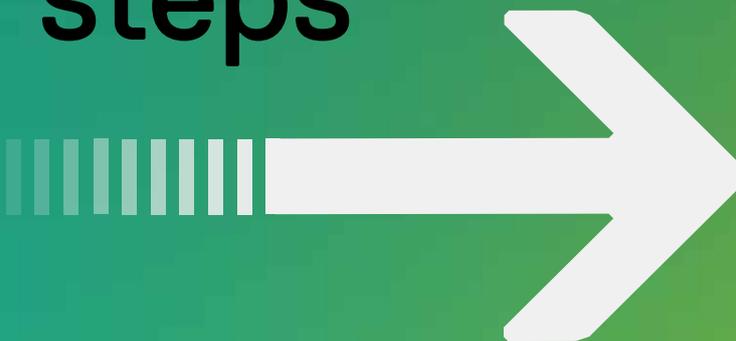
## 2019 Sustainability Report

Publication of Artemide's Group first Sustainability report.

## 2019 United Nations Global Compact

Artemide joins the United Nations Global Compact, committing once again to the adoption and implementation of sustainable and socially responsible policies.

# Next steps



## 2022 The Sustainability Plan

The year 2022 opens with the approval by the Board of Directors of the Sustainability Plan 2022-2030, with the aim of translating the Group's strategic vision of sustainability into actions. In particular, work has begun on environmental product certification and mapping of product collections with respect to environmental protocols applied to buildings. This analysis is aimed at improving the design approach to sustainability. In addition, the installation of the photovoltaic system at the Pregnana Milanese headquarters will lead to an important step toward reducing environmental impact.

## The Sustainability Plan 2022-2030

Since the 1990s Artemide has been committed to a sustainable vision. In recent years this path has been accelerated through the formalization of concrete and measurable actions to reduce its impact on the environment.

To make its efforts more effective, during 2021 the Group began drafting its **Sustainability Plan**, which was approved by the Group's Board of Directors on January 28, 2022.

In line with the industrial strategy and the provisions of the 2030 Agenda for Sustainable Development, established in September 2015 by the governments of the 193 member states of the UN, with its 17 Sustainable Development Goals and 169 targets, Artemide has developed its Sustainability Plan 2022-2030.

The Plan is based on five ESG commitment areas linked to one or more medium-long term targets with the aim of actively participating in achieving the environmental protection and social inclusiveness goals defined at the European Green Deal. Governance, Environment, People, Production and Product: these are the areas to which the company is committed in the Sustainability Plan 2022 - 2030 and which characterize the present and future of Artemide's business.

Based on the analysis of priorities and in synergy with the Strategic Plan, Artemide's Sustainability Plan, articulated in specific targets, contributes to the following SDGs goals:



Indeed, Artemide's strategy setting reflects a full adherence to a circular industrial model, in which investment in research and innovation plays a central role in the development of energy and resource-efficient products.

Within the Plan were defined a series of actions, including measures to enhance development opportunities arising from the provision of sustainable products and services, as well as the adoption of measures to intensify the transition to procurement policies directed toward the use of clean energy and the use of low-emission technologies. As part of this, an investment plan for research and innovation was presented to mobilize new resources for the green and digital evolution of products and processes.

Below are the targets set by Artemide and the related actions to be taken in order to achieve them, divided by subject area. Each year these targets are updated and new ones are set following a process of continuous alignment to ensure that strategic lines are consistent with the results achieved. In this way, sustainability can be further integrated along the entire value chain.

## Sustainability Governance



16.

Peace, Justice & Strong Institutions

In order to develop and maintain a governance system aligned with national and international best practices, the Board of Directors and CEO of Artemide initiated in 2022 several activities to update and formalize policies and procedures, with the goal of finalizing them by 2025, including: the formalization of a Sustainability Governance, the establishment of a committee dedicated to ESG issues, the update of the Code of Ethics, and the drafting of the Group Sustainability Policy.

## Environment

-  7. Affordable & Clean Energy
-  9. Industry, Innovation & Infrastructure
-  12. Responsible Consumption & Production
-  13. Climate Action

With the aim of improving its impact on the environment, Artemide has taken and planned several actions to reduce its emissions by 25% by 2025 and 50% by 2030. Specifically, during 2021 it purchased 100% renewable and certified energy at its Italian and Hungarian factories. The same process was initiated also for the factories in France. In addition, during the year, Artemide embarked on the construction of a photovoltaic system at its headquarters in Pregnana Milanese.

The actions that will be implemented starting in 2022 and completed by 2025 aimed at reducing Artemide's emissions mainly concern:

- energy requalification of buildings by providing for thermal insulation and renovation of air conditioning and heating systems;
- the completion of the relamping of lighting systems in the Group's offices;
- the drafting of the Group Car Policy and the adoption of sustainable mobility measures;
- Scope 3 emissions reporting with indirect emissions reduction plan.

By 2025, Artemide aims to achieve additional environmental ISO certifications and membership in an environmental rating program.

In order to make an increasingly conscious commitment to responsible use of water resources in the workplace, Artemide will implement practices to reduce water consumption at all locations.

## Internal production and supply chain

-  12. Responsible Consumption & Production

Through Sustainable Manufacturing Artemide aims to optimize its manufacturing processes. Actions to be taken in the coming years to achieve this goal include the implementation of input, output and manufacturing process studies, the use of renewable, recyclable and recycled raw materials, and the optimization of production processes in terms of raw materials, energy consumption and waste production.

Moreover, Artemide will be extending its commitment to sustainability to its supply chain as well, selecting new suppliers according to ESG criteria and formalizing a Code of Conduct for its contractors.

## Product



9.

Industry, Innovation &amp; Infrastructure



12.

Responsible Consumption &amp; Production

In terms of reducing the impacts of Artemide products, the Sustainability Plan aims to structure increasingly conscious and sustainable design. Among the main initiatives planned are life cycle environmental certification for a selection of products, use of sustainable packaging, continuous improvement of energy and lighting performance responding to national and international certifications related to products and buildings.

## Research & Innovation



3.

Good health &amp; Wellbeing

Artemide is committed to promoting research and innovation activities in collaboration with Universities and Research Institutes. In particular, the development of patents and products of INTEGRALIS® technology aimed at improving human health with a focus on applications in Health & Care will continue.

## People



5.

Gender Equality

Always committed to valuing people and protecting their individuality inside and outside the company, Artemide has set a series of goals aimed at further improving occupational health & safety, strengthening welfare programs, safeguarding and promoting diversity and inclusion.



ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



Funivia, Carlotta de Bevilacqua  
Photo by Pierpaolo Ferrari

# 02

Values, knowledge & know-how  
to realize universal projects



Ernesto Gismondi with the R&D Team,  
at the entrance of "Giacinto Gismondi Innovation Centre",  
Photographed by Elliott Erwitt, 2011

Artemide represents the culture of Italian know-how and has always been synonymous with Innovation and Made in Italy. In every Artemide light there is a balance between technology, intelligence, creativity, quality, attention to people and sustainability of the project.

There is the energy of a company that believes and invests in research that supports **Made in Italy** and produces in Europe. Made in Italy remains at the heart of the Group's path and enables it to preserve a wealth of knowledge of inestimable value.

### Application fields

Artemide is the protagonist of lighting projects both in public and private application field: **Residential, Office & Education, Retail, Hospitality, Health & Care, Museum, Public Spaces, Urban and Landscape Outdoor**. The completeness of the range of its collections is a focal point in satisfying the needs of every space, combining typology, functionality, performance, applications, aesthetics and, above all, latest-generation intelligent services for users with ethical and sustainable values. Artemide goes beyond the classic distinctions between technical and design products, opening up a different approach to lighting spaces. The competence in designing and producing light is key and is expressed in the ability to develop custom solutions according to a complete, integrated and transversal vision, from the product to its application.

Today Artemide is able to design not only the most suitable light for any space but also a platform of open possibilities for the creation of new services with high added value. Suitable for being integrated with many products and services of the collection, these technological solutions combine an innovative interpretation of the interaction with advanced digital protocols such as the **Artemide App, Geo-LiFi, Li-Fi, IoT interaction sensors**.

# Public Spaces



Artemide offers an immersive lighting experience thanks to the performance of its products and their interaction with the Artemide App. Using dynamic light that is attentive to the human scale of the project, Artemide's products are modeled on paths and activities, drawing a perceptive and socially interactive rhythm. Thanks to sensors and intelligent services like the Artemide App, the artificial light engages with the natural light and the environmental conditions, favoring a positive energy balance. A wide variety of products answers multiple requirements of those spaces with solutions that are functional, minimal, integrated or scenic and remarkable. Artemide not only acts on light but also takes care of environmental quality through its acoustic collection, which aims at diminishing the sound reverberation or the integration of sensors for the air quality.

San Silvestro Cathedral - Italy



# Office & Education

Artemide develops systems that satisfy the changing needs of workspaces, which are becoming more digitalized, but often also contaminated and scattered. At the heart of each product is the quality of the light, which should be correctly perceived and supportive of users' well-being, while being considerate of UGR, contrast and chromatic rendering parameters. The products are designed to model an uneven and inconsistent scenery of light calibrated on the needs and the dynamics of the activities, the occupation of the spaces and the natural light. Artemide goes beyond the traditional interpretation of light in the working spaces with professional high performing products that are remarkable and scenic and provide lighting with a unique emotionality.



Look at me, Alida Catella, Silvio De Ponte  
Corporate Office, Italy





Eggboard, Progetto CMR  
A.24, Carlotta de Bevilacqua  
Giuntini Offices, Italy







A.39 controlled emission,  
Carlotta de Bevilacqua  
Romo Headquarters, UK



## Retail

Artemide offers highly specialized lighting: a complete offering of product families for diverse applications, flexible systems, and wide range of standard possibilities in the choice of light performance. Artemide's products are essential and are characterised by high performance and efficiency, making them suitable for any type of retail space: fashion, jewellery, beauty, technology, automotive, food. Artemide is also able to customize the qualities of the light, from the design of optics that shape the emission to the selection of the most suitable light spectrum to enhance the product on display. Artemide introduces new user experiences with services that go beyond lighting thanks to new intelligent services such as Artemide App or Geo Li-Fi. Artemide App grants unprecedented freedom when changing the lighting scenarios, while doing so with simplicity and ensuring significant savings during the installation and use phase. It is a tangible tool at the service of the designer, which is also capable of providing the user with feedback and usage data.

A.39, Carlotta de Bevilacqua  
Gople, BIG - Bjarke Ingels Group  
Audi showroom - UK



A.24, Carlotta de Bevilacqua  
Buccelati Showroom - UK



A.24, Carlotta de Bevilacqua  
ALphabet of Light,  
BIG - Bjarke Ingels Group  
Discovery, Ernesto Gismondi  
Green Pea, Italy





A.24, Carlotta de Bevilacqua  
Sharp Wallwasher, Carlotta de Bevilacqua  
Ponzio Showroom, Italy



## Museum

Artemide lighting offers control over every detail, making it perfect for the highly specialised lighting conditions required by museum spaces. In addition to the quality of the light emission, it builds on several innovations to provide an interactive and engaging experience. Target Point, integrated in Artemide App, allows the lighting to engage with the environment while keeping the works at a constant luminosity and colour temperature. Thanks to Geo Li-Fi, the light can guide the visitor through the museum's expositions and contents, while returning information on visitor flows to the museum's administrators.

Custom Project, Italo Rota, Alessandro Pedretti  
Museo del '900 - Milano



Custom Projector,  
Pietà Rondanini Museum,  
Project by Michele De Lucchi, Italy



LoT, Tapio Rosenius  
MEET Center -Project by Carlo Ratti, Italy

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# Hospitality



Unterlinden, Herzog & De Meuron  
Caffetteria Palazzo Butera, Italy

A complete range of products responds to the multiple needs of these spaces with solutions that are functional, minimal and integrated or scenic and surprising. Artemide is specialised in the creation of bespoke products that are perfect for characterizing spaces or satisfying specific lighting or image requirements. New intelligent services such as Artemide App offer dynamic and involving experience and more. They provide useful services to the administrators of the spaces by returning information on their use. The freedom to configure and program scenarios is within everyone's reach with Artemide App.

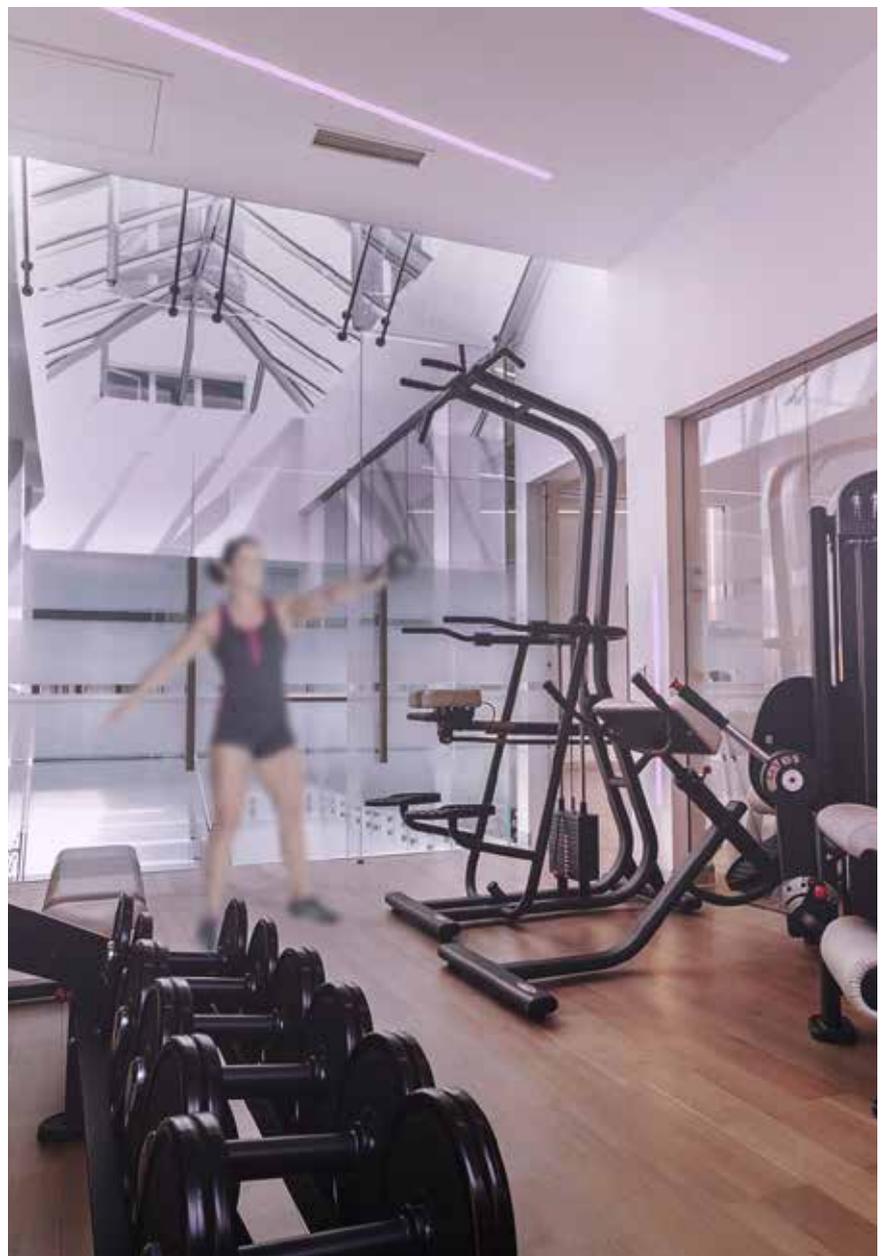


Alphabet of Light, BIG  
21 WOL Hotel, Italy



# Health & Care

*Artemide offers lighting solutions that are attentive to people's psycho-physical wellbeing, thanks to the possibility of choosing the right wavelengths of light and managing them to follow the rhythms of life and activities. The application of INTEGRALIS® technology opens up countless applications in healthcare facilities, where the healthiness of spaces is central and must be combined with the creation of pleasant and welcoming environments.*



A.39 Pure Integralis, Carlotta de Bevilacqua  
Private Gym, UK



A.39, Carlotta de Bevilacqua  
Healthcare Department, Canada



A.39 Pure Integralis, Carlotta de Bevilacqua  
IRCCS Besta Foundation, Neurosurgery Ward



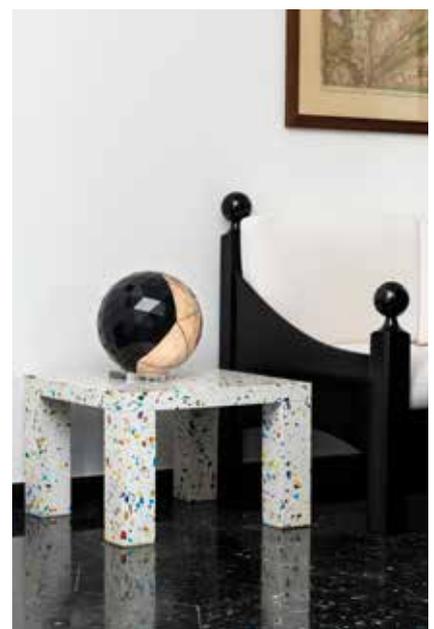
Tagora Pure Integralis, S./R. Cornelissen  
Korian - Santa Lucia, Italy

# Residential



La Linea, Big - Bjarke Ingels Group  
Private Residence - Italy

Artemide offers a wide collection with countless solutions adaptable to every space and moment of everyday life in a way that everyone can be the author of their own light. Technology and innovation are translated into an aesthetic that fosters a relationship with the lighting. Artemide's iconic creations are timeless and long-lasting products that accompany us through life thanks to their very high quality. Artemide Human Light is attentive to the physiological and psychological wellbeing of users; for instance, colour and different colour temperatures of white can help create dynamic scenarios in the home environment, while intuitively being controlled through the Artemide App.



Huara, ELEMENTAL  
Private Residence - Italy



Tolomeo Integralis, Michele De Lucchi e Giancarlo Fassina  
Private Residence - Germany



nh S4, nh floor, Neri & Hu  
Gople, BIG - Bjarke Ingels Group  
Private Residence, Germany

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Empatia Chandelier, Carlotta de Bevilacqua  
Private Residence, Germany



Reeds, Klaus Begasse  
NH Hotel Venice, Italy

## Urban and Landscape Outdoor

*The Artemide outdoor collection is designed for every type of outdoor space, public or private, shaping any urban or natural landscape. It combines technical performance with an approach that is attentive to nature and innovative in its dialogue with control intelligence and its relation with the surrounding natural environment or the smart city. It not only offers standard solutions for paths, green areas, architecture but also custom solutions dedicated to installations, monuments or landscapes. The quality of materials and finishes is tested to resist weathering over time, even in the most extreme conditions.*

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"O", ELEMENTAL  
Private Villa, Italy

Custom Lighting installation - La Linea Backbone  
Private Villa, Italy



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"Parrucca" Bespoke product  
by Herzog & de Meuron  
Stadtcasino Basel  
Switzerland

## Bespoke Projects

Artemide's dedicated internal department develops custom projects and individual solutions in collaboration with the research, development and innovation team. Artemide is able to develop customised product solutions, whether from both existing products in the catalogue or by designing and producing bespoke solutions with specific requirements.

Artemide's optoelectronic innovation capabilities, technological expertise and high-quality manufacturing are available to customers and designers to support the design of custom products, shape the behavior of light in spaces and its interaction with humans and the environment.

Artemide has traditionally established important collaborations with international architecture and lighting design studios and with the most prestigious brands, resulting in unique solutions in terms of cultural, technological, material and design. Many of these collaborations have given shape to products that are currently offered in the catalogue.

Other products that converge in the Scenarios projects offer solutions that are no longer present in the catalogues.



Bespoke installation by Carlo Ratti  
MEET Center, Milano



## Worldwide designers – Listen to differences

The Group collaborates with designers and architects from all over the world, mindful of how designers' background enriches and increases the quality of projects.

Thus, Artemide becomes a **hub** where different skill sets meet: our designers not only share technical and production aspects with us but also contribute to increasing the **cultural network** that grows around our company. In this way, a technical meeting may give rise to a new product or a new collaboration. Similarly, a discussion on a prototype may lead to new ideas for innovative materials or more sustainable production solutions. The design process is viewed as a chance to meet, discuss, fostering the professional and experiential exchange between experts of different backgrounds and cultures. The principle that ideas are “lighter than matter” is manifested fully in this collaborative process. **Diversity** is thus taken as a key resource, leading to the creation of products with exceptional aesthetic, technological and environmental qualities. **London, Paris, Copenhagen, New York, Chicago Shanghai and Tokyo** are just some of the cities where the members of Artemide's creative community are based.

## 6

### Pritzker Prize

Artemide has always collaborated with architects who design the spaces of our future living; today no fewer than six winners of the prestigious Pritzker Prize have designed products from the Artemide collection: **from Aldo Rossi to Norman Foster, Jacques Herzog & Pierre de Meuron, Zaha Hadid, Jean Nouvel and Alejandro Aravena.**

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## 02.1 Lighting culture between research and innovation

Sui, Portable LED Lamp, Photographed by Elliott Erwitt, 1999



Artemide has always paid particular attention to research and innovation, which are considered key factors for the success of the brand. In this context, research and development activities are of fundamental importance for the conception and design of Artemide products, which are characterized by a high design content and a high level of technological innovation.

**Research & Development** activities are carried out in the Group's Innovation Centers, which play a crucial role in fine-tuning each new product from concept to industrial production. Innovation lies in the need to develop a unique product from the technical, material, finish, performance and management points of view, but above all one that offers new perspectives on the interaction between light, man and space and on the interpretation of the project/product.

In more recent years, Artemide has been devoting itself to important research topics on photonics and new technologies to outline the future vision through a new way of interpreting and experiencing light. During this year, Artemide confirmed significant investments in research and development aimed at maintaining and strengthening its skills and introducing new, highly innovative products. Overall, **Research & Development** investments constitute approximately **4.8%** of its turnover: the willingness to move into new frontiers of design where central is no longer just the product itself, but new management and information intelligences. Artemide's research, as **The Human and Responsible Light** philosophy states, is not only aimed at the technological aspects of the components of a lighting fixture, but also at all the possibilities of interaction between man and space through light, its performance and its perceptive, psychological and physiological implications, and even at investigating aspects that involve health and safety.

The driving force behind innovation is commitment combined with a sincere desire to offer an alternative to what already exists. The innovator is indeed the one who is able to dream of something different, something better that goes beyond what is presently understood.

Therefore, at the basis of the innovation process, we always find a vision, which must then be translated into technical specifications that satisfy the functioning expected of the product/system.



Goniophotometer, Artemide Laboratories

“For us innovation is the starting point of a project. It is based on research and on scientific thought, thus on the ability to see things differently than before. Rather than being only rigorous research, science is also vision. It can expand our knowledge for discerning the future, it can open new borders. Thanks to this scientific and technological innovation, light allows us to re-consider the environment, its resources and the energy project in ecosystem terms for a better life quality for human beings but also for all the other beings of the planet”

**Carlotta de Bevilacqua**  
President & CEO Artemide

In particular, in the field of lighting, conceiving an innovative product is an activity that involves several people from **different backgrounds**, who may not necessarily be product technicians.

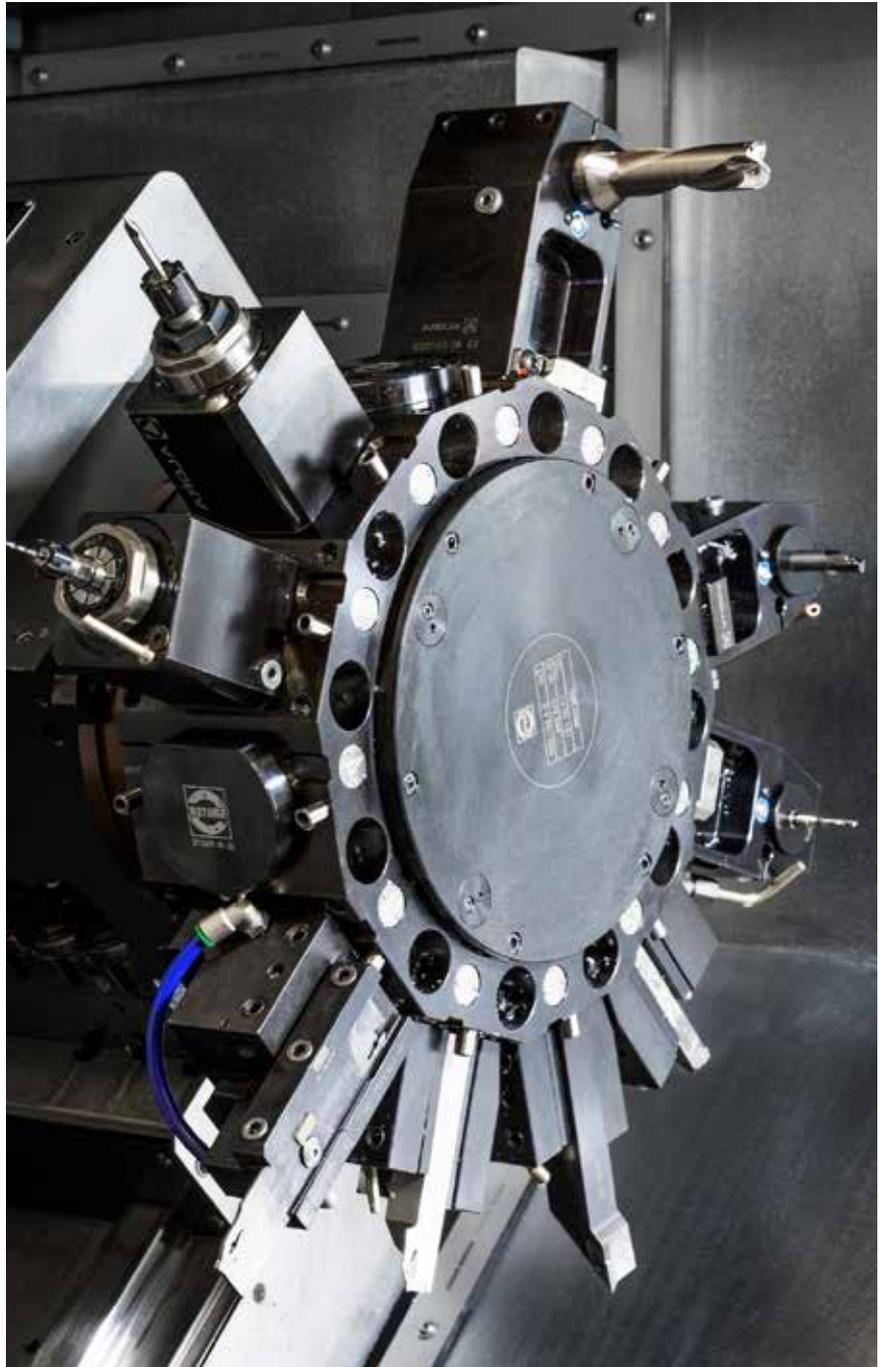
Several methods may guide the innovation process. The most frequent is the **ability to apply** new technologies that are present in the marketplace in a critical and creative way, which may not derive from a single, specific field.

In other cases, the lighting market witnesses a **process of integration**, taking more or less mature technologies from adjacent sectors. In particular, as will be discussed in the next paragraph, the main lines of research, developed thanks to relations with international partners and innovators, have concerned Light Intelligence solutions including Artemide App, Target Point, Geo Li-Fi and Li-Fi.

A historic example for Artemide was the use of halogen sources derived from the automotive world and of automatic wax buttons readapted as early as **1972** in the **Tizio** lamp, nominated for the Compasso d'Oro award in 1979 and winner of numerous other international awards. It resulted in a lamp with a low-voltage halogen source, no power supply wires and a metal structure acting as a current conductor, which allows for considerable freedom and perfect balancing, while using buttons as both mechanical and electrical joints. The Tizio would later become one of the world's best-selling lamps and, at the same time, a "cult" object, demonstrating how that which is "innovative" reaffirms its uniqueness over time.

The ideas that lead to the development of new products are also developed by collaborating with external parties who help shed light on new needs and opportunities; hence the value of collaborations with leading architects and designers.

The design of a new concept is then carried out according to different phases that include activities' systematic development and their subsequent verification - according to technical criteria in line with the initial product specifications - and that consider, as further specified in the documents relating to the company's **Quality System**, not only costs and investments, but also important aspects of sustainability.



CNC 4-Axis Machine, Artemide prototyping lab



Planet

Communication

Health

Light is a circular energy that gives back multiple values

“The Living Chapel” Laudato Sì Garden by Mario Cucinella Architects  
Porto Caleri, Rosolina, Italy

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Space

Humankind

Nature



## LED revolution

The so-called **LED revolution** of the 2000s marked a turning point in the field of lighting, leading to a disruptive approach to product design, mechanics and optoelectronics. These aspects of the product are now considered highly interconnected variables in lighting design, with a view to maximizing luminous and material efficiency, enabling miniaturization and longer duration.

## Photonic revolution

The **Photonic Revolution** introduced a new paradigm shift for what is now regarded as the century of photonics. Today, Artemide is able to write in the language of light, through which lighting fixtures may be connected together or to other smart devices, exchanging data and information through a continuous parametric dialogue. The new technologies allowing communication between objects have opened up innovative and unexpected scenarios both in terms of user experience and of business model by companies, revealing the new frontiers of light as a service.

