

Artemide

Sustainability Report 2022

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Artemide

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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.

The pandemic led us to redesign the balance of production and trade. After the strong recovery in 2021 the 2022 was a year of consolidation in which the new perspectives are once again challenged by the beginning of 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 in
the three- year period
2020-22
11 of which
2 in 2022 in Italy

Revenue dedicated to
Research and development
4.9%
(4.8% in 2021)

Patents registered
and kept until 31.12.22
135
(121 as of 31.12.21)

Design awards
received since 1960
+298

4,9%

Revenue dedicated
to research and
development in
2022

135

Patents registered
until 31.12.22

298

Design awards
received since
1960

Environment¹

Expense from
European Union
based suppliers
96%

of which Italian
suppliers
78%

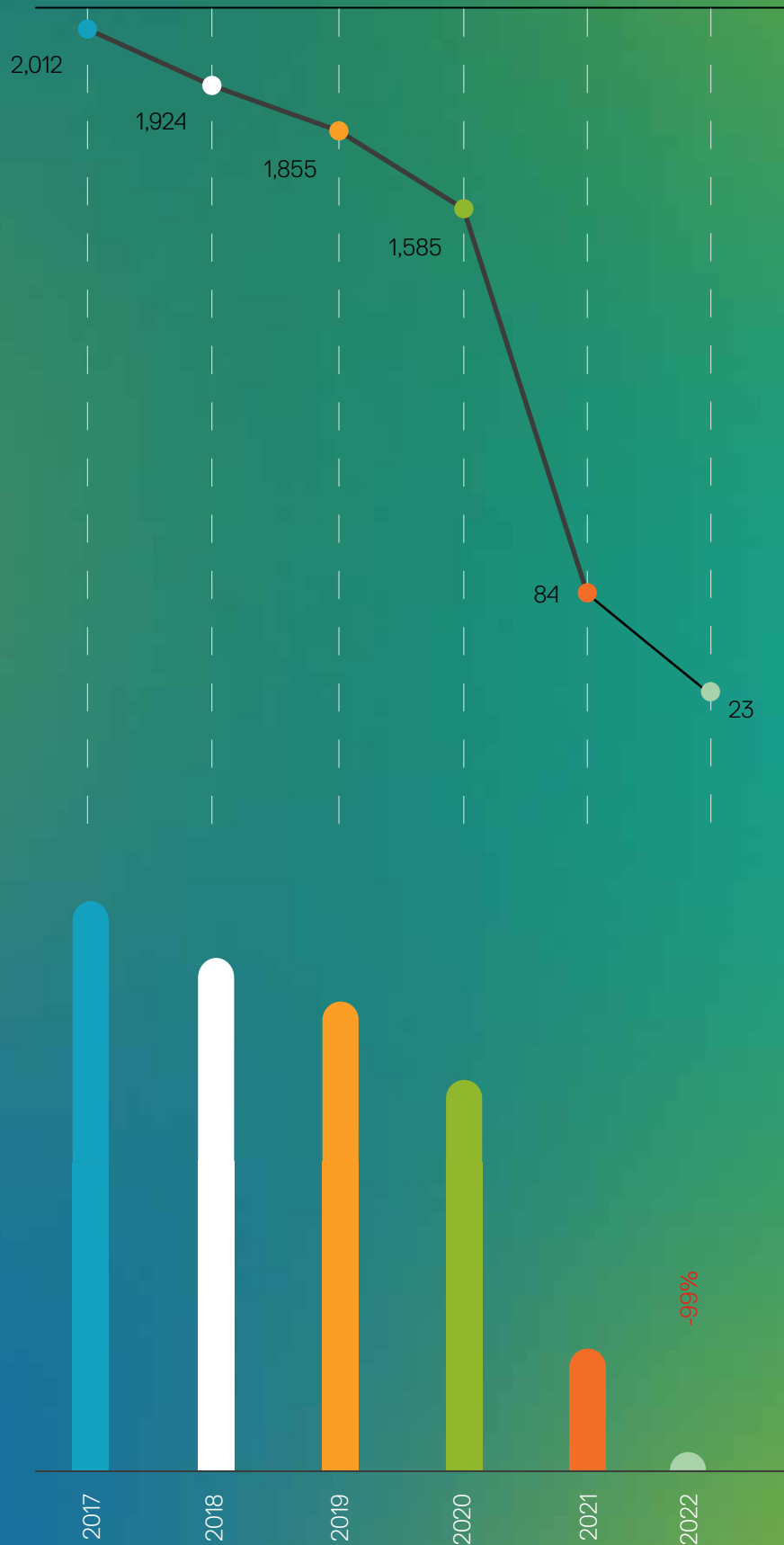
Reduction of emission
intensity Scope2
(Market-based) by
65%
compared to 2021
*0.057 GJ against
0.056 GJ in 2021*

Waste is destined
for recovery /
recycling or reuse
90%

Reduction of indirect
CO₂ emissions
(market-based) by
72%
*23 tCO₂e compared to
84 tCO₂ in 2021*

¹ 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
CO₂ Scope 2 - Market based
(tCO₂e)



Our people

Employees

602

Female employees

46%

Permanent contract

92%

Male employees

54%

Training hours

3,551 h

Global presence

Revenues

113 mln €

(115mln € in 2021)

Distribution in

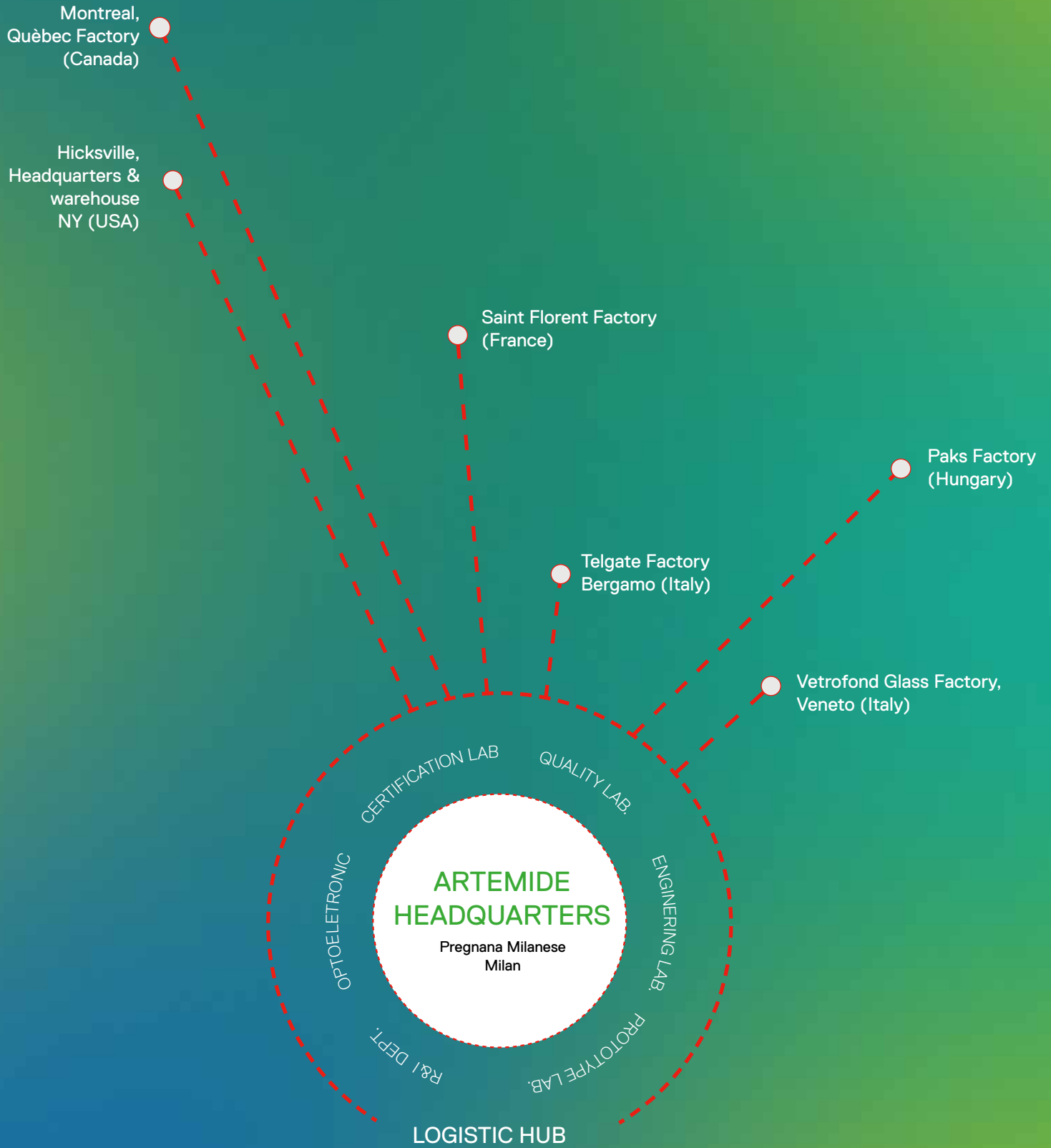
104 Countries

Showrooms

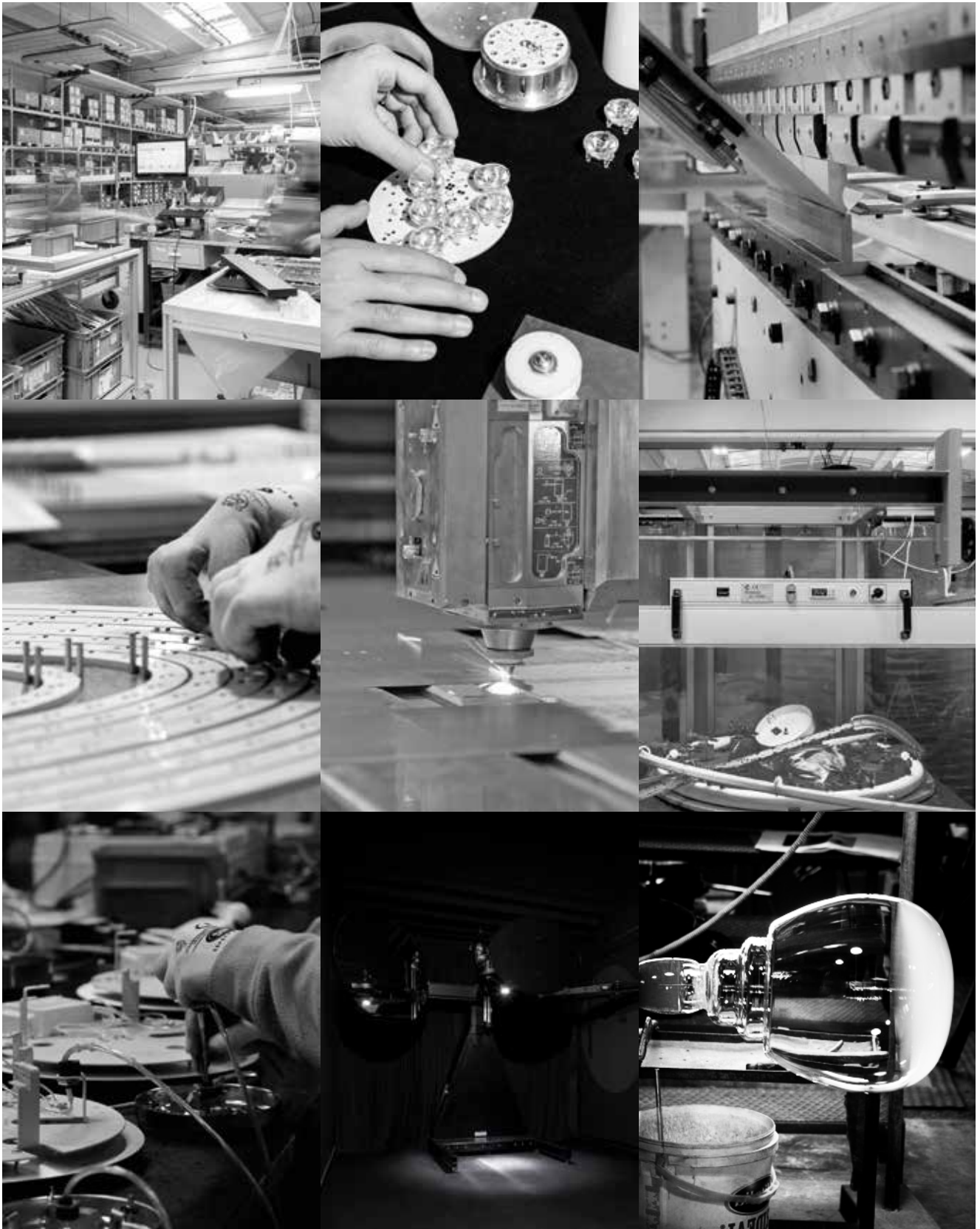
14

Export quota

77.2%

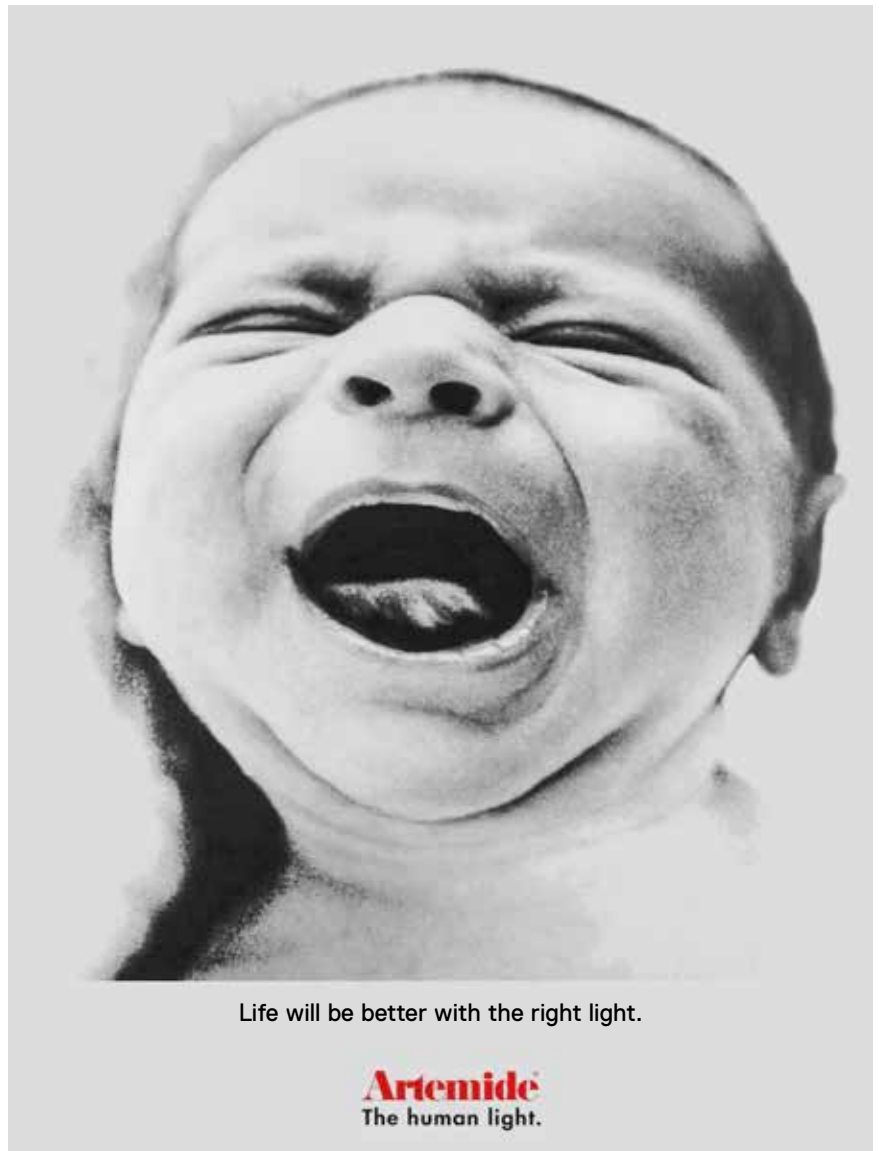






01 Artemide

The Human & Responsible Light



ADV Campaign, The Human Light, 1998

01.1 Our identity between innovation and design

Heritage

Founded in 1960 by engineer Ernesto Gismondi, Artemide has been a leading company in light design since its inception, synonymous with innovation and made in Italy, with products internationally considered icons of contemporary design. Artemide is based in Milan and it is recognized worldwide for its expertise in lighting design, with an innovative approach and products that are an expression of continuous research and great manufacturing quality.

Innovation

Artemide is a pivotal actor of research in the field of light, and since its inception it has registered numerous **invention patents** for its technological, mechanical, and optoelectronic innovations. Technological development, dialogue with great architects, but also research in the socio-cultural field, are an integral part of Artemide's path at the foundation of innovative projects capable of illuminating the future over time. In its innovation path it has established research collaborations with prestigious Italian and international universities: thanks to scientific and technological innovation, Artemide's **The Human and Responsible Light** philosophy allows us to rethink the environment, its resources, and the energy project in terms of ecosystem for a better quality of life. Through this way, Artemide contributes not only to the well-being of places and people directly connected, but also to the community as a whole. Light can redevelop spaces and stimulate the creation of new relationships. Moreover, nowadays it also brings us back to living together in a safer way. Thanks to Artemide research, the patented Integralis technology can sanitize through light, allowing us to reclaim those spaces of personal and shared everyday life.

“Artemide has been designing and producing light design for 60 years, and through Italian knowledge and know-how it dialogues with the international project.

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.“

Carlotta de Bevilacqua
President & CEO Artemide



14

flagship
stores**Made in Italy**

Light is a means of communication between people and spaces, which can provide new experiences and emotions, transforming each space into beloved places where people would like to live in. Its products synthesize technological quality of performance and aesthetics, given a light capable of thrilling as well as guaranteeing perfect functionality and perception.

After opening new frontiers of research in the field of photonics through the electronic revolution, Artemide continues to promote the development of innovations in intelligent light management with parametric interactions that support the dialogue between human beings and the environment. Through a sustainable perspective, Artemide pursues an interpretation of light as circular energy that supports well-being and health, communication, and information.

The culture of Made in Italy is a fundamental pillar of Artemide's history thanks to the birth of the brand in Italy, during the era that marked the development of Industrial Design. Moreover, the Milan headquarters is at the hearth of the product design process, from its idea to its realization, constantly feeding Artemide's Made in Italy culture. In addition to the production unit, the Pregnana Milanese headquarters offer the renowned Innovation & Design Centre, which host the Research & Innovation and Product Development departments. The design phase is thus continuously supported, always on site, by quality and certification laboratories.

From 2020, the Artemide Exhibition Centre is directly connected to the Innovation Centre. It has been designed by MC A - Mario Cucinella Architects: a permanent but constantly evolving exhibition area to show light in all its forms.

This space is a direct expression of Artemide's know-how, shading light on the ideas, skills, and central values such as sustainability.

The Artemide Exhibition Centre is a place designed not only to display Artemide collections and services, but also as a space 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 aims at strengthening the territorial network linked to the design of Milan.



ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



New Exhibition Centre
Artemide HQ, Milan

Artemide also owns 50% of a historic glasswork in Veneto. At the same time, Artemide has long chosen to internationalize its production: its production units are located, as well as in Italy, in France, Hungary and Canada.

Artemide achieves about **77.2%** of its turnover on foreign markets thanks to a widespread international distribution which is characterized by **14 single-brand showrooms in the most** important cities in the world as well as a complete network of retailers and distributors. In addition, this last is flanked by a global network of partnerships with the most prestigious architecture and design studios. Each single-brand showroom is also a center of competence and confirms Artemide's philosophy of offering both products, services, and consultancy. Hence, it becomes a reference for making a conscious choice of light, offering also a complete and personalized support to professionals in the sector.

The 2022 financial year showed a continuation of the Group's development strategy in the projects segment, with a focus on Retail and Office applications, through the expansion of international partnerships with brands, architects, and lighting designers.

As of 31 December 2022, the Group employed 602 **people**, 54 of whom were in **Research & Innovation** and **Product Development** activities, confirming the leading role of innovation as a key component for success. Artemide is a primary player in the field of light research and contributes, thanks to its laboratories, to the growth of scientific and technological knowledge. At the same time, it embraces humanistic culture with workshops, seminars and collaborations to develop broader reflections on contemporary society, the evolution of needs and social scenarios.

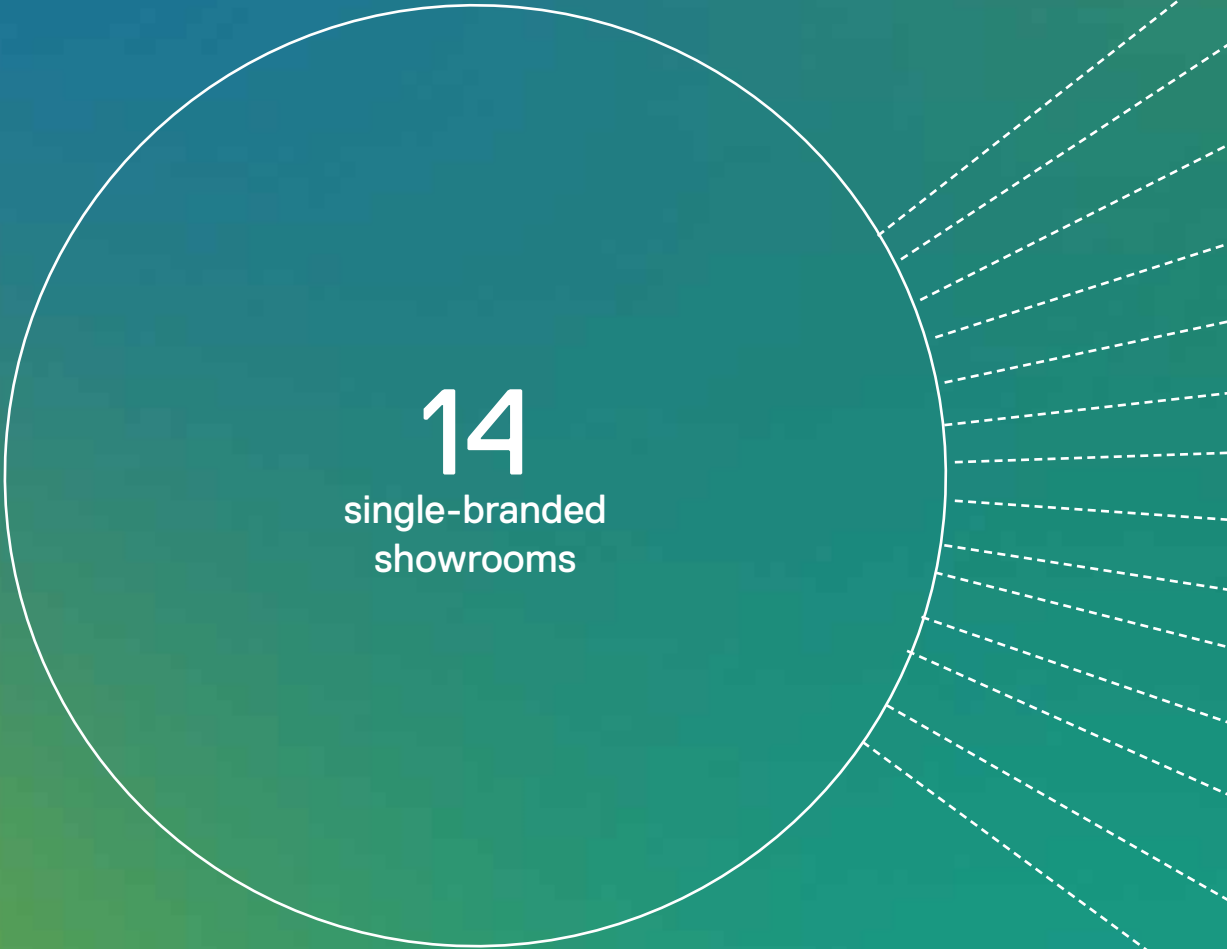
5 Collections

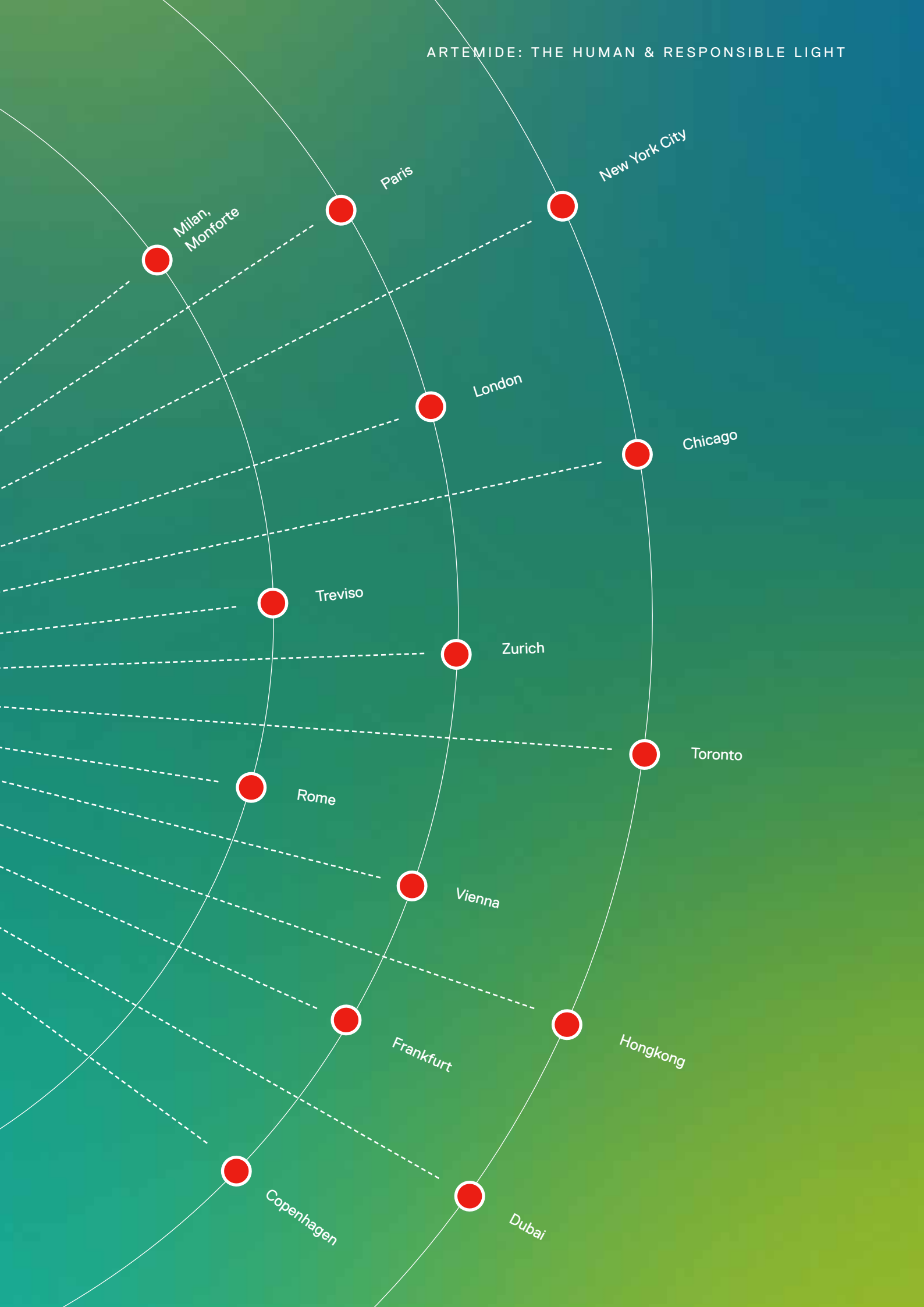
A distinctive sign of its role in the history of international design is the exhibition of its products in the most important museums of modern art and design collections in the world, including the MoMA (**Metropolitan Museum of Art in New York**), the **Victoria and Albert Museum** in London, the **National Museum of Science and Technology** and the **Triennale di Milano**, the **National Gallery of Modern Art** in Rome, the **Centre Georges Pompidou** in Paris.

Artemide offers a complete range of products, in which the latest generation technologies and ancient knowledge converge to meet the lighting needs related to all types of application: **Residential, Hospitality, Retail, Museum, Office & Education, Public Spaces, Health & Care, Urban and Landscape Outdoor.**

The lighting fixtures designed, produced, and marketed by Artemide are traced back to different product collections such as Design, Architectural Indoor and Outdoor, Danese Milano which also includes objects and furnishing accessories. In addition, Artemide can develop and produce **bespoke solutions** created on specific requests and needs.

In recent years, the collections are increasingly integrated with each other thanks to an open and transversal approach to types and categorizations of the light product and beyond.





Prizes and awards

+298
design awards

Artemide has received several international awards over the years, highlighting how the Group's philosophy and values lead to the creation of products capable of becoming icons of Italian design in the world.

In 2022 Artemide products stood out once again thanks to their unique concept and their ability to represent excellence in creativity, technology, manufacturing and research. BIG's Stellar Nebula has received three major awards, being one of the winners of the MetropolisLikes NYCxDESIGN Awards and receiving the "Design Plus" from "Light + Building", and also being awarded with the "Stylepark Selected Award". In addition, during 2022 both Flexia by Mario Cucinella and Funivia by Carlotta de Bevilacqua were granted with the honorable mention for the Compasso d'Oro award. In order to enrich the bulletin board there are also Vine Light by Big, as Best Line Work at the Wallpaper Design Awards, and Ixa by Foster + Partners, among the winners of the Archiproducts Design Awards.