The Apps and services that integrate these new technologies are conceived as open platforms, continuously updatable in terms of performance, but above all, scalable over time and in terms of network of interaction and compatibility with other systems. To achieve these results, the design process takes place according to the principle of **Open Innovation**, a strategic and cultural approach that allows Artemide to create added value by choosing to implement its vision - born of internal ideas and resources - with solutions, tools and technological skills that may originate externally, particularly from startups, universities, research institutes and inventors with whom the Group collaborates.

The key criteria in the development of these new technologies is sustainability. The energy infrastructure to be provided within a lighting space becomes the functional support for value-added services, thus avoiding a waste of resources and minimizing costs. The integration with different types of sensors (daylight, presence, environmental quality meters, etc.) makes it possible to save energy based on the variables allowed by the environment, providing continuous, real-time metering of energy consumption.

These technologies reaffirm the central role of individuals and their self-determination through time and space, by enabling them to truly become authors of their “lighting landscape”, while encouraging a more responsible and sustainable behavior.

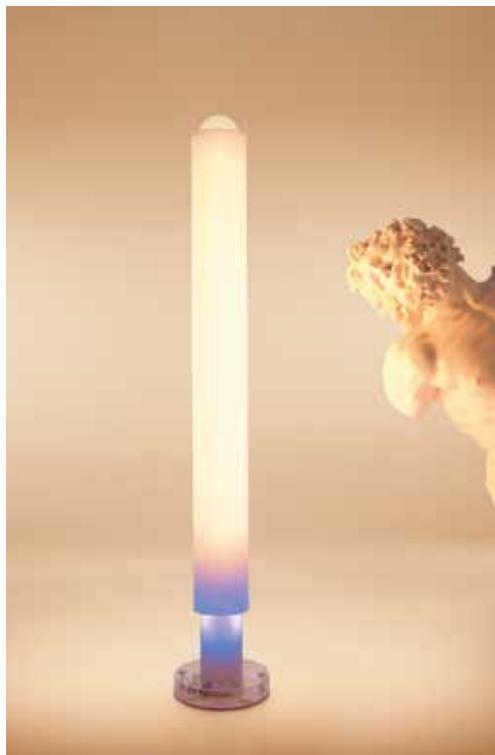
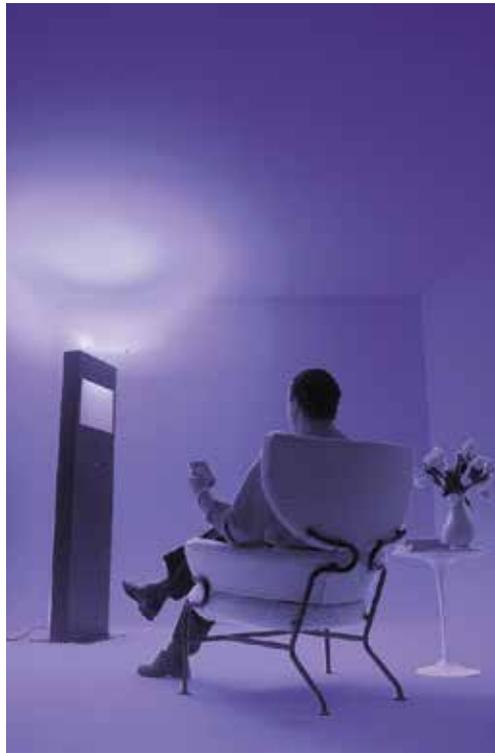
## Collaboration researches

The Research and Development department has several **collaborations** to generate interdisciplinary research and projects aimed at improving the efficiency of products as well as develop a design expertise that can respond promptly to the ever-changing needs of sustainability.

These collaborations have always been a feather in Artemide's cap and start with the **Metamorphosis collection**. Through working groups with professionals and with Milan's leading universities, a line of research has been traced over the years with regard to the evaluation of human physiological responses to light, the cognitive and emotional responses of the individual in environments conditioned by light and lighting scenarios, up to the improvement of environmental quality and the protection of human health through the sanitizing property of light.

Among the main research partners, there are scientific and medical personalities of national and international significance as well as qualified institutes in addition to major universities such as **Politecnico di Milano, the San Raffaele Hospital, Università degli Studi di Padova and Università degli Studi dell'Insubria in Varese**.

In particular, with the latter, a strong collaboration has been carried out, which is still ongoing, with LightCube and with the Department of Molecular Medicine (Università degli Studi di Padova) and the Department of Biotechnology and Life Sciences (Università degli Studi dell'Insubria) for the development of INTEGRALIS®, in order to support the innovative design vision of this technology with a rigorous and repeatable scientific background.



Metacolor - Ernesto Gismondi  
My White light Collection

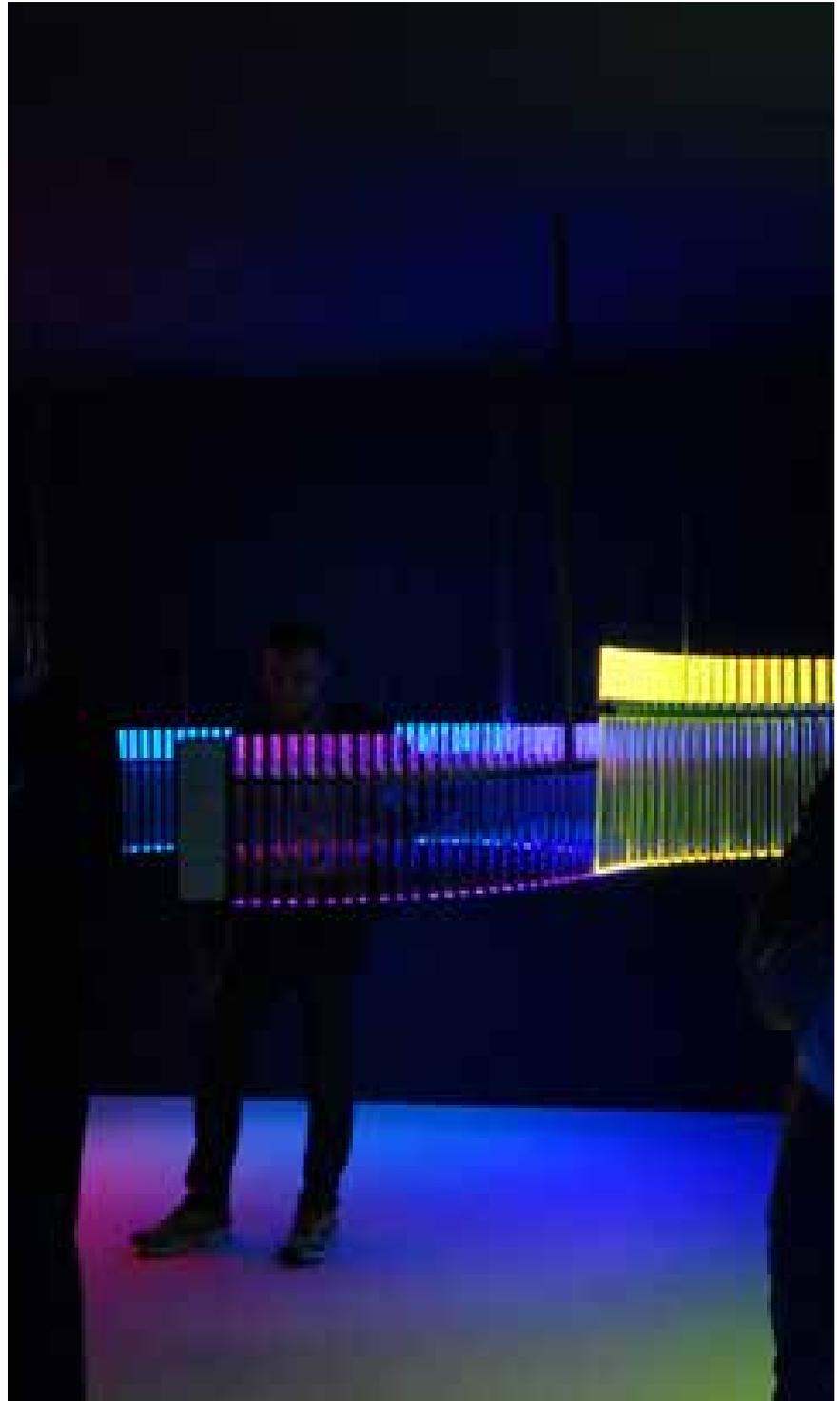


Prometeo - Aldo Rossi  
Metamorfosi Collection



Growing Light - Gople RWB  
BIG - Bjarke Ingels Group

Gople Lamp is a new witness of Artemide's research path on light quality and colour. Its **system RWB** (Red- White- Blue), patented in 2011, is a shift in paradigm. It is a new way of interpreting colourful light to have a light that cares about the well-being of people but also of the environment. Through its direct and controlled emission RWB is unified with a **white light** which is also **indirect**, diffused and manageable separately.



Spectral Light Exhibiton, Philippe Rham, 2016

## Light as a wavelength: perception, psycho-physiological well-being and health

### Light and colour temperature

From the first research on the color of light and its psycho-physiological influences on man that gave rise to the Metamorfosi project, Artemide research has subsequently investigated with **"My White Light"** the effects of white light on circadian rhythms and perception, developing families of products with proprietary technologies based on fluorescent sources. These studies were then renewed in the light of new LED technologies with Metamorfosi 2.0 and Artemide TW (tunable white) and in specific functionalities, such as the "Circadian Cycle", incorporated in the Artemide App for IoT management of products and lighting scenarios. Many last-generation product families incorporate TW and RGBW technologies in order to assure an excellent quality of light in every space, guaranteeing the highest visual and perceptive comfort. Increasingly transversal product families, more expressive such as Discovery or with more technical and architectural performance such as the Vector 75 projector accompany humans in the different spaces and moments of life, supporting the lighting needs of the project and at the same time ensuring their psycho-physiological well-being through the use of color or dynamic white light.

### Circadian Rhythm

This feature was developed using patented software that controls light based on the principles governing our circadian cycles.

Psychophysical wellbeing depends on complex "internal clock", synchronized with the **natural cycle** of night and day through natural stimuli such as sunlight and ambient temperature, affecting hormonal responses and the sleep-wake cycle, both strongly influenced by light. Building on geo-localisation and temporal location, the Artemide App regulates the intensity variation and colour temperature of artificial light to best suit these rhythms.

The parameters relating to geographical and temporal contextualisation are supplemented by behavioural models that recognise three different types of representative lifestyles in order to calibrate the lighting to the rhythm of the activities that each person carries out. The **modulation of light** starts with a warm, soft glow upon awakening which, to stimulate activity, gradually shifts towards cooler tones throughout the morning, recreating a pause with warm light towards the middle of the day, moving towards a second peak of stimulation with cold light in the afternoon and ultimately providing a more relaxing atmosphere towards the end of the day.

In addition to this complex programming, the user is able to adjust the range of **temperature** and **intensity**, as well as the duration over which the light modulation moves. In this way, everyone can achieve their lighting needs in a way that follows the course of circadian cycles in relation to their daily life habits.

### Light and nature

A comprehensive consideration of human well-being has increasingly been broadened to the entire ecosystem. In 2010, for instance, the **RWB (Red-White-Blue)** patent combined light that promotes plant growth with correct perception for humans. The research on "**Spectral light**" carried out in cooperation with Philip Rham investigated the perception of all living beings.

### INTEGRALIS®

Research into the effects of light on human well-being and the environment has opened up important perspectives to help people live more safely in spaces while protecting their health. Well before the emergency dictated by Covid-19, Artemide's scientific research focused on the study of the effects of light on pathogenic microorganisms, leading in 2020 to the development of INTEGRALIS® technology. INTEGRALIS® is a patented light technology that combines and integrates the visible and invisible spectral range in an innovative formula that can sanitize and improve the environmental qualities of space. Selected frequencies of visible light inhibit the development and growth of bacteria, fungi and mold, and UV light deactivates pathogenic microorganisms. INTEGRALIS® works on the concept of "dose", that is, it adapts the intensity of the sanitizing action to the rhythm of permanence and absence of people in the spaces, to the typology of the environments and to the objective of the intervention.

Different methods of sanitization can be applied individually or integrated with each other by combining technologies, power, time and results.

In spaces where the presence of people is constant during the day, but to be interrupted in the evening - such as offices or stores, museums and educational spaces - it is possible to implement sanitization at night with maximum intensity of radiation.

In that same space, during the day, it is possible to opt for a non-offensive radiation to preserve the sanitization, thanks to the special spectral component of the patented technology INTEGRALIS®.

# INTEGRALIS®

A light for a safe environment

INTEGRALIS® combines sanitizing efficacy with luminous performance and design beauty.

INTEGRALIS® also integrates itself in both the environments and moments of life by interpreting the rhythms and needs of humankind.

INTEGRALIS® was born from Artemide's scientific and technological research and humanistic and social vision.

INTEGRALIS® is an innovative and a sustainable light platform aimed at a conscious and responsible use towards the environment.

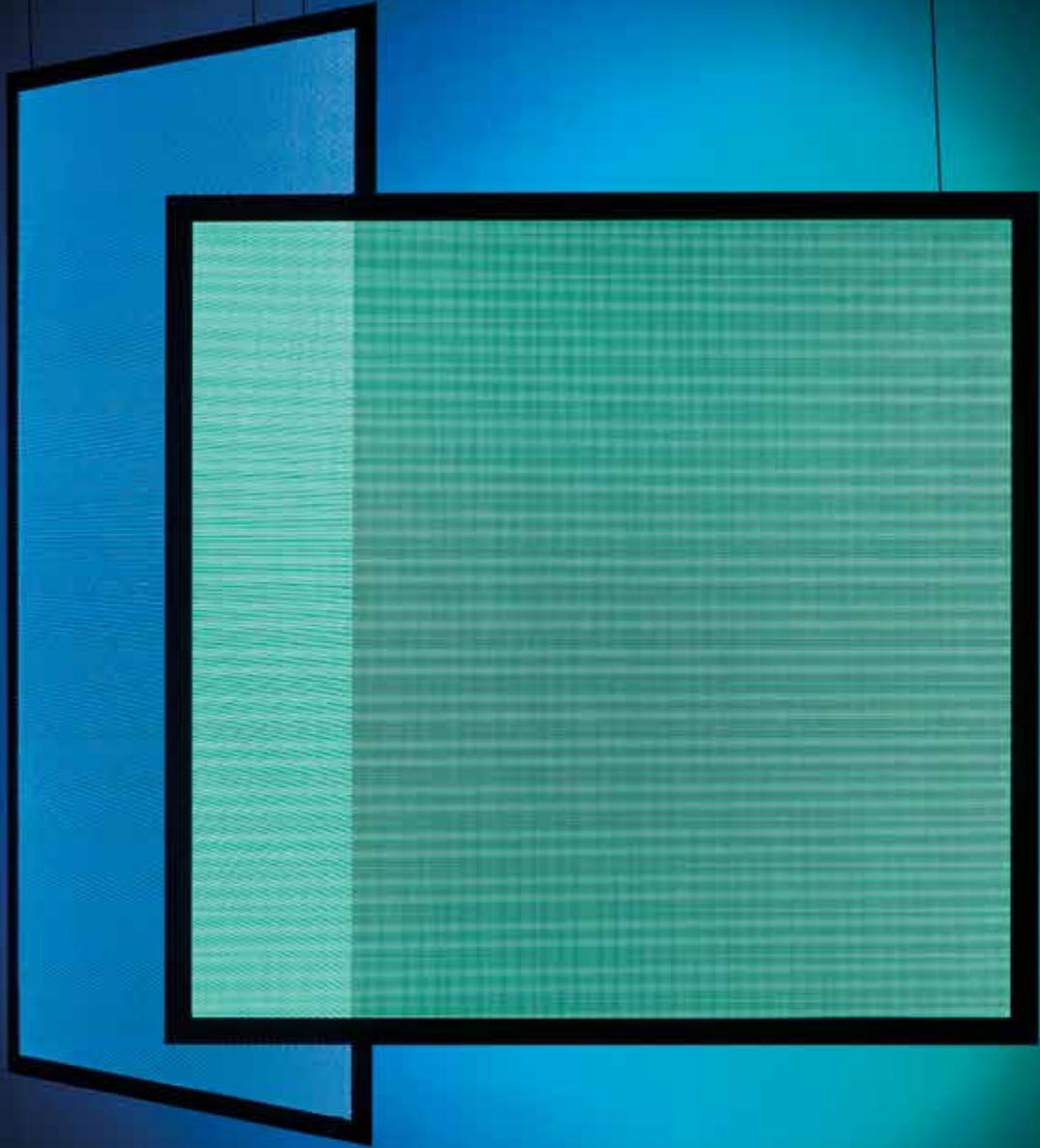
**01**  
**INTEGRALIS®**  
**is sanitizing light**

**02**  
**INTEGRALIS®**  
**follows the rhythm of**  
**human presence in spaces**

**03**  
**INTEGRALIS®**  
**is sustainable design**

**04**  
**INTEGRALIS®**  
**is an open platform**

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**W/cm<sup>2</sup>**

**IRRADIANCE**

**RADIANT POWER / UNIT AREA**

the radiant power/unit area\* to be irradiated in a certain time to reach the desired microbial photoinactivation

\* also used as mW/cm<sup>2</sup>

**t(s)**  
**TIME**

irradiation time to reach the desired microbial photoinactivation

**J/cm<sup>2</sup>**

**ENERGY DOSE**

**ENERGY / UNIT AREA**

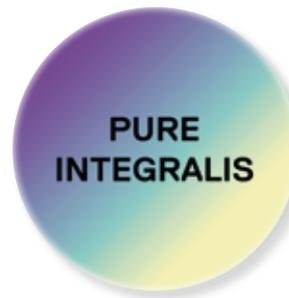
the necessary energy dose to achieve inactivation of potential pathogenic microorganisms

# INTEGRALIS® Eco-System

VISIBLE LIGHT



THE GOOD LIGHT  
TO SUPPORT  
DAILY HUMAN ACTIVITIES



NOT VISIBLE LIGHT



Artemide's expertise and know-how also translate into customized design solutions through dedicated consultations in order to give a measured response to the needs of each space and rhythm of life.

In 2021, the INTEGRALIS® family is completed with a wide range of products for both general light and dedicated applications (e.g., only violet light-only products dedicated purely to a sanitizing action). According to a sustainable vision of knowledge sharing, the INTEGRALIS® technology is designed to be integrated into already existing catalog products and families to which the specific light engine with antimicrobial properties has been applied, thus sharing as much as possible the optical, mechanical and optoelectronic technological innovations (which are often invention patents) peculiar to the host products.

In this way, the level of innovation related to a product is constantly implemented according to a process of continuous sharing of scientific and technological know-how.

## **INTEGRALIS® for Health & Care - Korian**

In the application field, 2021 marked an important turning point in the diffusion of INTEGRALIS® in Health & Care thanks to important projects with internationally relevant partners.

With The Korian Group, a European leader in care and assistance services in the field of Health & Care Residences, Artemide presented one of the first important projects realized with the INTEGRALIS® collection, which concerns not only the installation of fixtures but the experimentation of this innovative technology in a living and active space.

The project with Korian stems from an affinity of values not only with respect to attention to human, offering rehabilitative stimuli giving great value to psychological well-being, but also in respect of the environment. It is developed within meaningful spaces that are diversified in terms of type and frequency of use so that data can be obtained on the incidence of INTEGRALIS® technology in a real living space and not only in controlled laboratory situations.

Today, the project involved three accommodation facilities with different characteristics: San Giorgio and Santa Lucia in Milan, Heliopolis in Binasco. Within them, multiple points of intervention were selected based on occupancy, the life rhythms of the guests and the work rhythms of the operators covering a diversified spectrum of length of stay, personal or collective types of use, internal presence or also open to people from outside the facility.

Therefore, a room with a private bathroom, a gym, a bar, a kitchen, and a meeting room were selected in which to apply Pure Integralis technology, as well as an elevator in which to act with Violet Integralis technology, also employed to reinforce the sanitizing effect in the bar counter area; all managed through the Artemide App ensuring full security even in the presence of people.

In all these spaces, the app is accompanied by a precise and extensive screening program to provide contextualized and verifiable data.

Environmental sampling began prior to the installation of the INTEGRALIS® technology, and since these were highly controlled spaces, it was possible to compare the results obtained with both human attendance recorded at the same time in the different spaces and with historical data.

The biweekly sampling program included surface swabs and active air sampling.

This experimentation validated the results obtained in the laboratory tests, thus opening up a new application scenario for this technology as a tool for prevention and health protection, interpreting Korian's desire to be at the forefront of proposing innovative solutions to better take care of its guests.

**INTEGRALIS®  
for Health & Care -  
Fondazione I.R.C.C.S.  
Istituto Neurologico  
Carlo Besta**

Another important step for the application of INTEGRALIS® in Health&Care is obtaining the Nulla Osta from the Ethics Committee of the I.R.C.C.S. Carlo Besta Neurological Institute Foundation to the installation of INTEGRALIS® devices within the Department of Neurosurgery with the aim of conducting a single-center observational clinical study, sponsored by Artemide, which aims to verify the possible reduction of environmental contamination and manifest colonization and infection in patients undergoing neurosurgery. In detail, the study involves the evaluation and comparison of data between two different neurosurgical departments of which only one is equipped with INTEGRALIS®. It is also planned to compare the results obtained from culture analysis performed directly on environmental surfaces with the data in the Institutional database regarding patient infections. The study, including both the data collection and analysis phases, will have an approximate duration of 15 to 21 months.

## Gamut Index

Research into perception finds ready application in retail. Thanks to the opto-electronic expertise matured by studying existing sources and their characteristics, Artemide is able to identify and provide the LED light source that ensures the correct balance between the different variables that influence the end users' perception. It is therefore possible to evaluate a range of LED sources in terms of Fidelity Index (Rf) and Gamut Index (Rg), and particularly in terms of spectral quality in order to establish, working with customers and in function of their needs, a light source that conveys colours, materials and textures in a way that enriches the space around them.

The spectral quality of the sources used in Artemide products is such that the chromatic response of the illuminated objects is particularly similar to reference sources, such as traditional warm incandescent light or the more neutral sunlight. It is thus possible, thanks to the use of such sources, to recreate different atmospheres, such as the warm light once used, rich in red radiation, or the more modern and balanced natural daylight, capable of making colours more natural. This research investigates the nature of light and its wavelength.



Light solutions with customized spectra



Issey Miyake Flagship Store  
Milano

## Light as a quantum: innovative photonic interactions

Artemide has embraced the **photonic era** by creating a new generation of lighting, scientifically backed by quantum physics. Composed of energy particles or quanta, light may become “intelligent” with particular enabling technologies acting as an information carrier for advanced IoT applications.

As a manufacturer of high-end lighting fixtures, Artemide has entered a new dimension in lighting, evolving into a company that also provides services. A dimension linked to the new product-service paradigm that is changing the nature and perception of light in different spaces.

### Light and data

Today’s leading edge lies in the **"intangible"** with products capable of carrying and exchanging data act as the link between humans and their shifting environments. In this way, promoting a higher environmental quality and more responsible energy consumption. Everything may now be **remotely monitored** with maintenance occurring in real-time.

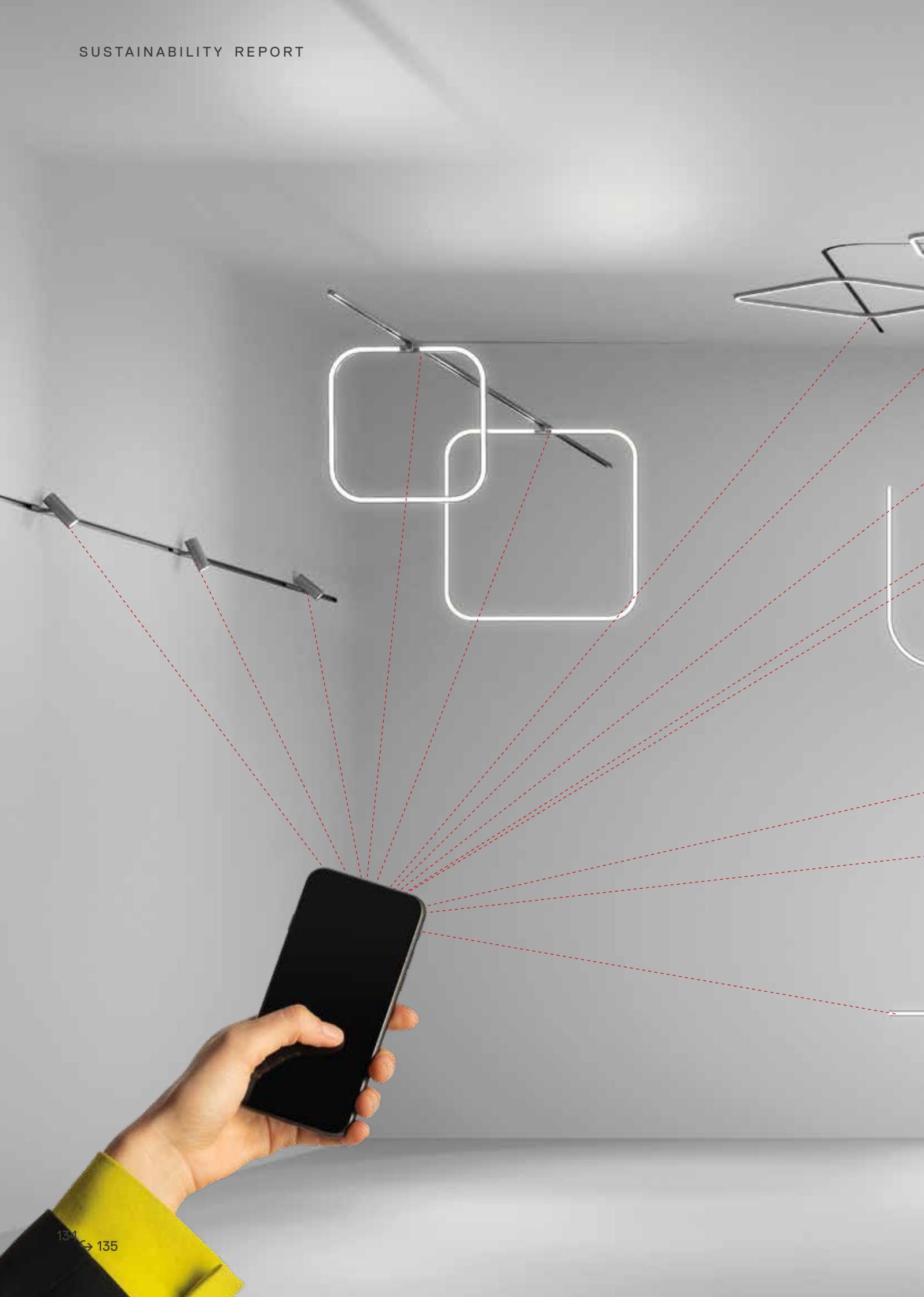
For this reason, the integration with sensors and smart systems becomes fundamental and indispensable, allowing the user to interact with light in new ways, from motion activation to smart devices, voice command and beyond. This scenario calls, on the part of the company, for concrete agility in the management of tools to support the customer such as continuous platform updates, help-desk services, prompt support and maintenance.

The innovation of these services is encapsulated in a twofold added value: on the one hand, they open up **unexpected experiences** and **new imagined interactions** for the end-user that can grow and change organically as needs change over time, and on the other hand, the great sustainability of such solutions, encapsulated in the fact that they employ the necessary light infrastructure without additional complexity in terms of arrangements, facilities, and scheduling.

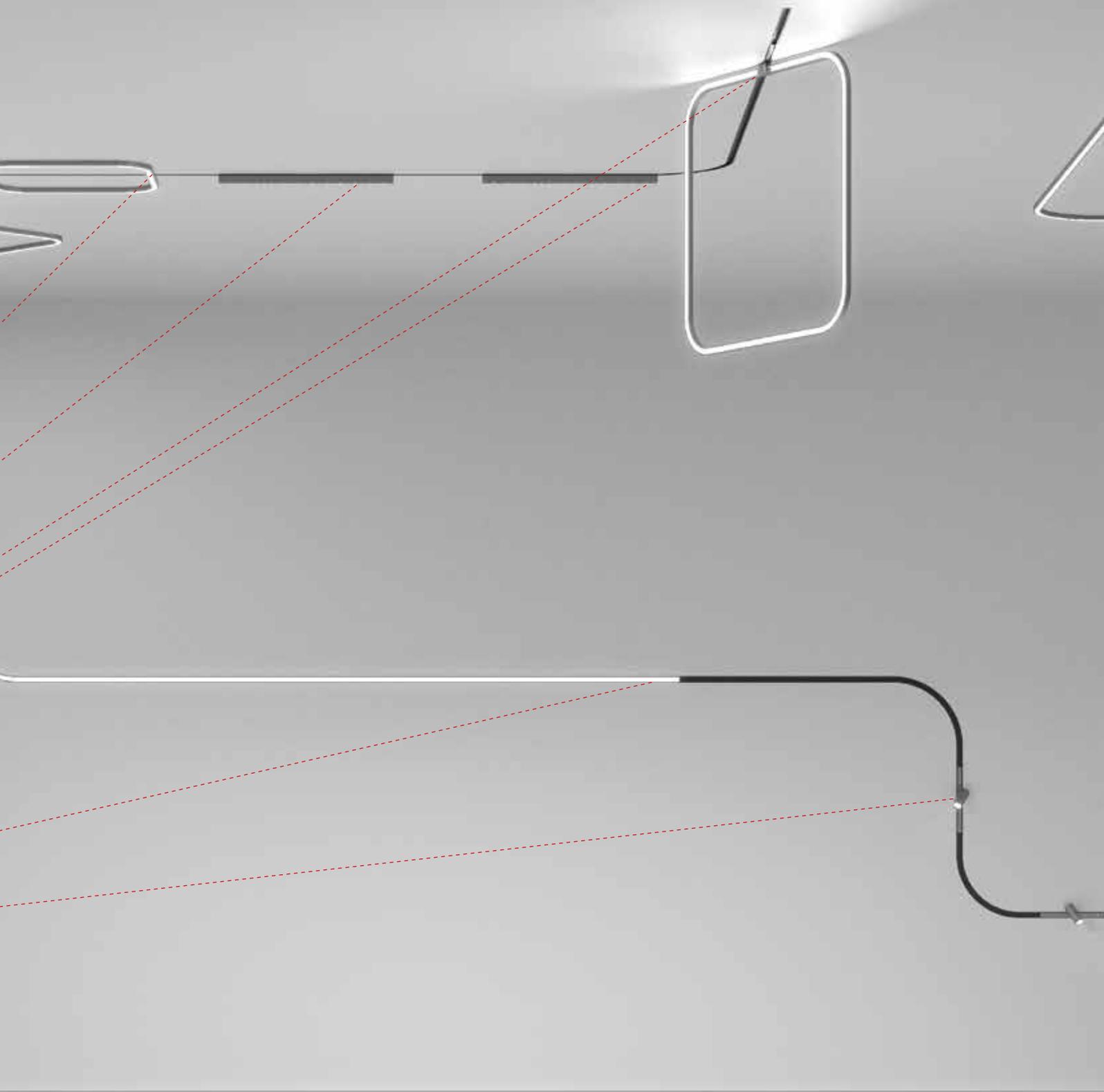
Light thus becomes the bearer of both meaning, for a **contemporary storytelling** of life in/out spaces, and value for our common future.



Huara by Elemental, controlled by Artemide App



VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Turn Around by Carlotta de Bevilacqua, controlled by Artemide App

## Artemide App

The Artemide App revolutionizes the approach to lighting control and makes it possible to exploit fully the precise management capabilities offered by LED technology, while keeping the user at the center. Everyone can become the author of their own lighting landscape, controlling up to 500 lights for each network, adjusting single lights or groups thereof (homogeneous or heterogeneous), activating "interactive actions" in real time, which require, in some cases, a collaboration between BLE (Bluetooth Low Energy) and Wi-Fi.

**“Interactive actions”** refers to the possibility of managing light intensity, colour temperature and colour point in addition to the application of static or dynamic scenes. A special interface dedicated to the control of RWB technology and plant growth has been introduced into the Artemide App ecosystem.

In particular, this advanced interface allows the user to choose a set-up dedicated to humans (based on TW dynamic light) or plants (based exclusively on RWB technology), assisted by light “recipes” recommended by Artemide or freely managing colour and intensity parameters. To make light control even more immediate and intuitive, interaction controls were also developed with occupancy sensor, wireless wall switch, and voice control with Alexa or Google Home.

The Artemide App also uses stand-alone or integrated sensors to interact with environmental variables through "parametric actions": in fact, it is possible to monitor air quality indices such as humidity, VOC (Volatile Organic Compounds) and CO<sub>2</sub> (carbon dioxide) levels and temperature of an environment, to set the behavior of light through dialogue with a Daylight sensor up to having information, through the Heat Maps function, on how users move in a given space over time and set up scheduling that calls up scenes based on the day of the week.

Artemide has also implemented a **Circadian Cycle** functionality, which recommends specific light combinations associated with the psychophysical well-being. A special algorithm, developed internally and based on different inputs entered by the user, elaborates custom light combinations to support the user's physiological well-being, while providing a wide choice in the variation of the light scenes.

A proprietary cloud system ensures the reliability of the service, making network information secure and allowing the administrator user to manage their network and restrict other users access to

its settings. A **Multi-Network** control on a Wi-Fi basis broadens the range of possibilities by enabling the management of different networks, even if located on different floors, from a single point. Especially for contract projects, the Multi-network command and the ability to create Multi-Network groups, i.e. sets of groups belonging to different networks/floors, allows to take full advantage of the Artemide App platform to create a sustainable and engaging light experience for those who enjoy the space.

## Artemide App INTEGRALIS®

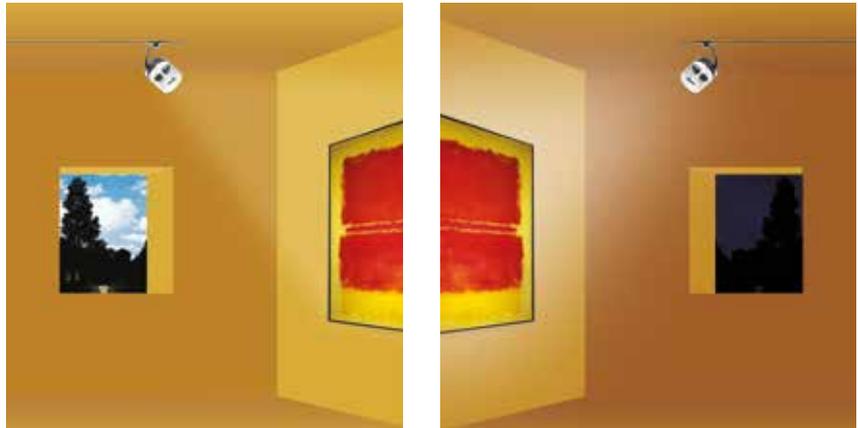
Artemide App also allows the advanced management of **INTEGRALIS®**, activating different real-time sanitizing modes or recalling pre-set scenarios through the specific digital interfaces or wireless wall switches. In the design of the dedicated interfaces, declined on the different INTEGRALIS® technologies available, the effort of Artemide was concentrated in creating formulae of white light containing the correct sanitizing dose, compatible with the human presence, thus ensuring the safety of the individual. Keeping the safety of the system as a fundamental requirement, the control infrastructure, based on Artemide App, has been developed in a scalable way so that it can adapt to different project variables.

This infrastructure allows the interaction between INTEGRALIS® luminaires and the different inputs coming from elements placed in the space that constitute the nodes of an evolved network, such as presence sensors or door contacts, which send signals to the control interface enabling different sanitization modes depending on the space occupancy.

The levels of security provided by the system can be two: basic, involving interaction with commercial security systems (e.g., presence sensors or door contacts) or evolved through the device called the INTEGRALIS® Control Unit, an intelligence developed totally in-house that provides a double level of security for enabling NIGHT mode, as well as the possibility of setting different management parameters.

## Target point

Artemide Target Point, a feature of the Artemide App, is a system of appliances and sensors that regulate desired light and projected light within the surrounding environment. This system's innovation lies in the ability of adjusting the parameters of choice in accordance with a point of interest rather than the appliance itself. The targets are the environmental parameters, a concept that goes beyond a normative value of lighting or color rendering. Target Point leads to a continuous **exchange of information** between lighting and the environment by recording environmental variations and integrating them to maintain a dynamic balance against preset targets. This translates into a dynamic perception of the light's **physiological** or **chromatic quality**. With Target Point, technology is at the service of users becoming a tool to achieve a state of physiological well-being and enhancing how spaces are experienced.

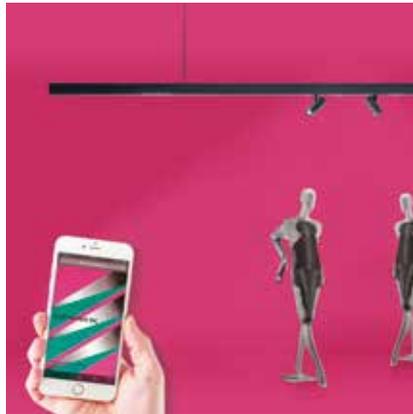


*Target Point, museum application.  
Parametric dialog between a Tunable White artificial  
light and enviromental phenomena.*

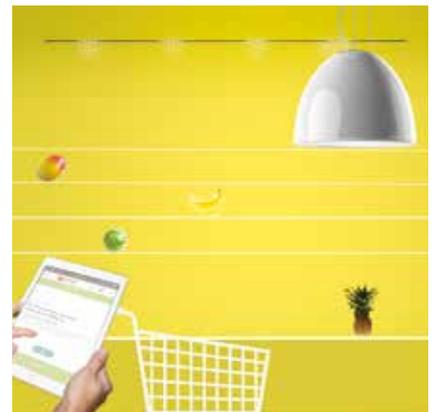
## Geo Li-Fi

Offering unprecedented possibilities for interaction within spaces, Geo Li-Fi is the ideal technology for a variety of applications: in museums, whereby the very beam that illuminates the artwork can **transmit targeted information** to the observer, or in **retail spaces or public environments**, guiding the visitor by providing useful services and added value. Through visible light, modulated according to a coded logic, location data can be activated. The frequency of these light pulses is imperceptible to the human eye but generates a signal that can be elaborated by the camera of any smart device. Communication takes place via wireless connection while the light source, equipped with the Geo-LiFi device, acts both as a light coordinate for geo-positioning and as a **trigger**, for the wireless reception of contents, which are visible through a special App on the user's device. This may be static content such as a message, an image or dynamic content such as a video. It can also link to external web sources, becoming a bridge to wider applications. The content can also be customized according to the profile of the end user, thus opening up to new pathways of interaction between light, space and information.

Geo Li-Fi,  
retail & social space application



Geo Li-Fi,  
museum & supermarkets application



**Li-Fi**

Li-Fi makes it possible to transfer data wirelessly thanks to the rapid intermittence of LEDs at a frequency that is not visible to the human eye. Compared to conventional wireless solutions, Li-Fi does not generate electromagnetic fields and ensures **higher security standards** by limiting network access to a defined physical area outside which light cannot be modified or intercepted, let alone data of any kind.

**Smart City**

Artemide is developing **outdoor lighting** solutions capable of giving character to the urban lighting environment, communicating with city management systems and individual users to generate different types of **lighting effects** depending on the inputs, and distributing data and energy.



*Li-Fi, Personal workplace*



*Li-Fi, Meeting room*

## SENSEable Village

The cities of the future are a pivotal field of innovation, a meeting point for numerous issues relevant to the people's lives (data, mobility, pollution, safety) that affect different stakeholders. For years, Artemide has been active in the design of an outdoor light designed to follow the needs of urban areas not only with functional solutions, but also with **interaction and energy intelligence** in promoting a new, sustainable and social dimension for cities and people.

Starting from the notion that a network of energy and lighting devices could become a new technical platform upon which to develop innovative services for the city, Artemide's ambition is to create new services for the citizens of smart cities by enabling new **collaborative** and business **models**, which will encourage organizations to reach beyond their specific field of expertise and collaborate with actors from other sectors.

"It is the space where the interaction between humans, nature and technology enhances the quality of life."

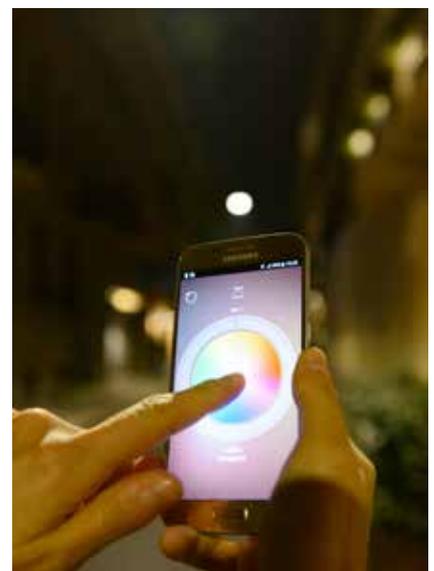
SENSEable Village Manifesto

## The flow of light

Unique among the streets of Milan's "Quadrilatero", the fifteenth-century **Via Gesù** stars in innovative lighting project, which aims to enrich the idiosyncrasies of this unique street, dotted with refined boutiques, artisan shops and antiques dealers. Located alongside the neo-Renaissance house Bagatti Valsecchi Museum and the Four Seasons Hotel Milano, once the Convent of Santa Maria del Gesù, it is also increasingly becoming an ideal space for the many of resident families.

An initiative that tangibly applies the concept of Smart City, of which the **Municipality of Milan** has long been a promoter, bringing information, relationships and culture together through light.

A constant "river of light" is created by **Nur** lamps – "light" in ancient Egyptian – designed as a special Outdoor version for Via Gesù, which takes visitors through a new **perceptive experience** along the street that links the prestigious Via Montenapoleone to the equally exclusive Via della Spiga. The same fixture projects luminous blades of different colors on the facades of the buildings, controllable through the Artemide App, creating a scanning of space and a perspective view that mark the path, revealing to the passerby the history of the places and the beauty of the facades and balconies of these architectures.



The flow of Light,  
controlled by Artemide App

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



The flow of Light, Via Gesù, Milan

## Protection of Know-how

Among the essential elements to Artemide's success are its **know-how** and **intellectual property**, which includes trademarks, product design, innovations in materials, components and system solutions. Therefore, the protection of expertise and the rights of third parties is of utmost importance. To this end, Artemide has always followed a strategy based on registered industrial property rights, i.e., rights that allow exclusive use of the technological or application solutions developed. Over the years, Artemide has obtained numerous **patents in optics, mechanics and electronics** and, in recent years, digital management and interaction sensors.

Today, **technology transfers** occur ever more rapidly, allowing Artemide to promptly apply and distribute the innovations developed through research. Patented solutions expand the knowledge base of the company with wide repercussions on the different collections where they are often embedded different products.

### Innovation patents and Utility Models

Artemide primarily holds invention patents on its proprietary or in-use technological solutions. As of December 2021, the Group held **121 invention patents** and utility models, covering 56 different technical solutions.

The breakdown between the national domains of the patents included in the portfolio as of 31.12.2021 is as follows: Italy (where the first filing occurs) represents 32%, Europe 55%, and the U.S. 13%.

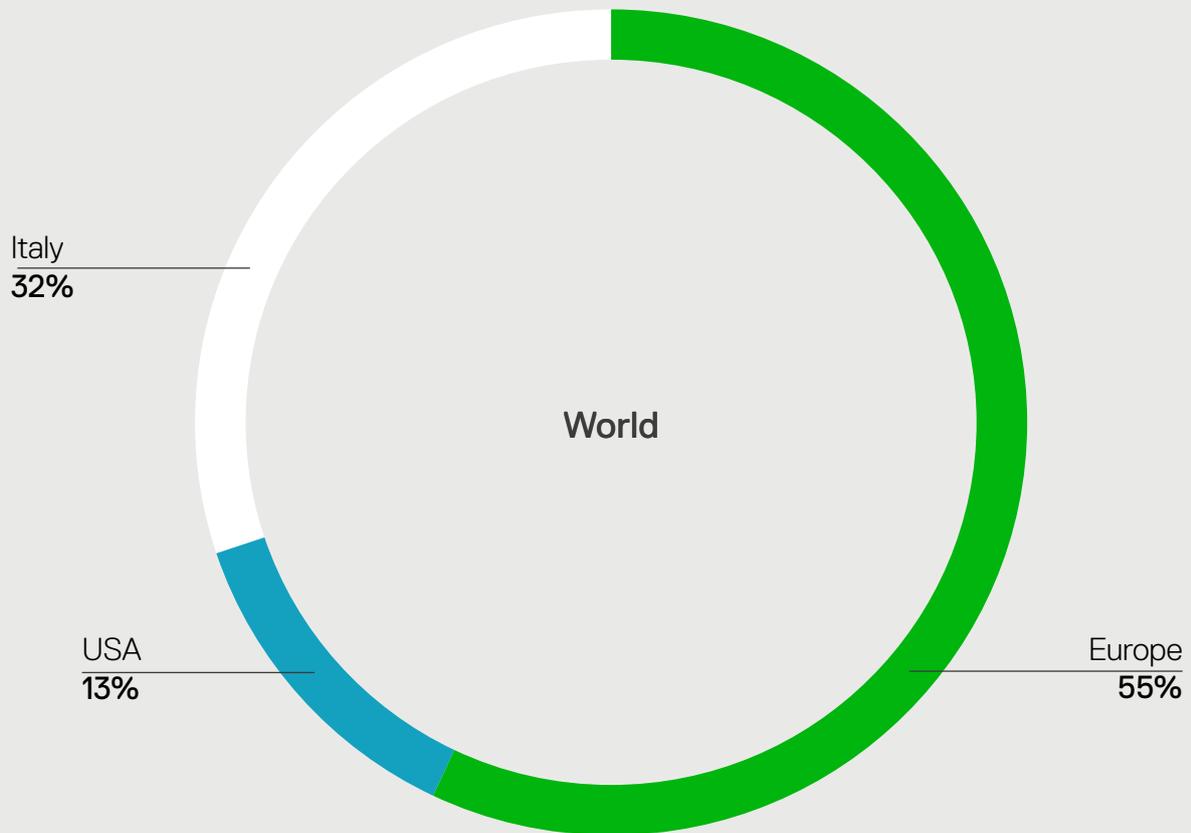
### Registered models

With regard to the design patents used to protect the aesthetic of products, Artemide considers it of primary importance to provide each design with a registered patent title. The Company policy is to register new products designs within one or more multiple design patent registrations in the European Community each year. The registered patents are fundamental for the protection of original products from counterfeits, especially in online markets, which the Company has been overseeing for 10 years through an international partner that is specialized in brand monitoring. This activity allows the removal of counterfeit products from the online sales platforms with the highest volumes.

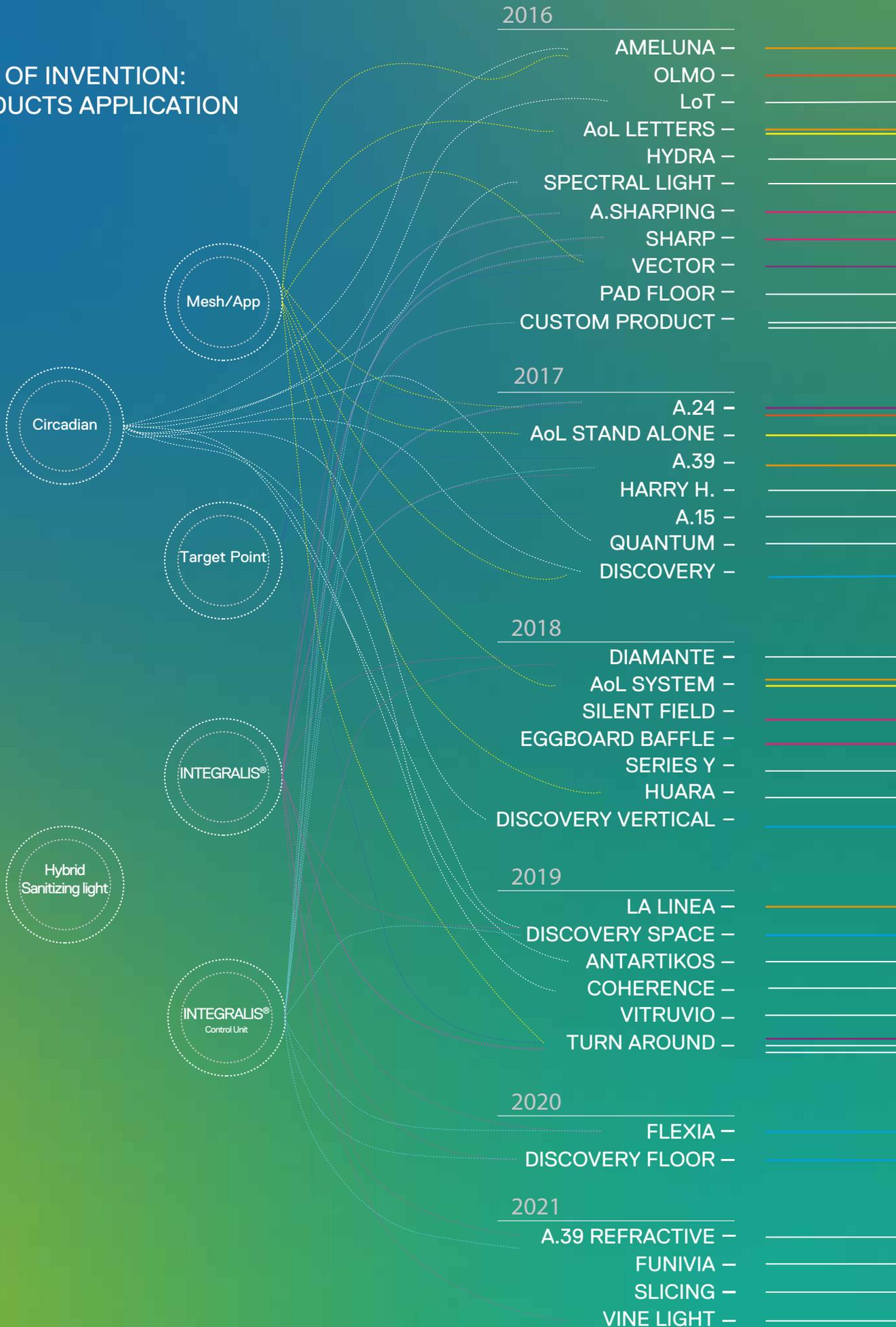
## Ratio of Patent Nationalities

Ratio of patent nationalities included in the portfolio as of 31.12.2021:

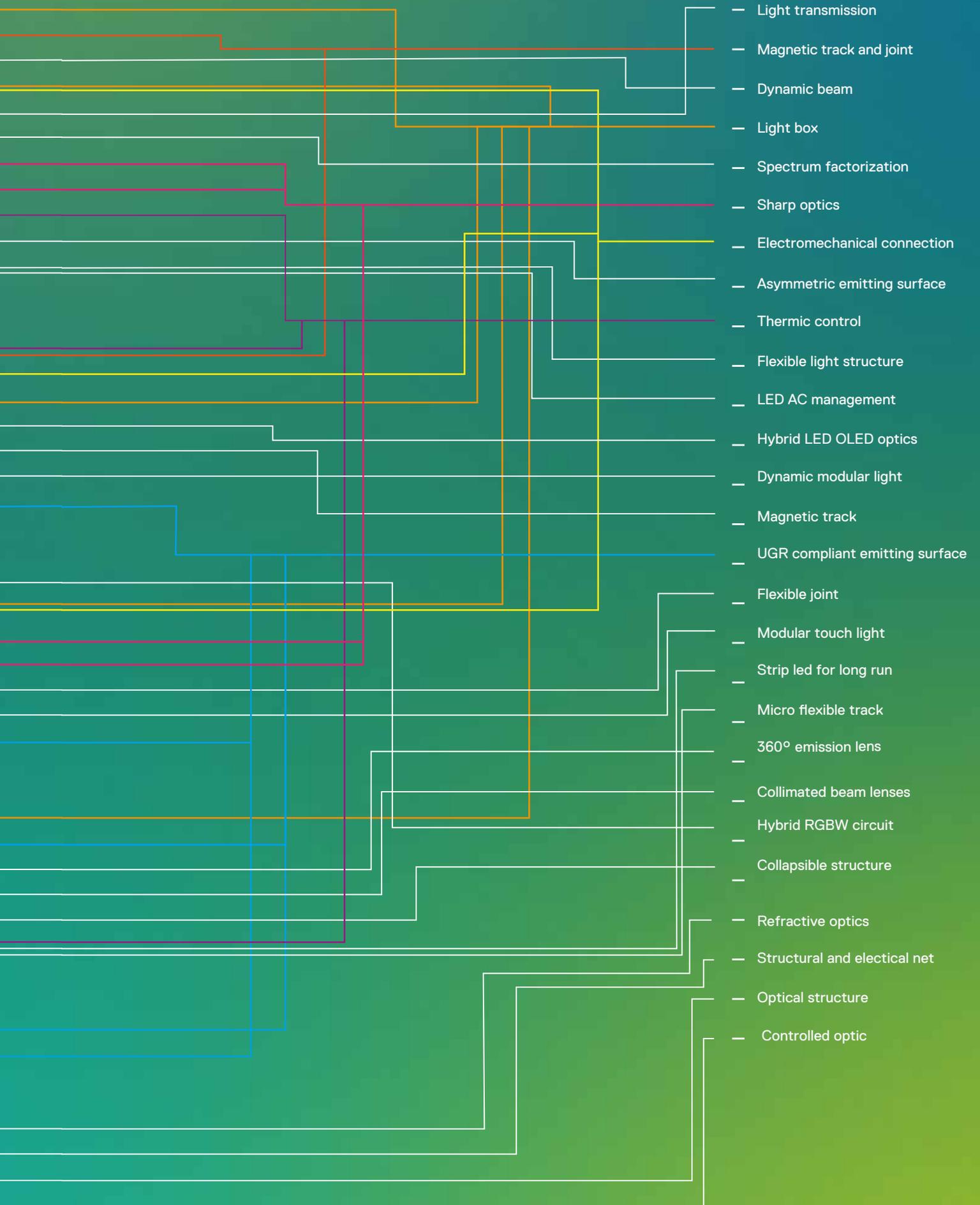
Italy (where the first deposit is made): **32%**  
Europe: **55%**  
U.S.A.: **13%**



PATENT OF INVENTION:  
PRODUCTS APPLICATION

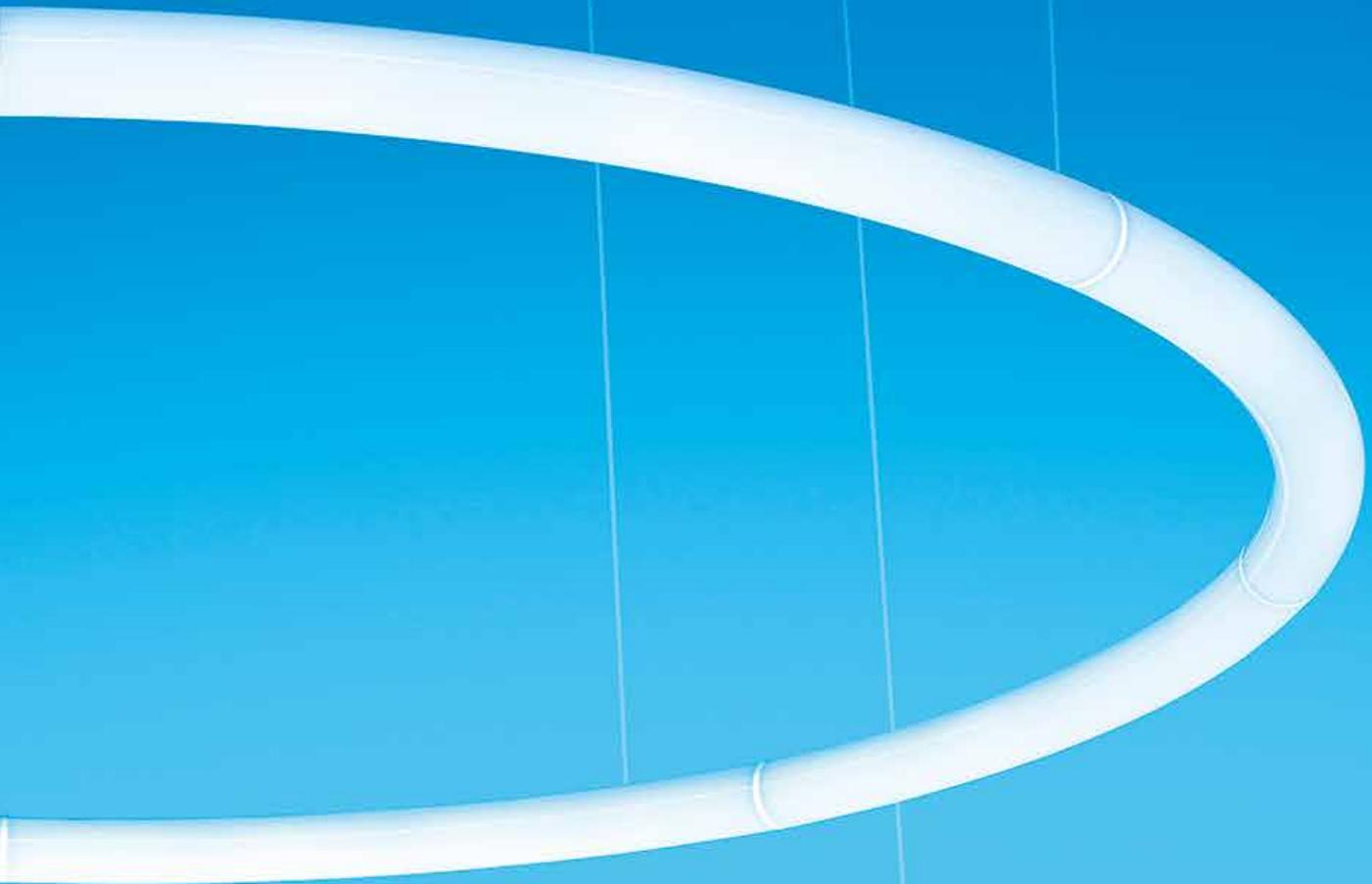


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Alphabet of Light, BIG - Bjarke Ingles Group  
Photographed by Pierpaolo Ferrari

## 02.2 Actions for Eco-effectiveness

Logico, photographed by Elliott Erwitt, 2001



## Téchne

Artemide's design is grounded in the ability to anticipate change through innovation, culture and creativity, manufacturing and sustainable economics, thus combining action with expertise. Science is strictly linked to "téchne", a term in ancient Greek, which means "**the art of doing**" and "**passion for knowledge**". It implies how creativity and competence are not only a prerequisite for technology, but also a language and a form of expressing beauty. For Artemide, research and vision, guided by an open approach, have always been key tools in interpreting and translating contemporaneity, transforming "téchne" into quality, art and emotion.