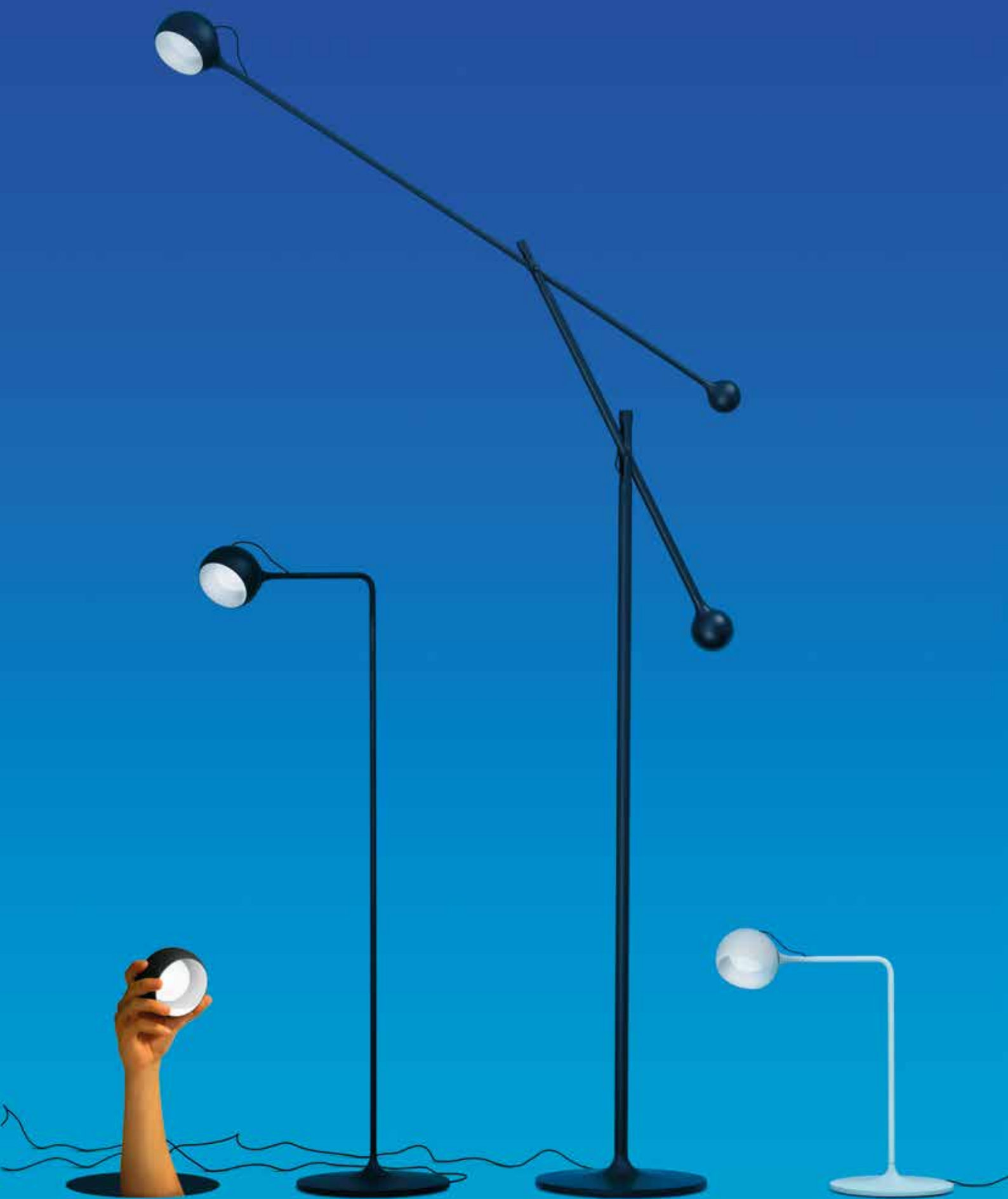
These are all products that, for different reasons, are perfect examples of the sustainable project that Artemide pursues.

A recognition to the company for being Sustainability oriented also comes from the Pambianco Le Quotabili 2021 award, assigned for "the high transparency of climate performance and the use of electricity from renewable sources".

Among the numerous awards received in recent years there are the prestigious **Compasso d'Oro** 2018 award for the **Discovery** project, signed by Ernesto Gismondi, who received the **Compasso D'Oro for his career** from the Association for Industrial Design the same year for his achievements and merits as eclectic personality: aerospace engineer, university professor, entrepreneur, and designer.

7	Compasso d'Oro awards
13	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
18	Design Plus Light + Building
10	Good Design Chicago Award
1	Green Good Design Award
1	European Design Prize '97
10	Wallpaper Design Awards
1	European Design Awards '17
3	Architectural SSL
4	Archiproducts Design Awards
1	Denmark Design Award
3	NYCxDESIGN Award
1	Stylepark Selected Award

In 1994 Artemide had already received the **Compasso d'Oro Lifetime Achievement** Award in addition to awards for products such as, in addition to 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 awarded with the Compasso d'Oro Award. More details can be found in the "Awards" section of Artemide's website. Artemide 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 being able to represent, over the years, Italian design in the world.



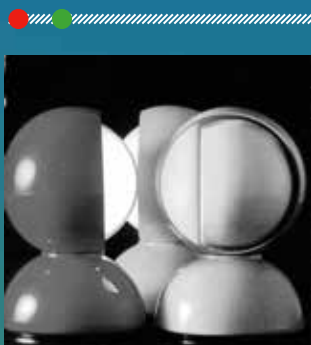
Compasso D'Oro

Artemide Awards



1967 Eclisse

Vico Magistretti



1987 Tolomeo

Michele De Lucchi &
Giancarlo Piretti



1994 Artemide



2004 Pipe

Herzog & de Meuron



2011 Veio

Neil Poulton



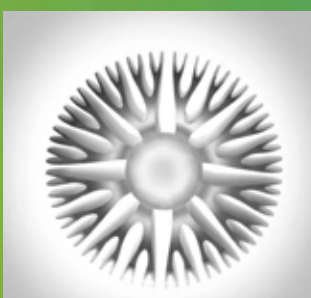
2014 IN-EI Collection

Issei Miyake + Reality Lab

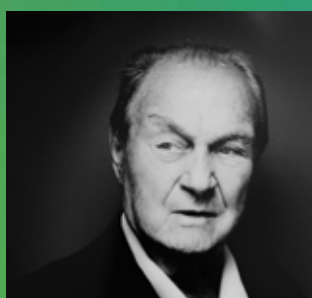


2016 Florensis

Ross Lovegrove



2018 Ernesto Gismondi



2018 Discovery

Ernesto Gismondi



Compasso D'Oro Winners:

- Compasso D'oro awards
- Compasso D'oro Mention of honor

Other Awards received by the Compasso D'Oro Winners:

- Triennale di Milano awards
- Archiproducts Design awards
- Design Plus + awards

1998 Filoti
Piero Lissoni



1998 Timpone
Umberto Riva



1998 Felsina
Ernesto Gismondi



2014 Copernico
Carlotta de Bevilacqua &
Paolo Dell'Elice



2016 Sisifo
Scott Wilson



2016 Cata
Carlotta de Bevilacqua



2020 La Linea
BIG - Bjarke Ingels Group



2022 Flexia
Mario Cucinella



2022 Funivia
Carlotta de Bevilacqua



National and international events and fairs

Every year Artemide participates in various fairs around the world where it presents lighting products and systems, but also advanced interaction solutions, the result of continuous research, experimentation, and technological innovation.

The Covid emergency has impacted the exhibition field with a very strong acceleration to numerous changes, already underway, specifically in the digital field by proving the possibility of participating in online fairs and conferences. From the beginning Artemide has identified these new occasions tools for contributing to renew and enrich the off-line trade fair experiences, without replacing them. In fact, Artemide has always supported and participated in trade fairs and cultural events, considered not only commercial opportunities but moments of meeting and sharing, spaces for vision and knowledge exchange, capable of promoting Italian Design.

In 2022 there was a resumption of traditional trade fair events even if with a modified calendar. In June, Artemide was the protagonist of Euroluce at the Salone del Mobile in Milan as well as with events at the Milan Design Week in the historic showroom in Corso Monforte.

In October, Artemide participated in the first post-Covid-19 edition of Light+Building in Frankfurt. The stand, designed by Mario Cucinella, reinterprets the space created for the Salone del Mobile in Milan, reusing materials for a sustainable commitment that is declined in all Artemide's products and actions.

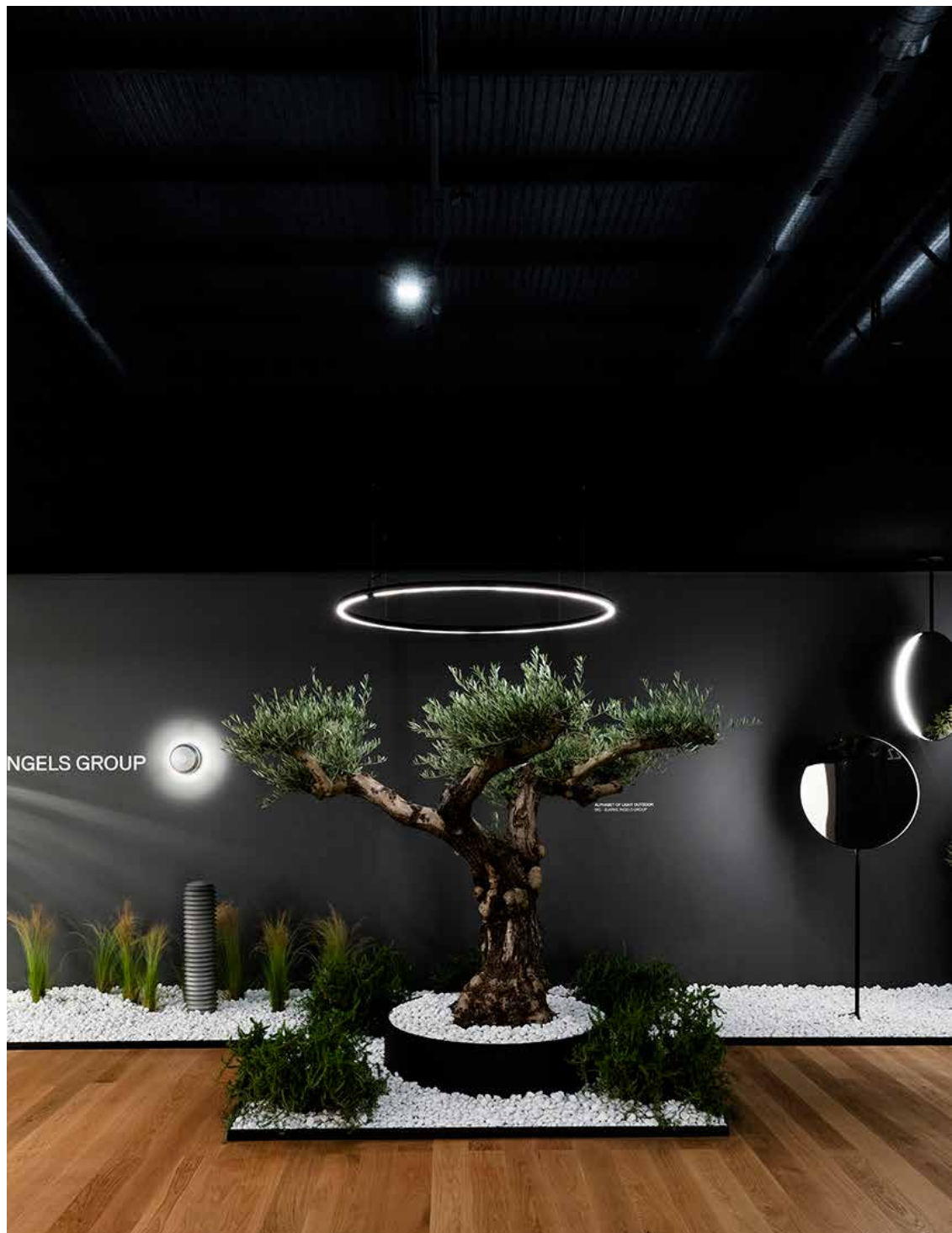
In addition to its presence at the fair, the Artemide showroom in Frankfurt hosted "Architects in talk", a dialogue on the themes of architecture, light, energy, and sustainability between Carlotta de Bevilacqua, Jakob Lange (BIG), Mario Cucinella (MC A) and Christian Heuchel (O&O Baukunst).

In the 2022 edition of ICFF, Artemide presented the completely renovated New York showroom. In the same year it also participated in the Design London I Clerkenwell Design Week and in the BAM Open Air Design event in Milan with the installation "Not only Light", designed by Alida Ca.



Stellar Nebula, BIG - Bjarke Ingels Group
Artemide Showroom, NYC





01.2 Sustainability management & economic responsibility

Artemide Factory, Photographed by Elliott Erwitt, 2001



Corporate Governance, Ethics and Integrity

As of 31 December 2022, the Artemide Group consists of Artemide Group S.p.A. and its **18 subsidiaries**. The Group's organisational structure is defined according to the traditional system and it is characterised by the presence of the Board of Directors, the Shareholders' Meeting and the Board of Statutory Auditors, while the audit activity is assigned to the Independent Auditors.

At the beginning of 2022, during the approval of the Artemide Group's 2022-2030 Sustainability Plan², the Board of Directors and the Chairman launched a process of formalizing roles, responsibilities and strategic orientation within a new Group Sustainability Governance, considering that its final formalization is a part of the goals for 2025.

MOG and Code of Ethics

On 30 March 2022, the Board of Directors approved the adoption of the new Organisation, Management and Control model (also "MOGC"), whose preparatory work also included the updated risk assessment completion given the offences that have become part of the predicate offences of the administrative liability of legal persons pursuant to Legislative Decree. 231/2001 after 26.06.2019 (date of the previous update). For Artemide Group S.p.A., in fact, unlike Artemide S.p.A. and Artemide Italia, the crimes of destruction, dispersion, deterioration, disfigurement, soiling and illicit use of cultural or landscape assets were not considered relevant, which were the subject of a subsequent update of the respective MOGs, approved by the Board of Directors on 7 November 2022.

² 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."

Internal Control

The internal control system consists of a set of policies, guidelines, and procedures, each of which describes and codifies a different activity, constantly updated, and disseminated within the Artemide Group. The Board of Directors is responsible for setting guidelines for the internal control system and assessing their adequacy, and indicates the Internal Auditing function for this purpose, requiring from it reports every six months. The supervisory and control functions reserved by law to the Board of Statutory Auditors remain unaffected, while the audit and accounting control activities during the year are entrusted to the auditing firm Deloitte & Touche S.p.A, in accordance with legal provisions applicable in those countries in which the Group operates.

Composition of the Board of Directors

The Board of Directors (BoD) of the Group plays a central role in the Corporate Governance system, being in charge of the widest powers for ordinary and extraordinary management of the Group. The Board of Directors defines the Group's strategies in line with its Sustainable Development path, in order to create long-term value for both shareholders and relevant stakeholders.

As of 31 December 2022, the Group's Board of Directors consisted of five members, three of whom are men and two women – including the Chairman – with an average age of 63 years and between 81 years of the oldest member and 48 years of the youngest member. President Carlotta De Bevilacqua is not a director of the Organization. The investiture was appointed on 15 February 2021, and the Board of Directors will remain in office for the three-year period 2021-2023 and until the date of the Shareholders' Meeting to approve the financial statements for **31 December 2023**.

Name	Qualification	Gender	Year of birth	Executive/ Non Executive	Indipendence	Part of the BoD from
de Bevilacqua Carlotta Francesca Isolina	Chairman of the Board of Directors	F	1957	Executive	Not Independent	Before 2000
Mattei Maria Grazia	Councillor	F	1950	Non Executive	Independent	2016
Broggi Giovanni Ugo Francesco	Councillor	M	1941	Non Executive	Independent	2021
Palma Giulio	Councillor	M	1973	Non Executive	Independent	2016
Maconi Carlo	Councillor	M	1974	Executive	Not Independent	2016

Supervisory Body

The Supervisory Body, appointed by resolution of the Board of Directors on 15 February 2021, will remain in office for the three-year period 2021-2023 and in any case until the date of the Shareholders' Meeting called to approve the financial statements for 31 December 2023 and is composed of the following members: Chiara Padovani (Chairman), Giulio Palma, Francesca Marino.

With regard to the remuneration of the Board of Directors' members, fixed remuneration is provided for non-executive members, while the remuneration package of executive directors and managers with strategic responsibilities is composed of:

→ A gross annual fixed component, defined taking into account various elements, such as labor market trend and the business specificity in which Artemide operates, benchmarks of comparable companies, role and related responsibilities, length of service, competence, potential and career prospects of the selected manager;

→ A variable component - MBO (Management by Objectives) that allows to evaluate the performance of the beneficiary on an annual basis, based on the achievement of predetermined objectives (economic-financial² parameters such as EBITDA, turnover, and specific parameters related to the individual function).

Following an analysis commissioned to Willis Tower Watson, in 2022 the Board of Directors resolved to mandate the Chairman and the Human Resources Department to proceed, among other things, with the preparation of a Remuneration Policy, which is being formalized at the date of preparation of this Sustainability Report.

² In the reporting year, a Remuneration Policy is not formalized and there is no correlation between the remuneration of the highest governance members body and senior managers with objectives and results achieved in relation to the management of organization's impacts on economy, environment, and people.

Appointment of the Board of Directors

The Board of Directors is appointed by slate voting by the Shareholders. All directors meet the requirements of eligibility, professionalism, and integrity. In addition, the Board of Directors' members are recognized as holding adequate competence in the field of Sustainable Development. It is expected, heading to the implementation of a Sustainability Committee by 2025, to reach an expansion of the BoD's competences in the mentioned field and a schedule of training hours dedicated to it³.

Organization, management and control model and Code of Ethics

Since 2008, the Italian companies of the Artemide Group have adopted an Organisation, Management and Control Model ("MOGC"), aimed at preventing that employees or collaborators of the Company might commit crimes assumed by Legislative Decree no. 231 of 8 June 2001 and subsequent amendments, as a precondition for the configuration of administrative liability on the Company in whose interest such crimes were committed.

The MOGC has been constantly updated over the years to incorporate the jurisprudential and doctrinal evolution as well as the regulatory evolution of Legislative Decree 231/01, following the periodic reports of the Supervisory Body.

The entire Group adopts a common Code of Ethics, updated in March 2016, and published on Artemide's website, which contains the set of rules from which the founding values of Artemide derive as well as the indications regarding the prevention of illegal conduct for each individual. The recipients of the Code of Ethics are all those who, directly or indirectly, permanently or occasionally, work with or in Artemide.

³ In the reporting year, no measures were formalized to improve collective knowledge, skills and experience of the highest governing body regarding sustainable development.

The next document update is scheduled for 2024, together with the integration of the indications with reference to the new Sustainability Governance that will be adopted by the Group. This Governance will therefore be delegated responsibility for managing impacts, which currently is the responsibility of the Board of Directors. In fact, the Board of Directors is responsible for developing, approving and updating strategies, policies and goals related to sustainable development, defined by assessing impacts on environment, economy and people, in compliance with the values of belonging and Made in Italy.

In 2022, this commitment was concretized with the development of the 2022-2030 Sustainability Plan by directors and managers of the various company functions - under the coordination of a dedicated working group. It was formally approved by the Board of Directors in January 2022⁴.

In addition, a working group was defined to map material issues, carried out in July 2023, when the draft of the Sustainability Report was realized. This was then approved by the Board of Directors itself before its publication.

Investment and business choices consider the respect for environment and public health, as well as local and national communities' needs, while supporting scientific, cultural, and social initiatives. Furthermore, the Artemide Group companies take environmental issues into account when defining their choices, also through the adoption of technologies and production methods, which allow them to reduce, when possible, the environmental impact of their activities.

⁴ At the moment, the Group has not formalized a procedure for evaluating the performance of the Board of Directors with respect to the management of issues related to Sustainable Development.



Eclisse PVD, Vico Magistretti
Photo by Pierpaolo Ferrari

All the Group's policies and commitments, with specific reference to the Code of Ethics and MOGC 231, are shared when new employees enter and are always available on the company intranet, as well as being under dedicated periodic training.

Artemide's values, based on the utmost 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 behaviour on customers. Taking advantage of all the opportunities that arise in the interest of the customer and their needs.
- **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.

Artemide Factory, Pregnana Milanese



**Fight against corruption,
conflicts of interest, and
anti-competitive behavior**

The Group actively prevents any attempt at corruption, illegitimate favors, collusive behavior and solicitations of personal advantages as described in the Code of Ethics and, together with Model 231, it represents the instrument to protect onset of corruption.

Artemide rejects any form of corruption of public and private entities, and Italian or foreign companies undertake to comply with the six principles expressed by the UK Bribery Act 2010 to avoid the risk of corruption; references to this are included in the periodic training plans.

The Group recognizes the importance of free, open, and fair competition. Therefore, Group companies must refrain from unlawful conduct, harassment, and abuse of dominant position.

In particular, in relation to recent regulatory updates on whistleblowing, in 2018 Artemide adopted a system for reporting irregularities and potential offenses, including cases of non-compliance with laws and regulations on environment, human rights and protection of personal integrity by employees and third parties, to supplement the channels already provided for reporting to the Supervisory Body.

In the event of transactions with related parties, timely information is provided to the Board of Directors; more detailed information on this topic can be read in the Directors' Report as at 31/12/2022.

Any critical issues that emerge during the year are brought to the attention of the Board of Directors for sharing, joint analysis of the problem and definition of a related remediation plan, together with any other functions.

During 2022, confirming the Group's commitment, there were no confirmed episodes of corruption and legal actions for anti-competitive, antitrust and monopolistic practices. In addition, no cases of non-compliance with laws and regulations have been detected.

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 perspective.

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 offer.

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.

Artemide's involvement is active 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 Altagamma Sustainability Advisory Board. Its strategic objective is the definition of a Charter of Values to translate the associative role into concrete actions, such as bringing 112 Italian companies of absolute importance towards the same and unanimous orientation of protecting people, communities, and environment.

The following page presents a table with the main dialogue initiatives: below:



Stakeholders

Engagement and communication tools

Customers	➤ Website, social media and catalogs ➤ 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 ➤ Channels for collecting reports from breaches of Group regulations ➤ 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 analysis

The Artemide Group carried out an initial materiality analysis in 2018, identifying the significant economic, social, and environmental aspects for the Group and its stakeholders, as main focus for reporting. In the following years, Artemide confirmed the results that emerged during the first analysis, making minor changes. For more details, please refer to the previous Sustainability Reports of the Artemide Group, available on the website.

The Universal GRI Standards were revised and published in 2021 (effective from January 1, 2023). According to the framework update, material issues are those that represent the organization's most significant impacts on economy, environment, and people, including impacts on human rights, whether positive or negative, current or potential.

Based on this transition, Artemide updated the materiality analysis defined in 2018 and confirmed in 2021, replacing the materiality matrix with a prioritized list of its material issues. The process involved the action of defining the impacts generated on economy, environment, and people through the Group's activities. The identified impacts were subsequently evaluated through the direct involvement of Artemide's Top Management during a materiality workshop. Subsequently, based on the results of the assessments on the generated impacts, material issues were defined.

Material issues and their impacts have been grouped according to the categorization previously used, which includes **four** macro-categories:

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



Artemide Group 2022 Materiality analysis

Ranking	Topics	Macro - area	
1	Product quality and safety	Products & Services	●
2	Responsible design	Environmental responsibility	●
3	Innovation & patenting	Products & Services	●
4	Integrity and ethic in conducting business	Identity, ethics and value creation	●
5	Economic performance and value creation	Identity, ethics and value creation	●
6	Made in Italy/ Made in Europe	Products & Services	●
7	Customer Care	Products & Services	●
8	Responsible supply chain	Products & Services	●
9	Employees health and safety	Social responsibility	●
10	Employee engagement, well-being and development	Social responsibility	●
11	Social Commitment	Social responsibility	●
12	Energy consumption and emissions management	Environmental responsibility	●
13	Diversity and inclusion	Social responsibility	●
14	Sustainable management of resources and processes	Environmental responsibility	●

These outcomes indicate an alignment compared to what emerged from the previous materiality analysis and with Artemide's values. In fact, great importance is given to the theme of "Product Quality", followed by "Responsible design" and "Innovation and patenting".

Furthermore, analyzing the list of material issues according to the relative macro-categories, it emerges that Artemide has emphasized the centrality of the macro-theme "Products and services" placing "Identity, ethics and value creation" in second position, and subsequently "Social responsibility" and "Environmental responsibility". This order, once again, highlights the priority that Artemide places on its product and service quality, pivotal of its identity, but without minimizing the attention to issues of social and environmental responsibility.

Unlike the two-year period 2020-2021, the theme "Health and Safety" has progressively reduced its relevance, since in recent years it was strongly linked to pandemic events that have characterized the socio-economic context, but now being positioned just under half of the scale. "Responsible supply chain" followed a reverse path, increasing its relevance and being positioned in eighth place.

This change highlights the growing awareness of Artemide's Top Management towards responsible sourcing, with a clear willingness, as described later in this 2022 Sustainability Report, to make its supply chain and value chain increasingly virtuous in terms of sustainability.



Generated and distributed value to stakeholders

Artemide offers products that point in the direction of sustainability. The applied innovations lead to the improvement of energy efficiency offered by products support the reduction of consumption during their use.

With its activities, Artemide generates economic resources that are subsequently distributed among the main stakeholders of the Group, such as **personnel, lenders, community and public administration**, with raw materials' purchases, salaries to employees and tax contributions.

Distribution of generated value

The distribution of the generated and distributed economic value was achieved through a reclassification of the items in the income statement of the Group's Consolidated Financial Statements as of 31 December 2022. This year, the total economic value generated by the Group amounted to **116,222.00€**, of which approximately **89%** is distributed, while **11%** is retained in the Group.

In particular, the Remuneration to the Suppliers category was the one to which the predominant share of economic value was distributed, for approximately 67% of the total value distributed. This item includes purchases of raw materials, consumables, and other operating costs such as costs for services, costs for the use of third-party assets and other operating charges.

Subsequently, the other category of stakeholders to whom a significant share of the economic value was distributed was that of personnel, with an impact on the economic value distributed by the Group of about 30%. This share includes costs incurred for wages and salaries, social security contributions, severance pay and other personnel costs. A 1% share attributable to financial charges was distributed to lenders. The remuneration distributed to the Public Administration is equal to 1%. The rest of the dues were allocated to the community, with donations, sponsorships, and contributions.

To conclude, 11% expresses the economic value retained by the Group, with reference to the result for the year allocated to reserves, depreciation, provisions, and write-downs.

Economic value generated and distributed by the Group by December 31.12.2022

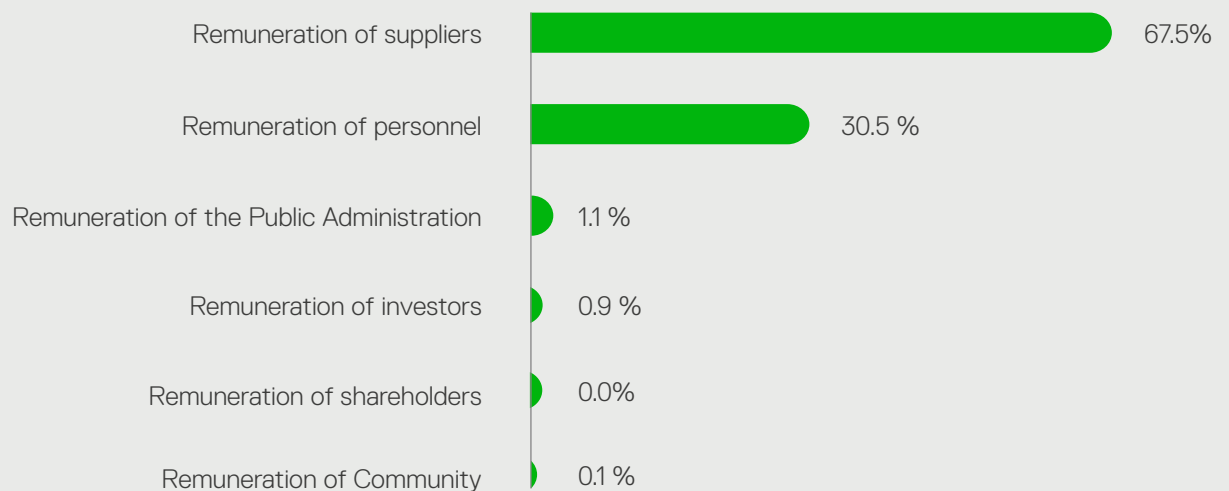
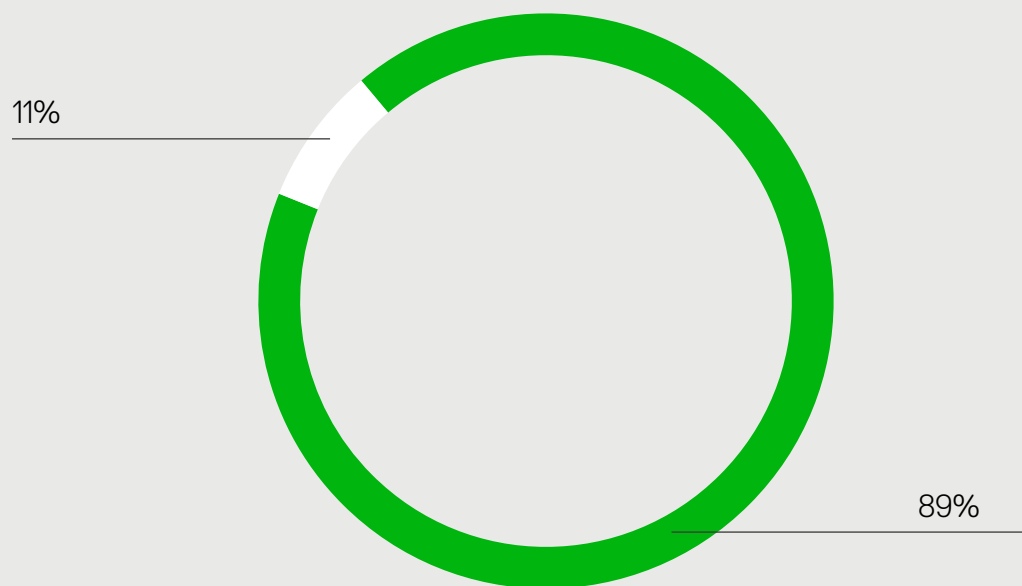
Key:



Economic value distributed

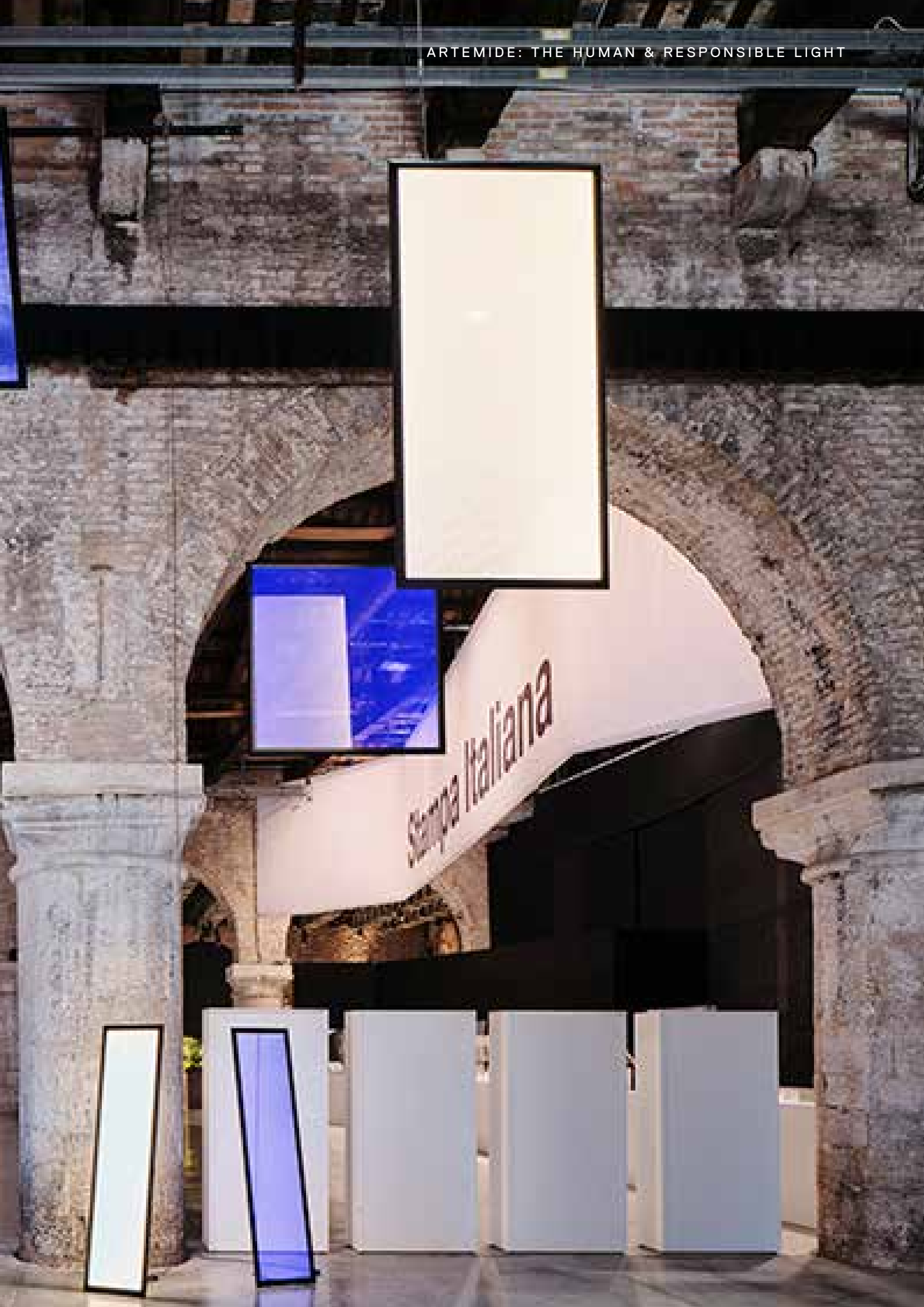


Economic value retained





Discovery Integralls, Ernesto Gismondi
Biennale di Venezia, Italy



Social commitment

The Group has focused on the promotion and development of activities that contribute to the socio-economic and cultural development of those communities where it operates. Artemide contributes to initiatives for educational/training purposes for people and territory development by supporting social, cultural, scientific initiatives, and giving contributions and donations for over **€86,000.00**.