The true value of Italian design is the unique coincidence of **scientific, technical skills and humanistic heritage**; it is a culture capable of creating an economy of knowledge through the beauty of innovative products and emotion as concrete answers to the needs of man and the planet.

All of Artemide's choices have been focused on a single objective: the commitment to improving humankind's **quality of life** and its relationship to the environment through a **responsible design**.

The present and future of light builds on this vision through the following values:

**Responsible Design = Reduce to innovate, more with less.** New projects are acts of responsibility towards the planet and translate into creative innovation: less materials and no energy waste, without compromising performance, quality and beauty. A critical and more efficient approach that goes to the heart of the project and extends fully to its application. Artemide promotes the culture of light and offers tools for a conscious choice and a mindful use of light, qualifying it in terms of energy and economic savings.

**Long Duration = Long duration of the project.** Emancipation of the logic of consumption, through the quality of the product. A careful selection of innovative materials and an intelligent design help to create a lasting emotional bond with the product. Durable projects mean quality.

**Incremental systems = Projects as open platforms.** The product is not a closed system, but an open and net-positive system that can constantly grow and update itself through maintenance and updates.

**Good Light = Reconnecting with nature.** Light is indispensable for all living beings. By studying its relationship with humans, space and the environment, it is possible to create a light that takes care of the psycho-physiological well-being also in relation to the rhythms of natural light. A good light can also abet the growth of nature and its photobiological processes, respecting the planet and all its inhabitants.

The entire Artemide collection is an expression of responsible and careful design. There has always been a drive to develop new products with an intrinsic attention to the environment. Artemide is committed to continuous research in an attempt to develop lighting systems that pursue the maximum energy efficiency. Artemide pushes the boundaries of design beyond the product itself through the design of interactive systems that adapt to spaces.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Gople System, BIG - Bjarke Ingels Group



“O” Suspension, Elemental

“Enduring Beauty – An innovative vision to design a sustainable beauty”



Vector by Carlotta de Bevilacqua,  
LEED compliant.  
Photographed by Pierpaolo Ferrari

## Sustainable approach

Artemide pays particular attention to sustainability and, as stated in its environmental philosophy, the Group is committed to designing products that minimize their environmental impact by following three key principles:

- energetic evaluation impact:  
Life Cycle Assessment and Energy Metric Centric
- material selection
- definition of the productive processes

## Life Cycle Assessment

**The Life-Cycle Assessment (LCA)** lays the grounds for the definition of design priority indicators as a decisional support in effectively shaping lighting design towards eco-efficient solutions that minimize the environmental impact associated with all stages of a product's life cycle.

Testimony to the path taken by Artemide for years is the LCA analysis carried out back in 2007 on the Tolomeo table lamp in collaboration with the **Politecnico di Milano**.

The purpose of this study was to provide Artemide with a contribution to the development of a design culture and practice in the development of future products, establishing guidelines in product development that can address the transition to environmental sustainability in a rapidly changing regulatory framework.

The assessment highlighted how the main impacts are produced during the use phase. This finding directed the attention to design choices aimed at maximizing the energy efficiency of the product and reducing energy consumption. The analysis also shows how it is equally important to raise awareness among customers and users to foster a more mindful use.

## LCA Tolomeo

The **Tolomeo** lamp, designed by Michele De Lucchi and Giancarlo Fassina, already met the design conditions that are essential strategies to the design of a new lamp today in 1987:

- low material consumption by the product and its accessories;
- use of non-depletable materials for conservation and biocompatibility;
- longevity of product life-cycle;
- recyclability of the material used;
- ease of disassembly.

Through the analysis of the Tolomeo lamp's life cycle, it has emerged how the greatest environmental impact occurs during the use phase. Energy consumption is significantly more impactful than that incurred during the phases of pre-production, production, distribution and disposal.

Although impacts vary according to the actual time of use of the appliance, it may be argued that the use phase of a lamp equipped with a traditional incandescent 100W light source accounts for more than 90% of the overall environmental impact, assuming it is turned on for 3 hours a day.



Tolomeo,  
Michele De Lucchi & Giancarlo Fassina

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Vine Light, BIG - Bjarke Ingels Group  
Photographed by Pierpaolo Ferrari

## Energy Metric Centric

Artemide adopts design criteria that aim to maximize the energy efficiency of products, paying particular attention to the measurement of the energy consumed according to a logic of **"Energy-centric metrics"** that enable the monitoring of the energy use per square meter of illuminated space to ensure the right light in terms of quality and quantity.

All products are designed with state-of-the-art LED sources. Legacy products have been updated to accommodate low-energy, high-performance and efficient sources. Where possible, they have been designed from scratch to accommodate an integrated **LED** source.

The use of LED sources in Artemide products guarantees a reduction in consumption of up to 80%, depending on the case, compared to the same appliance equipped with traditional sources, minimizing the impact of the use phase on the product's life cycle and enabling the design of lighting appliances with a life expectancy of at least 75,000 hours.

The studies on dissipation have been guided by the desire to reduce the use of materials that disperse heat as much as possible, while retaining the high performance of LEDs. The heat sinks are sized to preserve the life of the sources according to the globally recognized **IES LM80-TM21** methodology, which correlates the life of the LED with current and temperature of use. Artemide tests the LED sources in accordance with reference standards and sets on all its products a temperature during use that is lower than 85°, which ensures a remarkable long service life (**L80 B10 > 75,000 hours**).

Statistically, this implies how **after 75,000 hours** of use, only **10%** of appliances will have a luminosity that is lower than 80% of their initial performance. For Artemide, tests on products and their components are an integral part of the engineering process and not just a final step, aimed at certifying the result.

In 2021, 96.1% of sales were attributable to sustainable products based on LED technology (compared to 94.7% in 2020).

In addition to the reduction in consumption thanks to the LED source, today the introduction of management intelligences, which dynamically relate lighting performance to environmental variables and activities in spaces, brings additional benefits in terms of energy and, consequently, economic savings.

Many Artemide appliances integrate light management systems that allow their control according to natural light, in the case of **Daylight-Detector**, or through third-party sensors (motion sensors, integrated presence systems, etc.), allowing the system optimization of entire buildings according to their use and their users' needs.

In keeping with durable, innovative and sustainable design, Artemide products comply with the requirements of the Single Lighting Regulation, effective September 2021, which regulates at the European level the lighting sector in terms of eco-design by integrating all elements of the Ecodesign legislation.

This regulation is the most recent and up to date in terms of efficiency, performance and quality regarding light sources and power supply units that can be placed on the European market.

Artemide has also registered all data on the proprietary light sources used in its products in the EPREL (European Product Registry for Energy Labelling) database, an archive available to the bodies responsible for ensuring compliance.

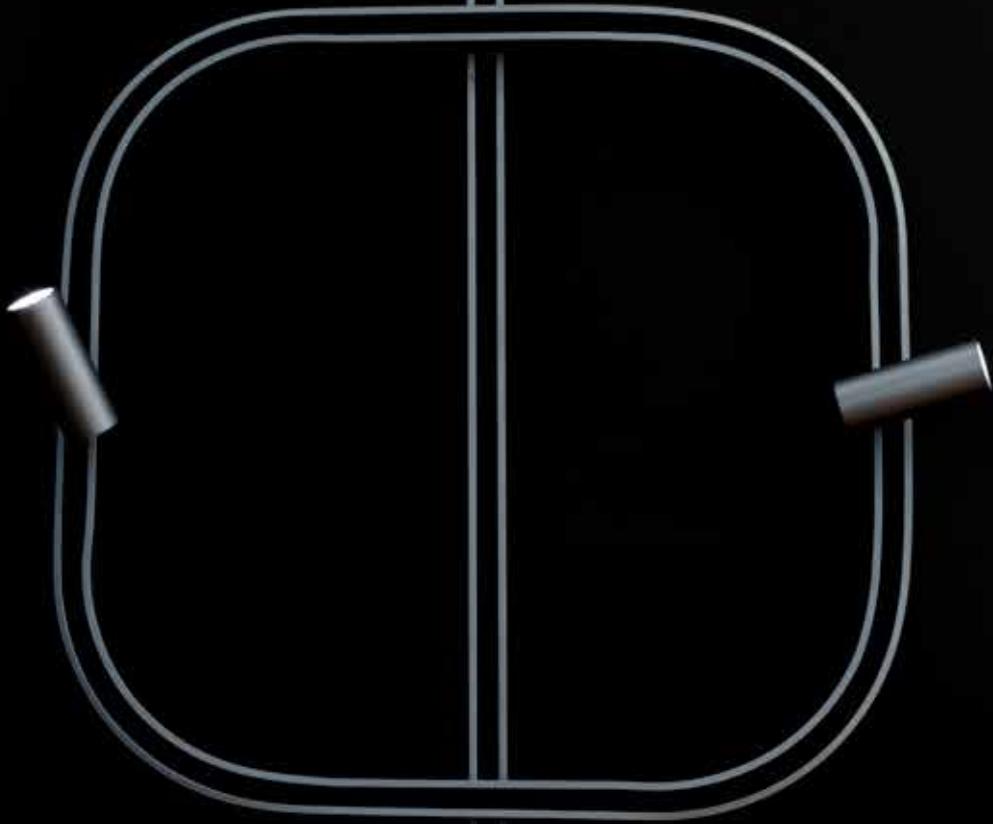
**Materials and productive processes**

During the design phase, materials are chosen in a way that is compatible with the aesthetic and design requirements of the product, favoring recycled or recyclable raw materials with low environmental impact. This constitutes one of the focal points for Artemide's research aimed to identify new generation production processes, materials and finishes that improve the environmental impact of the product. In some cases, this activity opens up to application fields beyond lighting or leads to the development of dedicated and innovative solutions in partnership with suppliers.

Often research leads to significant process results that are less visible in the final product design but have important implications in terms of sustainability, leading to a continuous improvement of the impacts during production or surface finishes, a reduction in waste or materials used.

Artemide monitors emissions from its processing according to the requirements of the authorization act in its possession. Annually, a mass balance of VOCs used is prepared, ensuring compliance with the stipulated thresholds and favoring finishes using powder or zero-emission technologies (PVD sputtering at accredited suppliers). Contributing to waste reduction is the recovery of the solvent used through distillation.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Turn Around, Carlotta de Bevilacqua

## IN-EI

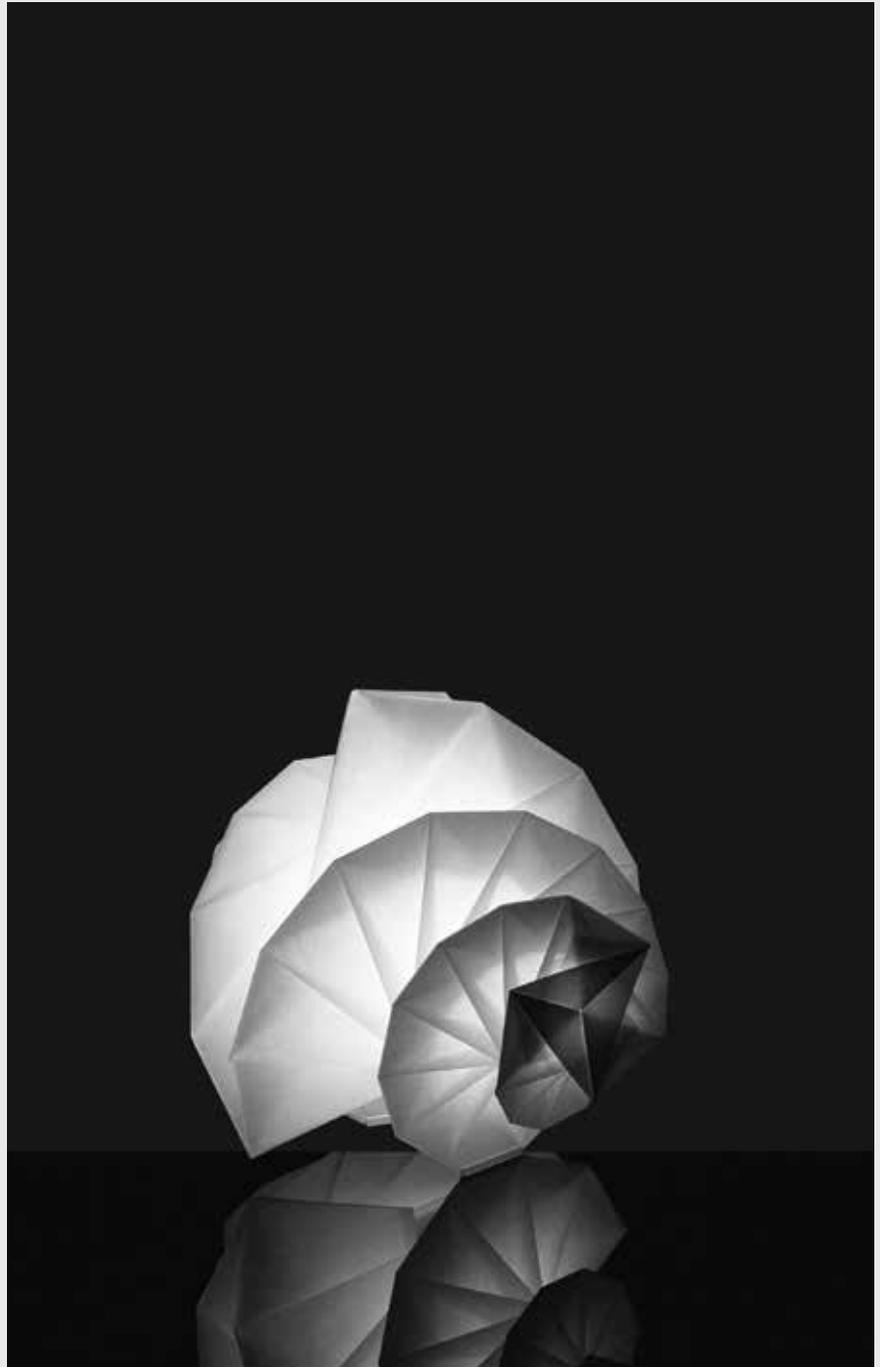
The **IN-EI ISSEY MIYAKE** collection by Artemide is a series of table and floor pendant lamps.

Their shadows are created using mathematical principles, and are casted in two or three dimensions, intersected by subtle and beautiful luminous nuances.

The inimitable folds, which determine the plastic forms and the solidity of the lamps, are made with a proprietary technology created by Issey Miyake.

Thanks to the recycled materials from which they are made, with a luminous transparency superior to that of paper, these lamps maintain their shape without the need of any internal structure: the folding process creates statuesque shapes that are solid enough to be reshaped without problems.

When not in use, they can be stored folded.



## STELLAR NEBULA



Stellar Nebula is a perfect example of how Artemide's research on materials, finishes and processes is strongly oriented towards sustainable solutions. It uses an innovative PVD process similar to that already used for the metallic versions of Gople and Eclisse.

From an environmental standpoint this technology, also called “sputtering”, is one of the cleanest coating technologies:

- It only uses metals that are not harmful to health
- It completely abates emissions, particularly those resulting from sulphuric acid and cyanide that are normally produced by galvanic processes

The subsequent stage of transparent protective coating, aimed at ensuring the long-lasting aesthetic quality of the finish, uses a solid paint with a maximum of 5% solvents (compared to the traditional 75%). The waste generated by the process are very limited.

Furthermore, Stellar Nebula, with its hand-worked glass and each time unique in shape, enhances the artisan tradition of blown glass.

## Finishing process - Varnishing

The coating plants in Italy, Hungary and France are designed and built to respect the environment and environmental safety regulations pertaining to Europe (ISO 14001:2015).

Powder coating is completely "waste-free": it uses automatic booths for application and recovery of all dispensed parts and does so by means of filters that retain 99% of the coating waste.

These booths do not contain solvents and the processing waste is confined and appropriately disposed of as special (non-toxic) waste. The pre-treatment tunnel consists of six closed-cycle washing tanks, free of organic volatile compounds, containing water and a 3% solution of iron phosphates.

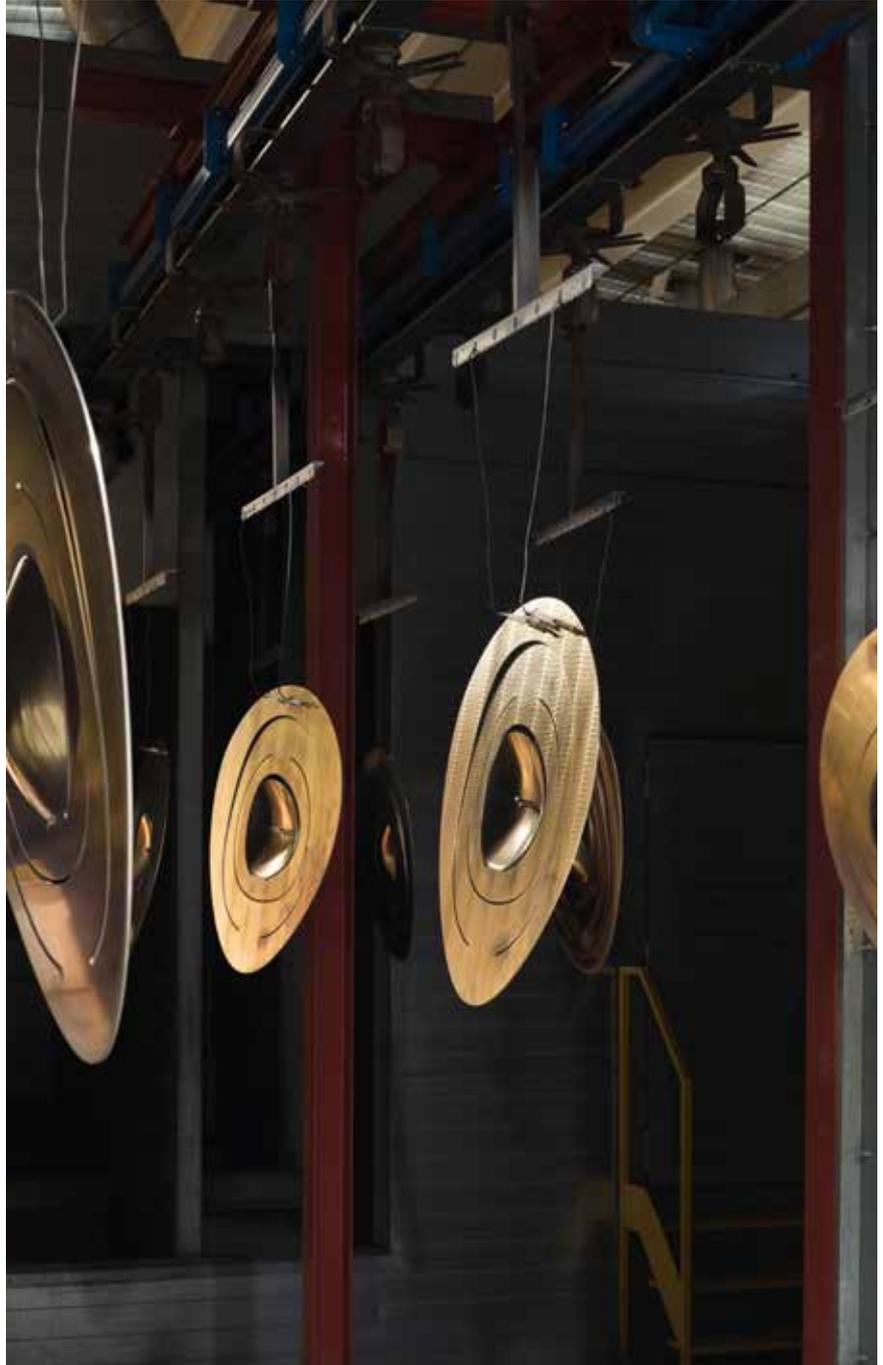
The effluent is recycled and purified downstream by means of demineralisation rinse columns. The tanks last on average 6/8 months and, once exhausted, the substances are disposed of in third-party purification plants, in full compliance with environmental regulations.

To complete the powder coating, liquid finishing uses paints (made exclusively for us in cooperation with Basf and Akzo) of a medium-high solid, low-solvent acrylic nature, and the technical yield is superior to any approved bodywork paint (a smaller quantity is needed than is usually used elsewhere). We also have an instant paint mixing plant that optimises raw material preparation and consumption.

In order to recover and optimise production costs, an atmospheric solvent distiller is used: this makes it possible to recover all the reusable parts of the cleaning and paint preparation solvents. Lastly, this allows lowering the threshold of "VOCs in the atmosphere", for which Artemide draws up a consolidated account to be submitted for the environmental controls of the regional body to which Artemide is linked for plant authorisations. In the spray booth, the solid parts of the overspray are captured and retained in special, certified dry filters which, once exhausted, are always disposed of in compliance with regulations.



Coating Machinery - Artemide Factory  
Pregnana Milanese



Coating Machinery - Artemide Factory  
Pregnana Milanese

In the departments, the rules for the disposal of all the various compounds are respected, such as the cataloguing by compatibility categories: from gloves, to rags, abrasives, detergents and other components in production. There is an internal mission at Artemide to optimise production flows and cycles.

With regard to the latter, Artemide carries out continuous technical research to make use of the best solutions for painting products.

“Artemide design is based on the ability to anticipate change through innovation, culture and creativity, manufacturing and sustainable economy.”

**Carlotta de Bevilacqua**  
President & CEO Artemide

## 02.3 Designed in Italy, produced in Europe, worldwide distributed

Artemide HQ, Pregnana Milanese, photographed by Elliott Erwitt



## Lean Manufacturing

Artemide is known all over the world for its high quality standards, which guarantee the longevity of its products. What makes it possible to maintain the high levels of quality is the production process, carried out entirely within the Group's own factories or entrusted to qualified, highly specialized subcontractors who fulfil the excellence criteria necessary for the realization of the products.

### ISO 9001:2015

A tangible sign of Artemide's attention to quality is the requirement for its suppliers to act in accordance with the principles of the **Group's Code of Ethics** and the adoption of the **ISO 9001:2015 Quality Management System**, based on international standards, which enables it to demonstrate its ability to supply, on a regular basis, products that meet specific requirements relating to product and system standards.

Artemide has always invested in the continuous analysis of production processes with the aim of making them more efficient, making it a cutting-edge company over time. In fact, adopting a strategy aimed at continuous improvement is an essential requirement for successfully meeting the challenges and dynamics of the market. With this in mind, Artemide has adopted new tools to further improve process control, enhancing the current competitive advantages by implementing, since 2011, a production process in line with the **Lean Manufacturing** philosophy.

The **Lean Production** (Lean Manufacturing) is a set of principles, methods and techniques for managing operational processes, which aims to increase the value perceived by the end customer and systematically reduce waste in terms of time, materials and energy.

The aim of Lean Manufacturing is to "do more with less":

- less **time**
- less **space**
- less **effort**
- less **machines**
- less **material**



Artemide Factory - Pregnana Milanese

Lean Manufacturing uses for this purpose a single basic scheme in all areas of the enterprise: product development, sales and marketing, production, logistics, and management. The integration of such a philosophy is only possible through the involvement of personnel from the outset and the operational coaching of people motivated for continuous improvement. The system, therefore, presupposes "**continuous improvement**", which is why Artemide provides periodic specific training programs.

## Lean Thinking

Underlying Lean Manufacturing is **Lean Thinking**, which encompasses a set of operational tools and methods for applying lean principles in the enterprise. The concept of Lean Thinking emphasizes how lean, in addition to being a method to be applied, is first and foremost *forma mentis*, that is, the way of thinking that inspires the method itself.

The Lean Manufacturing is based on **five** principles:

→ **Value**. The starting point is always the definition of value from the customer's prospective. Value is just what the customer is willing to pay for; everything else is waste and must be eliminated.

→ **Mapping**. In order to eliminate waste, it is necessary to "map" the value stream, i.e. to outline all the activities that constitute the operational process, distinguishing between value-added and non-value-added activities.

→ **Flow**. The value creation process is seen as a continuous flow, resulting in a reduction of the materials' lead time.

→ **Pull**. Satisfying the customer means producing only what they want, only when they want it and only in their desired quantity. Production is thus 'pulled' by the customer, rather than 'pushed' by the producer.

→ **Perfection**. Perfection corresponds to the complete elimination of waste and is the benchmark against which we must strive without end through continuous improvement.





Artemide Factory  
Pregnana Milanese

## Efficiency and service

In summary, the basic philosophy of Lean Manufacturing is to **eliminate inefficiencies** from the processes carried out by the company, shortening their duration through a systematic approach, in order to provide a product that meets the needs of its customers, in terms of increased resource efficiency and improved service level.

In addition, by reducing time waste, production line operators are able to compare and share their work toward common goals. The ultimate goal is to achieve "**zero defects**".

During 2019, the implementation of a tool to support production units that fully integrates with the Lean Manufacturing philosophy was started. This system, called **Management Execution System - MES**, is able to collect and monitor in real time production data, progress status, any blockages and their causes. This investment, operational from 2021 for the Pregnana and Saint Florent plants, is undergoing evolutionary activities to extend its functionality.

For example, among the anticipated operational benefits is the real-time monitoring of the progress of orders. Artemide believes strongly in the value of the local area: if for project culture, the drive is to expand its reach as much as possible, on the other hand, when it comes to the transportation of goods, organizational efforts seek to minimize distances in order to reduce CO<sub>2</sub> emissions.



Artemide Factory  
Pregnana Milanese

## Productive Network

Artemide's production network is underpinned by the best companies and craftspeople for each technological sector: Artemide strongly believes in the quality resulting from **Made in Italy** production chains and entrusts production to certified subcontractors who represent the excellence of the Italian modus operandi throughout the world. In addition to yielding considerable energy savings in the transport of goods, their proximity makes it possible to constantly monitor the quality level of the products.

The choice to involve local suppliers' limits transport distances and allows the creation of a solid network that fosters innovation and design culture. Partnerships are created with **selected suppliers**; the expertise of designers allows constructive dialogue to be established with external companies for the development of increasingly advanced solutions.

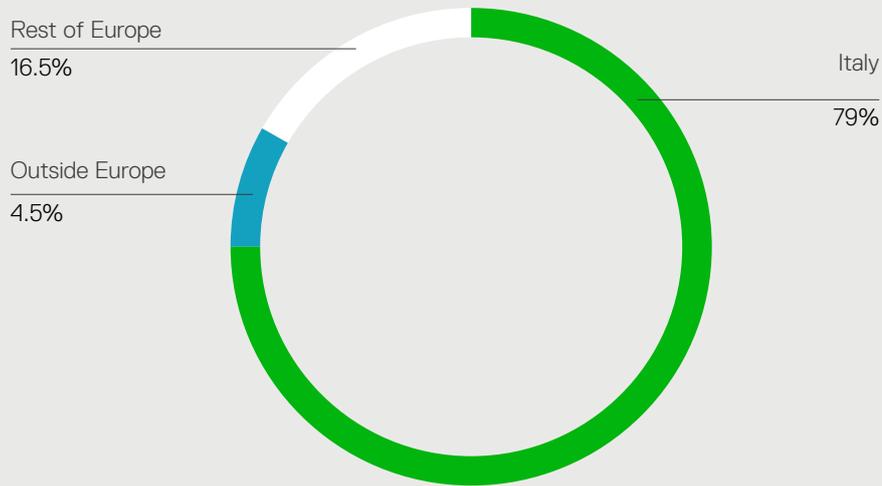
Artemide's production process involves the use of pre-assembled components and, to a lesser extent, raw materials. This makes selected suppliers and subcontractors a key part of the **value chain** and for this reason, relationships with suppliers looked after and nurtured over time.

Artemide mainly uses **aluminium, steel, plastic and glass as raw materials** for production. It also sources basic electrical components and light sources from some of the world's leading manufacturers.

At December 31 2021, the Group's costs for raw materials and components accounted for 23.7% of total costs. This expenditure resulted in 2021 in the use of 3,766 tons of materials for the production and packaging processes, a year-on-year increase of 27%, attributable to the growth in the number of orders received in 2021. The materials used are divided between renewable and nonrenewable materials, 28.1% and 71.9% respectively.