Cultural and social initiative

Research and attention to culture of design are aimed to business growth as well as knowledge and skills sharing. For several years, Artemide's support to realities such as the Politecnico di Milano and other schools and universities has also concretized in seminars and workshops held by company professionals.

Many activities in support to communities are carried out through technical partnerships. Thanks to its ability to shed light, Artemide tries to redevelop spaces for a better environmental quality, places usability and development of a new sociality.

There is a further evidence of Artemide social commitment as a company that has transformed the way of thinking about light by putting human needs at the center of its projects. In fact, since 2015 it has supported **Food for Soul** on several occasions, the non-profit organization founded by chef Massimo Bottura. Artemide, with his lighting projects, has contributed to making the spaces of **Refectory Ambrosiano** in Milan, Refectory Felix located in the historic **St Cuthbert center** in London, Refectory in Geneva welcoming and familiar, and in 2022 he collaborated⁵ in the realization of **Harlem Refectory** in New York.

Artemide has shown its support to social cooperatives through the assignment of jobs that ensure continuity of work involving disadvantaged resources.

⁵ The donation that contributed to the reaction of the Harlem Refectory in New York was made by Artemide USA.

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

From 2015 to 2021 Artemide renewed its collaboration with **La Biennale di Venezia** to support one of the most prestigious Italian and international cultural institutions in promoting new visions of art and architecture. With the aim of supporting culture not uniquely in the field of light design, in 2022 Artemide was sponsor of **MEET | Digital Culture Center** and **Teatro Parenti** in Milan. It also illuminated the spaces of the new ticket office and the **Café of the Triennale** di Milano.

01.3 Sustainable culture

Artemide Factory, Photographed by Elliott Erwitt, 2001



Artemide sustainability path continued in 2022 and the goal of transparency was translated into a process of reporting on the initiatives and projects carried out by the Group in terms of material innovation, eco-effectiveness, Made in Italy and respect for the environment and its people. These aspects represent essential elements for company and stakeholders' success and are described through the publication of the fourth **Sustainability Report** by the Group.

Sustainable values

Artemide believes that sustainability is a world that goes beyond the protection of resources and natural habitat, in order to reach a definition of efficiency as growth in the quality of life and savings conceived as an innovative engine and as an essential premise of every design act.

Artemide is a reality that spreads the **culture of light**, believing in those values that have become primary needs in every phase of design and production: tradition and innovation to improve quality of its products, technological research, social and environmental responsibility. Artemide has always highlighted values that go beyond the product in its communication campaigns: over the years there have been communication choices referring to the quality of light, their positive relationship with **man, innovation** and **sustainability** but also referring to 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 economic and social development and on the general well-being of the community. For this reason, business choices consider respect for the environment and public health, as well as the needs of local and national communities.

United Nation Global Compact

The United Nations Global Compact was signed in 2019, expressing its support for the ten principles on human rights, labour, environment, and anti-corruption. Artemide's commitment is to make the Global Compact and its principles a key element of the strategy, culture and activities that the Group is implementing.

In pursuing a sustainable and inclusive development model, the commitment to support human rights represents for the Group a fundamental element of the activity management system, as expressly required by the Code of Ethics and in line with the provisions of national labour legislation and the CCNL applied. To this end, the Artemide Group attaches particular importance to the recognition and protection of Human Rights, constantly committing itself to the promotion and protection of a safe work environment, where the physical, moral and cultural integrity of people are highly valued, always guaranteeing equal opportunities, without any discrimination for reasons 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 business operations.

With a view to establishing an integrated action plan for people, planet and prosperity at a global level, starting from 2019, Artemide has begun a process of stating its sustainability goals. The process starter from the analysis of the **17 Sustainable Development Goals (SDGs)** adopted unanimously by the Member States of the United Nations in 2015, and part of the 2030 Agenda for Sustainable Development ("2030 Agenda for Sustainable Development") of the United Nations. Ensuring the achievement of the SDGs requires a collective effort aimed at reducing inequalities, poverty, unemployment, and promoting a development path that minimizes negative impacts on the environment and that favors the promotion of research and innovation, decarbonization and the affirmation of sustainable production and consumption models.

The essential characteristic of the SDGs is to be **universal, interconnected and indivisible**: they must ponder the specific territorial realities and are potentially applicable everywhere, at global, national and local (regional and/or urban) levels.

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.

Material Topics

SDGs



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

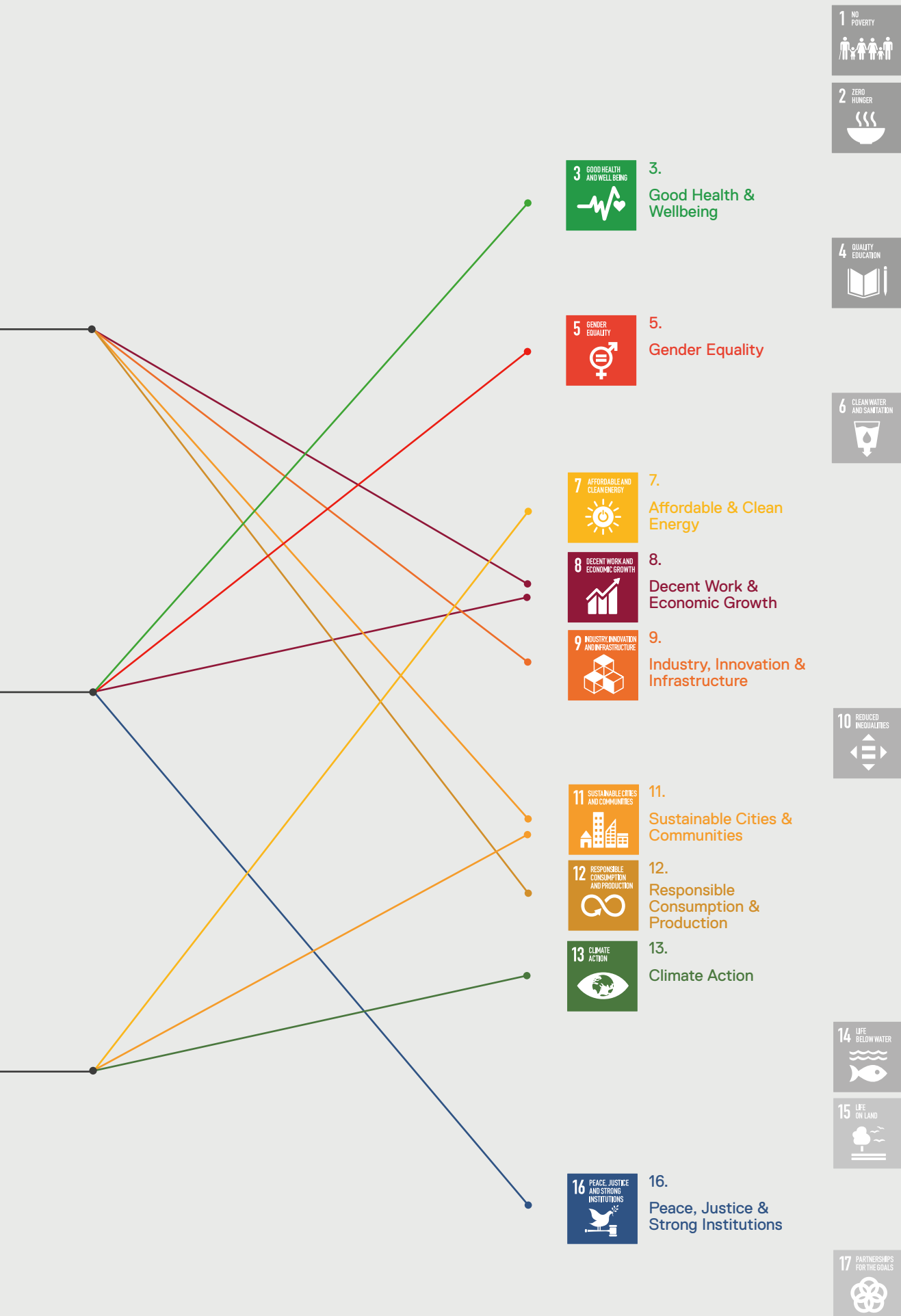
→ Search for new and **more efficient** production technologies, materials and finishes with low impact on the environment

→ **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



Artemide's activities are born from "know-how", a concept in which manufacturing is combined with a deep knowledge, a culture of design and a concrete awareness of the generation of impacts deriving from the realization of its products.

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

→ Secondly, there are **impacts on people and good health**, through the spread of human physiological well-being, the ability to sanitize spaces through light and the guarantee of intuitive access to the main technologies and innovations, carried out in increasingly smart and sustainable environments;

→ Thirdly, to achieve all these benefits it is necessary to act considering the reduction of its **environmental impacts**, thus reducing its emissions and establishing, as Artemide has always shown to do, a continuous dialogue with the 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 datum that concerns the company but is reflected in the use and consumption, reporting a positive result in the energy balances of the spaces in which it is applied "generating sustainability".

The priority themes for Artemide and its stakeholders reflect the Goals identified and set out above, to the achievement of which the Group believes it can contribute to a greater extent through its innovation, people, sustainable products, and technologies and thanks to its ability to see beyond. It purposes to distribute a **"good light"** time, above all, to the spread of psychophysical well-being and human health while respecting the limited resources of our planet.

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

In the relationship that is created in the use between light and human being, the ability to determine one's own spaces must be seen as a new perspective of respect for the planet looking for a positive energy balance, committed to maintaining its resources."

Carlotta de Bevilacqua
Presidente & CEO Artemide

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.

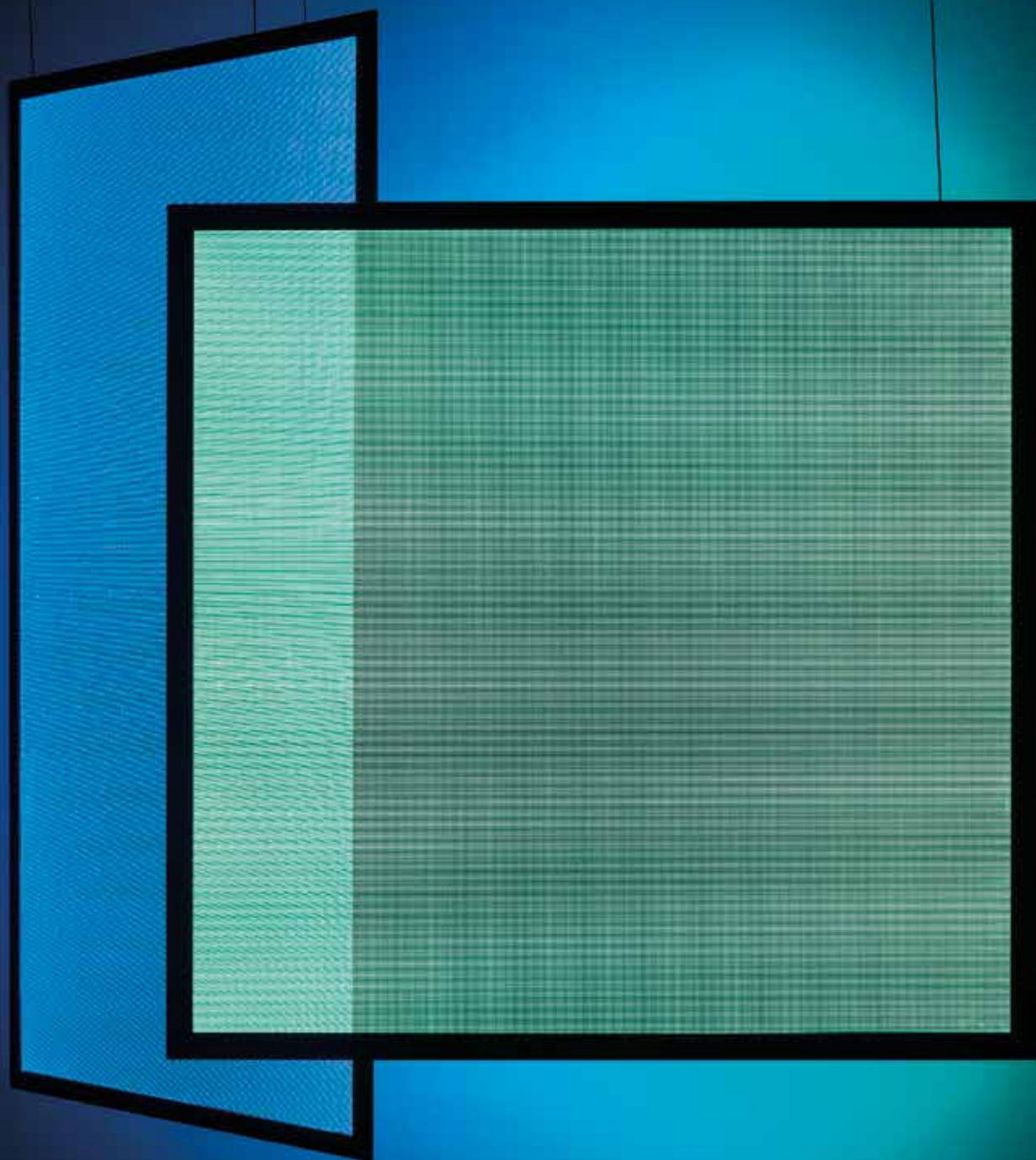
→ Attention to the **efficiency** of the lighting solutions proposed, from the consumption of the single product in use, to the intelligence of the lighting project, through opto-electronic and material innovations that optimise performance, to the integration of management systems that can interact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

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 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 Sustainability Report

Publication of Artemide's Group first Sustainability report.

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.

2022 Sustainability Plan

In 2022 the Board of Directors approves the 2022-2030 Sustainability Plan with the aim of translating the Group's strategic vision on sustainability into actions to achieve quantitative goals measurable over time, with important actions at the base of the defined path.

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.

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.

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.

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.

2023 EPD - Environmental Product Declaration

In 2023, several projects related to product sustainability will take shape, as well as the implementation of the photovoltaic panel system at the Pregnana Milanese Headquarters.

LCA tool e Environmental Product Declaration (EPD): In May 2023, Artemide S.p.A. obtains the Environmental Product Declaration (EPD) on the Alphabet of Light family designed by BIG.

Credit Mapping: In order to facilitate the analysis for obtaining "green building" certifications, Artemide is engaged in mapping the credits recognized for each of its products.

Sustainable Packaging: Artemide is committed to a transition path towards the use of packaging with more sustainable materials.

Next steps



The Sustainability Plan 2022-2030

Artemide has been explicitly committed to a sustainable vision since the 90s. 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 effort more effective, during 2021 the Group started drafting the **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



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



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 & Infrastructure



12.

Responsible Consumption & Production

With regard to reducing the impact of Artemide products, the Sustainability Plan aims at structuring an increasingly conscious and sustainable design. Among the main initiatives envisaged there are the life cycle for a selection of products environmental certification, the use of sustainable packaging, continuous improvement of energy and lighting performance in compliance with national and international certifications relating to products and buildings. In 2022 the development of the LCA-tool for the Alphabet of Light family began to obtain EPD certification but also as a tool for in-depth analysis of the current situation and a guideline for a circular design aimed at the entire Artemide collection.

Research & Innovation



3.

Good Health & 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 will continue with a focus on applications in the Health & Care field.

People



5.

Gender Equality

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



ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



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 it 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 human being and sustainability of projects. That is the energy of a company that believes and invests in research, that supports Made in Italy and that produces in Europe. **Made in Italy** and **Made in Europe** remain at the heart of the Group's journey and allows it to preserve a knowledge heritage 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

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Saratov Airport - Russia

Office & Education

Artemide develops systems that interpret needs of changing workspaces, not just traditional workstations but rather more contaminated, digital, and fragmented places. At the core of each product there is the quality of light for a correct perception and support for well-being and environmental quality, as well as compliance with UGR parameters, contrast, color rendering and efficiency. Products are designed to shape a landscape of light that is not flat and uniform but calibrated to needs, and it is dynamic with respect to activity, space occupation and natural light. Artemide goes beyond the traditional interpretation of light in the workplace with products with professional performances but at the same time surprising and scenographic. Moreover, they also give space to an unprecedented emotionality of light.

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





Alphabet of Light System, BIG - Bjarke Ingels Group
The Circle - Mallorca

"Our products generate sustainability in the lighted space with a positive energy balance.

Products with high efficiency reduce energy consumption in the use phase and light intelligences optimize installation time and add values thanks to a parametric interaction.

Artemide products are perfect solutions to realize sustainable buildings following the major international green buildings certifications like Bream, Leed and WELL".

Carlotta de Bevilacqua
Presidente & CEO Artemide

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



A.24 - Carlotta de Bevilacqua
International Company Offices, Milano, Italy



Alphabet of Light, BIG
Kapten & Son GmbH, Germany

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Eggboard, Progetto CMR
Progetto CMR Offices, Italy



VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS





Retail

Artemide offers highly specialized light: complete typologies with respect to different applications, flexible systems, wide range of standard possibilities in the choice of light performance. Providing essential elements means also fostering a very high performance and offering efficiencies for every retail space: fashion, jewellery, beauty, technology, automotive, food. Artemide can customize the light peculiarities, from the design of optics that can control the light intensity to the selection of the most suitable light spectrum to enhance the displayed product. It introduces new user experiences with services that go beyond light, thanks to new intelligences such as Artemide App or Geo Li-Fi. Artemide App generates an unprecedented freedom in varying lighting scenarios with simplicity, ensuring significant savings during installation and energy savings in use; it is a proper tool for the designer, also capable of returning data and information on their use to the spaces manager.

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

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS





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 offers a controlled light in every detail, perfect for the highly specialized needs of museum spaces.

In addition to the quality of the issue, it grants innovation through an interactive and engaging experience. Target Point, integrated into Artemide App, allows the user to dialogue with the variability of the environment while maintaining constant lighting and color temperature on the work. Thanks to Geo Li-Fi, light can guide the visitor through the museum itinerary with content and insights, and return information to managers on flows in space.

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

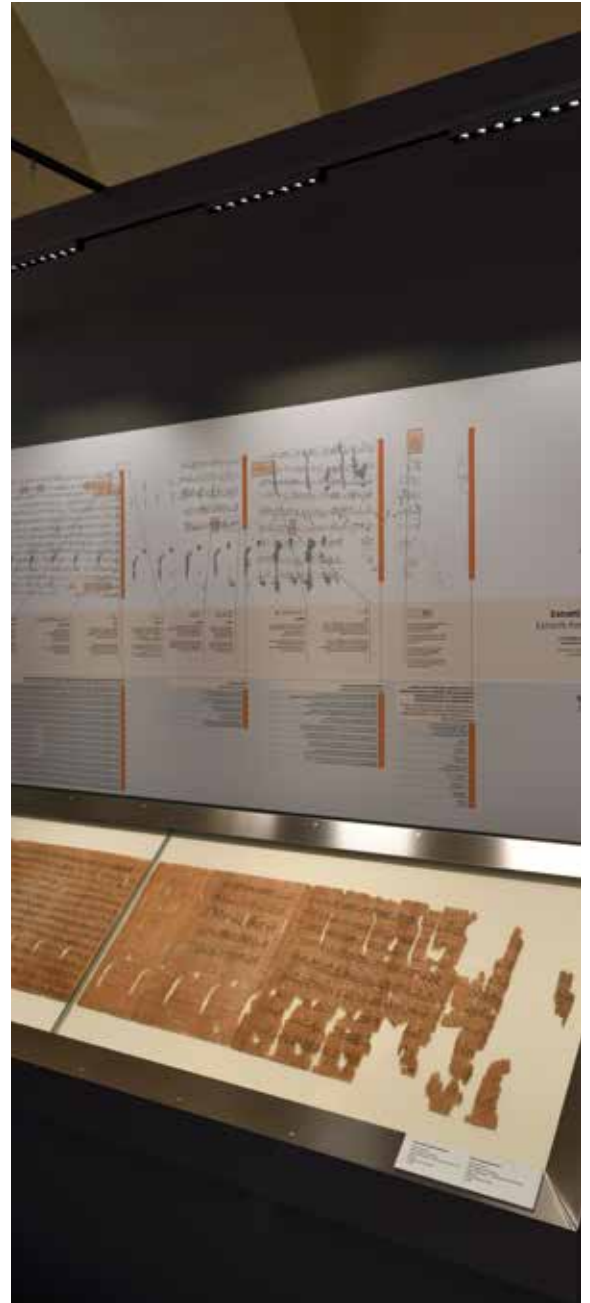
VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



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



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



Turn Around , Carlotta de Bevilacqua
"Il dono di Thot" exhibition at Museo Egizio, Torino, Italy

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

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



nh circular, Neri&Hu
Harena, Italy

Health & Care

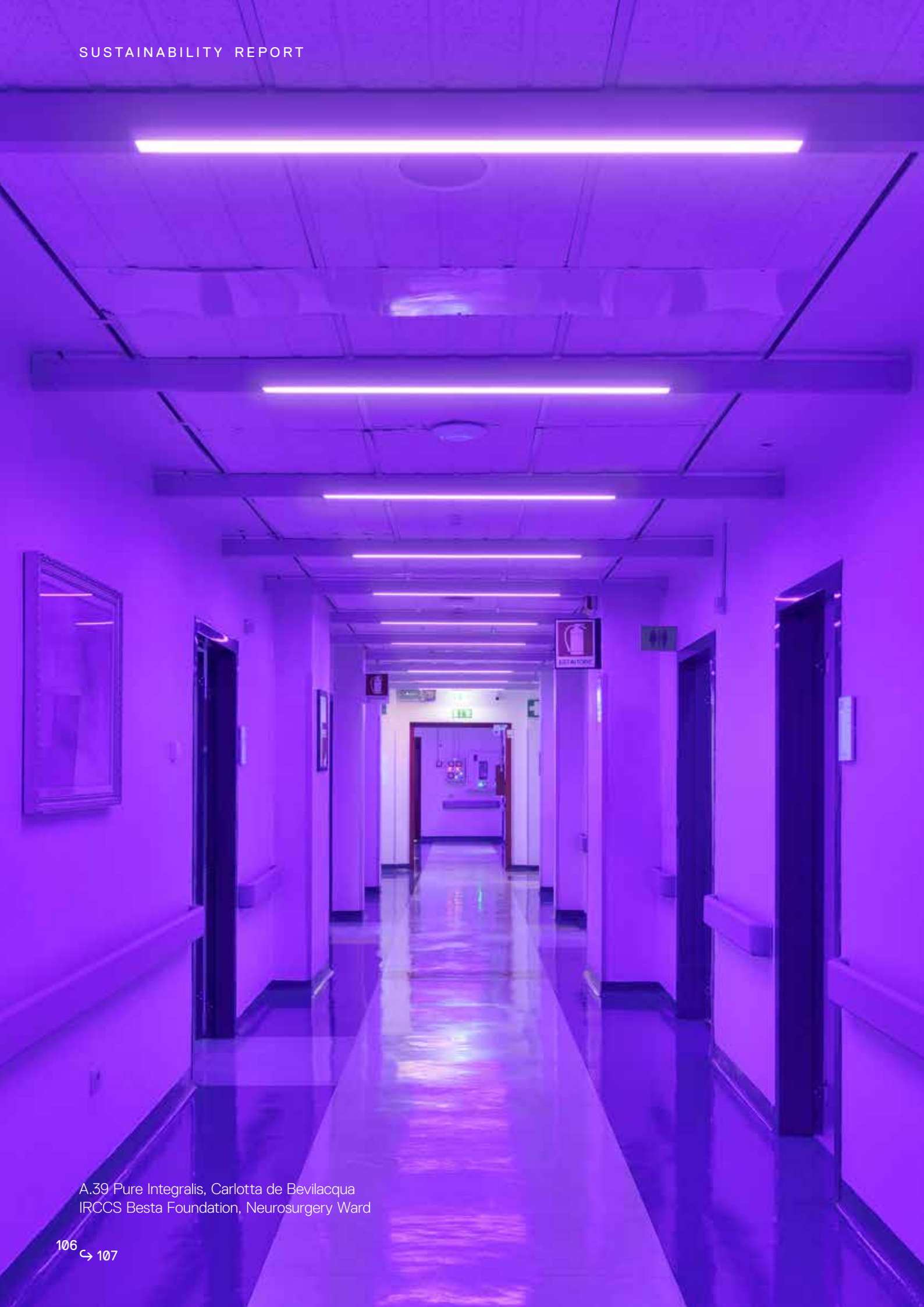
Artemide offers lighting solutions that are attentive to people's psycho-physical wellbeing, thanks to the possibility of choosing the right wavelengths of light and managing them to follow the rhythms of life and activities. The application of INTEGRALIS® technology opens up countless applications in 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 infinite solutions to adapt to every space and moment of everyday life so that everyone can be the author of their own light. Technology and innovation are translated into a beauty that invites a relationship with the light object. The iconic Artemide products are timeless products that guide us in life thanks to the high quality that makes them durable over time. The Artemide Human Light is attentive to human being physiological and psychological well-being. Color and different white color temperatures can, even in the domestic environment, create dynamic scenarios that can be easily controlled with the Artemide App.



Huara, ELEMENTAL
Private Residence - Italy



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



Vector Channel, Carlotta de Bevilacqua
Private Residence, Italy



Gople, BIG - Bjarke Ingels Group
Private Residence, Germany

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Empatia Chandelier, Carlotta de Bevilacqua
Private Residence, Germany



Reeds, Klaus Begasse
NH Hotel Venice, Italy

Urban and Landscape Outdoor

The Artemide outdoor collection is available for any type of outdoor space, public or private, to shape any urban or natural landscape. It combines compliance with regulations and technical performance with an approach nature oriented also through control intelligences for a dialogue with the surrounding environment. It offers both standard solutions for paths, green areas, architectures and custom dedicated to installations, monuments or landscapes. The quality of materials and finishes is tested to withstand atmospheric agents over time even in the most extreme conditions.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



"O", ELEMENTAL
Private Villa, Italy



Tolomeo XXL, Michele De Lucchi,
Cuneo, Klaus Begasse
Granito, Ernesto Gismondi
NH Collection Villa Murano, Italy

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Walking, Carlotta de Bevilacqua
Urban Housing via Silva Milano, Italy



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

Bespoke Projects

A dedicated internal department, in collaboration with the research, development and innovation team, deals with customized projects and develops individual solutions. Artemide can develop personalized product solutions both starting from products already present in the catalog and to design and produce bespoke solutions, created on specific requests and needs.

Artemide's optoelectronic innovation capabilities, technological know-how and high-quality manufacturing are available to customers and designers to help designing custom products, behavior of light in space and its interaction with human being and the environment.