Proportion of expenses towards suppliers (GRI 204-1)

Naionality Suppliers	2021	2020	2019
Italy	79 %	77.5 %	76.4 %
Rest of Europe	16.5%	17.4 %	19.0 %
France	5.3 %	5.6 %	5.8 %
Hungary	6.1 %	6.2 %	6.5 %
Others	5.1 %	5.6 %	6.7 %
Outside Europe	4.5 %	5.1 %	4.6 %



## RoHS

On one hand, renewable materials that derive from abundant, regenerating resources include wood, paper, cardboard and glass. On the other, non-renewable materials that do not regenerate include aluminium, brass, iron, plastics, paint and others.

Some of the non-renewable materials used include electronic components with respect to which, Artemide complies with the European legislation commonly known as the Restriction of Hazardous Substances Directive (RoHS). The directive imposes restrictions on the use of certain hazardous substances. Artemide, upstream of its supply chain, requires suppliers to complete a questionnaire regarding their compliance with RoHS. The questionnaire also allows Artemide to **map the certifications** and controls adopted by the supplier, the location of the registered office and operating sites and the type of main production activity. The great care the Group has always maintained in its choice of materials and respect for the environment is also evident from the fact that, in 2021, Artemide will use only lamp instruction booklets and 100% recycled office paper with Nordic Swan and Blue Angel certifications. For all its printed communication tools, Artemide uses only FSC (Forest Stewardship Council) certified paper.

In 2021 there was a 39% growth in purchases compared to 2020. With reference to geographic areas, 79% is concentrated in Italy (42% more than in 2020), 16.5% in the Rest of Europe (32% more than in the previous year), which includes Germany, France, Hungary, and 12 other European Union countries, and 4.5% is aimed at the Non-European Union area, which includes the United States, Switzerland, China, and Taiwan among the main countries. This significant increase can be attributed to increased production during the year 2021, as well as a strategy to secure supplies in light of the uncertainties caused by the Covid-19 pandemic.

## Number of suppliers

Nationality of suppliers	2021	2020	2019
Italy	481	437	449
European Union	297	257	253
France	175	168	168
Hungary	78	49	45
Others	44	40	40
Extra European Union	32	33	35
Total	810	727	737

## Materials used for production and packaging

Materials <sup>3</sup>	2021 (ton)	2020 (ton)	2019 (ton)
Renewable material (wood, paper, cardboard, glass)	1,060	835	848
Non renewable material (Aluminium, brass, iron, plastic, electronic components, paints, other)	2,706	2,131	2,203

<sup>3</sup> The calculation for the materials used for the year 2021 includes the use of an estimate based on the purchases made during the year applied to last year's methodology.

## Sustainable procurement practices

Individual supply contracts include special clauses that require suppliers, agents and collaborators to comply with the Group's Code of Ethics. In particular, in contracts entered into with suppliers from countries considered 'at risk', defined as such by the relevant organisations, contractual clauses are introduced that provide for:

### Code of Ethics

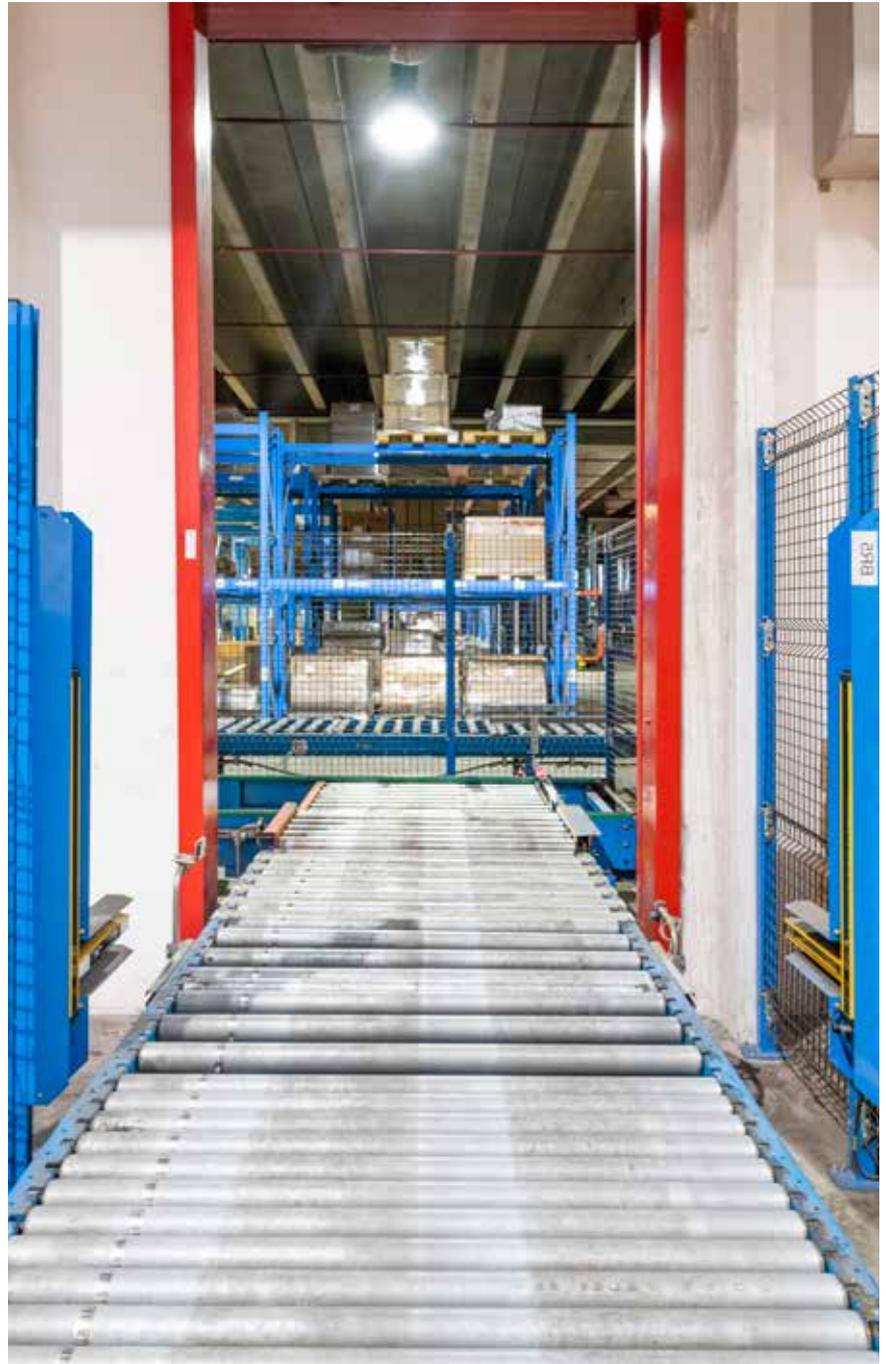
→ A **self-certification** by the supplier regarding the adherence to specific social obligations (e.g. measures guaranteeing workers' respect for fundamental human rights, principles of equal treatment and non-discrimination, protection of child labour);

→ The possibility of **undertaking monitoring activities** at the production units or operating sites of the supplier company in order to verify the fulfilment of these requirements.

Artemide's suppliers must also conform to the principles of the **Code of Ethics** in the relationships with their stakeholders.

Artemide inspects, as far as possible, the commercial and professional reliability of new suppliers, in order to ascertain that there are no links of any kind with criminal, terrorist or mafia organisations.

Actions to engage the supply chain in an expanded sustainability project aimed not only at ensuring supplier selection based on sustainability, ethicality and compliance with international regulations but also at actively promoting a culture of sustainability are a fundamental part of the approved Sustainability Plan.



Automatic Shipping Warehouse - Artemide Factory  
Pregnana Milanese

**Warehouse automisation**

The automatic system of the finished goods warehouse, which has been operational since 2012, has made it possible to eliminate manual handling by employees and drastically decrease the risk of accidents. In fact, the operation of the same involves automatic machines taking in incoming products, which are organized within the warehouse. This system also allows for accurate and up-to-date inventory.



## 02.4 Product quality and Certifications

Tizio by Richard Sapper, Photographed by Elliott Erwitt, 2001



## International Standard

The Group works consistently to maintain over time the high quality standards that the whole world recognizes. The **high quality and safety of the products** is ensured by compliance with international regulatory standards and the availability of international certifications. In general, for its products Artemide proceeds with its own conformity audits and then with the acquisition of third-party certification in its target markets, namely Europe, America, China and to a small extent in the Australian market.

In **2021** Artemide obtained 18 new ENEC Europe product certifications.

Compared to 2020, certifications for other markets were developed in 2021, the most notable being the 27 certifications for the US and Canada. Business opportunities related to large main-contractors then kept a high focus on **International Electrotechnical Commission (IEC)** areas.

Regarding the safety certifications for the markets that follow the technical rule of the **International Electrotechnical Commission (IEC)**, the Artemide laboratory is accredited by both Underwriters Laboratory and Intertek. The same goes for the American and Canadian market; hence, the laboratory is accredited according to UL regulations by both Underwriters Laboratory and by Intertek for ETL mark.



Gople RWB Assembling - Artemide Factory  
Pregnana Milanese



Marcatura CE



Marcatura EAC



UL Underwriters Laboratories



Certificazione di conformità  
europea ENEC

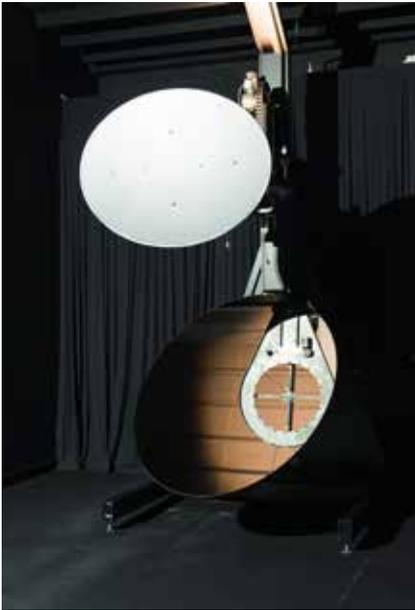


Marchio CCC  
China Compulsory Certificate

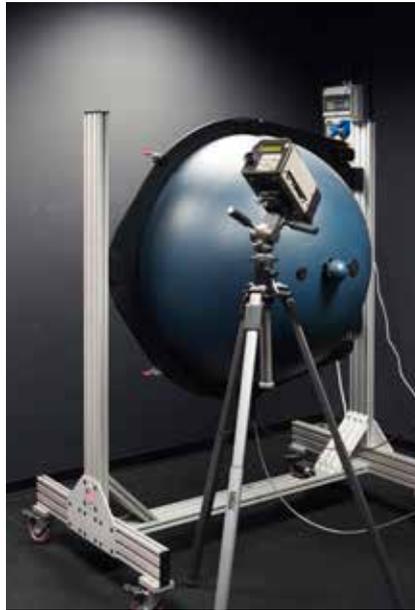
**In-house  
Laboratories**

For Artemide, testing the product and its components is an integral part of the engineering process and not solely a final step aimed at certifying the result. The internal laboratories work closely with the Product Development department to find the best design solutions and maximise performance. The development, design and engineering phase includes several sub-phases that focus on quality control.

An initial stage, for example, involves the simulation of the optical and lighting performance, starting from component drawings and the properties of the sources to arrive at the performance verifications with respect to the design targets on real prototypes. The physical and mechanical aspects (thermal and electrical) are then verified and analysed. Various laboratory tests are further carried out on both individual components and integrated systems. These tests include, for instance, accelerated ageing tests of components or products through thermal cycling at 35°C, UV light and salt spray; by simulating harsh conditions of use, these tests are of fundamental importance in outdoor applications. In fact, Artemide has always combined the development of efficient products with a careful analysis of their application conditions in order to ensure long life and high efficiency over time.



Photometric Measurements -  
Goniophotometer with rotating mirror



Photometric Measurements -  
Ulbright Sphere



EMC Test - Triple Loop Antenna



Safety Test - Temperature



Safety Test - Endurance



Corrosion Test -  
Salt-acetic fog chamber

## 02.5 Customer care

Artemide Factory, Pregnana Milanese, Photographed by Elliott Erwitt



The customer and their relationship with the Group are key to a trusting and lasting relationship, which is why the Group takes care of its customers through several channels. In addition to the traditional toll-free number, the main tool is the website's dedicated contact section staffed by a specific department to provide prompt assistance and communication to those who request it.

The various questions and reports collected on social networks are managed by dedicated resources within the Communications department. The Group has implemented CRM systems in all European and American subsidiaries with the aim of maintaining customer relations and managing commercial relationships professionally and effectively. In support of new tools such as the **Artemide App**, a dedicated **Help-Desk** service has been introduced in both Italian and English, to guarantee an immediate and qualified assistance via phone or ticket.

## Webinar

Also in 2021, the invitation-only webinar program dedicated crosswise to internal and external professionals working with Artemide products worldwide continued. This is so that a deeper knowledge of the product and the technological innovations it contains can be of continuous support for better service to the end customer. The pandemic from Covid-19 has led to the intensification and diversification of this webinar program dedicated to designers and dealers in addition to the figures who internally at Artemide follow them and their respective customers in orders and customer care. In 2021, a number of architects and engineers were also involved in webinars recognized by the Order for the achievement of professional training credits.

## artemide.com

Communication is increasingly developing towards digital tools to support and partially replace paper tools. With this in mind, the artemide.com website aims to be a responsive platform of content and services dedicated to lighting and design enthusiasts and industry professionals that is always up to date with respect to the company's news and with respect to users' needs.

Constant revisions to graphics and content have moved increasingly toward the application of accessibility criteria aimed at various types of disabilities.

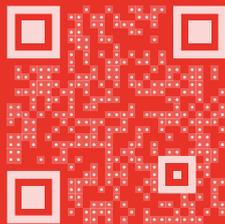
Artemide.com is a real and reliable tool to support designers and professionals in the field thanks to sections such as "**My area**" in which to save products or projects by organizing them into folders from which to automatically generate convenient customized brochures, the completeness of information (3d, BIM, lighting files, instruction sheets and technical brochures, etc.), and the presence of the area dedicated to product configurators.

### **5 years warranty**

Artemide offers its customers an extended **5-year complimentary warranty**, testament to the quality and longevity of the products, if used and maintained correctly. The warranty, activated by registering the product online within 2 months of purchase, provides the purchaser the right to have their product repaired or replaced free of charge if the product is acknowledged to possess a defect in material or manufacturing flaw as outlined in the warranty's terms and conditions.

**5 YEARS**  
WARRANTY

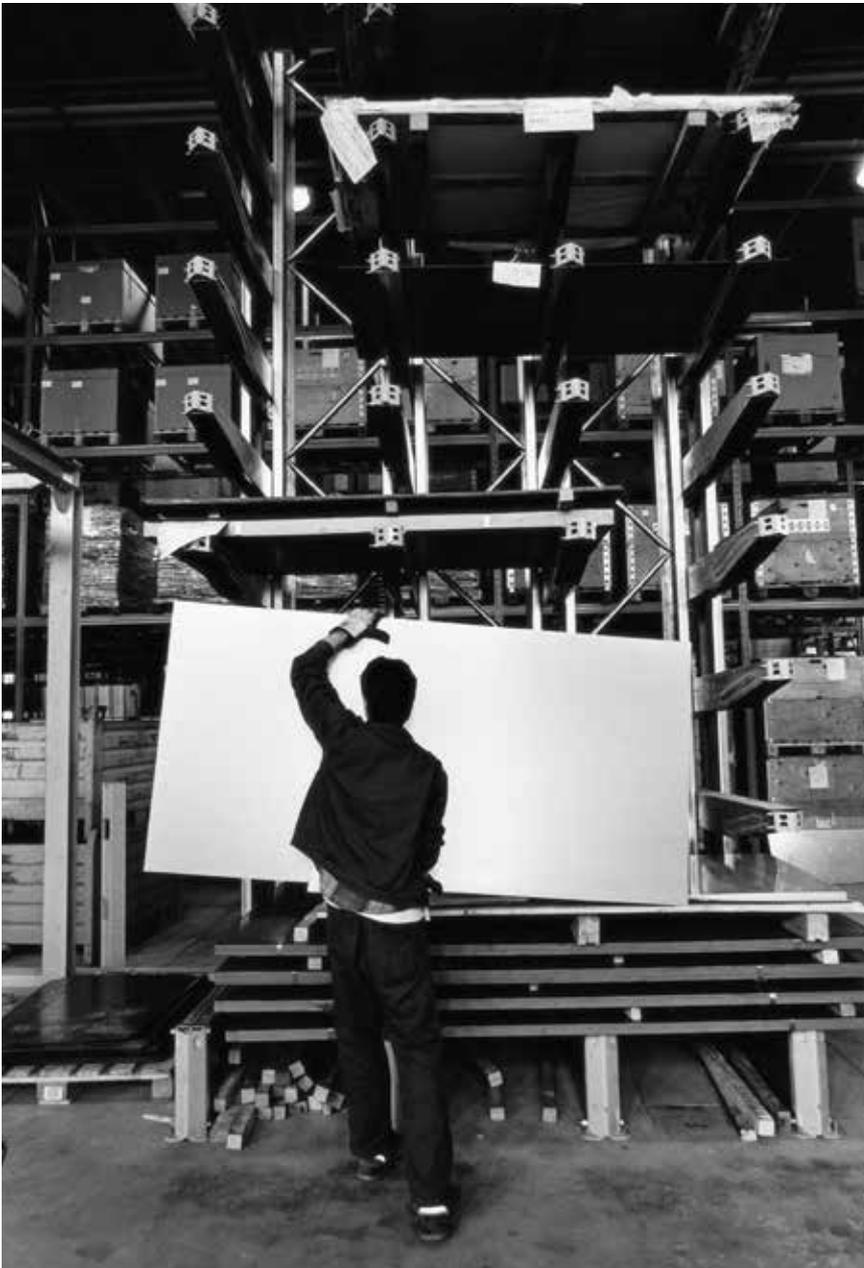
**Artemide®**



# 03

## Environmental responsibility. More with less

Artemide Factory, Pregnana Milanese, Photographed by Elliott Erwitt



The Group continues to pursue its objective of developing lighting products and designs that interact with people, their needs and the diverse ways in which they experience living, working and public spaces. In the same way, it is of fundamental importance that the Group's products do not compromise the environment throughout their entire life cycle but rather contribute, with their intrinsic qualities, to improving the quality of the human environment in its broadest sense.

Artemide's future commitments include several projects aimed at pursuing the company's strategy to fight climate change and reduce its emissions. In this context, a project to upgrade the energy efficiency of the buildings at the Pregnana Milanese headquarters has been planned. In particular, an energy efficiency project regarding heating and cooling systems is being developed, starting with the replacement of a boiler in the heating plant with a 3000-kW condensing boiler with a Nox low-emission burner. The installation is scheduled to be completed by the end of 2022, the complete project involves reducing the use of boilers in favour of heat pump systems for heating the offices. In addition to the renewal of the systems with the most efficient technologies available on the market, the very subdivision of the units serving the different rooms contributes to the efficiency gains, significantly reducing energy dispersion.

This intervention is the result of careful planning aimed at optimising energy efficiency, with the objective of lowering management costs and improving installation convenience, effectiveness and economic management.

At the same location, the Group has approved the final project for the installation of a 700 kWh solar photovoltaic system that will be realized starting from the second half of 2022.

Starting from 2021, the Italian plants of Artemide S.p.A. and Artemide Italia purchase 100% of their energy from renewable sources with guarantees of origin (GO). Also for the Hungarian plant, almost 100% of purchased electric energy comes from certified renewable sources. The objective is to extend the purchase of energy from renewable sources with certificates of origin also for the French plant.

After the installation of an electric recharging car station in Milan office in 2019, two more stations have been added in the Pregnana office, with the aim of encouraging electric corporate mobility. In addition, it has been decided to adopt a fleet of hybrid-powered vehicles when renewing contracts, with a plan to expand the charging points.

# System Certifications

## AEO

Artemide Spa holds the AEO authorisation issued in 2016 by the Customs and Monopolies Agency. The Authorised Economic Operator Status provides a guarantee of the Group's compliance with customs and security regulations in international trade operations to Artemide's business partners.

## ISO 9001:2015

The quality system of Artemide Spa and its operating units in Pregnana and Telgate (Italy), Paks (Hungary) and St. Florent (France) complies with the ISO 9001:2015 standard for the design, development, manufacturing and servicing of indoor and outdoor lighting appliances and systems.

## ISO 14001:2015

Artemide's environmental management system complies with the ISO 14001:2015 standard. The ISO 14001 Environmental Management System provides the specific requirements for an environmental management system, which is used to monitor and evaluate environmental performance. The standard, aimed at supporting the systematic management of environmental responsibilities, contributes to Group's sustainability goals and helps achieve the results expected of its environmental management system. In particular, the following have obtained this certification: Artemide Spa in Pregnana Milanese and Telgate (BG) offices, A&A Zrt. in the Paks (Hungary) office, Artemide Saint Florent SAS in Sain Florent Sur Cher (France) and Artemide Italia Srl in the Pregnana Milanese offices.

## ISO 45001:2018

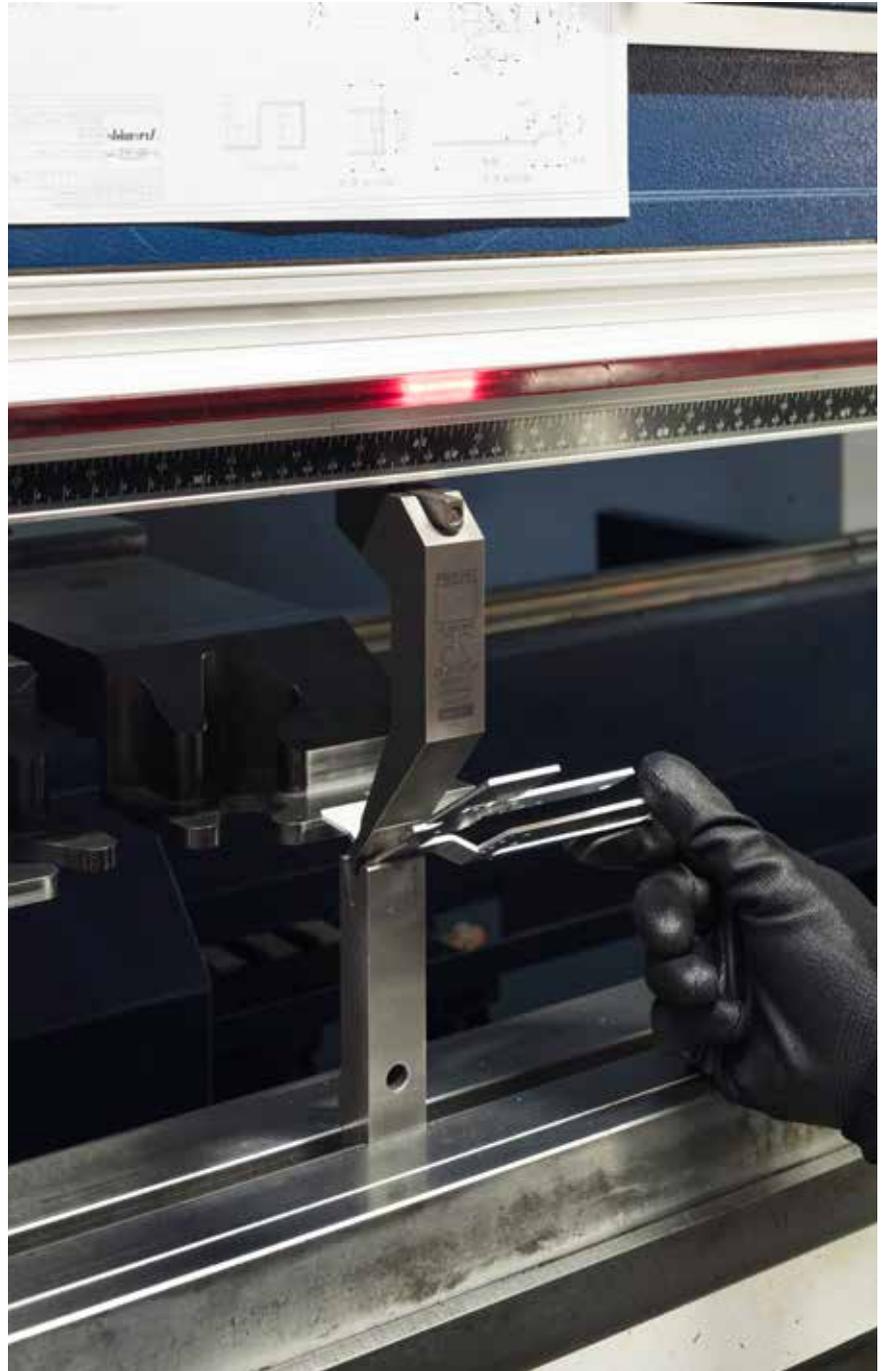
In 2019, Artemide completed the activities relating to the UNI ISO 45001:2018 certification of its occupational health and safety management systems for its European production sites.

In order to strengthen environmental controls, Group management procedures and operating guidelines have been implemented at each site. A **Quality-Environment-Safety Manual** (compliant with **ISO 9001, ISO 14001 and ISO 45001 certifications**) has also been adopted, aimed at all Group personnel, as well as customers and suppliers, describing the Group's activities through the application of the Quality-Environment-Safety management system.

The ISO 9001:2015, ISO 14001:2015 and ISO45001:2018 are still in effect throughout 2021. In particular, also thanks to the implementation of environmental certifications, the Group is committed to managing the way in which products are designed, manufactured, distributed, consumed and disposed of using a life cycle perspective that avoids the unintentional shift of environmental impacts to other phases of the life cycle.

Artemide has been conducting experimental research on the concept of “reduction”, while improving the performance of the products. Today, the design approach broadens its boundaries and addresses its responsibility towards a world that is increasingly in crisis. This approach translates into the combination of **performance** and component optimization to achieve **production optimization** and **ease of disassembly**.

Artemide strives to uphold its' products state-of-the-art technology and performance. Well in advance of regulatory requirements, it has introduced the use of high-efficiency light sources in its collections.



Artemide Factory  
Saint-Florant, France

“We are committed to creating products and systems that minimize energy consumption during use and reduce waste production for the end customer, through the use of innovative technologies and materials”.

ENVIRONMENTAL RESPONSIBILITY. MORE WITH LESS



Slicing - BIG- Bjarke Ingels Group

## Energy Balance

In recent years, the attention to the environment has particularly focused on improving the efficiency of production processes, limiting waste and developing new technologies in order to reduce direct and indirect emissions and promote a corporate culture of respect for the environment.

### Plants and production

During 2021, the Group committed to improving its environmental performance by monitoring the key indicators and planning activities with the aim of increasing efficiency in the use of energy sources and reducing environmental impacts in terms of atmospheric emissions, noise and electromagnetic pollution, through the adoption of more efficient machinery and plants.

In 2021, Artemide has increased its production volumes with respect both to 2020, which was strongly impacted by the pandemic, and to 2019. This dynamic, despite the implementation of energy efficiency interventions, has been reflected in an increase in energy consumption.

In 2021, the **Group's energy consumption**<sup>4</sup> amounted to approximately 58 thousand GJ, up 17% compared to the previous year. Consumption is primarily driven by the use of natural gas, which stands at approximately 40 thousand GJ, slightly increasing compared to the previous year, and electricity, with 16 thousand GJ, a 6% increase compared to last year.

Concerning the Group's **energy intensity** related to the production volumes in 2021, the energy consumed per finished product is 0.056 GJ/finished product, decreasing by 18% with respect to 2020.

The evolution of this index, which allows to contextualize the organization's energy efficiency to production volumes, shows a significant improvement with respect to previous years.

<sup>4</sup> The scope includes the Group's production plants based in Italy, France and Hungary. Vehicle fuels relate to Italian companies.

## CO<sub>2</sub> emissions of the Group

As required by the GRI Sustainability Reporting Standards, Artemide monitors both its direct GHG emissions (Scope 1) and those related to electricity purchase (Scope 2).

Moreover, the reporting standard used provides two different approaches to calculating Scope 2 emissions: 'Location-based' and 'Market-based'.<sup>5</sup>

Through the adoption of objectives aimed at maximizing the contribution to limiting the increase in global temperature at 1.5°C, Artemide embraces the objectives defined by the United Nations Global Compact in June 2019, with the launch of the “**Business Ambition for 1.5°C – Our Only Future**” campaign, aimed at encouraging all member companies to intensify their efforts to tackle the climate change emergency. Artemide, therefore, commits to reduce its Scope 1 and Scope 2 - Market based GHG emissions by at least 50% before 2030 compared to the 2017 baseline.

The main parameters for 2021 compared with the results of 2020 are commented below:

→ Direct CO<sub>2</sub> emissions (Scope 1<sup>6</sup>) in 2021 amounted to 2,192 tons of CO<sub>2</sub>, with a 22% increase with respect to 2020 value, equal to 1,798 tons of CO<sub>2</sub>; this trend reflects the higher energy consumptions in proportion to the higher production volumes that in 2020 were impacted by the pandemic;

→ Indirect CO<sub>2</sub> emissions (Scope 2<sup>7</sup>) in 2021, considering the Market-based methodology, amounted to 84 tons of CO<sub>2</sub>, compared to 1,585 tons of CO<sub>2</sub> in 2020, and show a 95% decrease due to the solely use of energy from renewable sources in Italy and almost solely in Hungary.. Indirect CO<sub>2</sub> emissions considering the Location-based methodology amount to 1,032 tons of CO<sub>2</sub>, with a 0.7% decrease with respect to 2020 value, equal to 1,039 tons of CO<sub>2</sub>.