Traditionally, Artemide establishes important collaborations with international architecture or lighting design studios and with the best brands, which translate into unique solutions for cultural, technological, material and design aspects. Many of these collaborations have given shape to products now in the catalog.

Other products that converge in the Scenarios collection dedicate to contract solutions that are no longer present in catalogs.

Orsa Custom
Hotel Waldorf Astoria Cancún, Mexico



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.

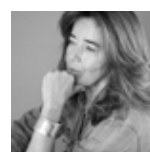
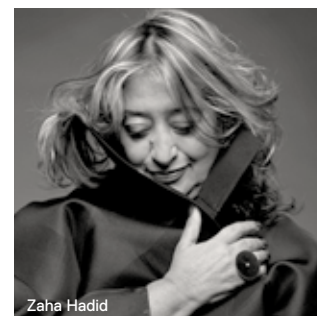
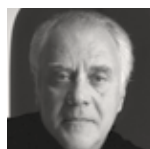
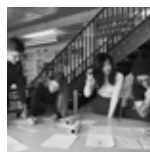
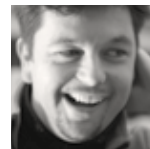
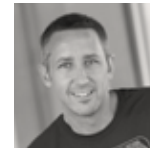
Thus, Artemide becomes a **hub** where different skill sets meet: our designers not only share technical and production aspects with us but also contribute to increasing the **cultural network** that grows around our company. In this way, a technical meeting may give rise to a new product or a new collaboration. The design process is viewed as a chance to meet, discuss, fostering the professional and experiential exchange between experts of different backgrounds and cultures. **Diversity** is thus taken as a key resource, leading to the creation of products with exceptional aesthetic, technological and environmental qualities.

Milan, London, Paris, Copenhagen, New York, Chicago Shanghai, Tokyo and Sydney 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 seven 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 and David Chipperfield.**



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, considered key factors for the success of the brand. In this context, **research and development** is of fundamental importance for the conception and design of Artemide products, characterized by a high design content and level of technological innovation. **Research & Development** activities are carried out in the Group's **Innovation Centers**, which play a crucial role in developing every new product from concept to industrial production. Innovation lies in the need to develop a unique product from a technical point of view, materials, finishes, performance, management, that offers new perspectives to the interaction between light man and space and to the interpretation of project/product.

In more recent years Artemide is dedicating itself to important research topics on photonics and new technologies to outline the future vision through a new way of interpreting and experiencing light. Over the reporting year, the Group confirmed its significant investments in research and development, aimed at maintaining and strengthening its skills and introducing new products with a high innovation content. Overall, the investments dedicated to **Research & Development** activities in 2022 amounted to about **4.9%** of its **turnover**: the desire to move towards new frontiers of design is confirmed, where the focus is no longer only on the product itself, but it is on the new management and information intelligence too. Artemide's research, as stated by **The Human and Responsible Light** philosophy, is not only aimed at the technological aspects of the components of a lighting fixture, but it also refers to all the possibilities of interaction between human being and space through light, its performance and the perceptive, psychological and physiological implications up to investigate aspects that involve health and safety.

The engine of innovation is the commitment combined with the concrete desire to offer an alternative to what exists. Innovator is in fact the one who manages to dream of something different, better, taking himself beyond what has been understood so far.



Goniophotometer, Artemide Laboratories

"Innovation is for us the starting point of the project. It feeds on scientific research and thought, that is the ability to see things differently from how we saw them before. And science is above all vision as well as rigorous research. It can increase our knowledge to interpret the future, open new frontiers. Thanks to this scientific and technological innovation, light allows us to rethink the environment, its resources and the energy project in terms of ecosystem for a better quality of life, not only of human being but of all living beings and the planet."

Carlotta de Bevilacqua
President & CEO Artemide

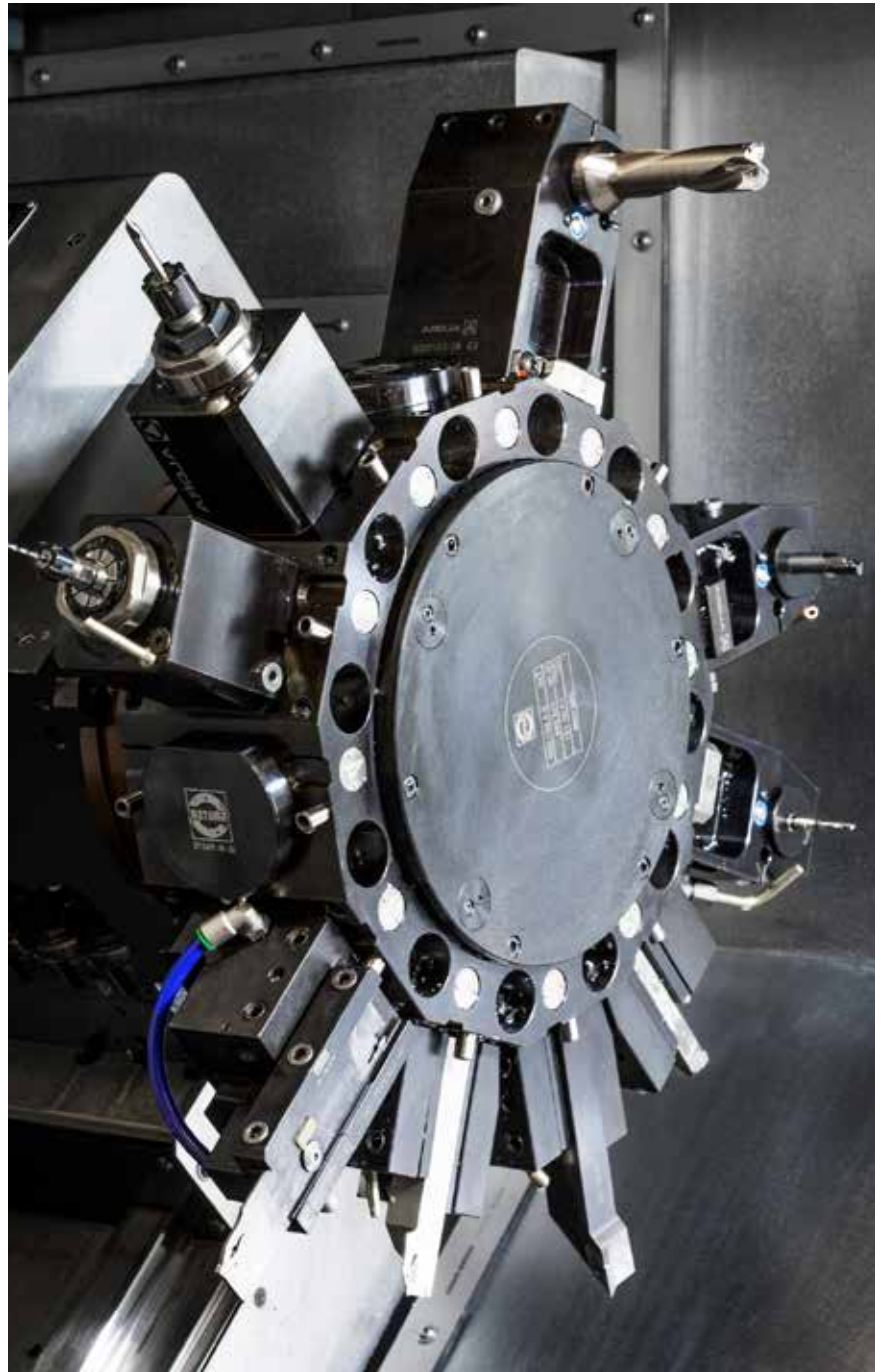
For this reason, at the base of the innovation process, we always find a vision, which must then be concretized in technical specifications and expected operation of the product/system. In the field of lighting, conceiving an innovative lighting fixture is an activity that involves several people from **different backgrounds**, not necessarily product technicians.

There are also different methods to develop the innovation process. The most frequent is the **ability to apply**, in a critical and creative way, new technologies that as such may not yet have a specific reference sector.

In other cases, there is a **process of integration** in the field of lighting, of mature technologies in contiguous sectors. In particular, as it will be explored in the next paragraph, the main lines of research, developed thanks to relationships with international innovative partners, concerned **Light Intelligence solutions** including Artemide App, Target Point, Geo Li-Fi and Li-Fi.

A historical example for Artemide was the use of halogen sources used in the automotive world and automatic wax buttons adapted as early as 1972 in the **Tizio** lamp, reported for the Compasso d'Oro award in **1979** and winner of numerous further international awards. A lamp with low voltage halogen source, without power cables, with the metal structure acting as current conductors, characterized by considerable freedom of management in space, perfect balance and buttons used as a mechanical and electrical joint. The Tizio will become one of the best-selling lamps in the world and, at the same time, a cult object to confirm that being "innovative" means reaffirming its uniqueness over time.

The ideas that lead to the development of new products are also outlined through collaboration with external professionals interpreting, among others, new needs and opportunities, hence the value of collaborations with leading architects and designers. The design of a new concept is then fostered based on different phases that involve the development of systematic activities and their subsequent verification - according to technical criteria of compliance with the initial specifications of the product. As better specified in the documents of the **Company Quality System**, costs and investments, but also important aspects of sustainability, are considered.



CNC 4-Axis Machine, Artemide prototyping lab

Light is a circular energy that gives back
multiple values

"The Living Chapel" Laudato Si' Garden by Mario Cucinella Architects
Porto Caleri, Rosolina, Italy

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Space

Humankind

Nature

LED revolution

A great revolution in the field of lighting is that of the 2000s, the so-called **LED Revolution**, which led to a completely disruptive product, mechanical and optoelectronic design approach compared to the previous one. These aspects of the product, in fact, are now considered extremely interconnected variables for the light design, with a view to maximizing luminous and material efficiency, miniaturization and long life.

Photonic revolution

A new paradigm shift is introduced by the **Photonic Revolution**, coinciding with this century called the century of photonics. Today Artemide is able to write the language of light, through which each lighting fixture can be connected with others, with objects and with smart-devices, exchanging data and information through a continuous parametric dialogue. These new technologies of intercommunication between objects have inaugurated unexpected and innovative scenarios both in terms of un-expected experience by the final consumer, and business model by companies, opening new frontiers of light as a service.

Apps and services that integrate new technologies are conceived as open platforms, continuously updatable from the point of view of performance, but above all scalable over time and in the network of interaction and compatibility with other systems. To achieve these results, the design process takes place according to a principle of **Open Innovation**, a strategic and cultural approach to which Artemide is inspired. The purpose is to create added value, choosing to implement its vision - born from internal ideas and resources - with solutions, tools and technological skills that can come from outside, from startups, universities, research institutes and inventors with whom the Group has always collaborated.

The common filter for the development of these new technologies is sustainability. The energy infrastructure, to be provided within a lighting space, becomes in fact the functional support for these value-added services, thus avoiding a waste of resources, minimizing costs. Thanks to the integration with sensors of different nature (daylight, presence, environmental quality meters, etc.), it is possible to save energy based on the existing variables in the environment; a constant and real-time metering of energy consumption thus began a current fact.

Collaboration researches

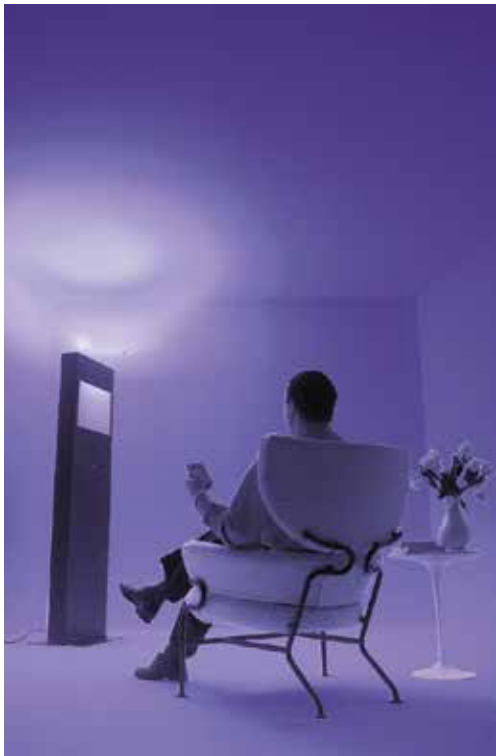
These technologies reaffirm the **centrality of human being** and the self-determination in time and space, giving him the opportunity to be the author of his "luminous landscape" while recalling it to a responsible and sustainable use.

The Research and Development department boasts several **collaborations** to generate interdisciplinary research and projects aimed at improving an efficiency of products as well as developing a design competence able to respond promptly to the ever-changing needs of sustainability.

These collaborations have always been a flagship of Artemide starting from the **Metamorfosi collection**. Through working groups with professionals and with the main Italian universities, over years, a line of research has been traced on the evaluation of physiological responses to light, cognitive and emotional responses of the individual in environments conditioned by light and light scenarios, up to the improvement of environmental quality and the protection of human health thanks to the sanitizing property of light.

Among the main historical research partners there are scientific and medical personalities of particular national and international importance as well as qualified institutes and important universities such as **the Politecnico di Milano, the University of Milan Bicocca, the San Raffaele Hospital and the I.R.C.C.S. Carlo Besta Neurological Institute Foundation, the University of Padua and the University of Insubria in Varese.**

In particular, there has been an intense collaboration still in place with the latter, respectively with LightCube and, through it, with the Department of Molecular Medicine (University of Padua) and the Department of Biotechnology and Life Sciences (University of 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

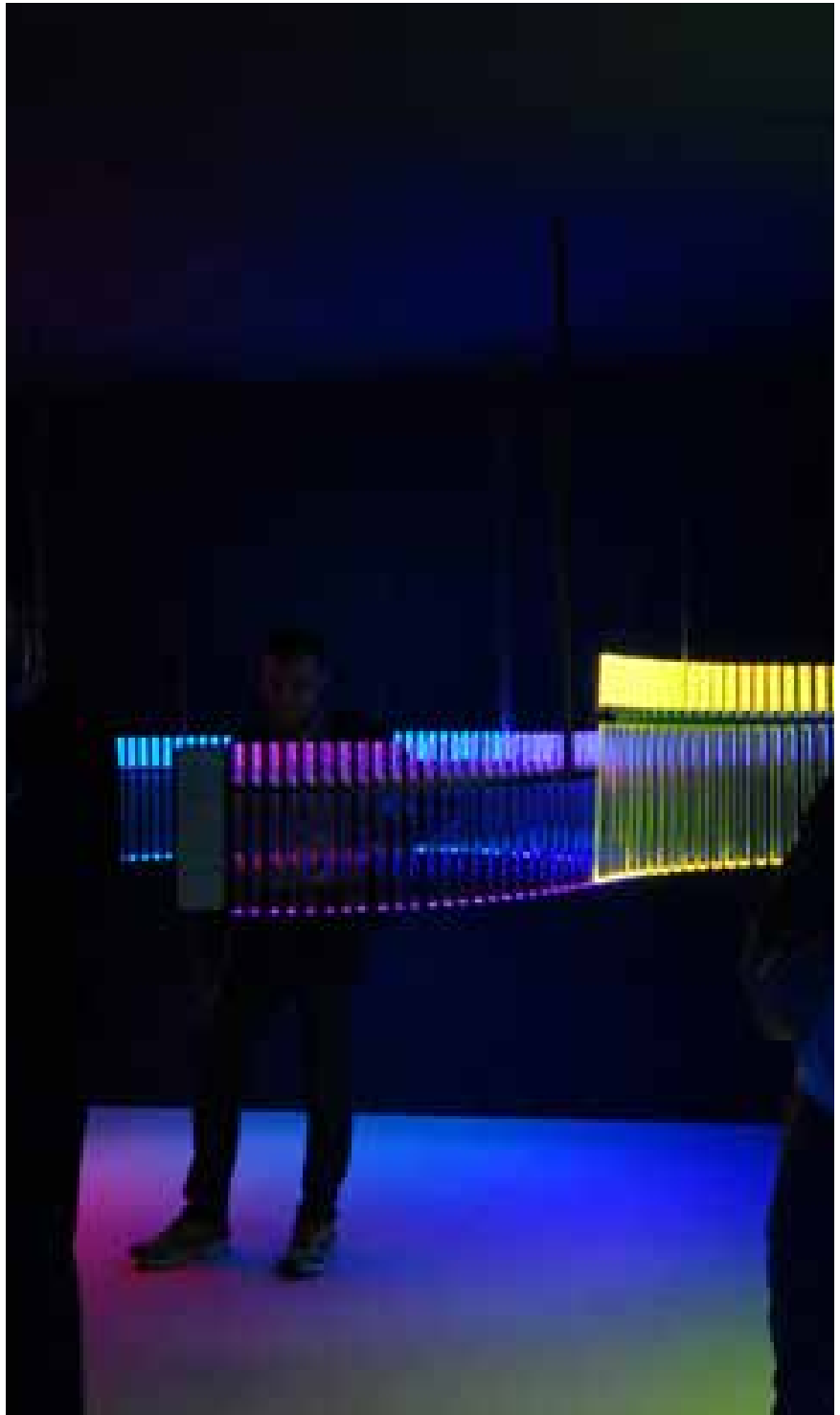


Prometeo - Aldo Rossi
Metamorfosi Collection



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, developed according to a patented programming, manages light starting from the principles that regulate the circadian cycles.

Psycho-physical well-being also depends on a sort of complex "internal clock" of the organism that remains synchronized with the natural cycle of day and night through natural stimuli such as sunlight and ambient temperature, regulating factors such as hormonal secretions and the sleep-wake cycle that are strongly influenced by light. Artemide App, starting from a principle of geo-location and temporal collocation, dynamically regulates the variation of intensity and color temperature of artificial light to best accommodate these rhythms.

The parameters of geographical and temporal contextualization are flanked by behavioural models that recognize three different types of representative lifestyles (so-called "circus-types") to calibrate light on the rhythm of the activities that each one carries out. The modulation of light starts from a warm and soft transmission upon waking up which, to stimulate the activity, moves towards colder tones during morning, recreates a pause with warm light towards the central part of the day, moves towards a second peak of stimulation with cold light in the afternoon, and then brings to the end of the day with a more relaxing atmosphere.

The freedom of modifying the extremes of color **temperature** and the **intensity** reached as well as to interfere on the time dilation with respect to which the modulation of light moves is added to this mentioned complex mechanism. In this way everyone can have a light that follows the progress of circadian cycles but compared to their daily life habits.

Light and nature

The perspective on human well-being has increasingly conquered the entire ecosystem. In 2010 the **RWB (Red-White-Blue) patent** combined a light that promotes plant growth with a correct perception for humans. The "**Spectral light**" research carried out in collaboration with Philip Rham investigated the perception of all living beings.

INTEGRALIS®

Research on the effects of light on human well-being and environment has pointed the attention on important perspectives to help humans living spaces more safely, 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 to the development of INTEGRALIS® technology in 2020. INTEGRALIS® is a patented light technology that combines and integrates the visible and invisible spectral range in an innovative formula able to sanitize and improve space environmental qualities. The selected frequencies of visible light inhibit the development and growth of bacteria, fungi and molds, and UV frequencies deactivate pathogenic microorganisms. INTEGRALIS® works on the concept of "dose", i.e. it adapts the intensity of sanitizing actions to the rhythm of permanence and absence of people in spaces, to the type of environments and to the intervention goal.

Different sanitization methods can be applied individually or integrated with each other, combining the best relationship between technologies, powers, times, and results.

In spaces which constant presence of people during the day, ending in the evening, such as in offices or shops, museum and education spaces, a sanitization with maximum radiation intensity can be implemented at night for a prolonged time, always in the absence of employment.

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

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.

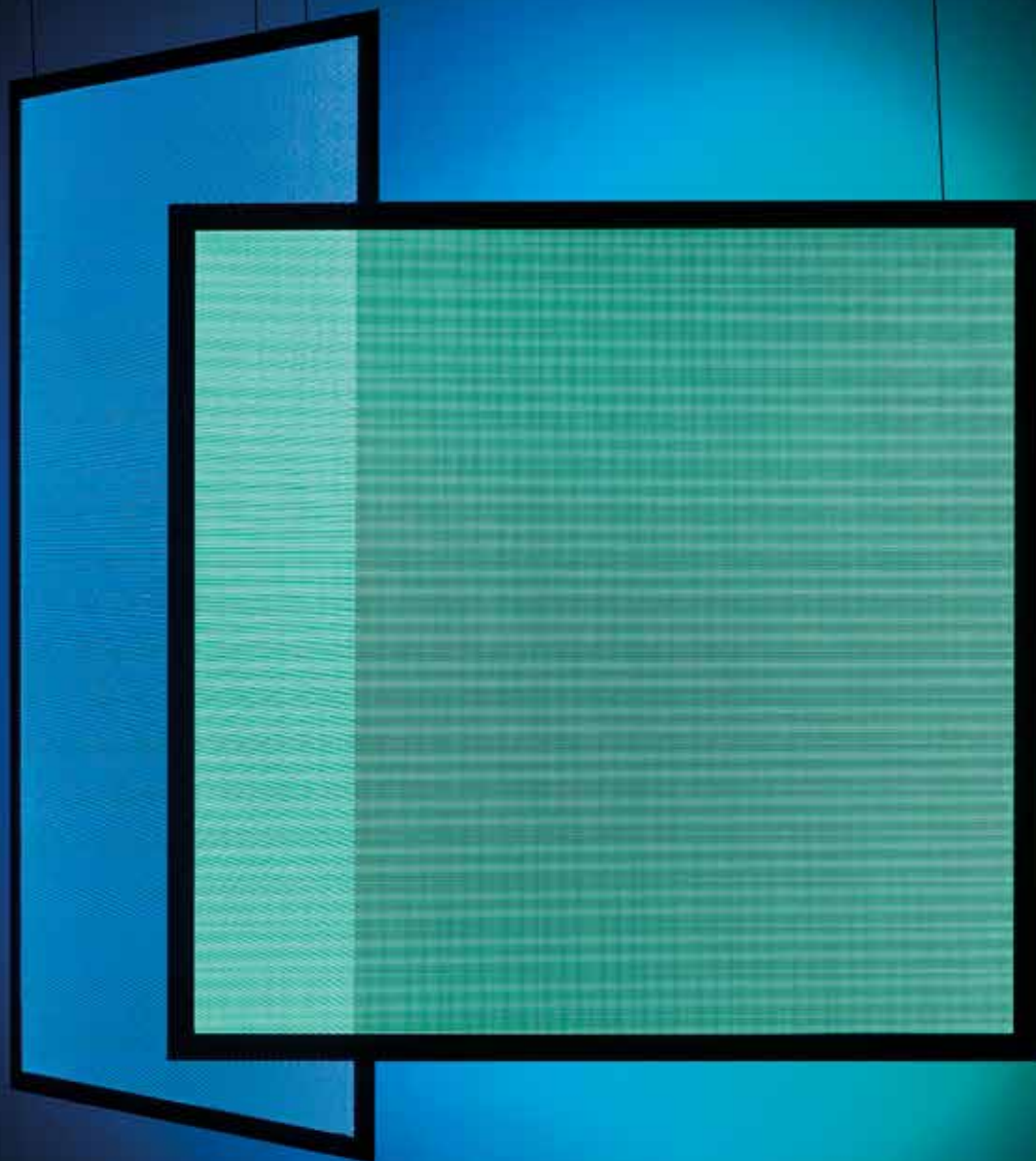
01
INTEGRALIS®
is sanitizing light

02
INTEGRALIS®
follows the rhythm of
human presence in spaces

03
INTEGRALIS®
is sustainable design

04
INTEGRALIS®
is an open platform

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Discovery Space - Ernesto Gismondi
Photographed by Giovanni Gastel

W/cm²

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/cm²

t(s)

TIME

irradiation time to reach the desired microbial photoinactivation

J/cm²

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

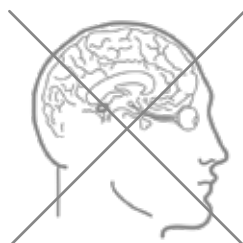
**WHITE
INTEGRALIS**

**WHITE - VIOLET
INTEGRALIS**

**PURE
INTEGRALIS**

**VIOLET
INTEGRALIS**

NOT VISIBLE LIGHT



**UVC
INTEGRALIS**

Artemide's expertise and know-how also translate into customized project solutions through dedicated consultancy to give a measured response to needs of every space and rhythm of life.

In 2022 the range of the INTEGRALIS® collection continues with products both for general light and for dedicated applications (for example only purple light products dedicated purely to a sanitizing action). According to a sustainable vision of knowledge sharing, INTEGRALIS® technology has been designed to be integrated into existing products and families in the catalog to which the specific light engine with antimicrobial properties has been applied, thus sharing as much as possible optical, mechanical and optoelectronic technological innovations (which are often invention patents) typical of the host products. It allows the level of innovation related to a product to be constantly implemented according to a process of continuous scientific and technological know-how sharing.

In particular, 2022 was dedicated to the development of collaborations with important partners at national and international level for the consolidation of application methods of INTEGRALIS® technology in various areas, such as Health & Care, Offices and Education, Hospitality.

INTEGRALIS® for Health & Care - Korian

With the Korian Group, European leader in assistance and care services in the Healthcare Care field, Artemide started in 2021 one of the first important projects carried out with the INTEGRALIS® collection. It concerns the installation of appliances and the experimentation of this innovative technology in a living and active space.

The project with Korian stems from an affinity of values with respect to attention to humans, which is expressed by giving great value to psychological well-being through rehabilitation stimuli, but also in respect of the environment. It develops within significant and diversified spaces by type and frequency of use to be able to monitor data on the incidence of INTEGRALIS® technology in a real living space, not only in controlled laboratory situations.

The project involved three accommodation facilities with different characteristics: San Giorgio and Santa Lucia in Milan, Heliopolis in Binasco. Internally, several points of intervention have been

selected based on employment, guests' life rhythms and operators' work, by covering a diversified spectrum of residence times, types of personal or collective use, internal presence or also open to people outside the structure.

A room with private bathroom, a gym, a bar, a kitchen, a meeting room have therefore been selected, in which to apply the Pure Integralis technology; moreover, in the bar counter area, a product with Violet Integralis technology has been applied to reinforce the sanitizing effect. It is all managed through the Artemide App, ensuring full safety even in the presence of people. In all these spaces, the application is provided with a precise and extensive screening program to furnish contextualized and verifiable data.

Environmental sampling began before the installation of INTEGRALIS® technology and, being highly controlled spaces, it was possible to compare the results obtained both with the human presences recorded simultaneously in different spaces and with historical data.

The bi-weekly sampling program included surface swabs and active air sampling.

This experimentation has validated the results obtained in laboratory tests, thus opening a new application scenario of this technology as a tool for prevention and health protection, interpreting Korian's desire to be at the forefront in proposing innovative solutions to take better 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 the Health & Care filed consists in obtaining the Authorization by the Ethics Committee of the I.R.C.C.S. Carlo Besta Neurological Institute Foundation to install INTEGRALIS®® devices within the Department of Neurosurgery. The aim is to conduct a monocentric observational clinical study, sponsored by Artemide, which aims at verifying the possible reduction of environmental contamination and evident infections in patients undergoing neurosurgical intervention.

In detail, the study involves the evaluation and comparison of data between two different neurosurgery departments, and only one is equipped with INTEGRALIS®.

It is also expected to compare the results obtained from the cultivation analyzes performed directly on the environmental surfaces with the data of the Institutional database concerning patient infections. The study, including both data collection and analysis phase, will have an indicative duration of 12 to 18 months. Finally, in 2022 the installation of INTEGRALIS® was completed in the entire department of Neurosurgery B and the first quantitative and qualitative environmental sampling was performed in the selected spaces.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Integralis - Habi Smart
Milano

Gamut Index

Research on perception is also declined in fields of application, such as retail. Given an opto-electronic know-how of the highest level and an in-depth study of existing sources and their characteristics, Artemide can perform a careful selection to identify the most appropriate LED light source to ensure the correct alchemy between different variables that influence the perception of the end user. It is therefore possible to evaluate numerous LED sources in terms of Fidelity Index (Rf) and Gamut Index (Rg), they can be considered above all in terms of spectral quality analysis to establish, together with the customer and according to his needs, the most appropriate source to stage colors, materials and textures in the best possible way.

Given the spectral quality of sources used in Artemide products, the chromatic response of the illuminated objects is particularly similar to reference sources, such as a traditional warm incandescent light or a more neutral sunlight. Here it is therefore possible, thanks to the use of these sources, to recreate different atmospheres such as warm sensation of the light of the past, rich in red radiation or the most modern and balanced natural daylight, able to make the colors more natural. These research investigate light interpreted in its wavelength nature.



Light solutions with customized spectra

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Issey Miyake Flagship Store
Milano

Light as a quantum: innovative photonic interactions

Artemide welcomed the **Photonic Era** giving life to a new dimension of light, scientifically proven by quantum physics. Made up of particles of energy or quanta, light, thanks to enabling technologies, can become "intelligent" and be a vehicle of information for advanced applications of digital interaction. As a manufacturer of high-end lighting fixtures, Artemide has created a new dimension of light linked to the new product-service paradigm that is changing the nature and perception of light in different spaces.

Light and data

This context initiates the frontier of the "**intangible**", about products able to carry and exchange data, to be the link between humans and internal and external environmental conditions. This allows to guarantee high environmental quality combined with responsible energy consumption. It is all **remotely monitored**, with possible real-time intervention.

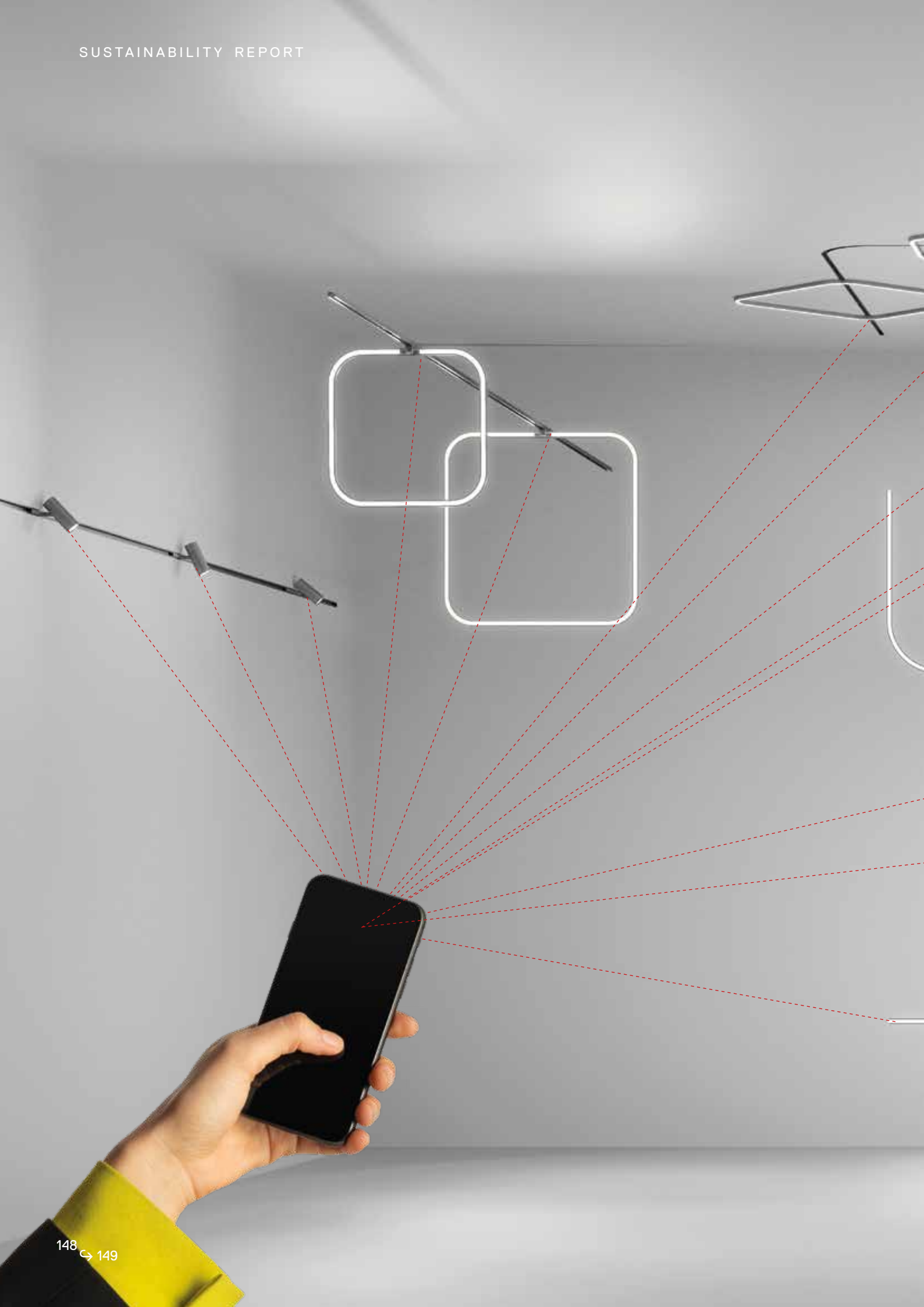
For this reason, integration with sensors and intelligences becomes fundamental and essential, as much as the management by the end user through new interactions (starting from presence detection, passing from a smart device to voice commands and beyond). This scenario calls, on the part of the company, a concrete agility in the management of tools to support the customer such as continuous updating of platforms, help-desk services, prompt assistance and maintenance.

The innovation of these services is enclosed in a double added value: on the one hand they open up unexpected **experiences** and new interactions imagined for the end-user that can grow and change organically with the change of needs over time. On the other hand, sustainability of these solutions arises, enclosed in the fact of using necessary lighting infrastructure without further complexity in terms of preparations, plants and programming. Light thus becomes a bearer of both meaning, for a contemporary **storytelling** of life in in/out spaces, and value for our common future.

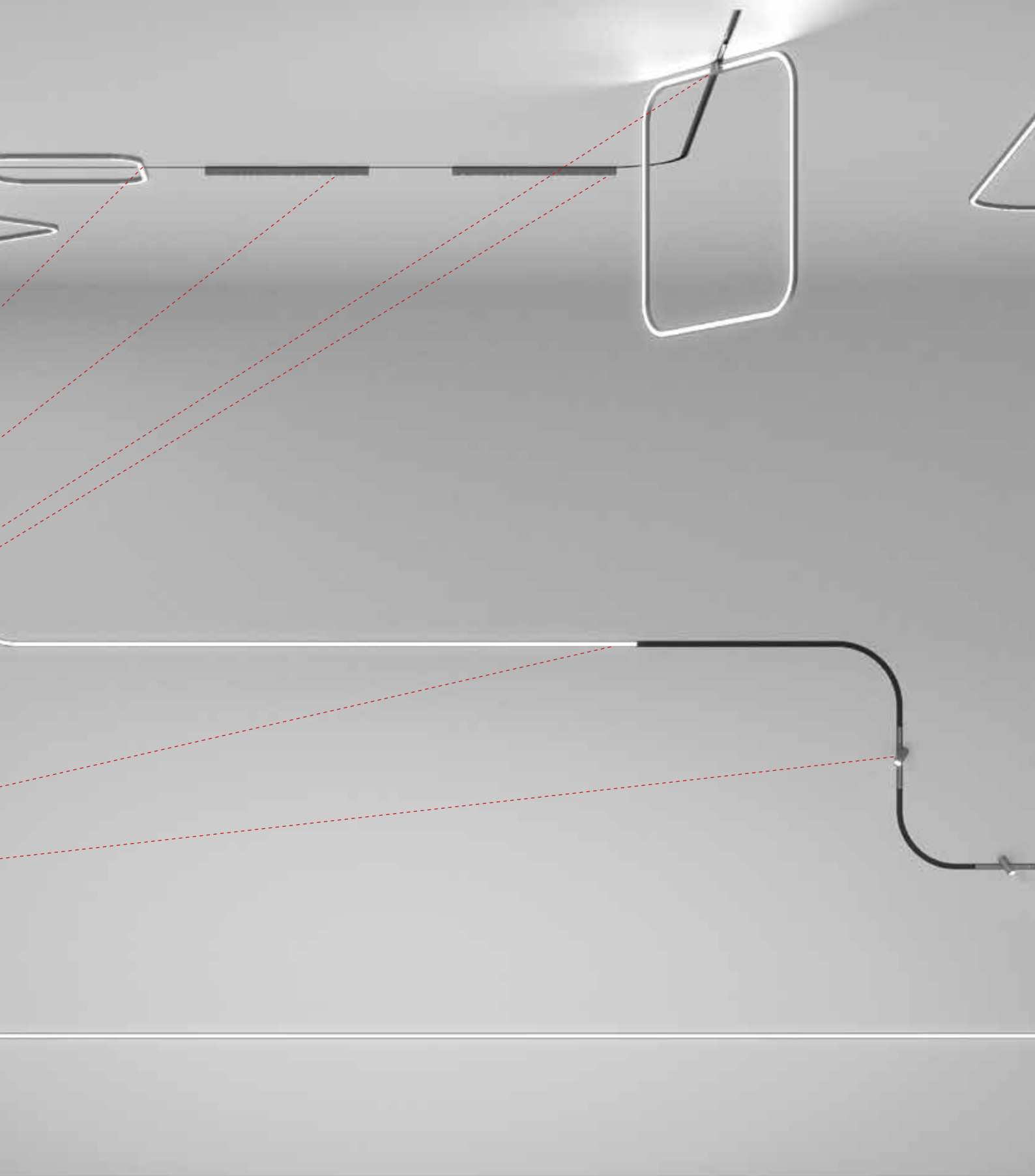
VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



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

Artemide App revolutionizes the approach to light control and allows you to fully take advantage of **punctual management** possibilities offered by LED technology, always keeping humans at the center of the project. Everyone can be the author of his own luminous landscape through the management of up to 500 devices for each network, individually or in groups (homogeneous or heterogeneous), activating "interactive actions" or "parametric" in real time, which require, in some cases, a collaboration between BLE (Bluetooth Low Energy) and Wi-Fi.

"**Interactive actions**" means the ability to manage light intensity, color temperature and color point, as well as the application of static or dynamic scenes. A special interface dedicated to controlling RWB technology and plant growth has been introduced in the Artemide App ecosystem.

In particular, this advanced interface allows the user to choose a set-up dedicated to humans (based on dynamic TW light) or to plants (based exclusively on RWB technology), based on light recipes recommended by Artemide, while leaving freedom to manage color and intensity parameters. To make the light control even more immediate and intuitive, interaction commands with presence sensor, wireless wall switch and voice control with Alexa or Google Home have also been developed.

Artemide App also, thanks to sensors integrated in the light fixtures or stand-alone, can interact with environmental variables through "parametric actions": it is possible to monitor air quality indices such as humidity, VOC (Volatile Organic Compounds) and CO₂ (carbon dioxide) and temperature of an environment, set the behavior of light through dialogue with a Daylight sensor until you have information. It happens through the Heat Maps function, on how users move in a given space over time and prepare scheduling that recall scenes based on the day of the week.

Artemide has also implemented the **Circadian Cycle** function by recommending certain luminous recipes in respect of the psycho-physical well-being of human being. A special algorithm, developed internally and based on different inputs entered by the user, elaborates ad hoc light recipes to support the physiological well-being of the user, while leaving him the freedom of choice and 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 profile his network, giving the possibility to other users to manage only a part of it.

A **Wi-Fi-based Multi-Network** control amplifies the management possibility by allowing you to control different networks, even located on different floors, from a single point in the space. Dedicated in particular to contract projects, the Multi-network command combined with the possibility of creating Multi-Network groups, i.e. sets of groups belonging to different networks/plans, maximizes the sustainability criteria of the Artemide App platform in order to guarantee an engaging light experience for those who live the space combined with a positive and correct energy balance.

Artemide App INTEGRALIS®

Artemide App also allows the advanced management of INTEGRALIS®, activating the different real-time sanitization modes or recalling preset scenarios through specific digital interfaces or wall-mounted wireless switches.

In the design of dedicated interfaces, declined on the different INTEGRALIS® technologies available, Artemide's effort has focused on creating from time-to-time white light recipes containing the correct sanitizing dose compatible with human presence, thus ensuring individual safety.

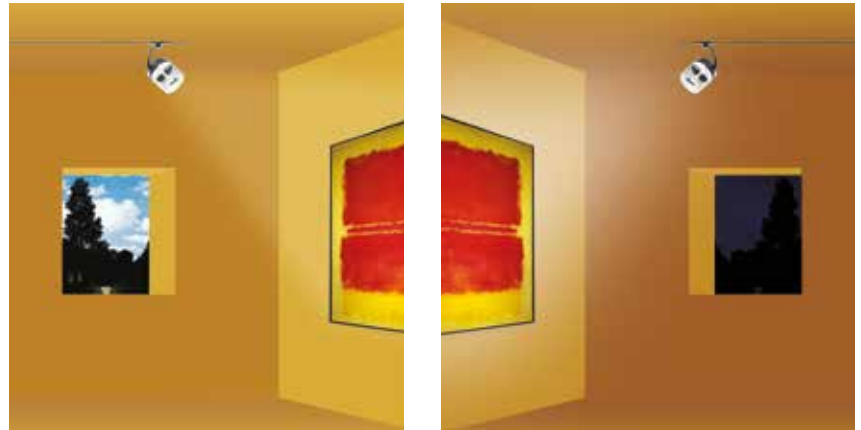
Keeping plants safety as a fundamental requirement, the control infrastructure, based on Artemide App, has been developed in a scalable way so as to be able to adapt to different design variables. This infrastructure allows the interaction between INTEGRALIS® devices and different inputs that come from elements located in the space that make up the nodes of an advanced network, such as presence sensors or door contacts. They send signals to the control interface by enabling different sanitization modes depending on the occupation of space.

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

Target point

Artemide welcomed the **Photonic Era** giving life to a new dimension of light, scientifically proven by quantum physics. Made up of particles of energy or quanta, light, thanks to enabling technologies, can become "intelligent" and be a vehicle of information for advanced applications of digital interaction. As a manufacturer of high-end lighting fixtures, Artemide has created a new dimension of light linked to the new product-service paradigm that is changing the nature and perception of light in different spaces.

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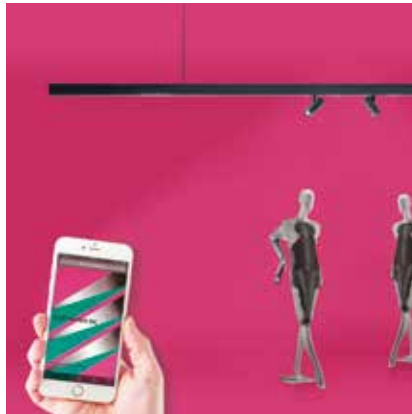
Target Point, museum application.
Parametric dialog between a Tunable White artificial
light and enviromental phenomena.

Geo Li-Fi

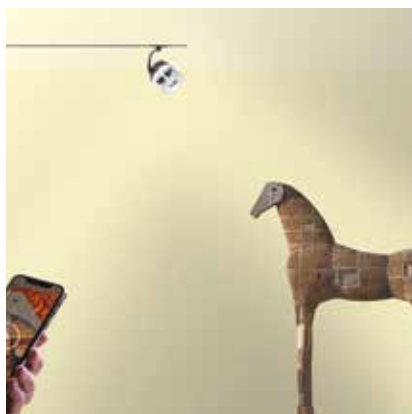
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Geo Li-Fi,
retail & social space application



Geo Li-Fi,
museum & supermarkets application



Li-Fi

With Li-Fi it is possible to transfer data wirelessly through the very high on-off switching speed of the LEDs, at a frequency not visible to the human eye. Compared to classic wireless solutions, it also does not generate electromagnetic fields, ensures higher security standards by limiting access to the network to a defined physical area outside of which the light cannot be modified or intercepted and therefore steals data of any kind.



Li-Fi, Personal workplace



Li-Fi, Meeting room

Smart City

Artemide is able to develop outdoor lighting solutions capable of characterizing urban lighting environment and communicating with city management systems and individual users to generate different types of lighting effects depending on the inputs and distribute data and energy.

SENSEable Village

Cities of future are one of the main fields of innovation, a meeting point for many issues relevant to people's lives (data transmission, mobility, pollution, security) that affect different operators. Artemide has been active for years in the design of an outdoor light designed to follow urban areas needs with functional solutions, and interactive and energetic intelligences that promote a new sustainable and social dimension for city and human beings.

Starting from the consideration that the energy network and luminaires for lighting can become a new technical platform on which to develop innovative services for the city, Artemide has the ambition to create new services for citizens of smart cities by creating collaborative and business models.

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

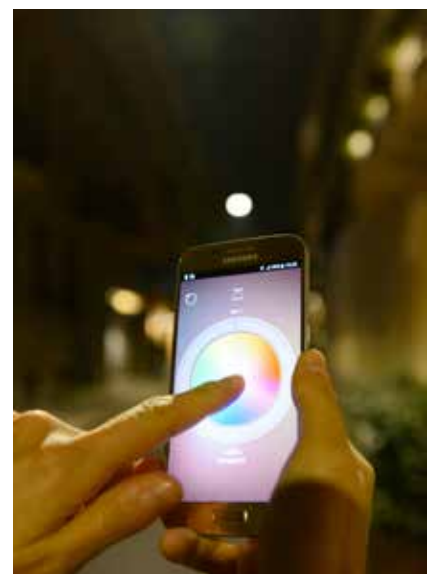
SENSEable Village Manifesto

The flow of light

Unique among all the streets of the Quadrilatero di Milano, the fifteenth-century Via Gesù is the protagonist of an innovative lighting project, which aims to enhance peculiarities of a unique place becoming more and more an ideal space for the many resident families.

An initiative that concretely applies the concept of Smart City, of which the Municipality of Milan has long been a promoter, in an evolved version, bringing information, relationships and culture through light.

"A river of light" constant is created by the Nur lamps – light in ancient Egyptian – designed in the special Outdoor version for Via Gesù and accompanies visitors through a new perceptive experience along the road that joins the prestigious Via Montenapoleone to the equally exclusive Via della Spiga. The same luminaire projects luminous blades of different colors onto the facades of buildings, controllable through Artemide App, creating a scan of the space and a perspective vision that mark the path, revealing to the passer-by the history of places and the beauty of 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 of Artemide's success, there are **know-how** and intellectual property rights that the organization owns, such as trademarks, product designs and innovations in materials, components, and system solutions. Therefore, protection of know-how and in general the respect of third parties rights are of the utmost importance. To this end, Artemide has always adopted a strategy based on obtaining registered industrial property rights, i.e. rights that guarantee its exclusivity on technological solutions developed.

Over the years, Artemide has obtained numerous **invention patents** in the **optical, mechanical, electronic** fields and, in recent years, also in digital management and interaction and sensors.

Artemide primarily holds invention patents on its proprietary or in-use technological solutions.

Innovation patents and Utility Models

Today, time of technology transfer is increasingly reduced, allowing Artemide to immediately apply and distribute the innovation developed through research. Patented solutions increase company's know-how with wide repercussions on the different collections in which they are often applied to different products. At the end of December 2022, **135 invention patents** and utility models were held for 62 different technological solutions.

The relationship between nationalities of patents included in the portfolio at 31.12.2022 is illustrated below: Italy (where the first filing takes place) represents 28%, Europe 57%, U.S.A. 15%.

Registered models

Regarding the ornamental models placed to defend the aesthetic appearance of products, Artemide considers it of primary importance to equip each design with a registered right. The policy in use grants that every year Artemide proceeds with the registration of the designs of new products within one or more registrations of multiple ornamental models in the European Community. The registered models are fundamental for defending original products from their counterfeits, especially in the online market, which the Company has been overseeing for 11 years through an international partner specialized in brand monitoring activities. This activity allows the massive removal of counterfeit product offers from online sales platforms on which the largest volumes of fake sales persist.

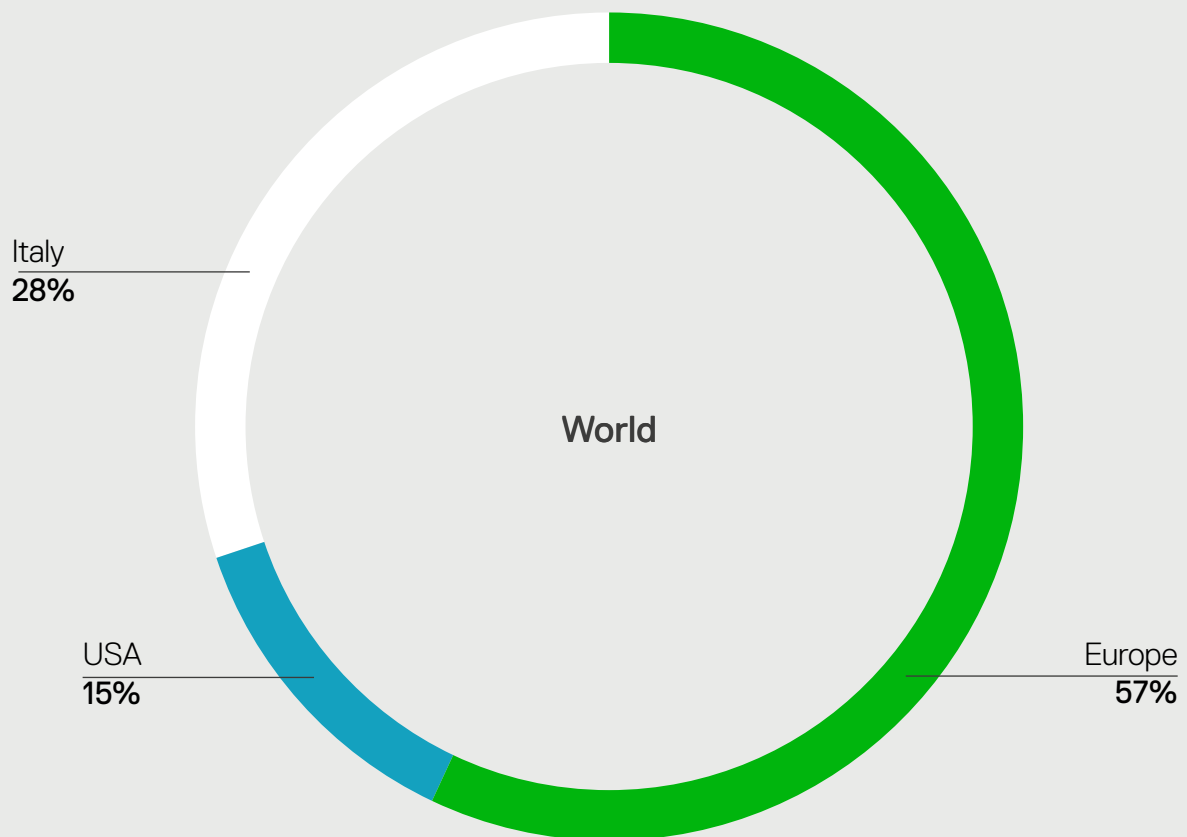
Ratio of Patent Nationalities

Ratio of patent nationalities included in the portfolio as of 31.12.2022:

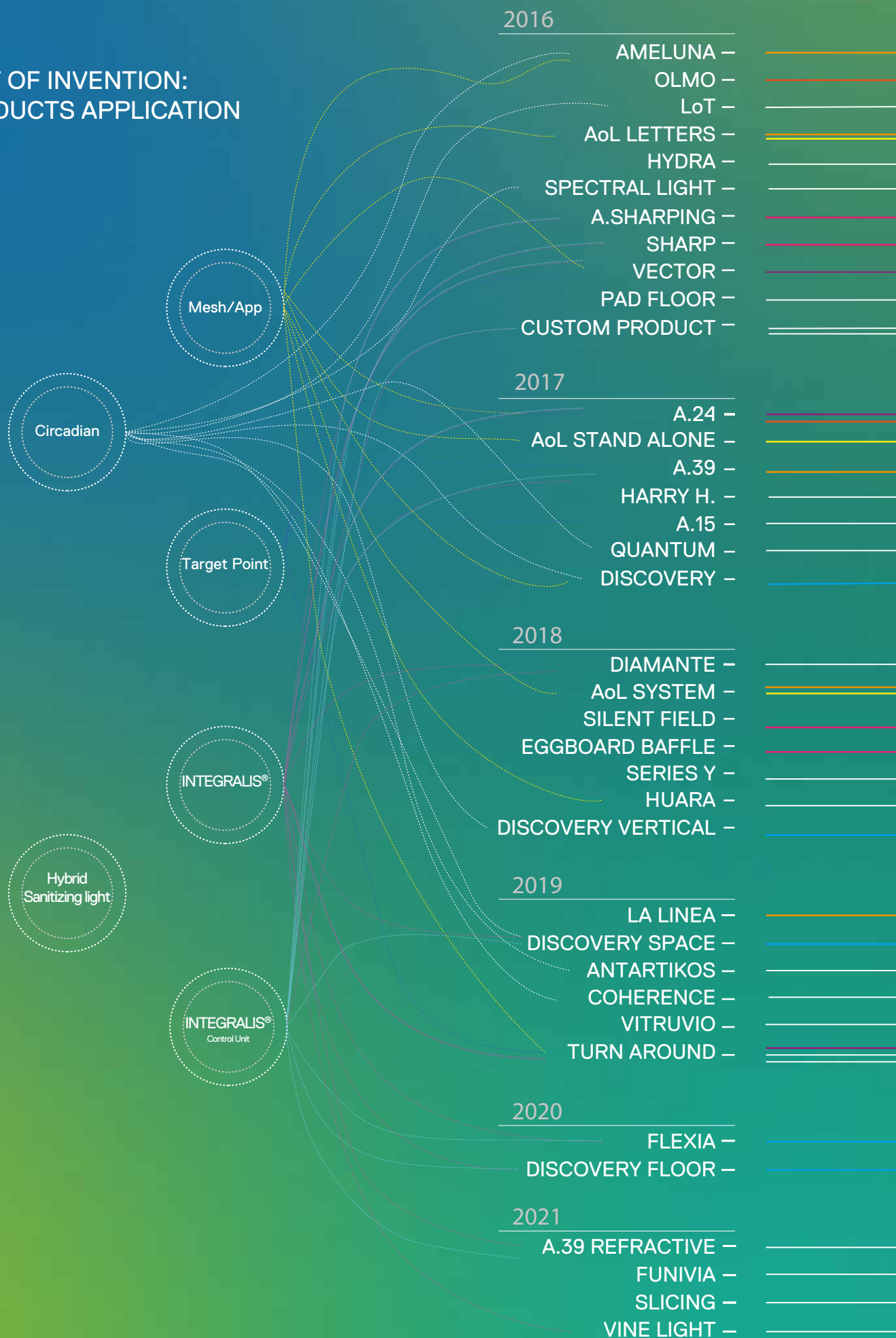
Italy (where the first deposit is made): **28%**

Europe: **57%**

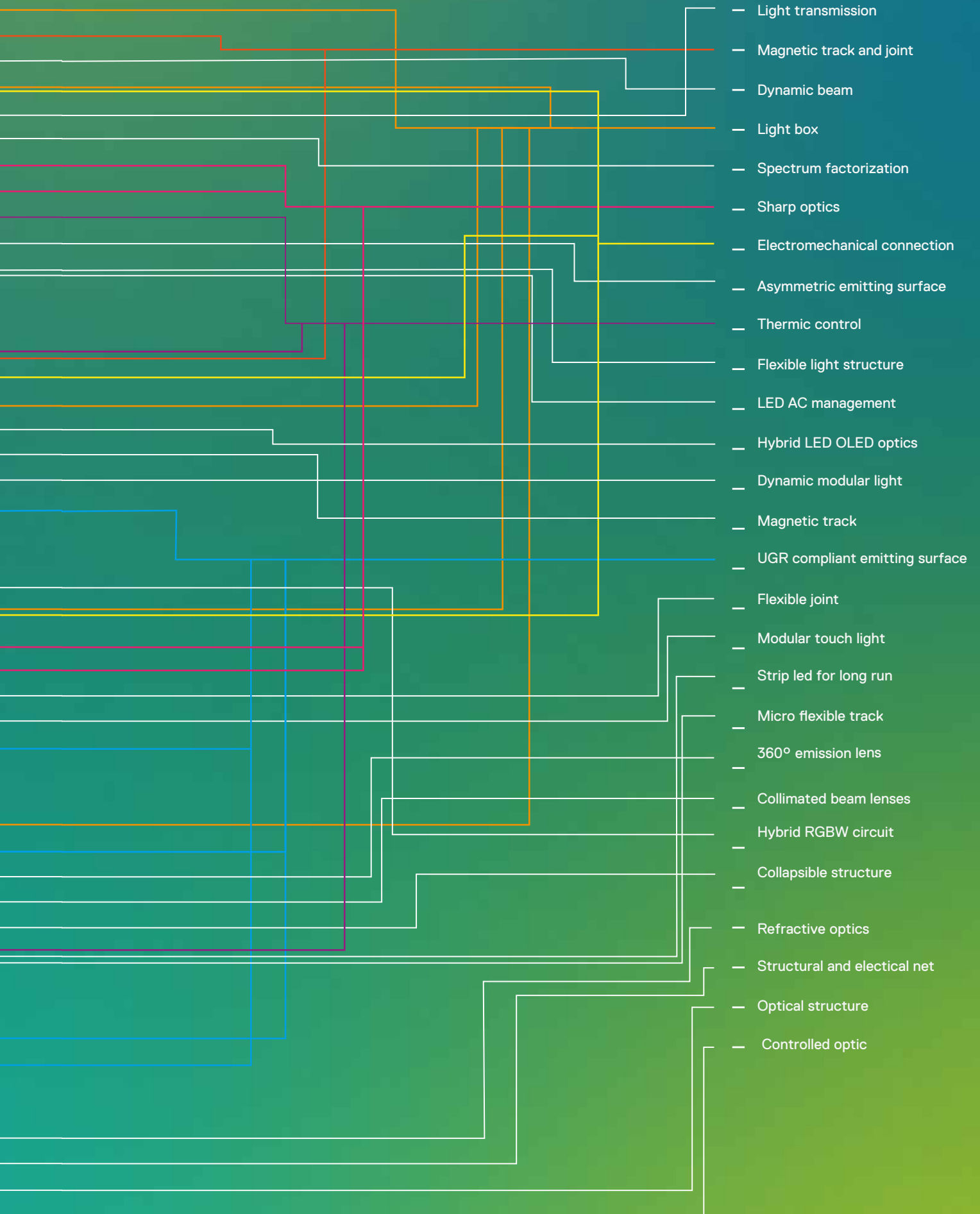
U.S.A.: **15%**



PATENT OF INVENTION: PRODUCTS APPLICATION



VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



02.2 Actions for Eco-effectiveness

Logico, photographed by Elliott Erwitt, 2001



Téchne

Artemide design is based on the ability to anticipate change through innovation, culture and creativity, manufacturing and sustainable economy, combining acting and know-how. Science is closely linked to technology, to the "téchne", a word that from the Greek means "**art of know-how**" and "**passion for knowledge**". It implies creativity and competence as technology, language and expression of beauty. In Artemide, research, humanistic vision and an open approach to the project have always been the tools to interpret and translate contemporaneity, transforming the "téchne" into quality, art and emotion.

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

All Artemide's choices are focused towards a single goal: the commitment to improve the quality of life of human beings and its relationship with the environment through responsible design.

Present and future of light design are in line with this vision through the following values:

Responsible design = Reduce to innovate: more with less.

New projects become responsible acts towards the planet and translate into creative innovation: less materials and no waste of energy, without denying performance, quality, and beauty. It is the expression of a critical and more efficient approach that goes to the heart of the project and extends 360° to its application. Artemide promotes the culture of light and offers tools for a conscious choice and a reasoned use of light itself, qualifying it in terms of energy and economic savings.

Long Life = Quality of design and manufacturing. It manifests emancipation of the logic of consumption, through product quality. A careful selection of innovative materials and an intelligent design help to create a lasting emotional bond with the product. Durable designs mean quality.

Incremental systems = The project as an open platform. The product is not a closed system, but an open and positive system that can grow and update itself constantly through maintenance and parameter updates.

Good Light = Reconnecting to nature. Light is energy indispensable to all living beings. By studying its relationship with man, space and the environment, it is possible to define a light that takes care of psycho-physiological well-being also in relation to natural light rhythms. Light can also help nature and its photobiological processes to grow, respecting the planet and all its inhabitants.