<sup>5</sup> The “Location-based” approach makes use of average emission factors relating to the specific national energy mix for electricity production. The “Market-based” approach involves the use of emission factors defined on a contractual basis with the electricity supplier. In the absence of specific contractual agreements between the Group and the electricity supplier (e.g. purchase of Guarantees of Origin), the emission factor relating to the national residual mix was used for the “Market-based” approach.

<sup>6</sup> Scope 1 (direct emissions): this category includes emissions from sources owned or controlled by the organization. Scope 1 emissions are expressed in tons of CO<sub>2</sub>, as the source used does not report the emission factors for gases other than CO<sub>2</sub>.

<sup>7</sup> Scope 2 (indirect emissions): emissions derived from electricity consumption are included in this category. Scope 2 location based emissions are expressed in tons of CO<sub>2</sub>, however the % of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO<sub>2</sub> equivalent) as can be deduced from the technical reference literature.

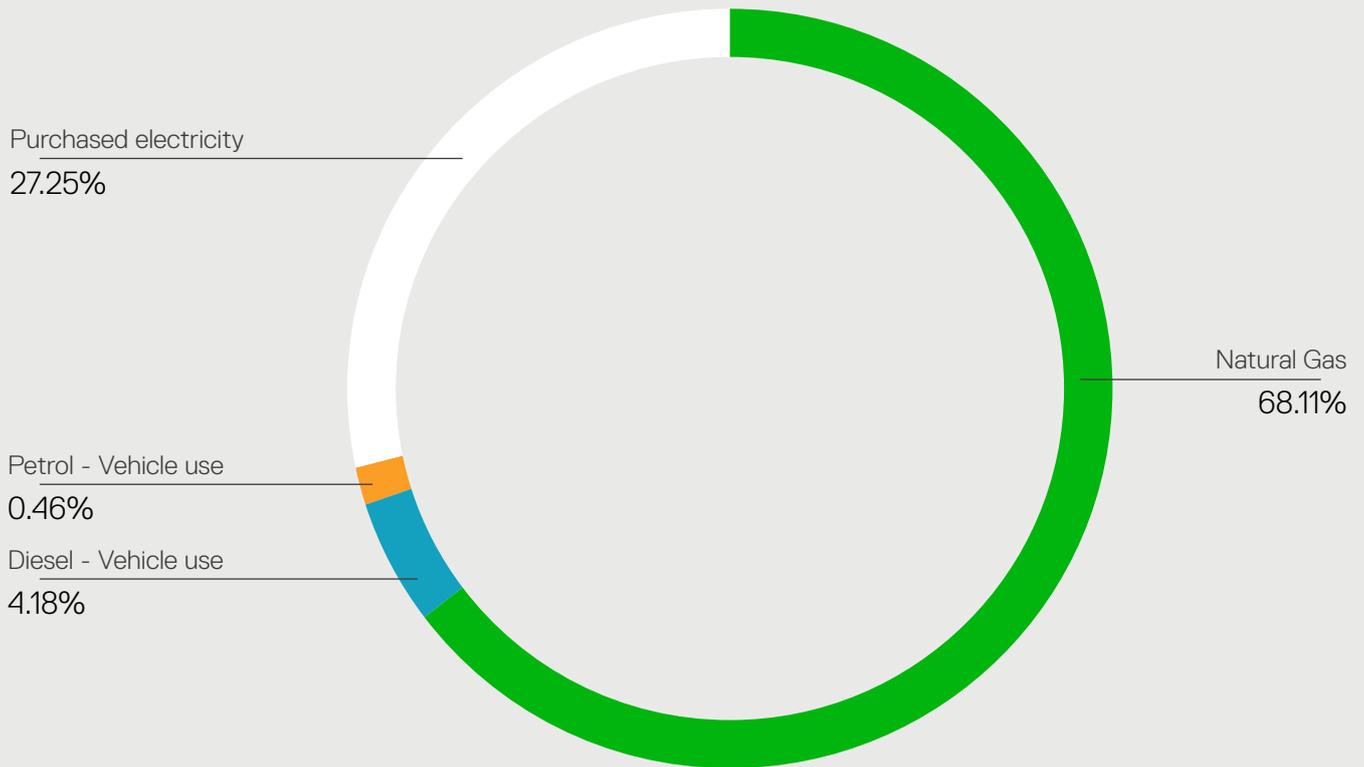
Below are the trends of the Scope 1 and Scope 2 – Market-based GHG emissions parameters since the first measurement in 2017:

	U. m.	2021	2020	2019	2018	2017
Direct CO <sub>2</sub> emissions - Scope 1	tCO <sub>2</sub>	2,192	1,798	1,825	1,847	2,023
Indirect CO <sub>2</sub> emissions Scope 2 - Market Based	tCO <sub>2</sub> e	84	1,585	1,855	1,924	2,012
<b>Total Scope 1 and Scope 2 Market Based</b>	<b>tCO<sub>2</sub> e</b>	<b>2,276</b>	<b>3,383</b>	<b>3,680</b>	<b>3,771</b>	<b>4,035</b>

The final results for 2021 show a 44% decrease in emissions compared to the baseline. This significant progress reflects the Group’s commitment to achieving its consumption and emissions reduction targets.

	U. m.	2021	2017 (baseline)	2021 vs 2017 (Var. %)
Direct CO <sub>2</sub> emissions - Scope 1	tCO <sub>2</sub>	2,192	2,023	+8.3%
Indirect CO <sub>2</sub> emissions Scope 2 - Market Based	tCO <sub>2</sub> e	84	2,012	-95.8%
<b>Total Scope 1 and Scope 2 Market Based</b>	<b>tCO<sub>2</sub> e</b>	<b>2,276</b>	<b>4,035</b>	<b>-43.6%</b>

### Energy consumed within the Group (GJ) (GRI 302-1)



### Energy consumed within the Group (GRI 302-1)

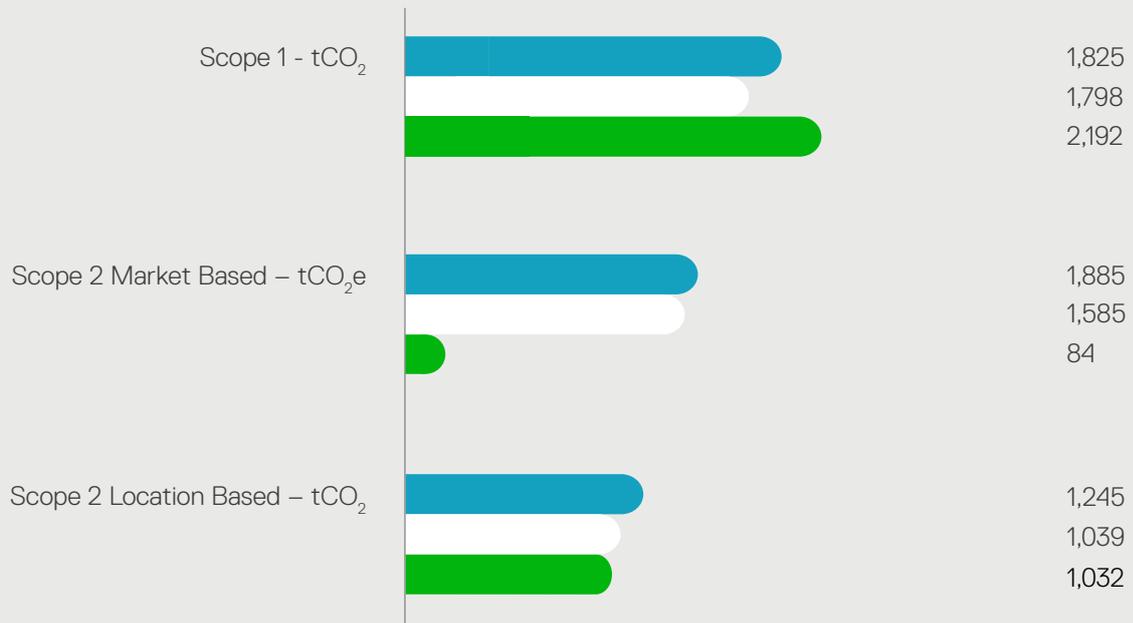
Source	2021	2020	2019
Natural Gas	1,002,174 m <sup>3</sup>	821,948 m <sup>3</sup>	816,037 m <sup>3</sup>
Diesel - Vehicle use	64,044 l	57,237 l	72,564 l
Petrol - Vehicle use	7,639 l	2,164 l	2,919 l
Purchased electricity	4,423,592 kWh	4,167,799 kWh	4,454,734 kWh

In terms of emission intensity (GRI 305-4), with respect to 2021 production volumes, the rates for absolute GHG emissions are reported below:

Scope 1	tCO <sub>2</sub> /finished product	0.002
Scope 2 Location Based	tCO <sub>2</sub> /finished product	0.001
Scope 2 Market Based	tCO <sub>2</sub> /finished product	0.00008

As for the energy intensity, the monitoring of these indices helps contextualize the organization's overall efficiency in relation to a specific parameter, the finished product.

Scope 1 and Scope 2 Group's emission - location-based and market based methods (GRI 305-1, 305-2)



Key

- 2019
- 2020
- 2021

## Waste management

Waste generated during production is managed in accordance with national directives that require its categorization into hazardous or non-hazardous and its appropriate disposal through a waste management company. The policy of **waste and waste minimization** was taken into account in the design and planning of the product. Consequently, the amount of waste produced in each reporting year is related to product design and manufacturing. Compared to 2020, the total amount of waste generated by the Group<sup>8</sup> increased, aligned with 2019 values: in fact, approximately 1,093 tons of waste were generated compared to 958 tons last year.

With the aim of eliminating material disposed of at landfill, Artemide has implemented a collection system within production sites, which enables the recovery of various waste materials and the proper disposal of special waste, including electronic components in luminaires. The subsequent disposal is carried out by a specialised company.

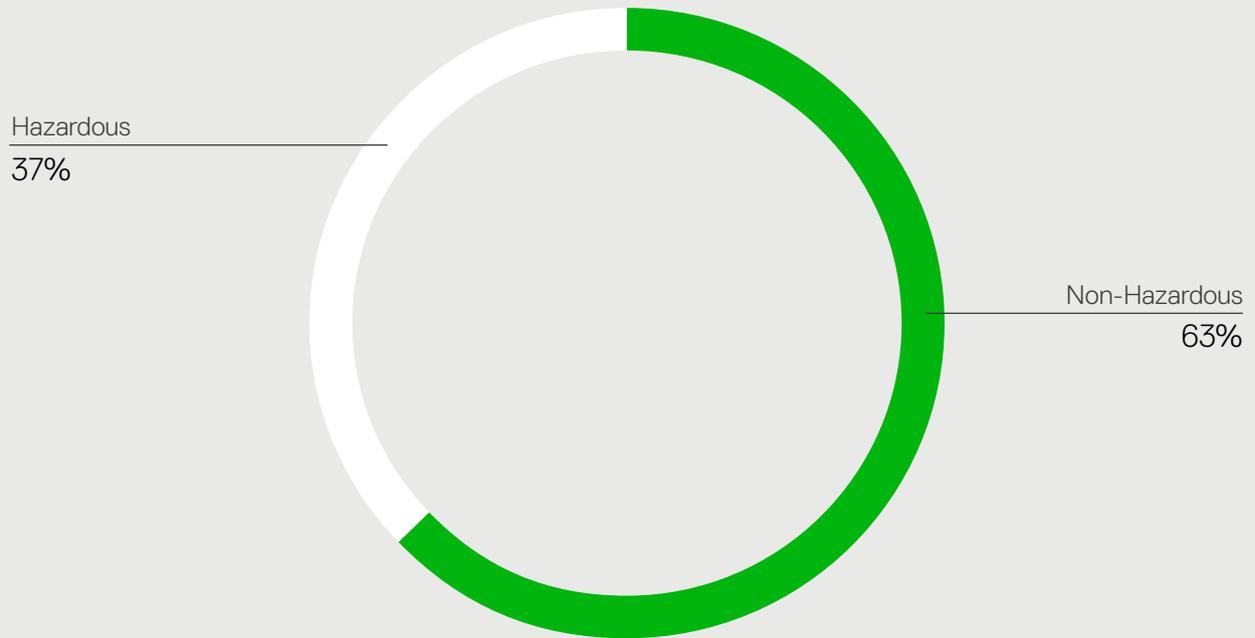
In addition, demonstrating Artemide's commitment to correct waste disposal, training on waste management and environmental emergencies in the event of a spillage of hazardous substances was carried out in 2021.

For more details on the data, please see the Annex at the end of the document.

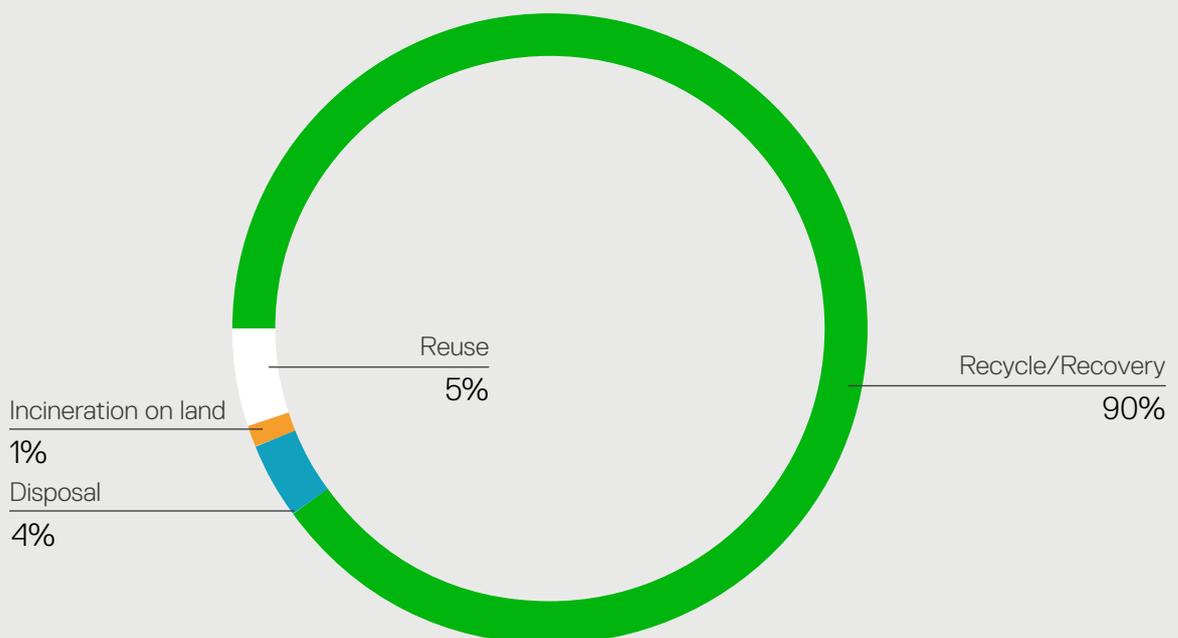
Artemide's focus on a responsible use of our planet's limited resources translated not only into conscious production choices but also into the daily gestures shared by Artemide employees. For example, a **plastic reduction project** is underway. The project started in the company canteen at the Pregnana Milanese headquarters, which has been **Plastic Free** since the end of 2019.

<sup>8</sup>The boundary is referred to the Group's production plants based in Italy, France and Hungary.

### Group's waste by type of waste (2021)



### Group's waste by disposal method (2021)



## Water management

The Group is committed to the responsible use of water resources in order to optimise consumption and minimise waste. Water is drawn from the municipal aqueduct network and used mainly for civil use in buildings and, in part, for washing activities in painting. Specifically, in 2021, the water withdrawal amounted to 18.51 megalitres<sup>9</sup>. Waste water, on the other hand, is either discharged through the sewer system (for water for civil use) or disposed of as waste (for washing water).

“In studying the relationship of light with human beings, space and environment, Artemide defines a light that takes care of the planet and its inhabitants, and seeks to define its activities with great attention to issues related to climate change, environmental protection and biodiversity.”

**Carlotta de Bevilacqua**  
President & CEO Artemide

<sup>9</sup>The scope includes the Group's production plants based in Italy, France and Hungary.

ENVIRONMENTAL RESPONSIBILITY. MORE WITH LESS

DAVIDE  
OPPIZZI

NEEDOO  
EAT  
INVEN

Needoo, Davide Oppizzi

# 04

## Social responsibility. Our Team

RA System, photographed by Elliott Erwitt, 2001



## 04.1 The well-being and development of our employees

### 640 employees

The centrality of the individual represents one of the most important values that Artemide pursues, firmly believing that the individual contribution, both professional and human, is one of the success factors of the company.

Throughout 2021, notwithstanding the complex macroeconomic context, Artemide continued to invest in its human resources, strengthening several key strategic areas such as design, product development and sales.

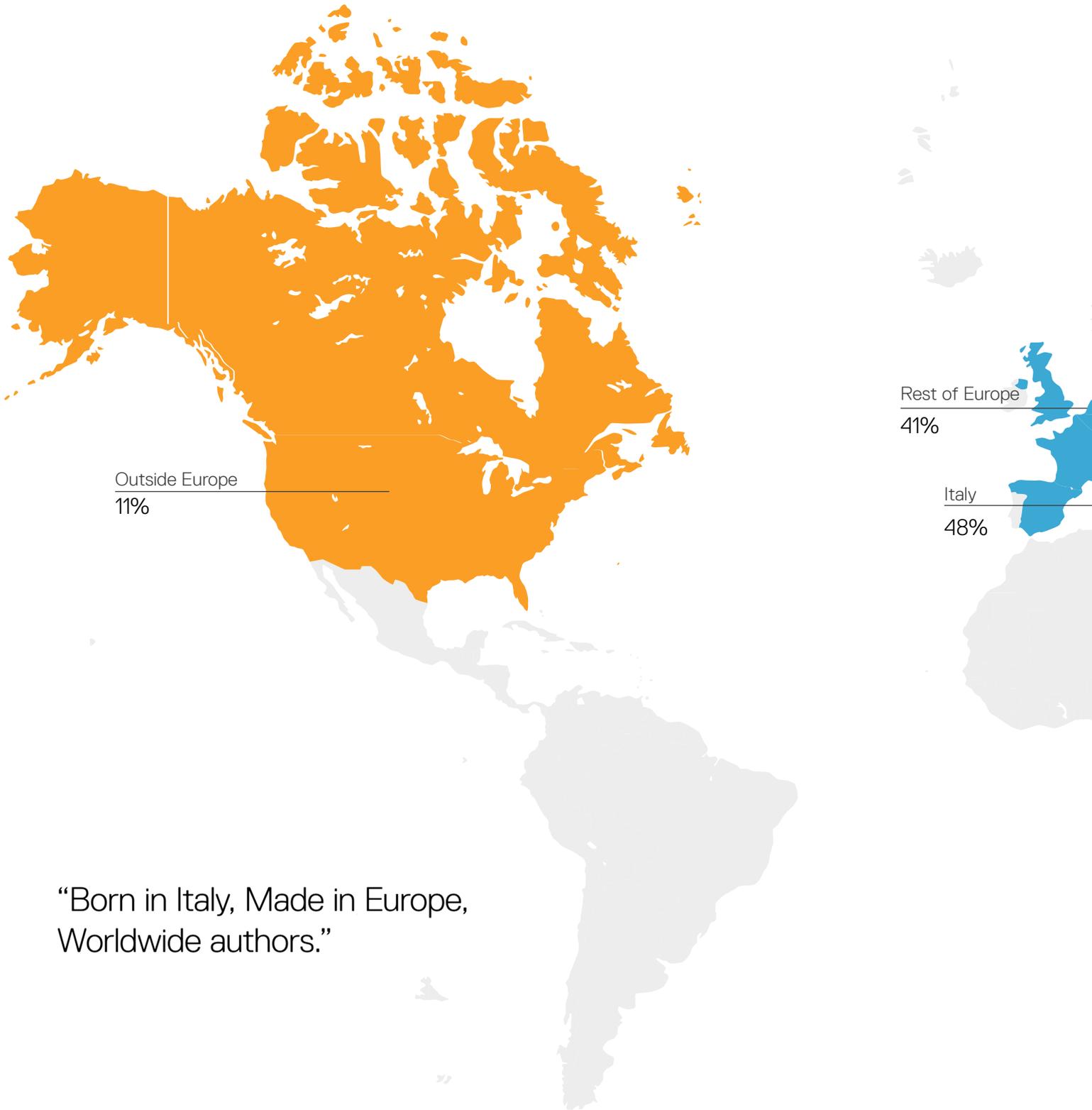
The health emergency linked to Covid-19 has greatly accelerated many changes already underway. In particular, it has emphasised a different pace of living, both work-related and personal, and led to the intersection between physical and digital. In Artemide, this change has generated a new paradigm that brings these opportunities together not as exclusive alternatives but as an integrated solution. Digitalisation has made it possible to maintain remote operations, but it remains important to continue, in utmost safety, to enable relationships, exchanges and sharing in presence.

This evolution has therefore enriched personal experience and integrated digital opportunities into everyday life. It has made information flows and exchanges more agile and efficient, while concurrently allowing for greater flexibility and freedom in terms of space and time, albeit without necessarily entailing a radical change in working practices or employees' lifestyles.

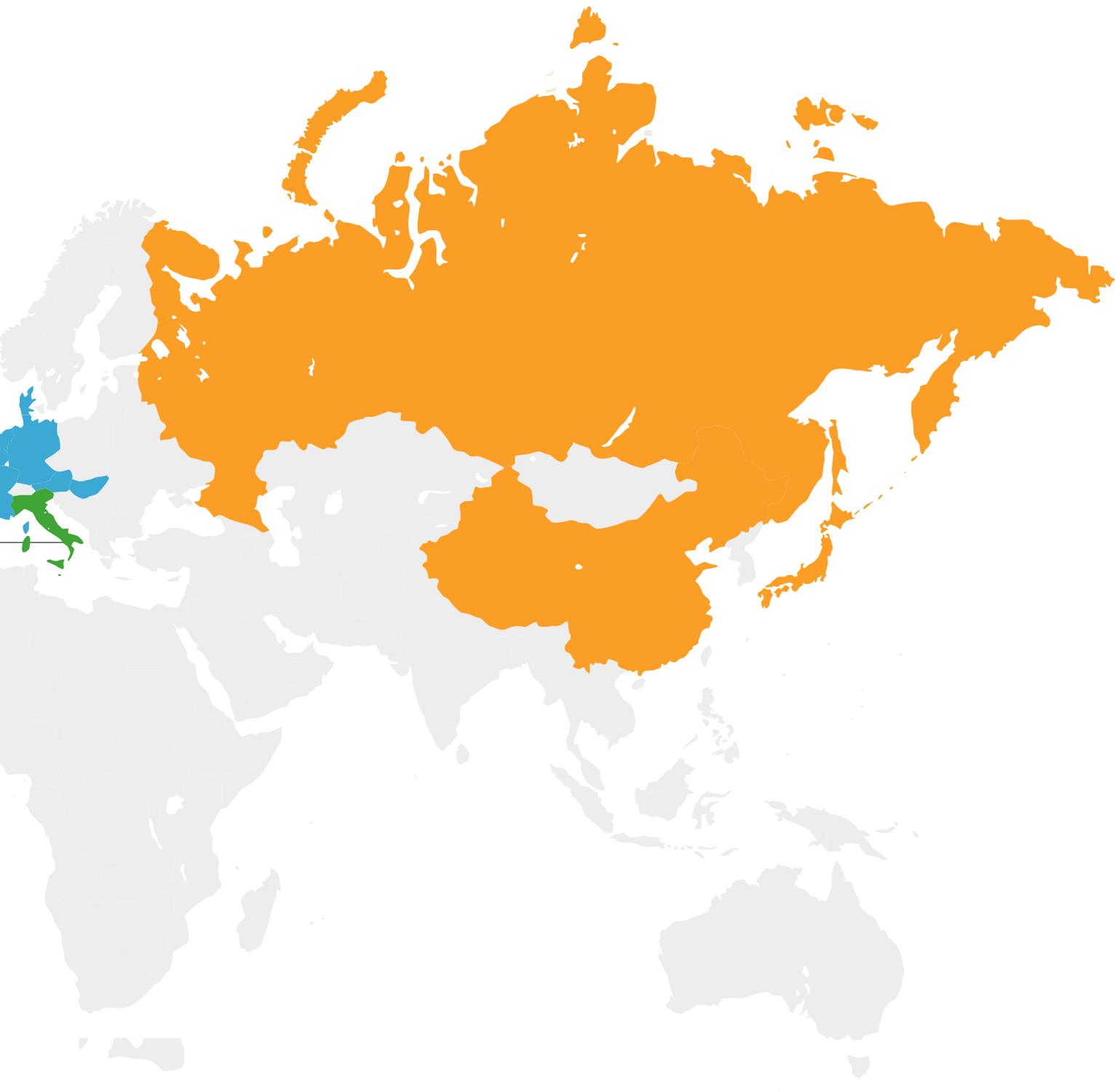
In Artemide, several professional roles entail work that cannot readily be performed remotely, not only with respect to production activities. Many phases in the product design, development and testing process require tools, prototypes, components and dialogue between different fields of expertise.

The Group's total workforce as of December 31st, 2021 comprised **640 employees**, of which 341 men and 299 women. The Group also relies on external workers to support its activities, for a total headcount of 667 people.

## Employees by geographical region

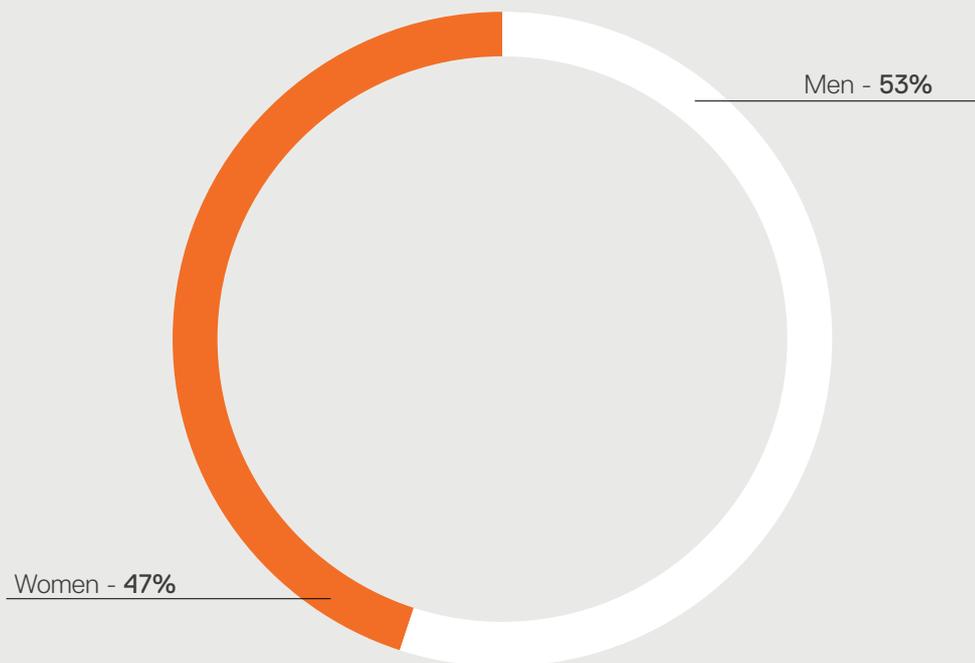
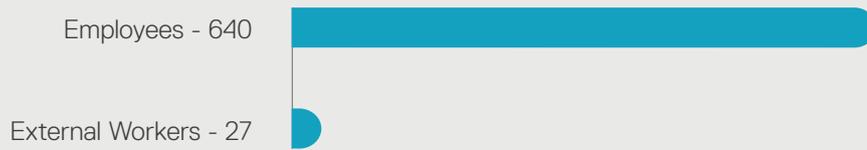


“Born in Italy, Made in Europe,  
Worldwide authors.”



## Work Force (2021)

The "external workers" category mainly includes temporary workers (in particular, in Italy and France) employed within the production units, trainees in support of design and technical activities.



As of December 31st, 2021, 88% of employees were employed with a permanent contract, demonstrative of the company's policy of creating stable working relationships with its workers. As the previous year, employees prefer full-time solutions (over 95%), while around 5% of employees have part-time contracts. The "Senior Managers, Managers and White Collars" professional category features the highest number of employees (312), followed by blue-collar workers (302), in line with the Group's sector of operation.

Suggestive of the 'Made in Italy' context in which the Group operates, with a strong international component, 48% of employees reside in Italy, 41% in the rest of Europe and the remaining outside Europe.

## Diversity and inclusion

The Group is particularly attentive to **diversity and inclusion across all its companies**, with great attention to individual cases. Artemide's international reality is evident in the heterogeneous composition of its workforce, which represents an added value for the company. Precisely with this inclusion in mind, policies have been put in place to protect and enhance diversity.

As further evidence of this aspect, Artemide has initiated a process to implement a specific policy aimed at eliminating the gender gap, in terms of women presence in technical roles or top positions. In general, then, Artemide is committed to fostering the inclusion of people who are unemployed, regardless of age and gender.

In line with 2020, the share of personnel residing outside Italy throughout 2021 was 52%, while the gender breakdown is indicative of a balanced organization, with 53% men and 47% women.

The age-group segmentation is as follows: 54% of employees are between 30 and 50 years of age, 37% are over 50 and 9% are under 30. In promoting the Group's sustainable growth, Artemide supports the implementation of effective systems for personnel attraction and selection, in order to guarantee transparency and fairness in respect of **equal opportunities**, regardless of age or gender, and the development of **individual skills**. These values, which guide every stage of the selection process as well as the management of all employees, both nationally and internationally, are explicitly recognised within the Code of Ethics adopted by the Artemide Group.



Artemide Innovation Centre  
in Pregnana Milanese, Milan



Through targeted selections all over the world, the Group has been able to recruit professionals with specialist skills: over the years, figures with high seniority have been recruited, as well as young talents from the most prestigious Italian universities (in particular, Politecnico di Milano), from local technical institutes and foreign universities within specialised courses, such as master's degrees. Furthermore, Artemide pays attention to the development of its employees, promoting on-the-job professional initiatives. A new, modern resource evaluation system is being developed and is scheduled to be implemented between the end of 2022 and 2023.

The company is also committed to consolidating a pleasant and dynamic working environment, paying particular attention to disabled staff and other socially disadvantaged categories, promoting initiatives to facilitate their access to the company in compliance with the law. In 2021, this took the form, on the one hand, of the hiring of new figures and, on the other, of the awarding of contracts to a social cooperative in the Pregnana area (a long-standing collaboration with Artemide), which in recent years has also been entrusted with the packaging of disposable masks that are delivered daily to employees and external personnel entering the company. As proof of this commitment and its continuity over time, in 2021 the number of **employees belonging to protected categories** was 22, in line with the previous year.

In Italy, the entire workforce is covered by collective bargaining agreements (**CCNL** of the Private Metalworking Industry and Plant Installation); in France, the workforce is divided into Cadres and Non Cadres; hence, the Convention collective de la métallurgie of the reference region (Paris or Cher) applies to Non Cadres personnel. For Cadres, of both French companies, the Convention collective des cadres applies. In addition, supplementary agreements are in place at company level that provide for the payment of a prime de participation to French employees. In all countries where collective bargaining exists, Artemide is committed to applying it.

In Italy there has long existed a supplementary contract that makes welfare tools available to each employee, which can be used through a specific platform that allows them to benefit from numerous services for both employees and their families, including school expenses, medical expenses, and vouchers. The most recent revision of the Welfare Agreement dates to 2021, which supplemented the instruments already provided for by the above-mentioned CCNL of the Private Metalworking and Plant Installation Industry and further improved the Welfare Agreement of previous years. These include: extra-contractual



Tolomeo Micro  
Michele De Lucchi & Giancarlo Fassina

leave for personal medical appointments and for children up to 18 years of age, leave in the event of illness, flexible working hours, special attention to part-time workers and a specific online portal for the use of welfare services. In addition, certain categories of Artemide Group employees, both Italian and international, are provided with company cars. During 2021, the first car charging stations were implemented, which will be further increased during 2022. Furthermore, all non-executive staff of Artemide S.p.A. can benefit from a **Performance Bonus**, which is authorized under current legislation.

Over time, Artemide has built and developed solid and constructive **trade union relations** in countries where trade unions or similar structures are present, and engages in dialogue with unions to regularly review the progress made and jointly identify priorities for the future. It is believed that preventive dialogue is a useful tool for achieving continuous improvement in corporate competitiveness, workers' conditions, and the level of engagement.

Among the foreign subsidiaries, monthly reports are communicated electronically to the Comité Social et Economique in France. The Group complies with all the indications provided for by the current labor legislation and the provisions of collective agreements regarding organizational changes, informing the trade unions, and, where envisaged, directly involving them. The minimum notice period in the event of organizational changes therefore follows the different national and local legislation on the subject.

“In relations with its stakeholders, the Artemide Group’s companies avoid any form of discrimination based on age, sex, sexual habits, health status, race, nationality, political opinions and religious beliefs of own interlocutors.”

SOCIAL RESPONSIBILITY. OUR TEAM



Ameluna, Mercedes-Benz Style  
Photo by Pierpaolo Ferrari



## Encourage internal skills

**Training** represents a key lever for employee development to increase and consolidate the managerial and professional skills of employees, while stimulating growth and innovation within the Group.

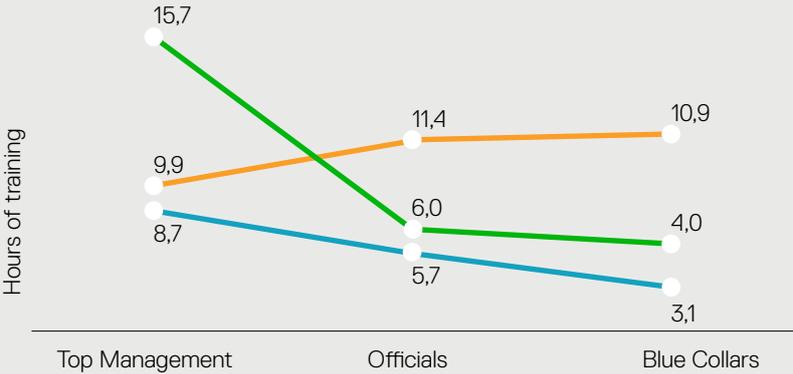
Despite the limitations of in-person activities due to the continuing epidemiological emergency, Artemide pursued its training objectives aimed at enhancing the technical and transversal skills of its employees, continuing to promote various training courses. This commitment has enabled the personal growth and professional development of its employees, facilitating the exchange of experience and knowledge.

With particular reference to the Italian companies of the Artemide Group, language training courses, various product training sessions and area-specific technical courses were held in parallel with compulsory Health and Safety training.

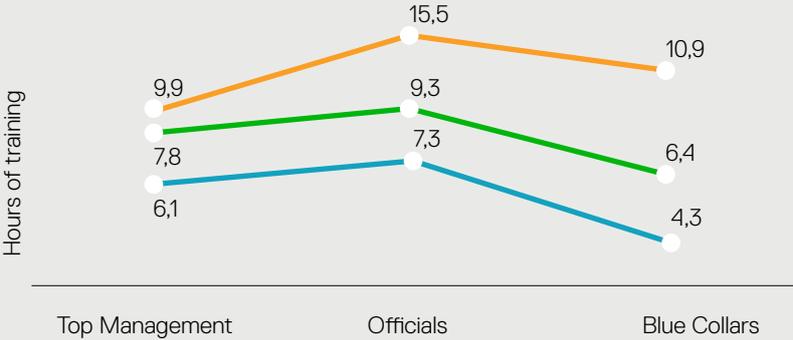
During 2021, the Group provided **3,338 hours of training**, of which 5.7 hours per capita for men and 4.6 hours per capita for women.

### Average hours of training pro-capite

- 2019
- 2020
- 2021



- 2019
- 2020
- 2021



About 60% of all training activities were provided to white collars, followed by blue collars and top management.

## 04.2 Occupational health and safety

Artemide began working on safeguarding its employees and collaborators from the Covid-19 pandemic in January 2020 with the introduction of safety measures for its Asian facilities, which resulted in a first definition of the **#staysafe** project. Through a process of continuous education and training aimed at the employees of its facilities worldwide, the Group implemented advanced prevention and monitoring measures.

At the end of February 2020, before the Protocol of 14 March 2020 made it compulsory, a round table was set up with the Workers' Safety Representatives, the Prevention and Protection Service Manager, the Human Resources, the Medical Officer and the CEO. Within the framework of this round table, the collaboration of trade unions and employees was indispensable and continuous, and led to the drafting of several versions of detailed Artemide Protocols for individual local realities.

The implementation of Covid-19 prevention measures has affected the management of working hours, the company canteen and even breaks from work, and has led to the launch of Smart Working projects.

It is undeniable that many relationships have been affected by the Covid-19 emergency, not least through technology; as such, this phenomenon has been embraced by Artemide as an opportunity for improvement. This has created new ways of communicating between the company and employees, such as the digitalization of the administrative tasks, and the creation of union chats, new employee email addresses and mailing lists with employees' private addresses to assure a timely and capillary communication.

In such an important emergency phase, Artemide has maintained for 2021 a series of measures implemented the previous years: specifically, for the Italian companies, the periodic screening campaign through molecular swabs, strongly desired by the De Bevilacqua Gismondi family, in collaboration with the San Raffaele Resnati Hospital, and other measures, such as staggered entry and exit times, daily delivery of disposable surgical masks and the maintenance of alternate seating separated by plexiglass at the company canteen in Pregnana Milanese.

Lastly, the policy currently in use provides for the delivery of a **“Manual of Prevention and Protection Measures for Combating and Containing the Spread of the Covid-19 Virus”** and an **“Artemide Integrative Protocol for the Prevention of the Covid-19 Virus”**, that is periodically updated.





## Injuries and emergency management

Artemide has drawn inspiration from the international standard **UNI ISO 45001:2018** to devise and implement an occupational health and safety management system for the higher-risk activities carried out by the Group. Specifically, since 2019 the four production sites in Pregnana Milanese and Telgate (Italy), Paks (Hungary) and St. Florent (France) have been certified, within the scope of: "Design, development, manufacture and servicing of lighting appliances and systems for interiors and exteriors through mechanical processing, painting and assembly".

The standard specifies the requirements for the institution of an occupational health and safety (OHS) management system, which enables a company to provide safe and healthy workplaces, preventing work-related injuries and illnesses, while proactively improving its performance. Compliance with this standard supports the Group's ambition to eliminate hazards, minimize risks, seize opportunities, and identify and address any non-conformity across its activities.

Artemide has put in place the necessary measures to protect the health and safety of employees, collaborators and all those who operate in workplaces owned by Artemide, adopting organizational models aimed at constantly improving safety in the workplace. Employees can refer to various internal company procedures relating, among others, to the management of emergencies and injuries.

**In Italy, during 2021, 2 work-related injuries occurred<sup>10</sup>** (decreasing with respect to the 5 injuries occurred in 2020), both commuting incidences.

Each event was analyzed to assess the causes and identify corrective measures to improve the existing prevention system. Actions taken to eliminate other work-related hazards may include specific training and refresher courses.

“Artemide has always been committed to foster and consolidate a safety culture through a greater risk consciousness and the distribution of responsible behaviour by all collaborators. A primary objective is to shelter the human resources, financial and patrimonial, seeking for the necessary synergies not strictly internally, but also in external stakeholders involved in its activities.”

Group's Code of Ethics  
2008

## Number of injuries <sup>10</sup>



<sup>10</sup> Injury data is available for employees of the Group's Italian companies. Artemide provides an in-depth analysis with respect other non-employee workers, in order to assess the collection of data from employers of external collaborators and suppliers operating in Group sites and/or under the Group's control, evaluating the quality and accuracy of data over which it does not exercise direct control.

## Risk identification

The identification of health and safety risks is carried out periodically by the internal **HSE** (Health, Safety and Environment) department at each site of the Group, as part of a process that must comply with the legal obligations of the relevant geography. This analysis allows to contextualize the activities carried out at each site in order to identify any significant risk.

These analyses are consolidated into a **Risk Assessment Report**, which identifies preventive measures to eliminate and, where not possible, reduce to a minimum, the risks to workers' health and safety. The final document is approved by the company's management.

This process allows the Group to identify possible improvements to the management of the issue, which are subsequently included in a plan aimed at improving worker health and safety conditions over time.

With regard to its production facilities, the greatest risks are linked to the use of equipment (machinery etc.). To eliminate or minimize these risks, employees are equipped with specific **Personal Protective Equipment** (PPE) depending on the activities carried out and their department. The importance of using these protective devices appropriately is also stressed during training.

The process of communication, information and consultation of employees is of great importance. The active contribution of all workers is always guaranteed, both during “formal” moments, such as the periodic safety meeting, and in the course of everyday work. As foreseen in the regulations of each country, workers can address their designated health and safety representatives, who are able to receive and put forward any requests.

With respect to the management of personal information on the health of workers, the Group's established practice addresses workers' health monitoring in relation to the health and safety risks to which they are exposed: information on health checks is confidentially managed and filed, and disclosed within the company only insofar as it strictly concerns operational obligations.

## **Health and safety training**

As an integral part of its policy on workplace safety, Artemide provides awareness training on the issue to all personnel. The Group has always strived to increase worker' awareness of health and safety, also through specific training. Employees' training is established within the training plan and classified for each task.

Compulsory trainings relating to health and safety are the subject of national regulation, which provides specific schedules for the provision of training and updating courses. Finally, the planning of additional training from 2023 onwards is being evaluated.



Artemide HQ, Pregnana Milanese, Photographed by Elliott Erwitt



# Correlation table between material aspects and GRI indicators

Macro - area	Material Aspects	GRI Standards
Identity, Ethics and Value Creation	↗ Economic performance and value-creation	GRI 201: Economic performance
	↗ Integrity and ethic in conducting business	GRI 205: Anti-corruption GRI 206: Anti-competitive behavior
	↗ Values and Brand Identity	N/A
	↗ Responsible communications and fostering sustainability culture	N/A
Products & services	↗ Made in Italy	N/A
	↗ Innovation & Patenting	N/A
	↗ Light intelligence	N/A
	↗ Responsible design	GRI 301: Materials
	↗ Products quality and safety	GRI 416: Customer health and safety
	↗ Customer care	GRI 417: Marketing and labeling
	↗ User experience	N/A
	↗ Responsible supply chain	GRI 204: Procurement practices

Scope of material aspects	Type of impact
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide, Suppliers	↗ Directly caused by Artemide ↗ Indirectly caused by Artemide's activities through business relationships
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide, Suppliers	↗ Directly caused by Artemide ↗ Indirectly caused by Artemide's activities through business relationships

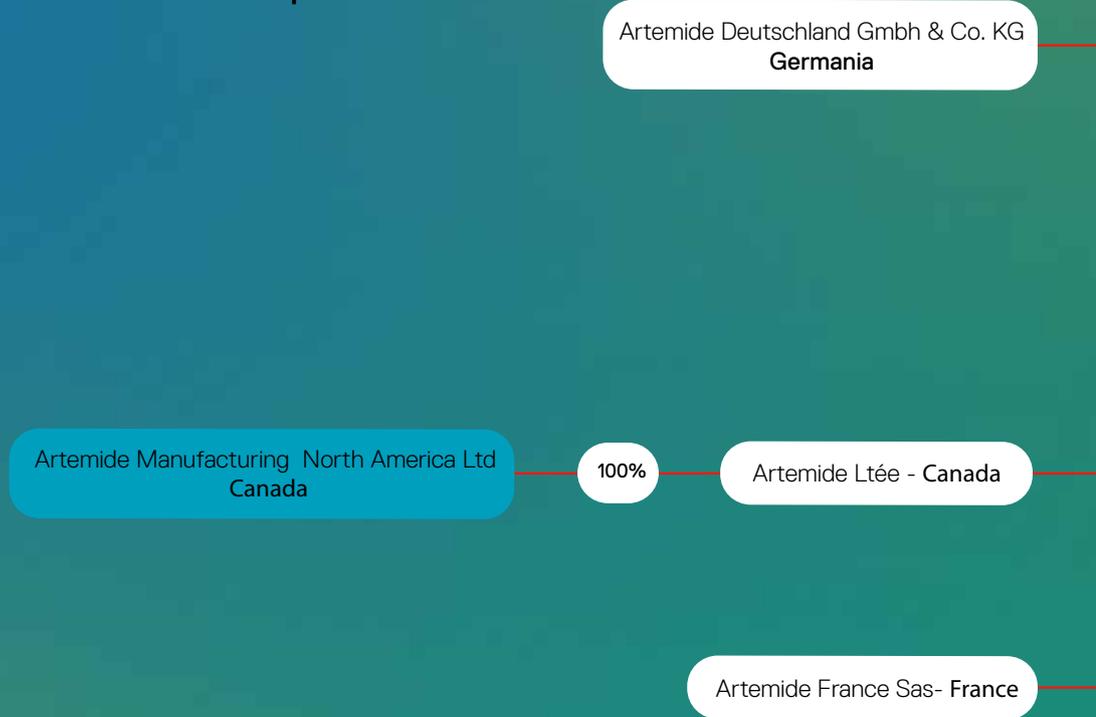
# Correlation table between material aspects and GRI indicators

Macro - area	Material Aspects	GRI Standards
Social responsibility	↗ Employees engagement, well-being, safety and development	GRI 401: Employment GRI 402: Labour management relations GRI 404: Training and education
	↗ Employees Health & Safety	GRI 403: Occupational Health and safety
	↗ Diversity and inclusion	GRI 405: Diversity and equal opportunity
	↗ Social value of innovation	N/A
Environmental responsibility	↗ Sustainable materials	GRI 301: Materials
	↗ Responsible management of production processes	GRI 307: Environmental compliance
	↗ Responsible consumption and emissions of Artemide Group	GRI 302: Energy GRI 303: Water and effluents GRI 305: Emissions GRI 306: Waste
	↗ Responsible lighting	N/A
	↗ Logistics & transport	GRI 204: Procurement practices

Scope of material aspects	Type of impact
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide	↗ Directly caused by Artemide
Artemide, Suppliers	↗ Directly caused by Artemide ↗ Indirectly caused by Artemide's activities through business relationships
Artemide, Clients	↗ Directly caused by Artemide ↗ Indirectly caused by Artemide's activities through business relationships
Artemide, Suppliers	↗ Directly caused by Artemide ↗ Indirectly caused by Artemide's activities through business relationships

# Attachments

Artemide's Group organizational chart up to 31.12.2021



Key

-  Holding
-  Industrial companies
-  Distributors
-  Agencies
-  Associated companies

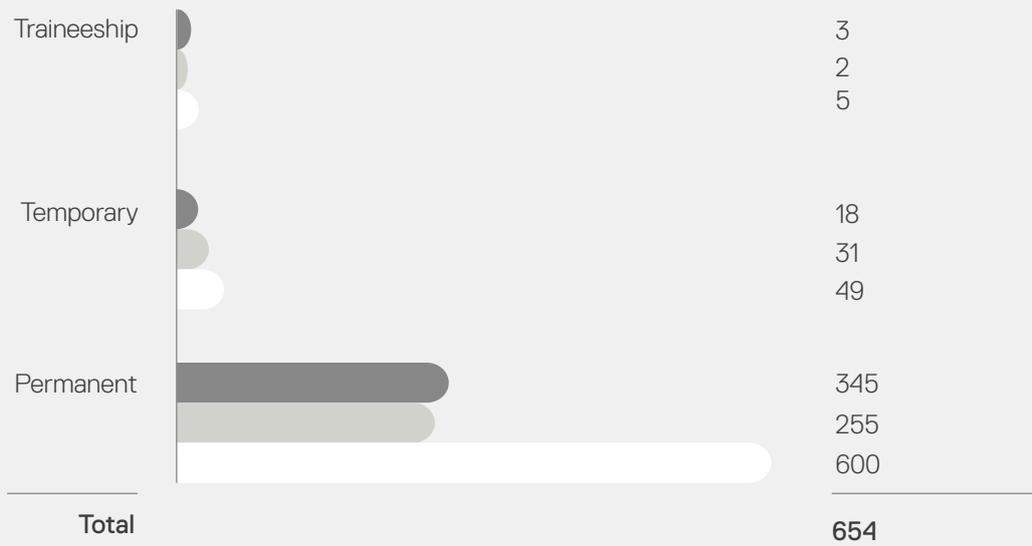


Total number of employees (head count) by employment contract (permanent, temporary and traineeship), by gender (GRI 102-8; GRI 405-1)

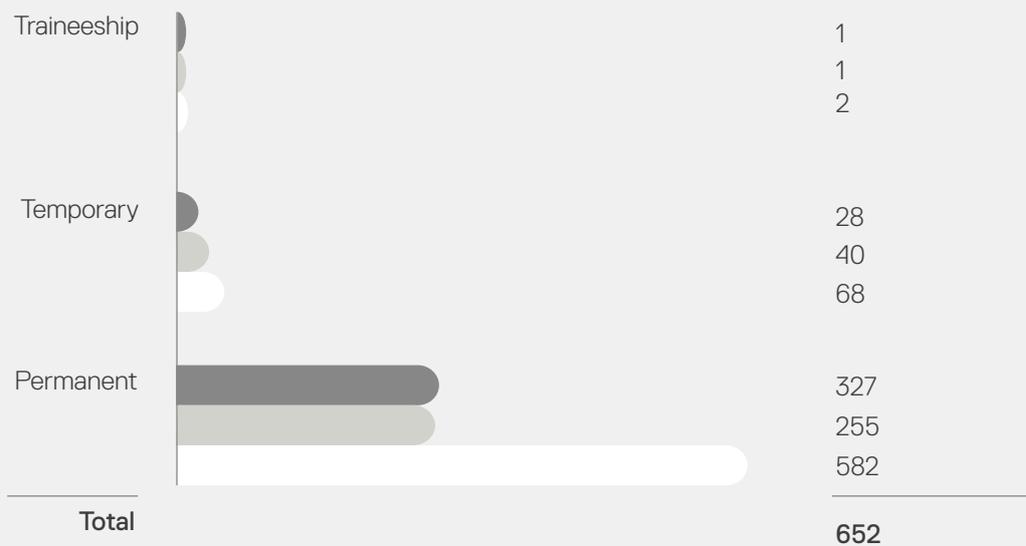
Key

- Male
- Female
- Total

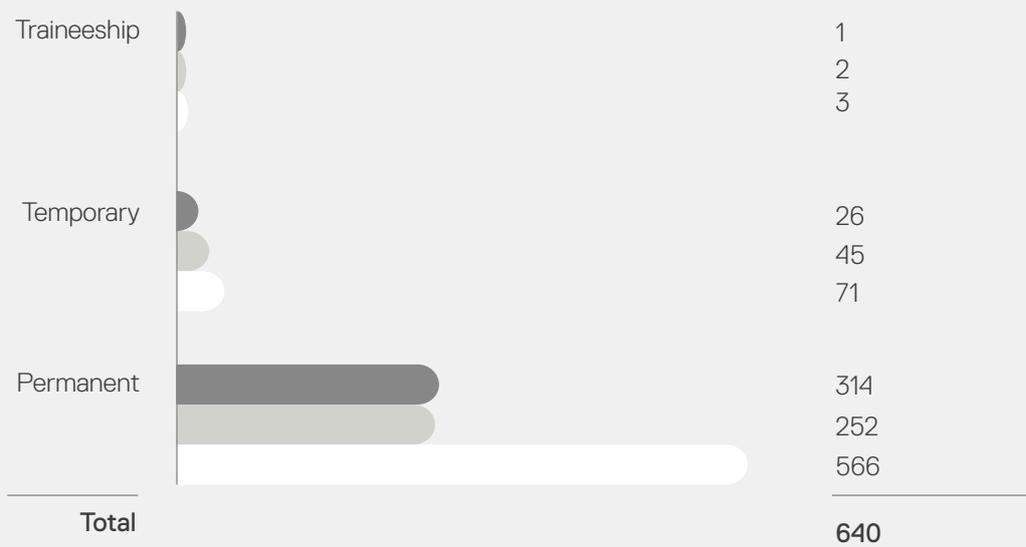
2019



## 2020



## 2021



## Total number of employees (head count) by employment contract (permanent, temporary and traineeship), by geographical region

Employment contract	2019			2020		
	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>202</b>	<b>117</b>	<b>319</b>	<b>193</b>	<b>114</b>	<b>307</b>
Permanent	196	115	311	190	113	303
Temporary	3	0	3	2	0	2
Traineeship	3	2	5	1	1	2
<b>Rest of Europe</b>	<b>123</b>	<b>137</b>	<b>260</b>	<b>125</b>	<b>151</b>	<b>276</b>
Permanent	110	108	218	101	113	214
Temporary	13	29	42	24	38	62
Traineeship	0	0	-	0	0	-
<b>Outside Europe</b>	<b>41</b>	<b>34</b>	<b>75</b>	<b>38</b>	<b>31</b>	<b>69</b>
Permanent	39	32	71	36	29	65
Temporary	2	2	4	2	2	4
Traineeship	0	0	-	0	0	-
<b>Total</b>	<b>366</b>	<b>288</b>	<b>654</b>	<b>356</b>	<b>296</b>	<b>652</b>

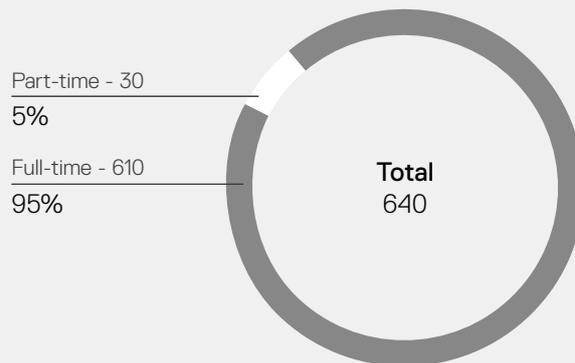
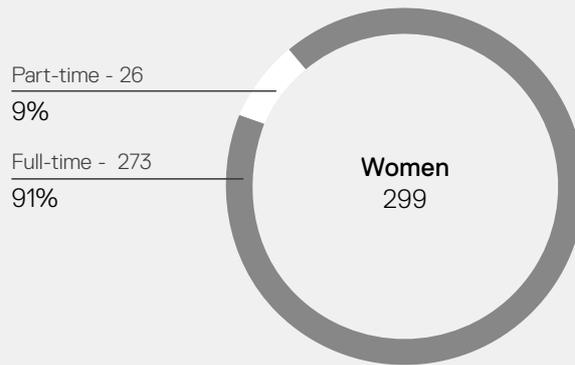
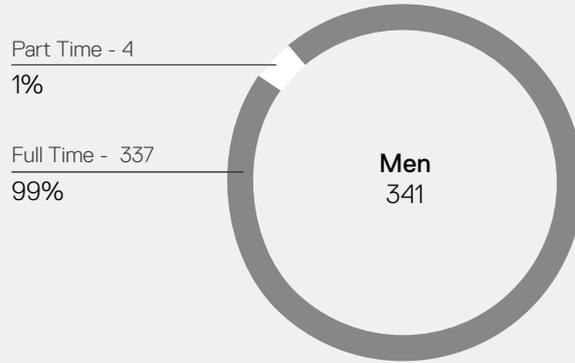
2021

Men	Women	Total
<b>193</b>	<b>115</b>	<b>308</b>
190	111	301
2	2	4
1	2	3
<b>113</b>	<b>150</b>	<b>263</b>
90	108	198
23	42	65
0	0	-
<b>35</b>	<b>34</b>	<b>69</b>
34	33	67
1	1	2
0	0	-
<b>341</b>	<b>299</b>	<b>640</b>

Total number of employees (head count) by employment type (full-time, part-time), by gender (GRI 102-8; GRI 405-1)



2021



Percentage of employees (head count) by employee category, gender and age group 2019 (GRI 405-1)

% of employees	Men				Women			
	<30 years old	30-50 years old	>50 years old	Total men	<30 years old	30-50 years old	>50 years old	Total women
Top Management	0%	4%	9%	<b>5%</b>	0%	3%	1%	<b>2%</b>
Officials	40%	54%	40%	<b>47%</b>	56%	58%	53%	<b>57%</b>
Blue collars	60%	42%	51%	<b>48%</b>	44%	39%	46%	<b>41%</b>

Percentage of employees (head count) by employee category, gender and age group 2020 (GRI 405-1)

% of employees	Men				Women			
	<30 years old	30-50 years old	>50 years old	Total men	<30 years old	30-50 years old	>50 years old	Total women
Top Management	0%	4%	8%	<b>5%</b>	0%	3%	1%	<b>2%</b>
Officials	29%	52%	39%	<b>45%</b>	44%	54%	54%	<b>53%</b>
Blue collars	71%	45%	53%	<b>50%</b>	56%	43%	45%	<b>45%</b>

## Percentage of employees (head count) by employee category, gender and age group 2021 (GRI 405-1)

% of employees	Men				Women			
	<30 years old	30-50 years old	>50 years old	Total men	<30 years old	30-50 years old	>50 years old	Total women
Top Management	0%	6%	8%	<b>6%</b>	0%	3%	1%	<b>2%</b>
Officials	19%	51%	40%	<b>44%</b>	48%	56%	53%	<b>55%</b>
Blue collars	81%	44%	53%	<b>50%</b>	52%	41%	46%	<b>43%</b>

### Total number and percentage of employees (head count) by vulnerable categories (employees with disabilities) - 2019<sup>11</sup> (GRI 102-8; GRI 405-1)

<b>Categoria professionale</b>	<b>Uomini</b>	<b>Donne</b>	<b>Totale</b>
Top Management	0	0	0
Funzionari, quadri e impiegati	1	3	4
Operai	10	4	14
<b>Totale</b>	<b>11</b>	<b>7</b>	<b>18</b>

### Total number and percentage of employees (head count) by vulnerable categories (employees with disabilities) - 2020 (GRI 102-8; GRI 405-1)

<b>Employee category</b>	<b>Men</b>	<b>Woman</b>	<b>Total</b>
Top Management	0	0	0
Officials	3	4	7
Blue collars	9	7	16
<b>Total</b>	<b>12</b>	<b>11</b>	<b>23</b>

### Total number and percentage of employees (head count) by vulnerable categories (employees with disabilities) - 2021 (GRI 102-8; GRI 405-1)

<b>Employee category</b>	<b>Men</b>	<b>Woman</b>	<b>Total</b>
Top Management	0	0	0
Officials	4	4	8
Blue collars	9	5	14
<b>Total</b>	<b>13</b>	<b>9</b>	<b>22</b>

<sup>11</sup> Following an improvement in the collection and calculation process, the data relating to 2019 concerning employees belonging to vulnerable categories were restated compared to those published in the Artemide Group's 2020 Sustainability Report. For the data published previously, please refer to the 2020 Sustainability Report.