The entire Artemide collection is the expression of responsible and careful design. There has always been a drive to develop new products in which attention to the environment is intrinsic and inherent in the design will. Artemide engages in constant research, to develop lighting systems that pursue the goal of maximum energy efficiency. Artemide pushes boundaries of design to go beyond the idea of the object design, in favor of the project of interactive and changing systems in space.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS

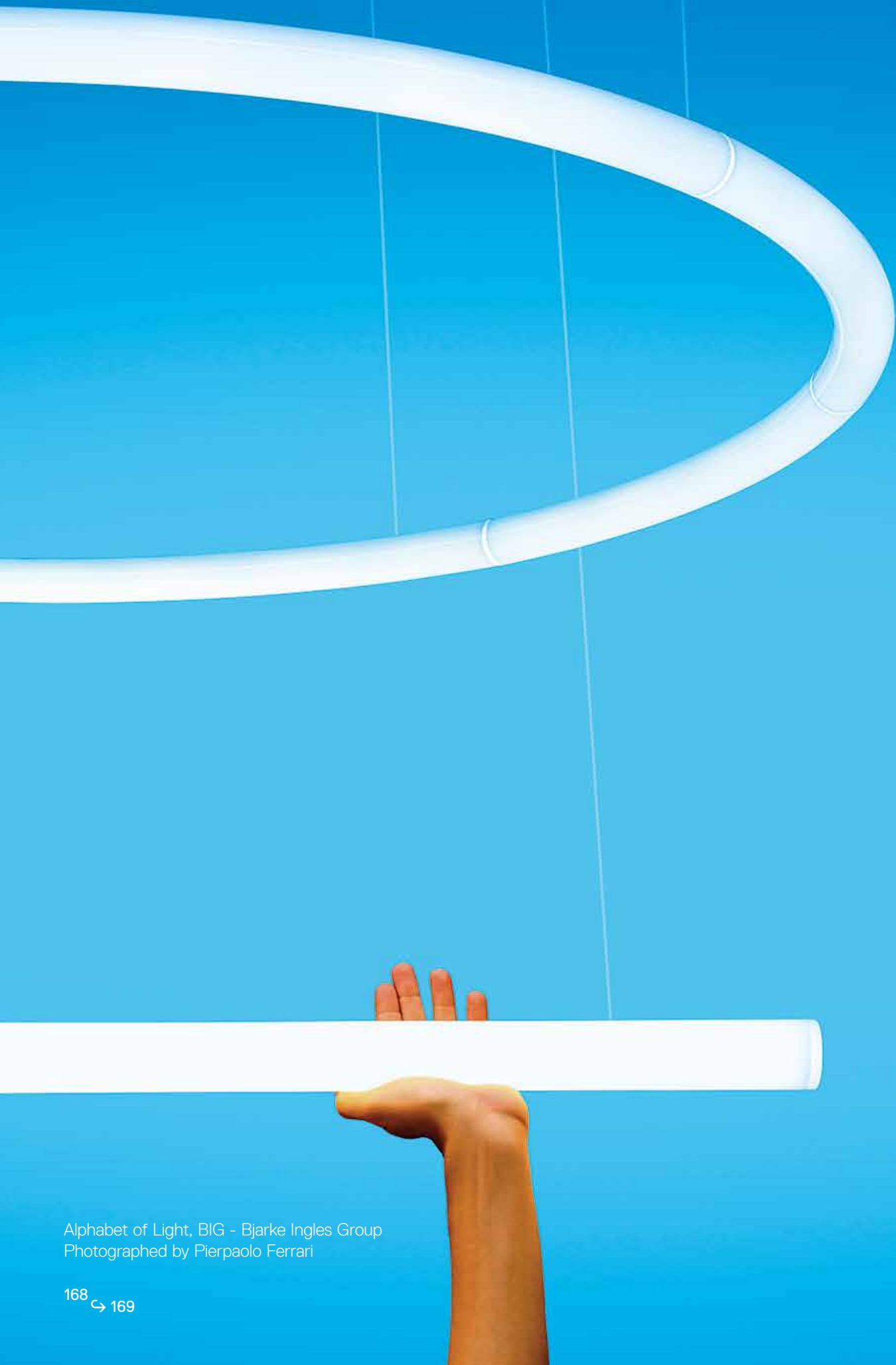


Gople System, BIG - Bjarke Ingels Group



“O” Suspension, Elemental

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



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

Sustainable approach

Artemide pays particular attention to sustainability and, as stated within the environmental philosophy, the Group is committed to designing products in order to minimize their environmental impact following guidelines that concern three main aspects:

- Energy Impact Assessment:
Life Cycle Assessment and Energy Metric Centric
- Selection of materials
- Definition of production processes

Life Cycle Assessment

The LCA environmental impact assessment lays the foundations for the definition of project intervention priority indicators as a decision support to effectively orient the design of a lighting fixture towards highly eco-effective solutions. Thus, they reduce the environmental load associated with the product in all phases of the life cycle.

A testimony of the path taken for years by Artemide is the LCA analysis carried out in 2007 on the Tolomeo table lamp in collaboration with the Politecnico di Milano.

The aim of this study was to provide Artemide with a contribution to the development of a culture and design practice in the development of future products, defining guidelines in the development of products able to face the transition towards environmental sustainability in a rapidly evolving regulatory framework.

It is essential to have highlighted how the main impact is given by consumption in the use phase. This directs attention to design choices aimed at maximizing the energy efficiency of the product and reducing consumption. The analysis also highlights how it is equally important to **raise awareness among** customers and end-users aimed at conscious use.

In the continuous pursuit of sustainable objectives, Artemide has started in 2022 the development of an LCA-tool that, starting from the analysis of the Alphabet of Light family, will allow the measurement and evaluation of environmental impacts of this and other product families to guide design choices aimed more and more at circularity.

LCA Tolomeo

The Tolomeo lamp, designed by Michele De Lucchi and Giancarlo Fassina, already in 1987 respected the design conditions that today represent essential strategies for the design of a new lamp:

- low use of material consumption in the product and accessory parts;
- use of materials that are not exhausted in compliance with conservation and biocompatibility;
- long product life;
- recyclability of the material used;
- ease of disassembly.

Already in 2007 it was highlighted that in the life cycle of a lamp like Tolomeo, the greatest environmental impact occurs in the phase of the product use. Energy consumption is significantly more impactful than in the pre-production, production, distribution and decommissioning phases. Although the incidence values vary depending on the actual time of use of the device, it could be argued that the use phase of a lamp equipped with a traditional 100W incandescent source affects more than 90% of the overall environmental impact, estimating an ignition of 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 at maximizing products efficiency and pays the utmost attention to the verification of consumption according to an "**Energy Metric Centric**" logic. It allows to monitor the energy use per square meter of each space to be illuminated to guarantee the correct light in terms of quality and quantity.

All products are designed with the latest generation LED sources. Historical products have been updated to accommodate low-energy, high-performance 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** by minimizing the impact of the use phase on the life cycle of product and designing the luminaires with a target expected useful life of at least 75,000 hours.

Studies on dissipation have been guided by the desire to reduce material useful for heat dispersion as much as possible, while maintaining high performance of LEDs. The heatsinks are in fact sized to preserve the duration of sources according to the **IES LM80-TM21** method recognized worldwide, which correlates the duration of the LED to the current and temperature of use. Artemide tests LED sources in compliance with reference standards and determines, on all its luminaires, a temperature of use below 85°, a value that ensures a prolonged duration (**L70 B10 > 50,000 hours**).

This means that, statistically, only **10%** of luminaires, after **50,000 hours** of use, will have a less than 70% luminous flux compared to the initial one. For Artemide, testing the product and its components are an integral part of the engineering process and not just a final step aimed at certifying the result.

In addition to the reduction of consumption thanks to the LED source, today the introduction of management intelligence, which dynamically relates performance of light to environmental variables and activities carried out in spaces, brings further advantages in terms of energy saving and, consequently, also economic.

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

In compliance with a durable, innovative and sustainable project, Artemide products comply with the Single Lighting Regulation requirements, in force since September 2021. Indeed, it regulates the lighting sector at European level in terms of eco-design, integrating all the elements of the Ecodesign legislation.

This regulation is the most recent and updated 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 recorded all the data relating to the proprietary light sources used in its products in the EPREL (European Product Registry for Energy Labelling) database, an archive available to the competent bodies to guarantee compliance.

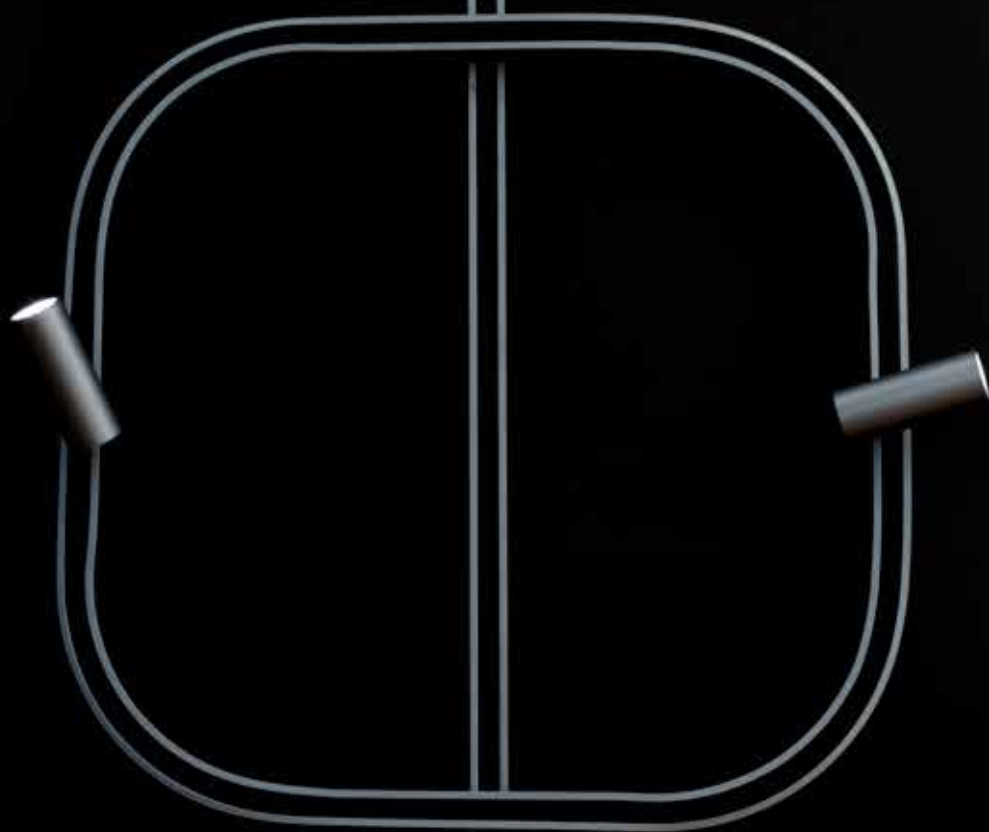
Materials and productive processes

In the design phase, the choice of materials is made, compatibly with the aesthetic-design needs of the product, favoring recycled or recyclable raw materials with low environmental impact. This is one of the fundamental points on which Artemide constantly supports research to identify new generation production processes, materials, finishes that improve the product environmental impact. In some cases, this activity opens perspectives to application fields even distant from lighting, or it develops dedicated and innovative solutions in partnership with suppliers.

Research often leads to significant process results, less visible in the final design of products, but which have important implications in terms of sustainability through concrete actions. These latter can be lower energy impacts during production, optimization of the materials used, improvement of sustainable qualities of surface finishes, reduction of waste.

Artemide monitors emissions deriving from its processes in accordance with provisions of the authorization act in its possession. The mass balance of the VOCs used is drawn up annually, ensuring compliance with thresholds and favoring powder finishes or with zero-emission technologies (PVD sputtering at accredited suppliers). The recovery of the solvent used through distillation contributes to waste reduction.

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Turn Around, Carlotta de Bevilacqua

ALE.01

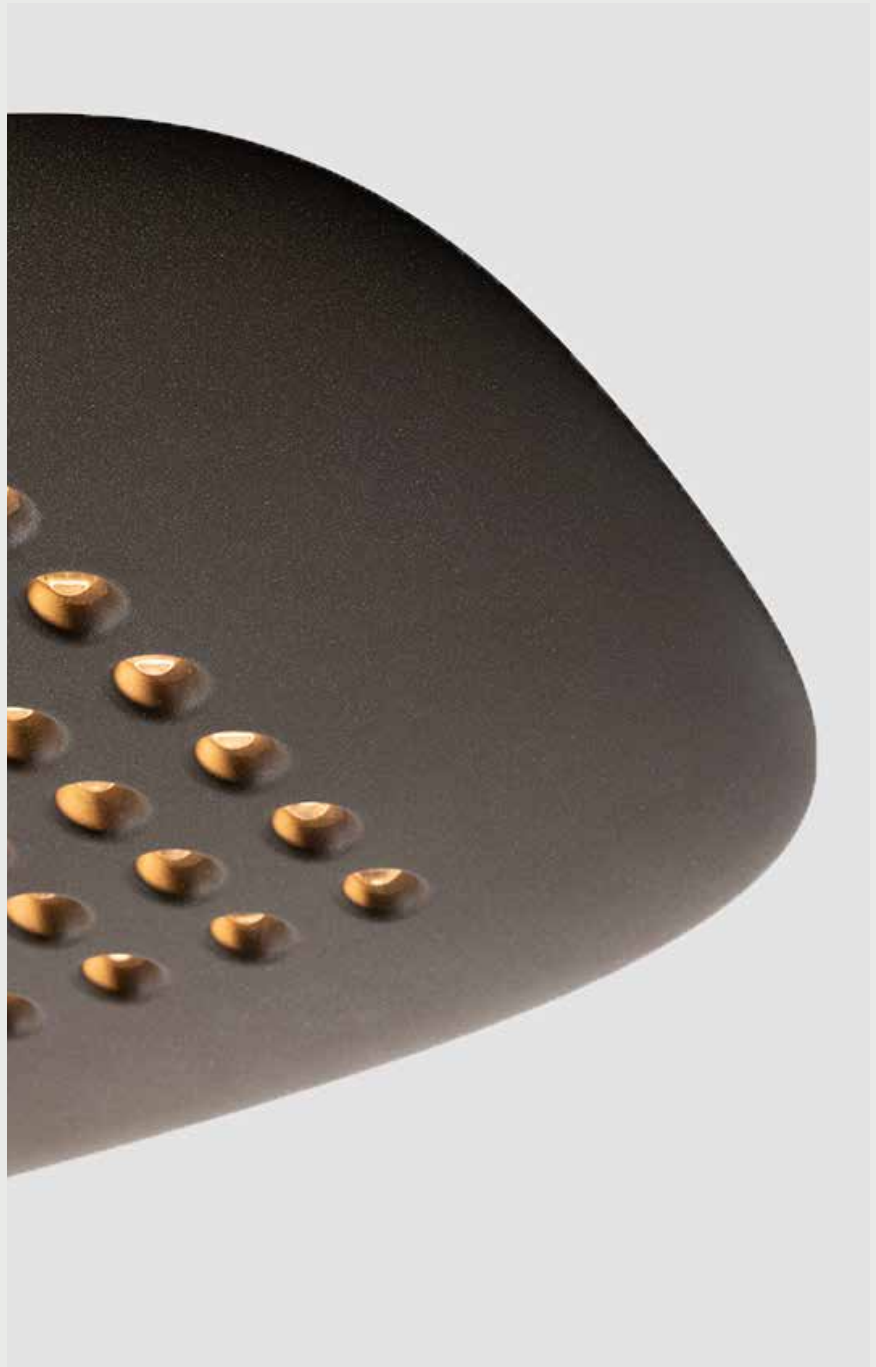
ALE 01 is a suspension lamp that offers multiple users adjustable options to follow. It follows changing lighting requirements over the course of the day, giving value to the perception and well-being of the individual but also paying attention to a conscious and waste-free use of light.

ALE 01 is an example of sustainability along all its life cycle also the innovative recycled and recyclable materials.

The shell of the product is in fact made of a biocomposite material, i.e. containing a percentage (around 30%) of natural wood fibres, mixed with a base of bio-based (PH B) or recycled polymers.

This material choice reduces the use of natural resources by restoring value to FSC-certified organic wood waste through a process that makes it reusable as a replacement for more traditional plastic materials.

It is a solution that reduces the use of materials and energy during the production process, creating a product that is totally recyclable at the end of its life.



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 metallized versions of Gople and Eclisse.

From the point of view of environmental respect, this technology also called "Sputtering" is one of the cleanest coating technologies:

- It only uses metals that are not harmful to health

- It eliminates all emissions and in particular those in the atmosphere of sulfuric acid and cyanides, normally produced by galvanic processes.

The next phase of transparent protective painting, aimed at ensuring a long life to the aesthetic quality of finish, uses a solid paint with a maximum of 5% solvents (compared to a traditional 75%).

The waste generated by the process is very limited.

Stellar Nebula also, with its handmade glass and each time unique in shape, also communicates the artisan tradition of blown glass.

Finishing process - Painting

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.

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

Powder coating is completely "free", it uses automatic booths for the application and recovery of all the parts dispensed and does so by means of absolute filters that retain 99% of the paint wastewater. These cabins do not contain solvents and processing waste is confined and appropriately disposed of as special (non-toxic) waste. The pre-treatment tunnel consists of six closed loop washing tanks free from volatile organic compounds, containing water and a 3% solution of iron phosphates. The wastewater is recycled and purified downstream by means of columns for demineralization of rinses. The tanks last on average 6/8 months and, once exhausted, the substances are disposed of in purification plants at third parties, in full compliance with environmental regulations.

To complete the powder coating, the liquid finish uses paints (made exclusively for us in cooperation with BASF and Akzo) of medium-high solid acrylic nature, with a low solvent content and the technical yield is higher than any approved paint for bodywork (a lower quantity is needed than usual in use in other realities). We also have an instant paint mixing unit that optimizes the preparation and consumption of the raw material.

For the recovery and optimization of costs related to the production sector, an atmospheric solvent distiller is used: this allows to

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Coating Machinery - Artemide Factory
Pregnana Milanese



Coating Machinery - Artemide Factory
Pregnana Milanese

recover all the reusable parts of the cleaning and paint preparation solvents. Finally, it also allows the lowering of the threshold of "VOCs in the atmosphere", for which Artemide draws up a mass balance file to be presented to the Regional Authority, to which Artemide is linked for plant authorizations, for environmental controls. In the spray booth all the solid parts of over spray are captured and retained in special and certified dry filters which, once exhausted, are always disposed of in compliance with the regulations.

In the departments, rules for the disposal of all the various compounds are respected by observing the cataloging by compatibility families: from gloves, rags, abrasives, detergents and other components in production. There is an internal mission at Artemide that includes activities for the optimization of flows and production cycles. Regarding the latter, Artemide carries out continuous research in the technical field to make use of the increasingly better 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 worldwide for the high-quality standards that guarantee a long life of its products. What allows us to maintain the high levels of quality is the production process completely carried out within the Group's plants or entrusted to qualified, highly specialized subcontractors in possession of the excellence requirements necessary for the realization of the products.

ISO 9001:2015

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

Constantly analyzing production processes with the aim of making them more efficient is an activity in which Artemide has always invested and which has made it a cutting-edge company over time: adopting a strategy that aims at continuous improvement is in fact an indispensable requirement to successfully face challenges and dynamism of the market. With this in mind, Artemide has decided to adopt new tools to further improve process control by optimizing the competitive advantages obtained so far thanks to the implementation, since 2011, of a production oriented towards the Lean **Manufacturing philosophy**.

Lean Production (more properly **Lean Manufacturing**) is a set of principles, methods and techniques for the management of operational processes, which aims to increase the value perceived by the end customer and systematically **reduce waste** of time, material and energy.

The goal of Lean Production is "to do more and more with less and less":

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



Artemide Factory - Pregnana Milanese

For this purpose, Lean Manufacturing uses a single basic scheme in all areas of the company: product development, sales and marketing, production, logistics, management. The integration of this philosophy is only possible through the immediate involvement of staff and operational support of people motivated to continuous improvement. The system, therefore, presupposes a "**continuous improvement**", and it is for this reason that Artemide provides periodic specific training programs.

Lean Thinking

At the base of Lean Manufacturing there is **Lean Thinking**, which includes a series of operational tools and methods for the application of lean principles in the company. The concept of Lean Thinking underlines how lean, as well as a method to be applied, is first and foremost a mindset, 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 perspective. Value is only what the customer is willing to pay; everything else is waste and must be eliminated.

→ **Mapping.** To eliminate waste, it is necessary to "map" the value flow, i.e. to outline all the activities in which the operational process is articulated, distinguishing between those with added value and those not with added value.

→ **Flow.** The value creation process is seen as a flow, which must flow continuously, with a consequent reduction in the lead time of the material.

→ **Production.** "pulled" (Pull). Satisfying customers means producing only what and when customers want. The production is thus "pulled" by the customer, rather than "pushed" by the producer.

→ **Perfection.** Perfection corresponds to the complete elimination of waste, and it is the reference point to which we must strive endlessly, through continuous improvement.





Artemide Factory
Pregnana Milanese

Efficiency and service

In summary, the basic philosophy of Lean Manufacturing consists in **eliminating inefficiencies** from processes carried out by the company, shortening their duration through a systematic approach. The goal is to provide a product that meets customers' needs, in terms of greater resource efficiency and improvement of the level of service.

Moreover, thanks to waste reduction in terms of time, production lines operators have the opportunity to discuss and share their work to achieve common goals. The utmost goal is to achieve "**zero defects**".

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

Expected operational benefits include, for example, real-time monitoring of orders' progress. Artemide strongly believes in the value of territory: if the direction for the culture of project is to expand its range of action as much as possible, as far as the transport of goods is concerned, organizational efforts try to **minimize distances** to reduce CO2 emissions.



Artemide Factory
Pregnana Milanese

Productive Network

Artemide's production network makes use of the best companies and the best craftsmen for every technological sector: Artemide strongly believes in the quality of the **Made in Italy production chains** and entrusts production to certified subcontractors who represent the excellence of the Italian *modus operandi* in the world. In addition to the considerable energy savings in the transport of goods, the mileage proximity allows you to constantly monitor the products quality level.

The choice of local suppliers limits the distances for transport and allows to create a solid network that consciously increases innovation and the culture of project. Considering what has been described, and in the perspective of a critical assessment of the topic, the most impactful transport, linked to the purchase of goods from China, has suffered a decrease compared to 2021 (from 4.5% to 4.4%). To highlight this direction, a further and more important decrease is expected for the coming year.

With the **selected suppliers**, which in 2022 were reduced by 9% to facilitate their quality control, real partnerships are created.

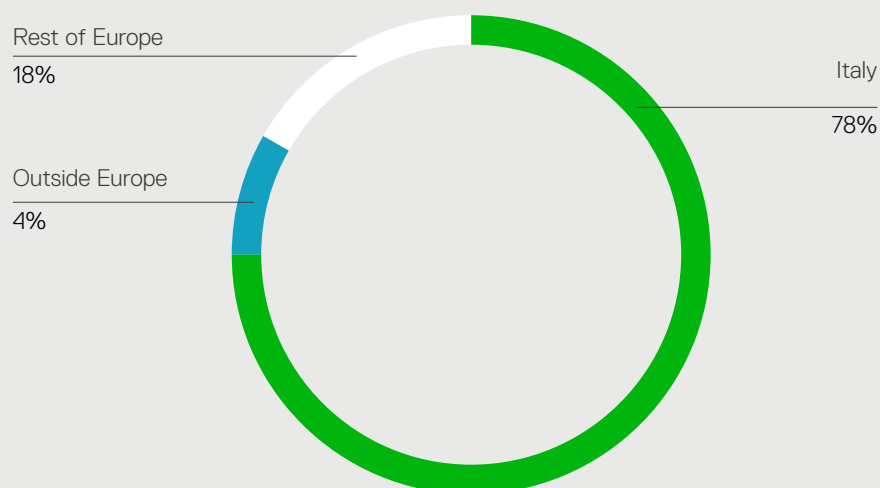
Artemide's production process involves the use of materials with components already partly assembled and to a lesser extent the use of raw materials. This feature makes selected suppliers and contractors a fundamental part in **the value chain** and, for this reason, relationships with suppliers are cared for and valued over time.

Artemide uses mainly **aluminum, steel, plastic, and glass as raw materials** for its productions. For these materials, the choice of resources at least partly recycled is privileged where possible, respecting the necessary qualitative and mechanical characteristics. On some components, reuse policies are implemented, changing the final destination of use and thus reducing waste.

As of 31 December 2022, the Group's costs for raw materials and components accounted for 22.1% of total costs. This expenditure involved the use of 3,460 tons of materials for production and packaging processes in 2022, a slight reduction compared to the previous year. The materials used are divided between renewable and non-renewable materials, respectively 29% and 71%.

Proportion of expenses towards suppliers (GRI 204-1)

Naionality Suppliers	2022	2021	2020
Italy	77,6 %	79 %	77,5 %
Rest of Europe	18,1%	16,5%	17,4 %
France	5,2 %	5,3 %	5,6 %
Hungary	7,2 %	6,1 %	6,2 %
Others	5,7 %	5,1 %	5,6 %
Outside Europe	4,4 %	4,5 %	5,1 %



A decrease in purchases of 8% compared to 2021 was diagnosed in 2022. With reference to geographical areas, 78% is concentrated on the **Italian territory** (9% less than in 2021), 18% in the **Rest of Europe** (1% more than the previous year), which includes Germany, France, Hungary and 12 other countries of the European Union, while 4% is aimed at the **non-European Union** area which includes the United States among the main countries, Switzerland, China and Taiwan (11% less than in 2021).

This slight negative decline is attributable to the stabilization of production at pre-pandemic levels during 2022, where in 2021 there was instead a significant growth given the post-pandemic recovery.

RoHS

Artemide collaborates with selected partners in order to guarantee quality standards and regulatory requirements along its supply chain; among others, compliance with the European Directive commonly called **RoHS (Restriction of Hazardous Substances Directive)** which imposes restrictions on the use of certain hazardous substances, and the REACH Regulation, as downstream users of chemicals. The great attention that the Group has always maintained for the choice of materials and respect for the environment also emerges from the fact that, in 2021, Artemide uses exclusively 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.

Number of suppliers

Nationality of suppliers	2022	2021	2020
Italy	439	481	437
European Union	209	297	257
France	132	175	168
Hungary	48	78	49
Others	29	44	40
Extra European Union	33	32	33
Total	681	810	727

Materials used for production and packaging (GRI 301-1)

Materials ⁶	2022 (ton)	2021 (ton)	2020 (ton)
Renewable material (wood, paper, cardboard, glass)	998	1,060	835
Non renewable material (Aluminium, brass, iron, plastic, electronic components, paints, other)	2,462	2,706	2,131

⁶ Data relating to materials used is estimated on the basis of purchases made during the year.

Sustainable sourcing practices

Code of Ethics

Specific clauses are prepared in the supply contracts, which require compliance with the Group Code of Ethics by suppliers, agents, and collaborators.

With attention to contracts stipulated with suppliers of countries considered "at risk", defined as such by recognized organizations, contractual clauses are introduced and provide:

→ A **self-certification** by the supplier regarding compliance with specific social obligations (for example, measures guaranteeing workers respect for human rights, principles of equal treatment and non-discrimination, the protection of child labour);

→ The possibility of using control actions at the production units or operational offices of the supplier company, in order to verify compliance with these requirements.

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

Artemide verifies 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 organizations.

A fundamental part of the approved Sustainability Plan are the actions to involve the supply chain in an expanded sustainability project aimed not only at ensuring a selection of suppliers based on criteria of sustainability, ethics and compliance with international regulations but at actively promoting a culture of sustainability.

Automatic Warehouse

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



Automatic Shipping Warehouse - Artemide Factory
Pregnana Milanese

02.4 Product quality and Certifications

Tizio by Richard Sapper, Photographed by Elliott Erwitt, 2001



International Standard

The Group works constantly to maintain over time the high-quality standards that the whole world recognizes. The high **quality and safety of products** is ensured by compliance with international regulatory standards and the obtaining of certifications relating to the various countries of distribution. In general, Artemide proceeds with its own conformity checks for its products and then with the acquisition of third-party certification on the main reference markets, namely Europe, North America and Canada, China, Colombia and Russia and, on part of the catalog, for China, Korea and Australia.

For **2022**, the following have been achieved:

- **20** new **ENEC** Europe product certifications
- **18** New **cULus** Product Certification for America-Canada with UL INTERNATIONAL
- **6** new **cETLus** product certifications for America-Canada with INTERTEK
- **3** new **CCC** product certifications for China

The business opportunities linked to main contractors have also maintained high attention to the areas of the International **Electrotechnical Commission (IEC)**, for which the Artemide laboratory is accredited by both Underwriters Laboratory and Intertek. The same for the American and Canadian markets, for which the laboratory is accredited according to UL regulations by both Underwriters Laboratory and Intertek for the ETL brand.

Finally, during 2022, no cases of non-compliance of products and services were detected, neither concerning the impacts on health and safety nor in terms of information and labelling.



Gople RWB Assembling - Artemide Factory
Pregnana Milanese



Marcatura CE



Marcatura EAC



UL Underwriters Laboratories



Certificazione di conformità
europea ENEC



Marchio CCC
China Compulsory Certificate

Internal laboratories

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

Initially, for example, a simulation of optical and then lighting performance is carried out starting from the drawings of components and properties of the sources in order to arrive, on real prototypes, at performance checks with respect to project targets. Subsequently, checks and analysis of the physical-mechanical aspects (thermal and electrical) are done. Various laboratory tests are also carried out on individual components or integrated systems. These tests include, for example, tests of accelerated aging of components or products through thermal cycles at 35°C, UV rays and salt mists; by simulating harsh conditions of use, these tests are of paramount importance for outdoor applications. In fact, in addition to the development of efficient products, Artemide has always accompanied a careful analysis of their application conditions to guarantee a long life and high efficiency over time.