### Total number of external workers by gender - 2019 (GRI 102-8; GRI 405-1)

External workers	Men	Women	Total
Independent contractors	14	14	28
Interns	1	0	1
Independent employees with VAT number	2	0	2
<b>Total</b>	<b>17</b>	<b>14</b>	<b>31</b>

### Total number of external workers by gender - 2020 (GRI 102-8; GRI 405-1)

External workers	Men	Women	Total
Independent contractors	13	6	19
Interns	2	-	2
Independent employees with VAT number	-	-	-
<b>Total</b>	<b>15</b>	<b>6</b>	<b>21</b>

### Total number of external workers by gender - 2021 (GRI 102-8; GRI 405-1)

External workers	Men	Women	Total
Independent contractors	17	8	25
Interns	1	1	2
Independent employees with VAT number	-	-	-
<b>Total</b>	<b>18</b>	<b>9</b>	<b>27</b>

**Average hours of training by employee category and by gender - 2019 (GRI 404-1)**

Training hours	Hours for men	Total men employees	Hours per-men pro capite
Top Management	174	19	9.2
Officials	2,677	173	15.5
Blue collars	1,913	174	11.0
<b>Total</b>	<b>4,764</b>	<b>366</b>	<b>13.0</b>

**Average hours of training by employee category and by gender - 2020 (GRI 404-1)**

Training hours	Hours for men	Total men employees	Hours per-men pro capite
Top Management	140	18	7.8
Officials	1,485	159	9.3
Blue collars	1,142	179	6.4
<b>Total</b>	<b>2,767</b>	<b>356</b>	<b>7.8</b>

**Average hours of training by employee category and by gender - 2021 (GRI 404-1)**

Training hours	Hours for men	Total men employees	Hours per-men pro capite
Top Management	121	20	6.1
Officials	1,093	149	7.3
Blue collars	745	172	4.3
<b>Total</b>	<b>1,959</b>	<b>341</b>	<b>5.7</b>

Hours for women	Total women employees	Hours per women pro-capite	Total hours	Total employees	Total hours pro-capite
60	6	9.9	234	25	9.3
1,851	163	11.4	4,528	336	13.5
1,302	119	10.9	3,215	293	11.0
<b>3,213</b>	<b>288</b>	<b>11.2</b>	<b>7,976</b>	<b>654</b>	<b>12.2</b>

Hours for women	Total women employees	Hours per women pro-capite	Total hours	Total employees	Total hours pro-capite
94	6	15.7	234	24	9.8
946	158	6.0	2,431	317	7.7
529	132	4.0	1,671	311	5.4
<b>1,569</b>	<b>296</b>	<b>5.3</b>	<b>4,336</b>	<b>652</b>	<b>6.7</b>

Hours for women	Total women employees	Hours per women pro-capite	Total hours	Total employees	Total hours pro-capite
52	6	8.7	173	26	6.7
923	163	5.7	2,016	312	6.5
404	130	3.1	1,149	302	3.8
<b>1,379</b>	<b>299</b>	<b>4.6</b>	<b>3,338</b>	<b>640</b>	<b>5.2</b>

### Total work-force

2019						
External workers	Men	Women	Total			
Total employees	366	288	654			
Total external workers	17	14	31			
<b>Total</b>	<b>383</b>	<b>302</b>	<b>685</b>			

2020			2021			
External workers	Men	Women	Total	Men	Women	Total
Total employees	356	296	652	341	299	640
Total external workers	15	6	21	18	9	27
<b>Total</b>	<b>371</b>	<b>302</b>	<b>673</b>	<b>359</b>	<b>308</b>	<b>667</b>

### Composition of Board of Directors (GRI 405-1)

	Men				Women			
	< 30 years old	30 - 50 years old	> 50 years old	Total men	<30 years old	30-50 years old	> 50 years old	Total women
members	0	2	1	3	0	0	2	2
%	0%	40%	20%	60%	0%	0%	40%	40%

2019/2020/2021



## Total energy consumption within the organization (GRI 302-1)

Consumption type	Unit of measurement	2021	2020	2019
Natural gas	GJ	39,801	32,571	32,455
Diesel – For vehicle use	GJ	2,446	2,181	2,768
Petrol – For vehicle use	GJ	267	74	99
Purchased electricity	GJ	15,925	15,004	16,037
Total	GJ	58,439	49,829	51,359

Consumption type	Unit of measurement	2021	2020	2019
Natural gas	m <sup>3</sup>	1,002,174	821,948	816,037
Diesel – For vehicle use	l	64,044	57,237	72,564
Petrol – For vehicle use	l	7,639	2,164	2,919
Purchased electricity	kWh	4,423,592	4,167,799	4,454,734

Consumption type	Unit of measurement	2021	2020	2019
Fuel consumption from non-renewable sources	GJ	42,514	34,825	35,322
Purchased electricity	GJ	15,925	15,004	16,037
Total	GJ	58,439	49,829	51,359

Energy Intensity (GRI 302-3)	Unit of measurement	2021	2020	2019
Energy consumed per unit of product	GJ/unit of product	0.056	0.069	0.071

## CO<sub>2</sub> Emission<sup>12</sup> (GRI 305-1, 305-2)

GHG Emissions	Unit of measurement	2021	2020	2019
Direct emissions of CO <sub>2</sub> - Scope 1	tCO <sub>2</sub>	2,192	1,798	1,825
Indirect emissions of CO <sub>2</sub> - Scope 2 - Location Based	tCO <sub>2</sub>	1,032	1,039	1,245
Indirect emissions of CO <sub>2</sub> e - Scope 2 - Market Based	tCO <sub>2</sub> e	84	1,585	1,855

## Intensity of GHG emissions (GRI 305-4)

Emissions categories	Unit of measurement	2021	2020	2019
Direct emissions of CO <sub>2</sub> - Scope 1	(tCO <sub>2</sub> /unit of production)	0.002	0.002	0.003
Indirect emissions of CO <sub>2</sub> - Scope 2 - Location Based	(tCO <sub>2</sub> /unit of production)	0.001	0.001	0.002
Indirect emissions of CO <sub>2</sub> e - Scope 2 - Market Based	(tCO <sub>2</sub> e/unit of production)	0.00008	0.002	0.003

<sup>12</sup> The following emission factors have been used for the calculation of emissions for 2021:

- **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and UK Government – GHG Conversion Factors for Company Reporting 2021 for the international boundary;
- **Scope 2:** - Electricity (Location-based): ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and TERNA - International comparisons for the international perimeter;  
- Electricity (Market-based): AIB - European Residual Mixes 2020 (Ver. 1.0 of 31/05/2021) both for the Italian and international perimeter.

For 2020:

- **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and UK Government – GHG Conversion Factors for Company Reporting 2020 for the international boundary;
- **Scope 2:** - Electricity (Location-based): ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and TERNA - International comparisons for the international perimeter;  
- Electricity (Market-based): AIB - European Residual Mixes (Ver. 1.1 of 08/09/2020) both for the Italian and international perimeter.

For 2019:

- **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and UK Government – GHG Conversion Factors for Company Reporting 2018 for the international perimeter;
- **Scope 2:** - Electricity (Location-based): ISPRA (Higher Institute for Environmental Protection and Research) for the Italian perimeter and TERNA - International comparisons for the international perimeter;  
- Electricity (Market-based): AIB - European Residual Mixes (Ver. 1.1 of 28/05/2019) both for the Italian and international perimeter.

## Water withdrawal of the Group<sup>13</sup> (GRI 303-3)

Water withdrawal	U. m.	2021	
		Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	Other water (> 1,000 mg/L Total Dissolved Solids)
Surface water	MI	0	0
Groundwater	MI	0	0
Seawater	MI	0	0
Produced water	MI	0	0
Third-party water	MI	18.51	0
<b>Total</b>	<b>MI</b>	<b>18.51</b>	<b>0</b>

## Waste generated by the Group<sup>14</sup> (GRI 306-3)

Waste	U.m.	2021		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	345.33	-	345.33
Packaging (paper, cardboard, plastic, wood and mixed materials)	t	5.58	444.80	450.38
Waste paints and varnishes	t	3.62	13.25	16.87
Electrical and electronic equipment	t	1.83	3.44	5.27
Other waste	t	44.13	230.97	275.10
<b>Total</b>	<b>t</b>	<b>400.49</b>	<b>692.46</b>	<b>1.029.94</b>
<b>%</b>		<b>37%</b>	<b>63%</b>	<b>100%</b>

<sup>13</sup> The scope includes the Group's production plants based in Italy, France and Hungary. It should be noted that the company does not operate in water-stressed areas.

<sup>14</sup> In 2021, the GRI Standard 306 (2016) reporting on waste was updated with the implementation of the 2020 version. Data from previous years, reported through the 2016 version, are shown below:

- 2020: Total waste produced was 958 t, of which 436 t was hazardous and 522 t non-hazardous;
- 2019: Total waste produced was 1,056 t, of which 370 t was hazardous and 686 t non-hazardous.

The scope includes the Group's production plants based in Italy, France and Hungary.

## Waste diverted from disposal by type of recovery<sup>15</sup> (GRI 306-4)

Waste	U.m.	2021		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	328.61	-	328.61
Packaging (paper, cardboard, plastic, wood and mixed materials)	t	5.58	444.80	450.38
Waste paints and varnishes	t	3.62	5.74	9.36
Electrical and electronic equipment	t	1.83	3.44	5.27
Other waste	t	26.36	213.44	239.80
<b>Total</b>	<b>t</b>	<b>366.00</b>	<b>667.42</b>	<b>1,033.42</b>

Type of recovery	U.m.	2021		
		Offsite	Onsite	Total
<b>Hazardous waste</b>				
Reuse	t	-	-	-
Recycle / Recovery	t	366.00	-	366.00
<b>Non-hazardous waste</b>				
Reuse	t	48.85	-	48.85
Recycle / Recovery	t	618.57	-	618.57
<b>Total</b>				
<b>Reuse</b>	<b>t</b>	<b>48.85</b>	<b>-</b>	<b>48.85</b>
<b>Recycle / Recovery</b>	<b>t</b>	<b>984.57</b>	<b>-</b>	<b>984.57</b>

<sup>15</sup> In 2021, the GRI Standard 306 (2016) reporting on waste was updated with the implementation of the 2020 version.

Data from previous years, reported through the 2016 version, are shown below:

- 2020: Total waste produced was 958 t, of which 892 t was recovered and 67 t disposed;
- 2019: Total waste produced was 1,056 t, of which 998 t was recovered and 68 t disposed.

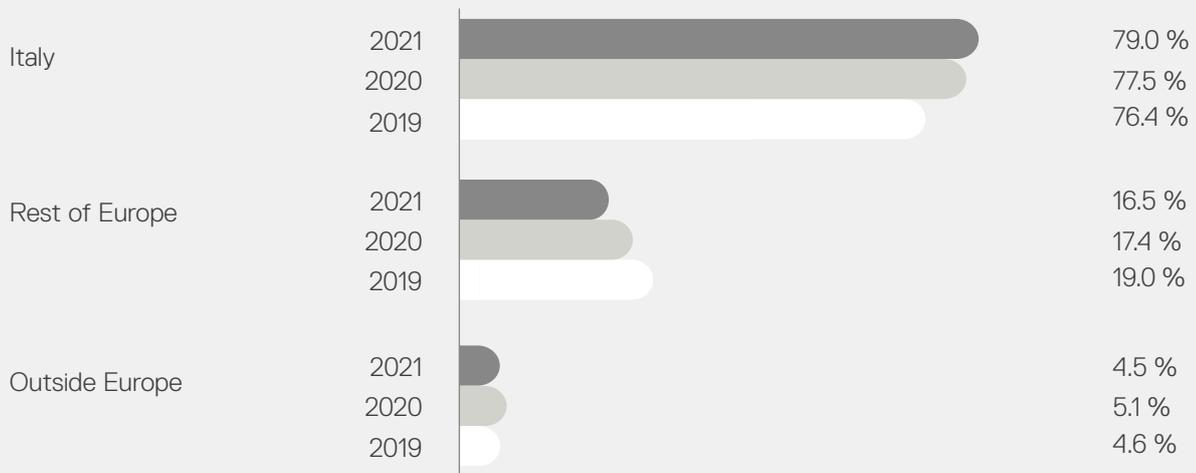
Waste directed to disposal<sup>16</sup> (GRI 306-5)

Waste	U.m.	2021		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	16.72	-	16.72
Packaging (paper, cardboard, plastic, wood and mixed materials)	t	-	-	-
Waste paints and varnishes	t	-	7.51	7.51
Electrical and electronic equipment	t	-	-	-
Other waste	t	17.76	17.53	35.29
<b>Total</b>	<b>t</b>	<b>34.48</b>	<b>25.04</b>	<b>59.52</b>

Type of recovery	U.m.	2021		
		Offsite	Onsite	Total
<b>Hazardous waste</b>				
Disposal	t	23.08	-	23.08
Incineration on land	t	11.40	-	11.40
<b>Non-hazardous waste</b>				
Disposal	t	25.04	-	25.04
Incineration on land	t	-	-	-
<b>Total</b>				
<b>Disposal</b>	<b>t</b>	<b>48.12</b>	<b>-</b>	<b>48.12</b>
<b>Incineration on land</b>	<b>t</b>	<b>11.40</b>	<b>-</b>	<b>11.40</b>

<sup>16</sup>In 2021, the GRI Standard 306 (2016) reporting on waste was updated with the implementation of the 2020 version. Data from previous years, reported through the 2016 version, are shown below:  
 · 2020: Total waste produced was 958 t, of which 892 t was recovered and 67 t disposed;  
 · 2019: Total waste produced was 1,056 t, of which 998 t was recovered and 68 t disposed.

## Proportion of spending on local suppliers (GRI 204-1)



## Work-related injuries and injuries rates (GRI 403-9)<sup>17</sup>

Total number of injuries	2021	2020	2019
	2	5	3
of which fatalities	-	-	-
of which high-consequence work-related injuries (excluding fatalities)	-	-	-
of which recordable work-related injuries	2	5	3
<b>Rate of work-related injuries<sup>18</sup></b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Rate of fatalities as a result of work-related injury	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of recordable work-related injuries	0.78	2.16	1.16

Number of worked hours in 2021:  
**511,157** in Italy (463,765 in 2020, 518,394 in 2019)

<sup>17</sup> Injury data is available for employees of the Group's Italian companies.

<sup>18</sup> Injury rates are computed using the following formulas:

- Rate of fatalities as a result of work-related injuries = (number of fatalities as a result of work-related injury / number of hours worked) \* 200,000
- Rate of high-consequences work-related injuries = (number of high-consequences work-related injury, excluding fatalities / number of hours worked) \* 200,000
- Rate of recordable work-related injuries = (number of recordable work-related injuries / number of hours worked) \* 200,000



# Methodological Note

This document represents the fourth Sustainability Report of Artemide (Artemide Group S.p.A. and its subsidiaries – hereinafter “Artemide” or “Group”) and reports on the issues deemed material, to the extent necessary to ensure the understanding of the business, its performance, its results and of the social and environmental impact it generates. In particular, the identification of the material aspects was performed through a materiality analysis, which is described in the “Sustainability management and economic responsibility” chapter of this document. The Sustainability Report has been prepared in accordance with the Core option of the “GRI Sustainability Reporting Standards”, published in 2016 by the Global Reporting Initiative (GRI). With regards to the specific GRI 306 indicator (Waste), the most recent version of 2020 was adopted.

The data in the document refers to the period from January 1, 2021 to December 31, 2021. Where available, the data for the previous year has been included for comparative purposes to facilitate the assessment of the performance of the Group’s activities. The scope of economic and financial data and information reported is the same as that used in the Consolidated Financial Statement of Artemide Group as of December 31, 2021. The scope of the social data and information reported includes all the companies consolidated on a line-by-line basis in the Consolidated Financial Statement of Artemide Group S.p.A.<sup>19</sup>. The scope of the environmental data and information reported includes the Group’s headquarters in Pregnana Milanese, the plants in Italy, France and Hungary and the consumption of Italian showrooms under the control of Artemide Italia s.r.l. Moreover, vehicle fuel consumption is reported for Italian companies only. Any scope limitation is indicated in the text. The use of estimates has been limited as much as possible and, if used, it is based on the best available methodologies and appropriately reported. The periodicity of the Sustainability Report reporting is set on an annual basis. This document is subject to a limited review (“limited assurance engagement” in accordance with the criteria indicated by the ISAE 3000 Revised principle) by Deloitte & Touche S.p.A.

<sup>19</sup> For the consolidated list of companies on a line-by-line basis, please refer to the Group Directors’ Report and Consolidated Financial Statements of the Group as of 31.12.2021.



# GRI Content Index



# GRI 102:

## General disclosures (2016)

GRI Standard	Disclosure	Page number / external reference
<b>Organisational profile</b>		
102-1	Name of the organisation	19
102-2	Activities, brands, products and/or services	19-25; 72-101
102-3	Location of headquarters	19
102-4	Location of operations	14; 178-181
102-5	Ownership and legal form	242-243
102-6	Markets served	14; 44-45; 178-181
102-7	Scale of organisation	14; 44-45; 215-219
102-8	Information on employees and other workers	215-219; 244-257
102-9	Supply chain	178-181; 263
102-10	Significant changes to the organisation and its supply chain	No significant changes to the organisation and its supply chain have occurred.
102-11	Precautionary principle or approach	234
102-12	External initiatives	30-31; 48-49
102-13	Membership of associations	40; 48-49
<b>Strategy</b>		
102-14	Statement from senior decision-maker	7

GRI Standard	Disclosure	Page number / external reference
<b>Ethics And Integrity</b>		
102-16	Values, principles, standards and norms of behaviour	19; 35-38
<b>Governance</b>		
102-18	Governance structure	35
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	40-41
102-41	Collective bargaining agreements	222-224
102-42	Identifying and selecting stakeholders	40-41
102-43	Approach to stakeholder engagement	40-41
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<b>Reporting Practices</b>		
102-45	Entities included in the consolidated financial statements	266
102-46	Defining report content and topic Boundaries	42-43; 240-241
102-47	List of material topics	42-43
102-48	Restatements of information	266
102-49	Changes in reporting	266
102-50	Reporting period	266
102-51	Date of most recent report	266
102-52	Reporting cycle	266
102-53	Contact point for questions regarding the report	sustainability@artemide.com
102-54	Claims of reporting in accordance with the GRI Standards	266
102-55	GRI content index	270-282
102-56	External assurance	284-285

# GRI 200: Economic Performance (2016)

GRI Standard	Disclosure	Page number / external reference
<b>↗ Economic Performance</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	44-45
103-3	Evaluation of the management approach	44-45
<b>GRI-201: Economic Performance (2016)</b>		
201-1	Direct economic value generated and distributed	44-45
<b>↗ Procurement practices</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	178-181
103-3	Evaluation of the management approach	178-181
<b>GRI-204: Procurement practices (2016)</b>		
204-1	Proportion of spending on local suppliers	178-181; 263

GRI Standard	Disclosure	Page number / external reference
<b>↗ Anti-Corruption</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	34-39
103-3	Evaluation of the management approach	34-39
<b>GRI-205: Anti-Corruption (2016)</b>		
205-3	Confirmed incidents of corruption and action taken	During 2021, no cases of corruption have occurred.
<b>↗ Anti-competitive behavior</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	34-39
103-3	Evaluation of the management approach	34-39
<b>GRI-206: Anti-competitive behavior (2016)</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During 2021, no legal actions for anti-competitive behavior, anti-trust, and monopoly practices have occurred.

# GRI 300: Environmental Performance (2016)

GRI Standard	Disclosure	Page number / external reference
<b>↗ Materials</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	180-181
103-3	Evaluation of the management approach	180-181
<b>GRI-301: Materials (2016)</b>		
301-1	Materials used by weight or volume	181
<b>↗ Energy</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	204; 207
103-3	Evaluation of the management approach	204; 207
<b>GRI-302: Energy (2016)</b>		
302-1	Energy consumption within the organisation	204; 207; 258
302-2	Energy intensity	204; 207; 258

GRI Standard	Disclosure	Page number / external reference
<b>↗ Emissions</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	205; 208-209
103-3	Evaluation of the management approach	205; 208-209
<b>GRI 305: Emissions (2016)</b>		
305-1	Direct GHG emission (Scope 1)	205; 208-209; 259
305-2	Energy indirect GHG emissions (Scope 2)	205; 208-209; 259
305-4	GHG emissions intensity	205; 208-209; 259

GRI Standard	Disclosure	Page number / external reference
<b>↗ Water and effluents</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	212
103-3	Evaluation of the management approach	212
<b>GRI-303: Water and effluents (2018)</b>		
303-1	Interactions with water as a shared resource	212
303-2	Management of water discharge-related impacts	212
303-3	Water withdrawal	260
<b>↗ Waste</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	210-211
103-3	Evaluation of the management approach	210-211
<b>GRI 306: Waste (2020)</b>		
306-1	Waste generation and significant waste-related impacts	210-211
306-2	Management of significant waste-related impacts	210-211
306-3	Waste generated	260
306-4	Waste diverted from disposal	261
306-5	Waste directed to disposal	262

GRI Standard	Disclosure	Page number / external reference
<b>↗ Environmental compliance</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	34-39
103-3	Evaluation of the management approach	34-39
<b>GRI 307: Environmental Compliance (2016)</b>		
307-1	Non-compliance with environmental laws and regulations	In 2021, there were no significant fines or non-monetary penalties for non-compliance with environmental laws and/or regulations.

# GRI 400:

## Social performance

### (2016)

GRI Standard	Disclosure	Page number / external reference
<b>↗ Employment</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	215-224
103-3	Evaluation of the management approach	215-224
<b>GRI-401: Employment (2016)</b>		
401-2	Benefits for full time employees that are not provided to temporary or part-time employees	222-224
<b>↗ Labour management relations</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	222-224
103-3	Evaluation of the management approach	222-224
<b>GRI-402: Labour management relations (2016)</b>		
402-1	Minimum notice periods regarding operational changes	224

GRI Standard	Disclosure	Page number / external reference
<b>↗ Occupational Health and Safety</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	228-235
103-3	Evaluation of the management approach	228-235
<b>GRI-403: Occupational Health and Safety (2018)</b>		
403-1	Occupational health and safety management system	228
403-2	Hazard identification, risk assessment, and incident investigation	228-235
403-3	Occupational health services	228-235
403-4	Worker participation, consultation, and communication on occupational health and safety	228-235
403-5	Worker training on occupational health and safety	235
403-6	Promotion of worker health	228-235
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	228-235
403-9	Work-related injuries	232-233; 264
<b>↗ Training and education</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	226-227
103-3	Evaluation of the management approach	226-227
<b>GRI-404: Training and education (2016)</b>		
404-1	Average hours of training per year per employee	254-255

GRI Standard	Disclosure	Page number / external reference
<b>↗ Diversity and equal opportunity</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	215-222
103-3	Evaluation of the management approach	215-222
<b>GRI-405: Diversity and equal opportunities</b>		
405-1	Diversity of governance bodies and employees	244-245; 256
<b>↗ Customer Health and Safety</b>		
<b>GRI-103: management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	193-194
103-3	Evaluation of the management approach	193-194
<b>GRI-416: Customer Health and Safety (2016)</b>		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During 2021, no relevant cases of non-compliance related to the health and safety of products and services were reported.
<b>↗ Marketing and Labelling</b>		
<b>GRI-103: Management approach (2016)</b>		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	193-194
103-3	Evaluation of the management approach	193-194
<b>GRI-417: Marketing and Labelling (2016)</b>		
417-2	Incidents of non-compliance concerning product and service information and labelling	During 2021, no cases of non compliance related to information and labelling of products and services were reported.

GRI Standard	Disclosure	Page number / external reference
<b>↗ Values and Brand Identity</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	19-23
103-3	Evaluation of the management approach	19-23
<b>↗ Responsible communication and fostering sustainable culture</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	62-69
103-3	Evaluation of the management approach	62-69
<b>↗ Made in Italy</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	178
103-3	Evaluation of the management approach	178
<b>↗ Light intelligence</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	109-142
103-3	Evaluation of the management approach	109-142

GRI Standard	Disclosure	Page number / external reference
<b>↗ Innovation &amp; patenting</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	144-145
103-3	Evaluation of the management approach	144-145
<b>↗ User experience</b>		
GRI-103: Management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	72-105; 192-194
103-3	Evaluation of the management approach	72-105; 192-194
<b>↗ Social value of innovation</b>		
GRI-103: management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	48-51
103-3	Evaluation of the management approach	48-51
<b>↗ Responsible Lighting</b>		
GRI-103: management approach (2016)		
103-1	Explanation of the material topic and its boundary	42-43; 240-241
103-2	The management approach and its components	157-169
103-3	Evaluation of the management approach	157-169



# Independent Auditors' Report

**Deloitte.**

Deloitte & Touche S.p.A.  
Via Tortona, 25  
20144 Milano  
Italia

Tel: +39 02 83322111  
Fax: +39 02 83322112  
www.deloitte.it

## INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of  
Artemide Group S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of Artemide Group S.p.A. and its subsidiaries (hereinafter also "Artemide Group" or the "Group") as of December 31, 2021.

### Responsibility of the Directors for the Sustainability Report

The Directors of Artemide Group S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by the GRI – Global Reporting Initiative ("GRI Standards"), as stated in the paragraph "Reading guidance" of the Sustainability Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the identification of the objectives related to the sustainability performance and for identification of the stakeholders and the significant aspects to report.

### Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. Our auditing firm applies *International Standard on Quality Control 1 (ISQC Italia 1)* and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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Sede legale: Via Tortona, 25 - 20144 Milano | Capitale Sociale: Euro 10.338.220,00 i.v.

Codice Fiscale/Registro delle Imprese di Milano/Monza Brianza Lodi n. 03049560166 - R.E.A. n. MI-1720239 | Partita IVA: IT 03049560166

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**Auditor's responsibility**

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the "International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement. Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically we carried out the following procedures:

1. Analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods used for the identification and prioritization of material aspects for stakeholders and to the internal validation of the process results;
2. Comparison between the financial data and information included in the chapter "Sustainability management & economic responsibility" of the Sustainability Report with those included in the Group consolidated financial statements;
3. Understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Artemide Group S.p.A. and with the personnel of Artemide S.p.A., and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, elaboration and transmittal of data and information to the department responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:
  - with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidences;
  - with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.
- With regard to the Pregnana Milanese (MI) site of Artemide Group S.p.A. and to the Pregnana Milanese (MI) site and production plant for Artemide S.p.A., which we selected based on their activity, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits / remote call conferences, during which we have met their management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

**Conclusion**

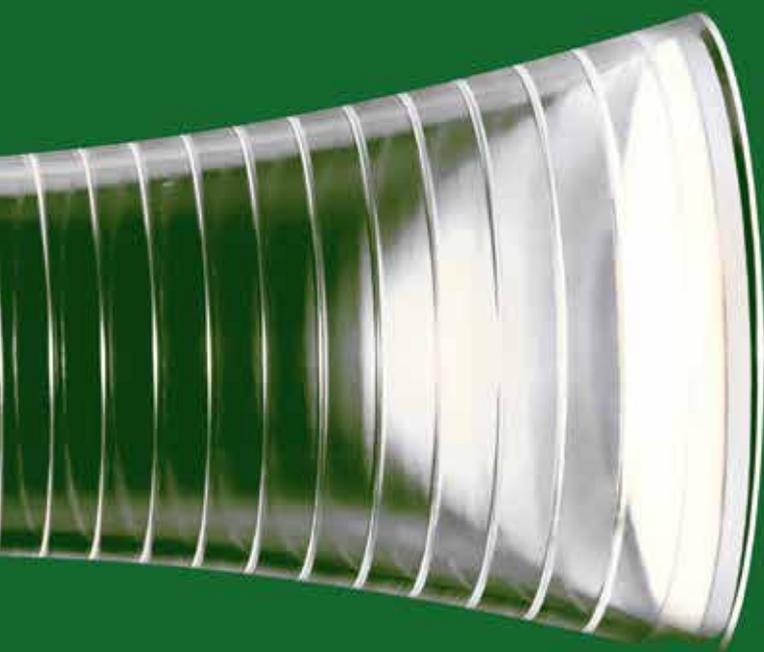
Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Artemide Group as of December 31, 2021 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph "Reading guidance" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by  
**Ernesto Lanzillo**  
Partner

Milan, Italy  
September 22, 2022





**Artemide**<sup>®</sup>  
The Human and Responsible Light