In addition, one of the investments already planned for 2023 is the Flicker meter for lamps, an instrument with which it will be possible to measure the optical Flicker emitted by the lighting fixture. It is the sensation of instability of visual perception induced by a light stimulus whose luminance or spectral distribution oscillates over time (also defined as the rapid change of the luminous flux over time) and which is present up to a certain level in almost all sources of lighting.



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 service

Artemide Factory, Pregnana Milanese, Photographed by Elliott Erwitt



The relationship that the Group creates with customers is the key to a lasting and trusting relationship. For this reason, the Group takes care of its customers through the different channels available. In addition to the traditional toll-free number, the main tool is the section of the website dedicated to contacts manned by a specific department to give 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 Communication department. The Group has implemented CRM systems in all European and American branches aimed at maintaining customer relations and managing commercial relationships with professionalism and effectiveness. To support the new interaction tools such as **Artemide App**, a dedicated Help-Desk service has been introduced, both in Italian and English, which guarantees immediate and qualified assistance via telephone number, ticket opening or simultaneous chat.

Webinar

Also, in 2022 the online and face-to-face training program was still assured to internal and external professional figures (designers and retailers) who work with Artemide products all over the world. More in-depth knowledge of the product and technological innovations contained therein can be of continuous support for a better service to the end customer. In 2022, numerous architects and engineers were also involved in webinars and conferences on lighting design recognized by their respective professional associations for the achievement of training credits.

artemide.com

Communication is increasingly developing towards digital tools to support and partially replace paper tools. Being conscious of it, the artemide.com site wants to be a responsive platform of content and services dedicated to light and design enthusiasts and professionals in the sector, always updated with respect to the company's news and with respect to the users' need.

The constant revisions to graphics and content have moved towards 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 sector thanks to sections such as "**My area**". Thus, it is possible to save products or projects by organizing them into folders from which to automatically generate convenient personalized brochures. Completeness of information (3D, BIM, lighting files, instruction sheets and technical brochures, etc.) and the presence of a dedicated area to **product configurators** are guaranteed.

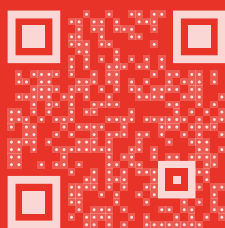
5 years warranty

Artemide offers its customers a free warranty extended to **5 years**, ensuring that the product does not show defects during the warranty period, if used and maintained correctly. The aforementioned warranty, correctly activated by registering the product online within 2 months of purchase, gives the buyer the right to obtain from Artemide the free repair or replacement of the product recognized as coming from material defects or production defects.

5 YEARS

WARRANTY

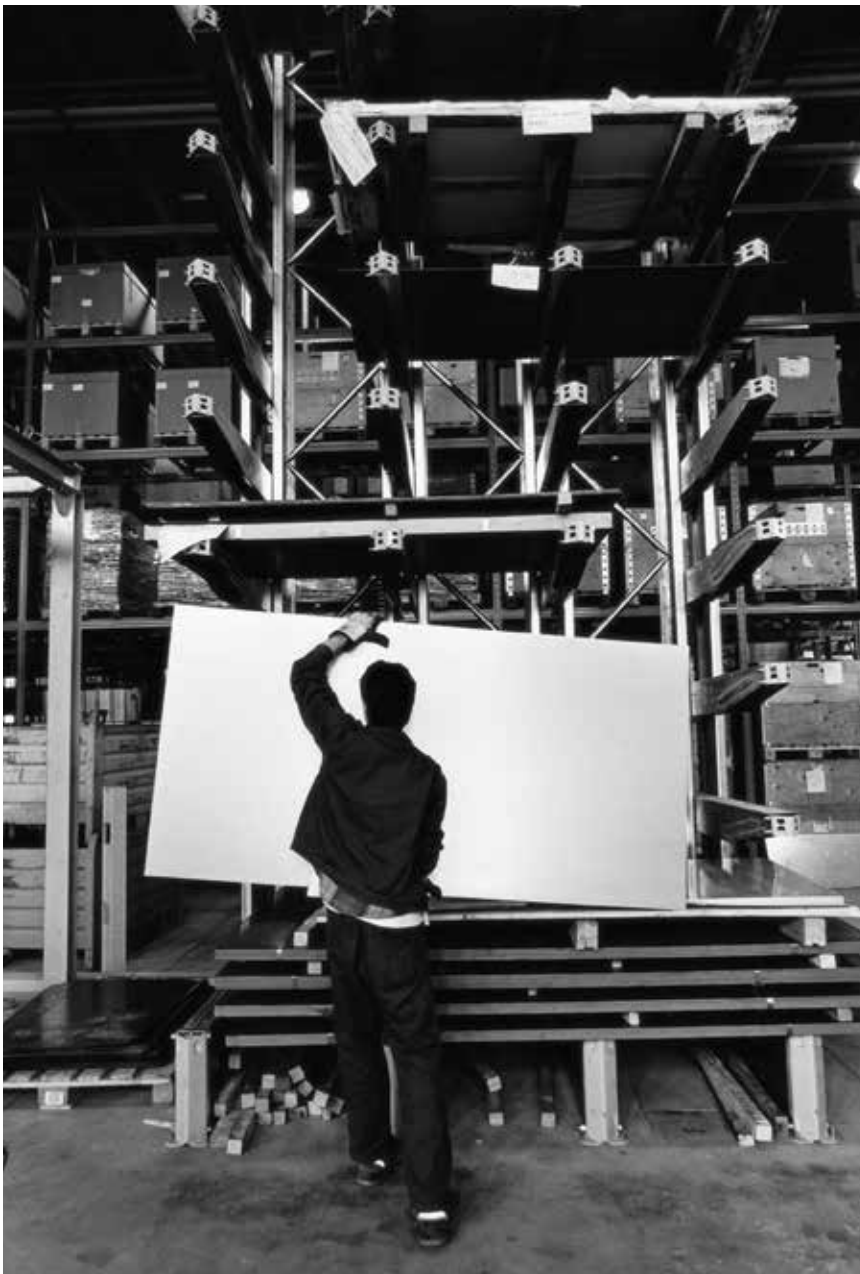
Artemide®



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 environmental resources, throughout their 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 with a view to fighting climate change and reducing its emissions into the atmosphere. In this context, an **energy requalification** of the buildings was planned at the Pregnana Milanese headquarters. In particular, the energy efficiency project for heating and cooling systems was launched, starting with the replacement of a boiler in the heating plant with a 3000-kW condensing boiler with a NOx low-emission burner. The complete project involves reducing the use of boilers in favor of heat pump systems for office heating. In addition to the renewal of the systems with the most efficient technologies available on the market, the very division of the units serving the different environments contributes to efficiency gains, significantly reducing energy dispersion. This intervention is the result of careful planning aimed at optimizing energy efficiency, with the aim of lowering operating costs and improving installation convenience, effectiveness and economic management.

At the same site, the installation of a **700-kW peak photovoltaic system** was completed. At the project level, the production of energy from photovoltaics would meet about 25% of the site's annual needs. 89% of the energy produced would be used for self-consumption, while the remaining 11% would be fed back into the grid. During 2023, the procedures for the start-up and management of the plant will be completed.

The feasibility study of an additional photovoltaic system serving the warehouse in via Bergamo 17-19 was also carried out. According to preliminary studies, the plant should have a peak power of about 100-kW and should guarantee coverage of about 31% of annual energy needs, with a self-consumption forecast of 78%.

Energy Requalification

Starting from 2021, the Italian plants of Artemide S.p.A. and Artemide Italia purchase 100% of their **electricity from renewable sources with guarantees of origin (GO)**. Also for the Hungarian plant, all the electricity purchased comes from certified renewable sources. The Group's 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 were added at the Pregnana office, with the aim of encouraging electric corporate mobility. In addition, it was decided to adopt a fleet of hybrid-powered vehicles when renewing contracts, with a plan to expand the charging points.

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, addressed to all Group personnel, as well as customers and suppliers, describing Artemide's activities through the diligent and effective application of the Quality-Environment-Safety management system.

The ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications are still in effect throughout 2022.



Artemide Factory
Saint-Florant, France

System Certifications

AEO

Artemide Spa holds the AEO authorization 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 S.p.A. and its operating units of 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 the sustainability pillar and helps achieve the expected outcomes of its environmental management system. In particular, the following have obtained this certification: Artemide S.p.A. in Pregnana Milanese and Telgate (BG) sites, A&A Zrt. in Paks (Hungary) site, Artemide Saint Florent SAS in Saint Florent Sur Cher (France) site, and Artemide Italia S.r.l. in Pregnana Milanese site.

ISO 45001:2018

In 2019, Artemide obtained the UNI ISO 45001:2018 certification on its occupational health and safety management systems for its European production sites.

In particular, also thanks to the implementation of the environmental certification, the Group is committed to controlling and influencing the way in which products are designed, manufactured, distributed, consumed and disposed of using a life cycle perspective that can avoid the unintentional shift of environmental impacts to another phase of the same.

For some time Artemide has been conducting an experimental research that has as its fulcrum the concept of reduction, which does not mean a decrease in the meaning and performance of the product. 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 constant attention to the use of high-efficiency light sources in its collections.

Risks and opportunities in environmental management

The management system implemented by Artemide makes it possible to prevent and/or mitigate environmental risks related to the Group's activities. Moreover, in implementing its strategy to reduce environmental impacts, Artemide can seize various development opportunities.

Risks and safeguards in place

→ **Legal risks related to compliance with environmental regulations and authorizations**, including the implementation of regulatory changes and updates, applicable to the management of environmental aspects of both sites and products. These risks are well guarded by the management structure (MOG and Integrated Management System, ISO 14001 certified) in place on the production sites.

→ **Risks related to potential environmental emergency situations**, well supervised by management procedures, the training of emergency teams and periodic tests carried out regularly.

→ **Risks related to the presence of company sites in different contexts and countries**, with consequent exposure to the risk of different approaches and different regulatory aspects to be addressed with different sensitivity and awareness. The risk is managed through the structuring of a single management system, modulated on the needs of the different production sites.

Opportunities

→ Growth of market attention to sustainability issues (in particular, towards the reduction of the environmental impacts of the product), which involves the need to develop products using environmentally friendly materials, which have a longer life and allow the replacement of parts (facilitating after-sales), and new products that allow to reduce energy consumption during use and increase the life of components, compared to previous versions, in order to reduce the environmental impacts of the product itself.

→ Selection of suppliers that are competent and willing on sustainability issues, which offer the possibility of pursuing improvement actions in the HSE field. For example, the development of methods for managing semi-finished products so that Artemide receives items already packed in the final packaging, with a consequent reduction of packaging materials and waste in intermediate processing.

"We pay the utmost attention to the responsible use of resources, preserving non-renewable energy sources, optimizing production processes and implementing careful planning."

ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



Slicing - BIG- Bjarke Ingels Group

Energy Balance

modulated on the needs of the different production sites.

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 2022, the Group committed to improving its environmental performance, through the monitoring of key indicators and the planning of activities aimed at improving the efficiency of the use of energy resources and reducing environmental impacts, in terms of emissions into the atmosphere, noise and electromagnetic pollution, through the purchase and installation of more efficient machinery and plants.

In 2022, **the Group's energy consumption**¹⁰ amounted to approximately 46,497 GJ, down 20% compared to the previous year, in line with the contraction recorded with reference to production volumes.

Consumption was driven by natural gas consumption, equal to 30,101 GJ, and electricity consumption, equal to 14,036 GJ, both decreased compared to last year.

With regard to **energy intensity**, compared to 2022 production volumes, it should be noted that the energy consumed per finished product in the year amounted to 0.057 GJ/finished product, in line with 2021.

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 .

⁷ The scope refers to the Group's production plants located in Italy, France and Hungary. Vehicle fuels refer to Italian companies.

CO₂ emissions of the Group

As required by the GRI Sustainability Reporting Standards, Artemide monitors both its direct GHG emissions (Scope 1⁸) and those related to electricity purchase (Scope 2⁹).

Moreover, the reporting standard used provides two different approaches to calculating Scope 2 emissions: "Location-based" and "Market-based"¹⁰.

Artemide, inspired by the goals defined in June 2019 by the United Nations Global Compact, has set for itself the goal of reducing its Scope 1 and Scope 2 Market Based GHG emissions by 50%, compared to the baseline year 2017. Thanks to the selection of exclusively renewable sources electricity supply (certified by Guarantees of Origin) in Italy and Hungary, this target was achieved in 2022. As the chart on the next page illustrates, Artemide has nearly zeroed out its Scope 2 Market Based emissions thanks to this choice. The Market-based approach, in fact, involves the use of emission factors defined on a contractual basis with the electricity supplier (e.g., purchase of Guarantees of Origin) and values certified renewable supplies, considering their emissions to be zero. As for the plant in France, in the absence of specific contractual agreements, the emission factor related to the national "residual mix" was used.

With regard to emissions of pollutants into the atmosphere, Artemide for the Pregnana Milanese site has an authorization for emissions into the atmosphere: in particular, the varnishing activity is classified as a reduced pollution activity (pursuant to Article 272 paragraph 2 of Legislative Decree 152/06). The prescribed emission points are analysed annually to verify compliance with the authorised parameters. The analyses are presented to the institutions together with the mass balance relating to the use of Volatile Organic Compounds (VOCs), which highlights compliance with the authorized limits of the quantities of VOCs emitted into the atmosphere deriving from varnish products, solvents, etc. used in production processes. The extraction and filtration systems are regularly maintained and checked in accordance with

⁸ Scope 1 (direct emissions): this category includes emissions from sources owned or controlled by the organization. Scope 1 emissions are expressed in tons of CO₂, as the source used does not report the emission factors for gases other than CO₂.

⁹ Scope 2 (indirect emissions): this category includes emissions derived from electricity consumption. Scope 2 emissions are expressed in tons of CO₂; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂ equivalents) as can be inferred from the technical reference literature.

¹⁰ 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.

the maintenance and control plan.

The main parameters for 2022 compared with the results for 2021 are commented below:

→ Direct CO₂ emissions (Scope 1) in 2022 amounted to 1,678 tons of CO₂, a 23% decrease compared to 2021, equal to 2,192 ton of CO₂; this trend reflects the lower energy consumption in proportion to the lower production volumes;

→ Indirect CO₂ emissions (Scope 2) in 2022, considering the Market-based methodology, amounted to 23 tons of CO₂, compared to 84 tons of CO₂ in 2021, and show a 72% decrease compared to 2021 and 99% compared to 2020, due to the exclusive use of energy from renewable sources in Italy and Hungary. Indirect CO₂ emissions, considering the Location-based methodology, amounted to 912 tons of CO₂, with a 12% decrease compared to 2021 value, equal to 1,032 tons of CO₂.

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

	U. m.	2022	2021	2020	2019	2018	2017
Direct CO ₂ emissions - Scope 1	tCO ₂	1,678	2,192	1,798	1,825	1,847	2,023
Indirect CO ₂ emissions Scope 2 - Market Based	tCO ₂	23	84	1,585	1,855	1,924	2,012
Total Scope 1 and Scope 2 Market Based	tCO₂	1,701	2,276	3,383	3,680	3,771	4,035

The final results for 2022 show a decrease in emissions of 58% compared to the baseline. This significant progress reflects the Group's commitment to meeting its consumption and emissions reduction targets and has led Artemide to reach its target of a 50% reduction in its Scope 1 and Scope 2 Market Based emissions in 2022.

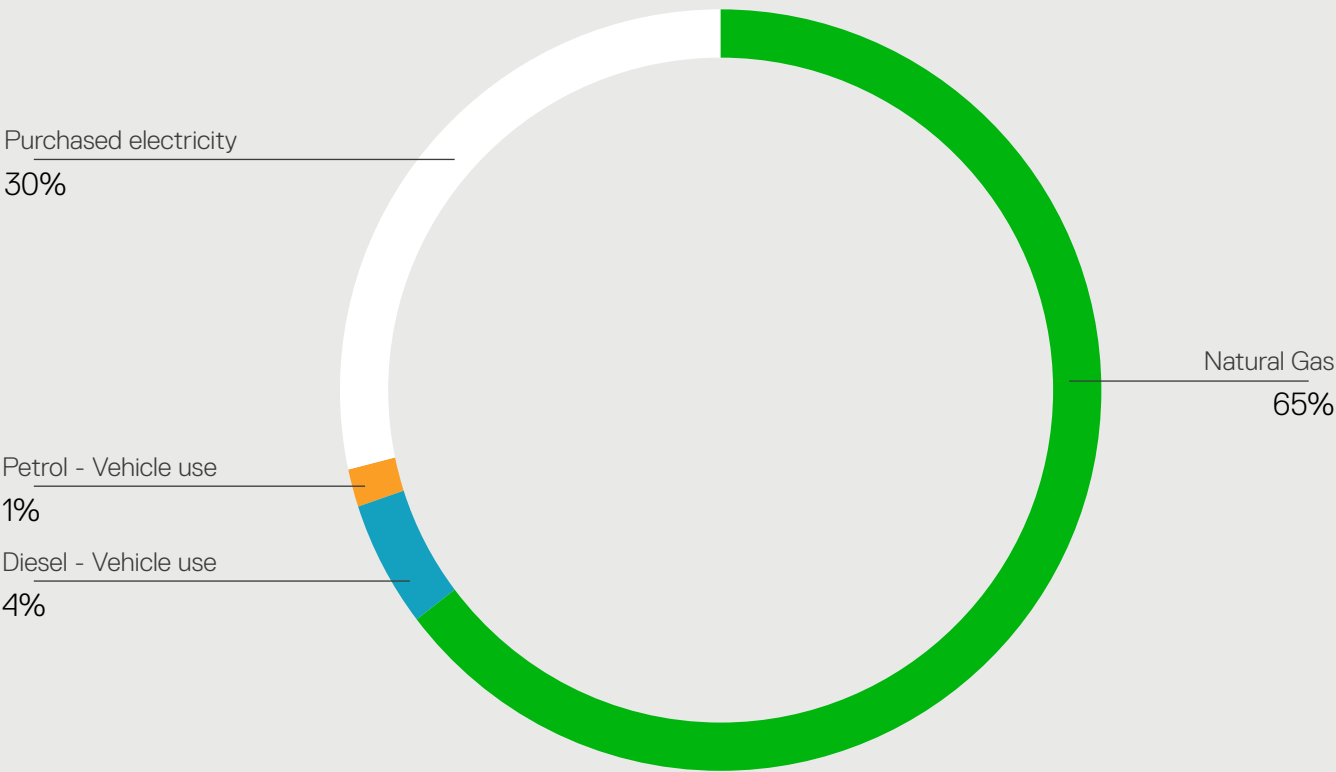
	U. m.	2022	2017 (baseline)	2022vs 2017 (Var. %)
Direct CO ₂ emissions - Scope 1	tCO ₂	1,678	2,023	-17.1%
Indirect CO ₂ emissions Scope 2 - Market Based	tCO ₂ e	23	2,012	-98.8%
Total Scope 1 and Scope 2 Market Based	tCO₂ e	1,701	4,035	-57.8%

In terms of emission intensity (GRI 305-4), compared to 2022 production volumes, the rates for absolute GHG emission are reported below:

Scope 1	tCO ₂ /finished product	0.002
Scope 2 Location Based	tCO ₂ /finished product	0.001
Scope 2 Market Based	tCO ₂ /finished product	0.00003

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

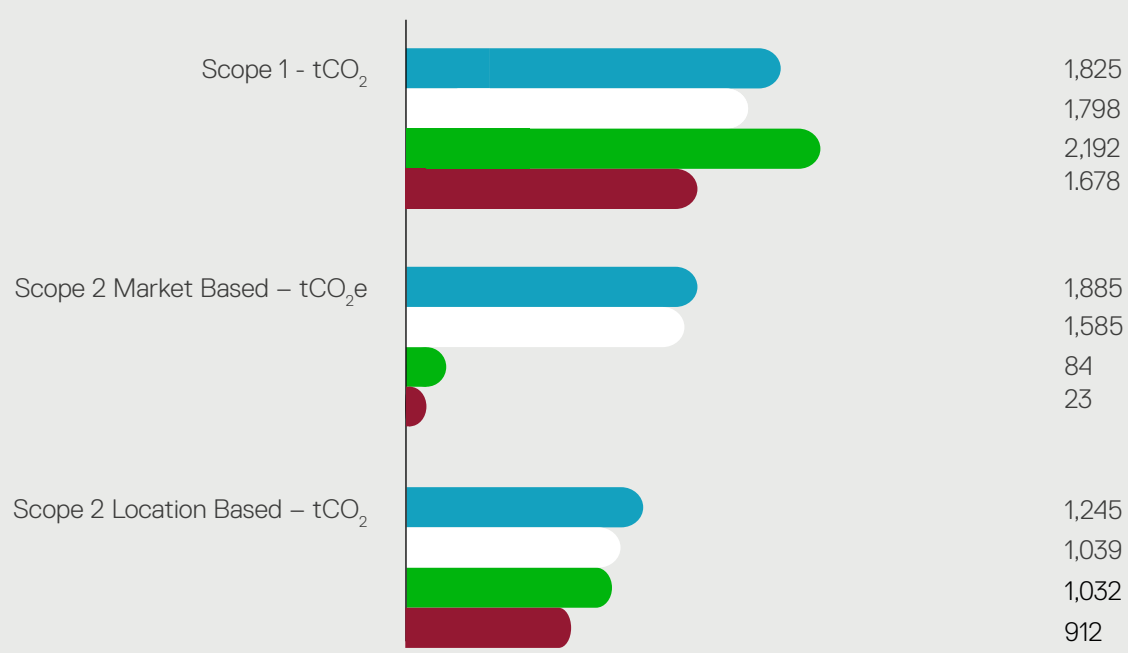
Energy consumed within the Group (GJ) (GRI 302-1)



Energy consumed within the Group (GRI 302-1)

Source	2022	2021	2020
Natural Gas	757,004 m³	1,002,174 m³	821,948 m³
Diesel - Vehicle use	52,686 l	64,044 l	57,237 l
Petrol - Vehicle use	10,172 l	7,639 l	2,164 l
Purchased electricity	3,898,963 kWh	4,423,592 kWh	4,167,799 kWh

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



Key

- 2019
- 2020
- 2021
- 2022

“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



DAVIDE
OPPIZZI

NEEDOO
FLAT
INVEN

Needoo, Davide Oppizzi

Waste management

Over the years, the Artemide Group has been committed to reducing its environmental impacts in terms of waste generation, along the entire life cycle of its products. The policy of minimizing waste is taken into particular consideration from the design and planning phases of the product. Proof of this are, for example, the increasing attention in the choice of materials with recycled content, the installation of two distillers for the recovery of solvents contained in varnish products no longer usable, the agreement with some suppliers for the use of returnable packaging, subsequently reusable. It should also be noted that further projects are being evaluated with regard to the packaging of semi-finished and finished products.

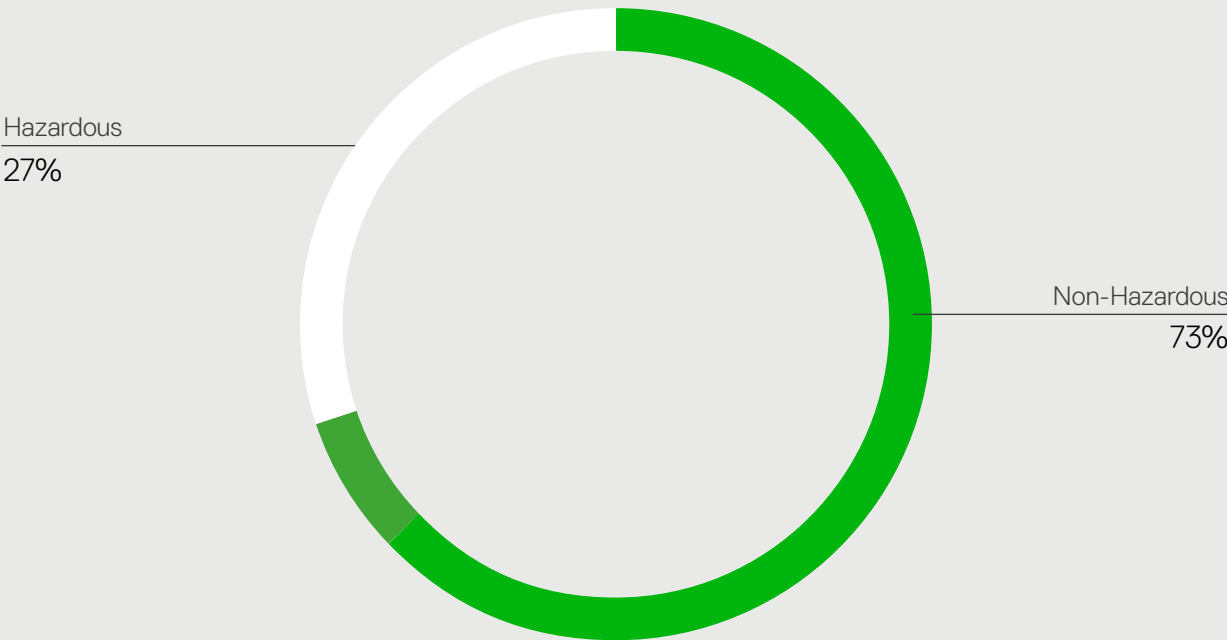
The **management of waste** generated during the production phases takes place in accordance with national directives that require the categorization of waste into hazardous and non-hazardous, and the appropriate disposal through a specialized company. In particular, Artemide is responsible for verifying the authorizations of transporters and disposers, the correct completion of forms and the correct internal destination and storage of waste. Every six months, Artemide draws up a balance sheet on the waste disposed of.

With the aim of reducing the material sent for disposal at landfills, Artemide has implemented a collection system within the production sites that allows to increase the recovery phase of various waste materials and the correct disposal of special waste, including the electronic components present in luminaires.

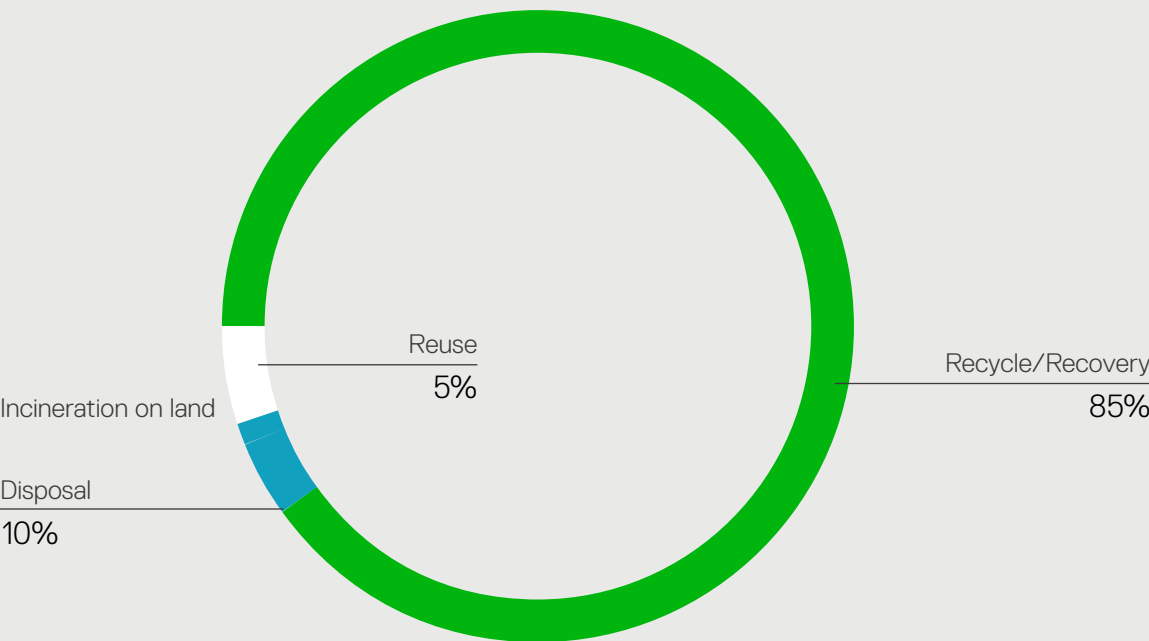
In addition, demonstrating Artemide's commitment to the correct disposal of waste, training was carried out in 2022 on waste management and environmental emergencies in the event of a spillage of hazardous substances.

Artemide's attention to a responsible use of the limited resources of our planet translates not only into conscious production choices but also into the daily gestures shared by Artemide employees. For example, the plastic reduction project continues, starting from the company canteen at the Pregnana Milanese headquarters, which has been Plastic Free since the end of 2019.

Group’s waste by type of waste (2022)



Group’s waste by disposal method (2022)



In addition, a project to revise the packaging was launched, to explore solutions that involve the use of materials with a lower environmental impact (through, for example, the replacement of polyurethane foam with cardboard or curled paper preforms).

Compared to 2021, there was a reduction in the **total waste produced** by the Group¹¹, in line with the reduction in production volumes; the amount of waste produced in each reporting year is, in fact, comparable to the design and manufacture of products. In 2022, there are about 878 tons of waste produced, compared to 1,093 last year.

Water management

The Group is committed to the responsible use of water resources in order to optimize consumption and minimize 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. In particular, in 2022 the water withdrawal amounted to 14.95 megaliters¹¹. 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).

¹¹The boundary is referred to the Group's production plants based in Italy, France and Hungary.

Artemide Factory
Pregnana Milanese, Italy



04

Social responsibility. Our Team

RA System, photographed by Elliott Erwitt, 2001



04.1 The well-being and development of our employees

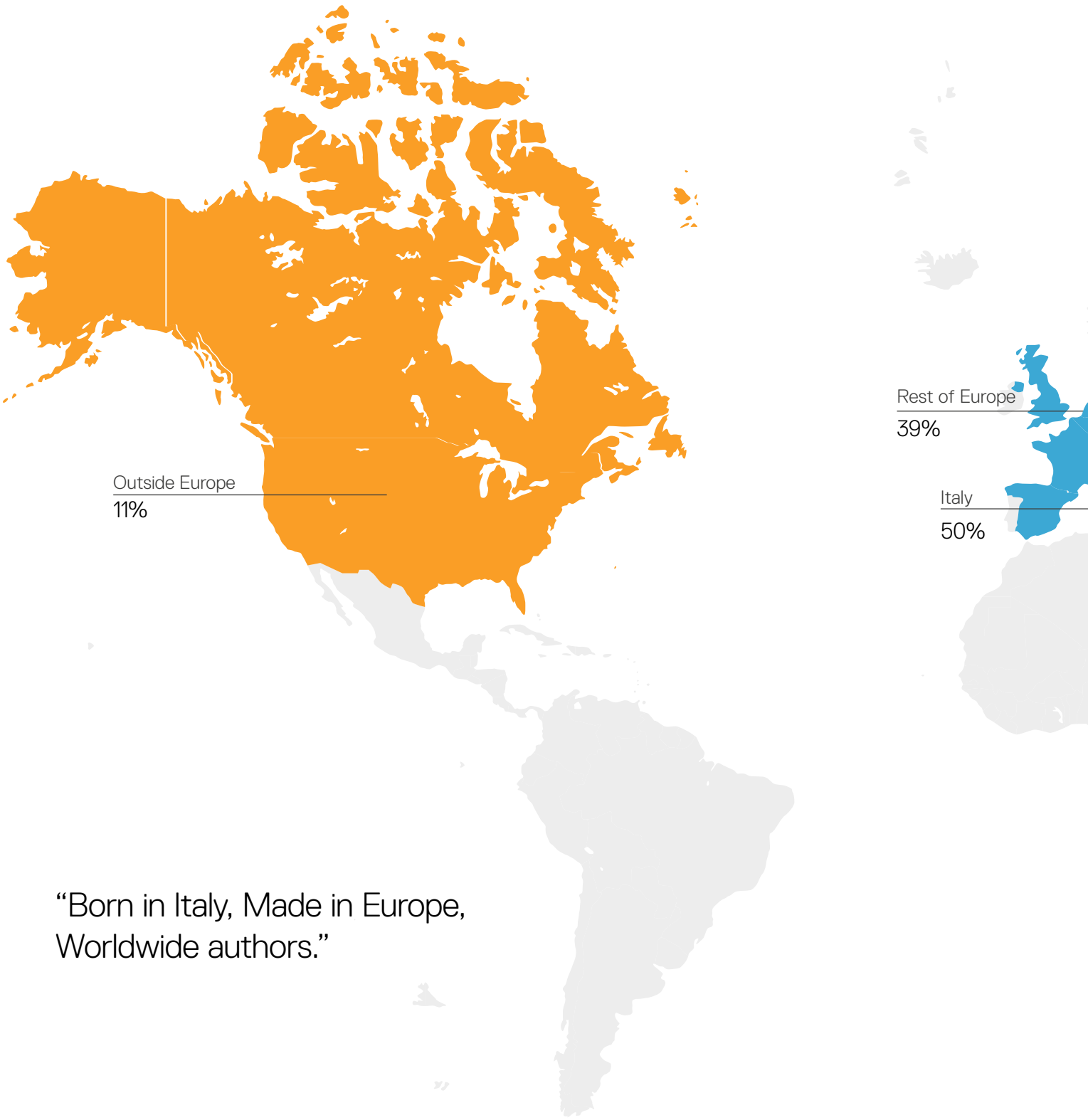
602 employees

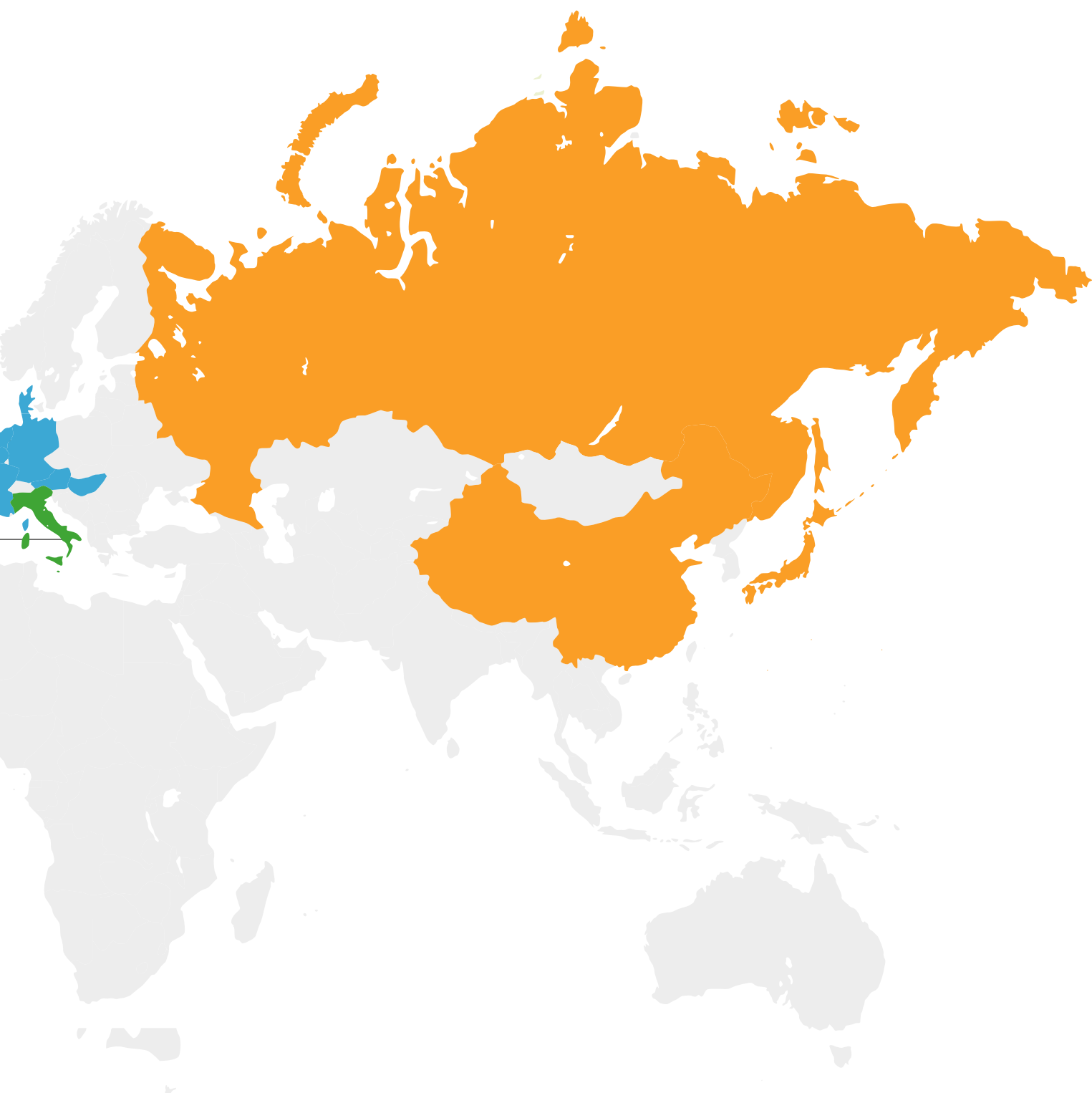
The centrality of the individual represents one of the most important values that Artemide pursues. The company firmly believes that individual contributions, both professional and personal, are key success factors. Despite the ongoing complexity of the macroeconomic context, including the year 2022, Artemide has invested in human resources. They have strengthened some strategic central structures, particularly in the areas of product design and development, as well as in commercial operations. In fact, the new Artemide Asia Pacific branch was established in Singapore, and plans were made for a new commercial area in the Balkans.

In 2022, the very strong acceleration toward change that was already underway stabilized, emphasizing, on the one hand, a different dimension of the rhythm of work and personal life and, on the other, an intermittence between presence and digital. This evolution has enriched the personal experience and integrated digital opportunities into everyday life. It has made information exchanges and flows more agile and efficient while providing greater flexibility and freedom in terms of space and time. However, it hasn't necessarily resulted in a radical change in the organization of work or employees' lifestyles.

As of December 31, 2022, the Group employed 602 individuals, consisting of 323 men and 279 women. Additionally, the Group relied on an external workforce of 621 individuals to support its activities.

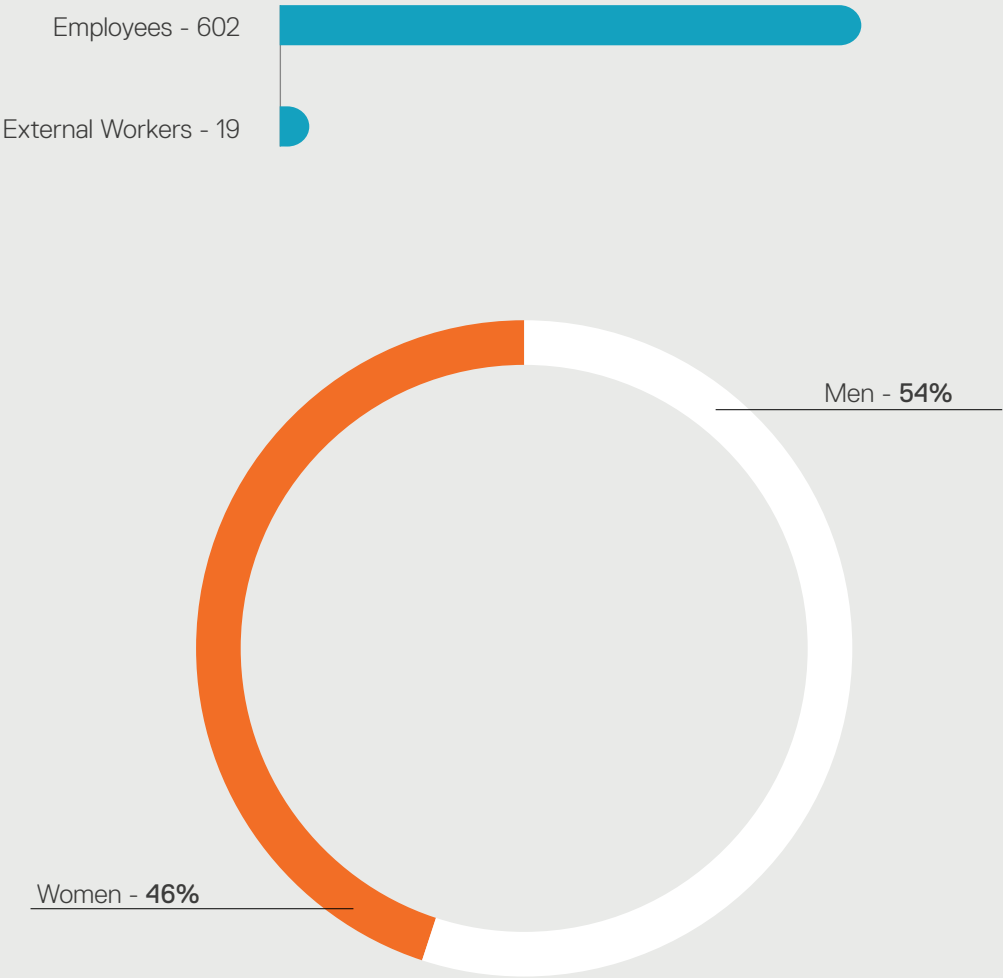
Employees by geographical region





Work Force (2022)

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 31, 2022, 92% of employees were hired on a permanent basis, reflecting the company's commitment to establishing stable working relationships with its staff. Similar to the previous year, the majority of employees (95%) preferred full-time positions, while approximately 5% of employees were on part-time contracts. The professional category Officials had the highest number of employees (307), followed by Blue Collar workers (269), which aligns with the Group's industry-specific considerations.

As a demonstration of the Made in Europe context in which the Group operates, with a strong international component, 50% of employees reside in Italy, 39% in the rest of Europe and the rest outside Europe.

Diversity and inclusion

The Group pays particular attention to the principles of **diversity and inclusion across all its companies**, with a strong focus on individual cases. For instance, Artemide is actively committed to promoting the inclusion of unemployed individuals, irrespective of their age or gender.

Furthermore, Artemide's international workforce is characterized by its diverse composition, which serves as an added value for the company. Considering this, policies have been implemented to safeguard and promote diversity. For example, Artemide has initiated the process of implementing a specific policy aimed at reducing the gender gap, particularly in terms of the representation of women in technical roles or senior positions. In fact, the gender breakdown reflects a well-balanced organization, with **54% men** and **46% women**.

Furthermore, concerning the age distribution within Artemide's workforce, **52%** of employees fall into the age group between **30 and 50 years**, 42% are older than 50 years, and 6% are under 30 years old.

Artemide, in its pursuit of sustainable growth for the Group, promotes the implementation of effective personnel attraction and selection systems, aiming to ensure transparency and fairness while fully respecting equal opportunities, regardless of age or gender. The enhancement of individual skills is also a key focus.



Artemide Innovation Centre
in Pregnana Milanese, Milan



These values are explicitly recognized in the Code of Ethics adopted by the Artemide Group. In fact, they serve as guiding principles, both nationally and internationally, throughout every phase of the selection process and in the day-to-day management of all employees.

The Group has successfully incorporated professionals with specialized skills from around the world through targeted selections over the years. This includes individuals with extensive experience as well as young talents from prestigious Italian universities, particularly the Politecnico di Milano, and local technical institutes offering specialized courses, such as master's programs.

Artemide's commitment to its employees extends to the promotion of on-the-job professional growth initiatives. A new, more modern resource assessment system is currently under development and is expected to be implemented by 2024.

Over the years, the company has also dedicated itself to creating a harmonious and dynamic work environment, with special attention to disabled individuals and other socially disadvantaged groups. It has initiated programs to facilitate their access to the company in compliance with legal requirements. Continuing its previous efforts, Artemide has not only solidified collaborations with a Milan social cooperative to employ disabled staff but has also maintained its partnership with a social cooperative in the Pregnanese territory. This cooperative, a long-standing collaborator of Artemide, was also responsible for packaging disposable masks delivered to employees and external personnel daily upon arrival at the company.

In 2022, the number of employees belonging to protected categories amounted to 24, an increase compared to the previous year.

Furthermore, Artemide is committed to upholding fundamental labor rights. It adheres to the relevant collective bargaining agreements in all countries where it operates. Specifically, in Italy, all employees are covered by collective bargaining agreements, such as the National Collective Labor Agreement (CCNL) of the Private Metalworking Industry and the Installation of Plants. In France, employees are categorized as Cadres (managers) and Non Cadres (non-managers). Non Cadres are subject to the Convention collective de la métallurgie of their respective regions (Paris or Cher), while Cadres are covered by the Convention collective des cadres for both French companies.



Tolomeo Micro
Michele De Lucchi & Giancarlo Fassina

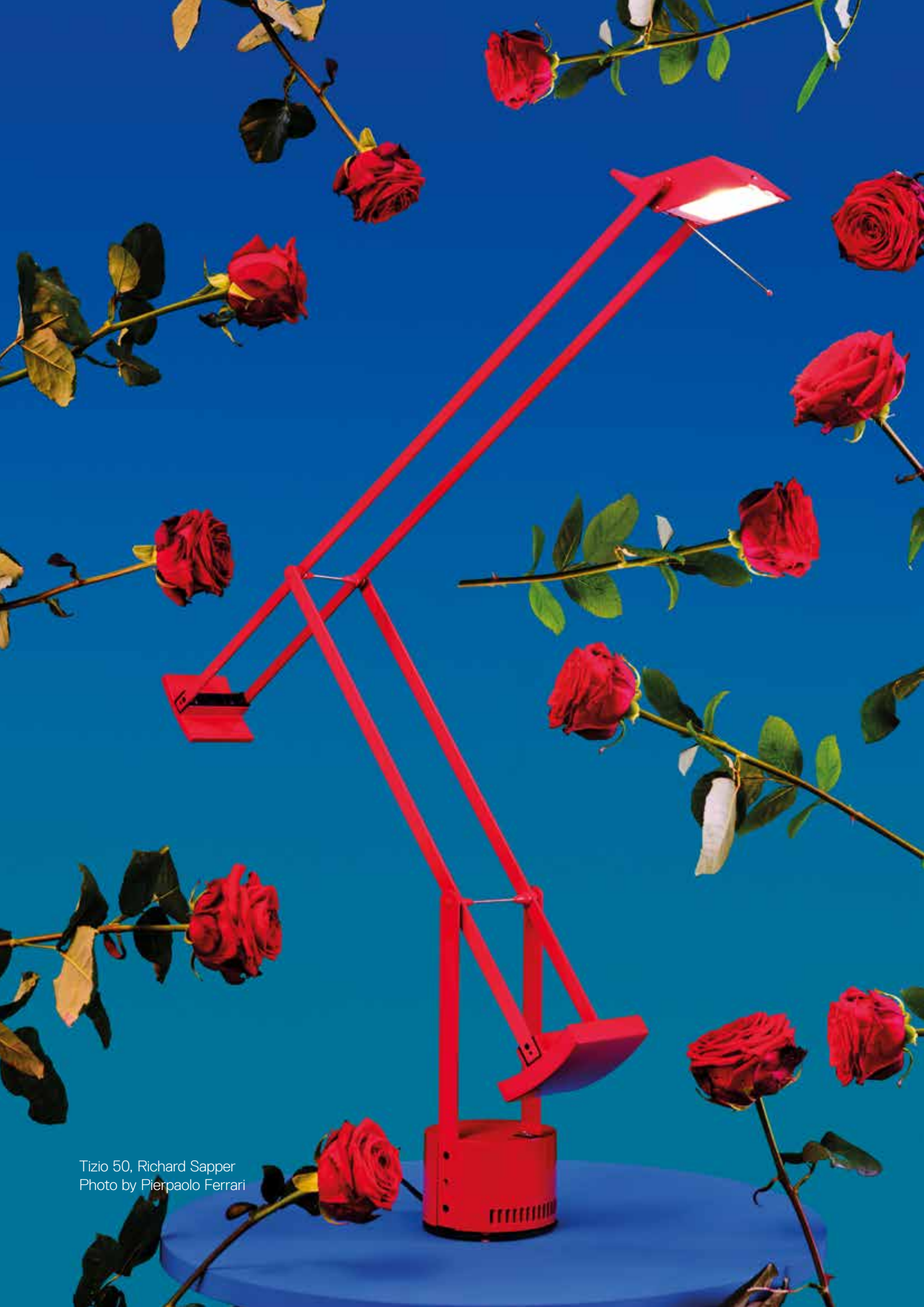
Additionally, supplementary agreements at the company level provide for the payment of a "prime de participation" to French employees.

Artemide has established and nurtured solid and constructive labor union relations over time in countries where trade unions or similar organizations are active. It engages in regular dialogue with workers' union organizations to review progress made and jointly identify future priorities. The method of preventive negotiation is believed to be a useful tool for achieving continuous improvement in company competitiveness, worker conditions, and engagement levels. Among foreign companies, monthly reports are submitted electronically to the Comité Social et Économique in France.

The Group complies with all the guidelines set forth by current legislation and collective agreements concerning organizational changes. It informs trade unions and, where necessary, involves them directly. The minimum notice period for organizational changes varies according to the different national and local legislation on the subject.

Furthermore, in Italy, there has been a supplementary contract in place for a long time, providing various welfare benefits to each worker. The most recent revision of the Welfare Agreement dates back to 2021, which integrated tools already provided for by the "CCNL Private Metalworking Industry and the Installation of Plants" and further improved provisions from previous years. These tools include extra-contractual leave for personal medical examinations and for children up to 18 years old, leave for illness, flexibility in entry and exit hours, special attention to part-time workers, and a web portal offering numerous welfare services for both employees and their families (such as school expenses, medical expenses, and various vouchers). Additionally, there is a Performance Bonus for all non-managerial personnel at Artemide S.p.A., as authorized by current legislation.

Finally, at both the Italian and international levels, certain categories of employees are provided with company cars. In recent years, there has been an effort to transition the company car fleet to hybrid technology. In support of this transition, the first car charging stations were implemented in 2021.



Tizio 50, Richard Sapper
Photo by Pierpaolo Ferrari

Encourage internal skills

Training represents a crucial lever for structured growth, aimed at expanding and consolidating the managerial and professional skills of employees while fostering growth and innovation within the Group.

Throughout 2022, Artemide remained committed to its training objectives, focused on enhancing both technical and cross-functional skills among its employees. Various training courses continued to be promoted, allowing for personal and professional development and facilitating the exchange of experiences and knowledge.

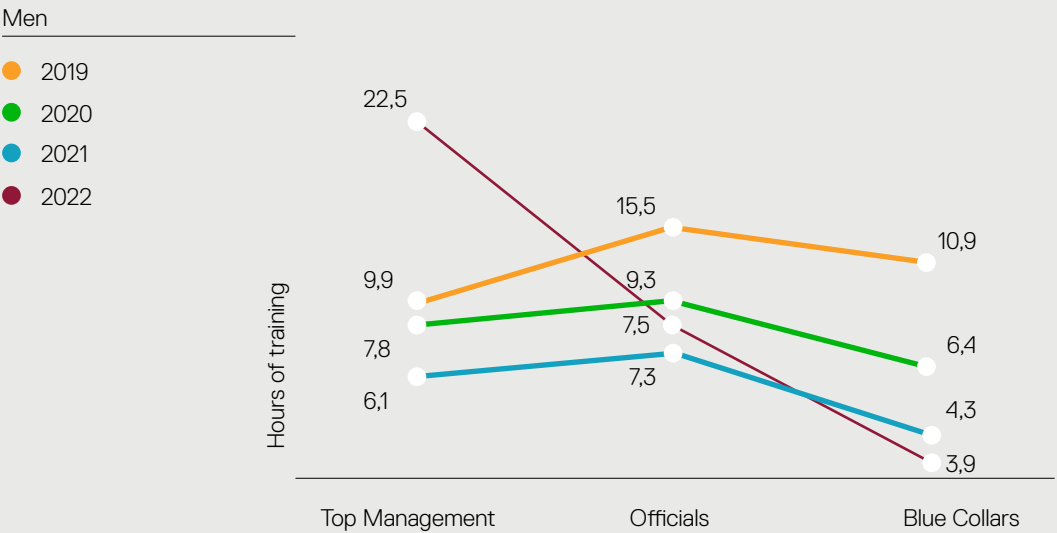
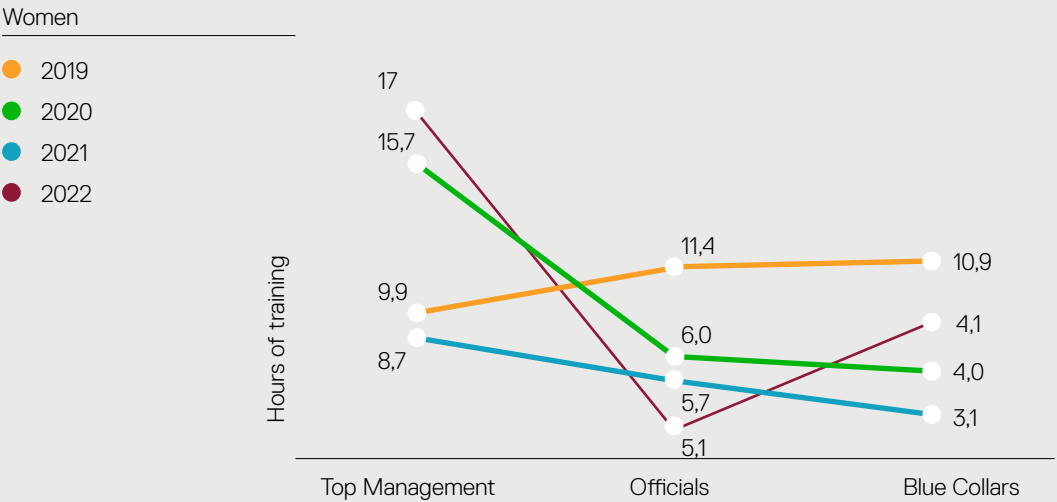
Specifically, within the Italian companies of the Artemide Group, a range of training initiatives were conducted. These included language training courses, various product training sessions, technical courses, regulatory updates, and in-depth courses tailored to specific areas, as well as training related to agile work practices. Concurrently, mandatory training on health and safety at work was provided.

In 2022, the Group delivered a total of 3,551 hours of **training**, averaging 6.7 hours per capita for men and 4.9 hours per capita for women. Approximately 54% of the training was directed towards Officials, followed by Blue Collars and Top Management.

“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.”

Group’s Code of Ethics
2008

Average hours of training pro-capite (GRI 404-1)



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 continued to ensure the protection of its employees and collaborators from Covid-19 infection in 2022 by implementing appropriate preventive measures in response to the evolving risks. The current policy involves the distribution of a **"Manual of Prevention and Protection Measures for the Control and Containment of the Spread of the Covid-19 Virus"** and an **"Artemide Integrative Protocol for the Prevention of the Covid-19 Virus"**, which is regularly updated.

Collaboration with Trade Unions and employees at the discussion table with representatives of workers' safety (RLS), Head of the Prevention and Protection Service (RSPP), HR, Competent Doctor, and CEO was essential and continuous. This collaboration led to the development of various versions of Artemide Protocols tailored to individual local realities.

Managing the prevention of Covid contagion impacted working hours, access to the company canteen, work breaks, and even led to the launch of Smart Working projects, which were subsequently formalized into a Smart Working pilot project through individual agreements between Artemide and its employees.







ADV Campaign, 2007, Christopher Broadbent

Injuries and emergency management

Artemide has adopted the international standard **UNI ISO 45001: 2018** to establish a health and safety management system for its workplaces, including those with the highest risks within the Group. Since 2019, the **four production sites** in Pregnana Milanese and Telgate (Italy), Paks (Hungary), and St. Florent (France) have been certified with the scope: "Design, development, manufacturing, and support for luminaires and lighting systems for interiors and exteriors, involving mechanical processing, painting, and assembly."

This specific standard outlines requirements for an Occupational Safety and Health (OSH) management system to ensure safe and healthy workplaces, prevent occupational injuries and diseases, minimize risks, seize improvement opportunities, and address non-conformities related to business activities.

Artemide implements measures to protect the health and physical well-being of employees, collaborators, and all those working in Artemide-owned workplaces. The company's safety framework is based on continuous workplace safety improvement. Various internal company procedures, including those related to emergency and accident management, are available to employees.

In Italy, in 2022 there were 5 work-related injuries occurred¹⁰ (an increase compared to the 2 injuries that occurred in 2021), in the performance of work or on the way.

Each injury undergoes analysis to determine its causes and identify corrective measures for enhancing the existing management system. Actions taken to reduce risks associated with work activities may involve disciplinary actions, training, and updates.

Risk identification

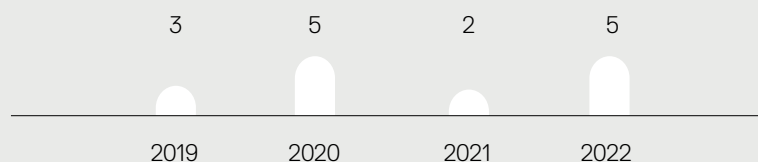
The internal **HSE** (Health, Safety, and Environment) function periodically identifies health and safety risks for each Group site, complying with legal obligations in the respective countries. This analysis contextualizes activities at each site to identify significant risks related to the context's activities.

¹⁰ 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.

“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 ¹⁰



Risk identification

The findings are documented in a **Risk Assessment Document**, which identifies prevention and protection measures to eliminate or minimize risks to workers' health and safety. The final document is approved by the Employer, and this process helps the Group identify areas for improving workers' health and safety management, which are then incorporated into the continuous improvement plan.

In particular, in production companies, the most significant risks are associated with the use of work equipment (machinery, bench tools, etc.). To mitigate these risks, employees are trained and equipped with specific **Personal Protective Equipment** (PPE) when other interventions are not feasible.

Effective communication, information, and consultation with employees play a pivotal role. The active participation of all workers is ensured, both in formal settings such as periodic safety meetings and in everyday work.

As required by the regulations in each country, workers have the means to contact designated health and safety representatives, who can address their requests.

Regarding the management of personal health information of workers, the Group follows a practice that includes health surveillance for employees exposed to health and safety risks. Information related to health checks is confidentially managed, and only information relevant to operational management obligations is disclosed within the company.

Health and safety training

To implement its workplace safety policy, Artemide places a strong emphasis on continuous training and awareness for all staff on health and safety issues. The company has long aimed to raise individual workers' awareness through specific training initiatives. The employee training program is defined within the training plan, categorized according to job roles.

Mandatory training activities are subject to national-level regulations, which specify the timing of training delivery and refresher sessions. Further additional training planning for 2023 is also under consideration.



Artemide HQ, Pregnana Milanese, Photographed by Elliott Erwitt

Artemide



Correlation table impact - Material topics

Identity, ethics and value creation

Topics	Impact	Description	Typology	Involvement	Perimeter
Integrity and ethic in conducting business	Business Ethics Management	Developing fair, transparent and constructive relationships with key stakeholders on ethical, moral and sustainability principles and values, resulting in a safe, equitable and ESG-conscious working environment	Positive Actual		Group
	Responsible communication	Risk of unclear or mismatched communications to customers	Negative Potential	Group activities	Group, Group Customers
	Cases of corruption	Verified of cases of corruption (for example: abuse of office, corruption, fraud, extortion, collusion and money laundering etc.)	Negative Potential	Group activities	Group
	Anti-competitive practices	Anti-competitive behaviour and monopolistic practices with negative impacts on the economy and markets culture	Negative Potential	Group activities	Group
Economic performance and value -creation	Creating shared value	Creation of economic value and balanced distribution to stakeholders (e.g. employees, suppliers, customers)	Positive Actual		Group

Correlation table impact - Material topics

Products & Services

Topics	Impact	Description	Typology	Involvement	Perimeter
Made in Italy / Made in Europe	Valorization of local suppliers	Development of industrial relations with Italian suppliers enhancing the craftsmanship, innovation and great manufacturing quality that distinguish the Made in Italy / Made in Europe	Positive Actual		Group Suppliers
Innovation & patenting	Development of innovative technological solutions	Development of innovative technological solutions, enhancing collaboration between sectors, through R&D activities and with research centers and universities to contribute positively to the transition to a more sustainable economy and more efficient products	Positive Actual		Group, Group Customers, Community
Product quality and safety	Quality products	Development of products that involve the use of raw materials and production processes aimed at ensuring high quality, durability and safety, in line with international regulations and customer expectations, thanks to a constant control of the quality of the products offered	Positive Actual		Group Customers

Correlation table impact - Material topics

Products & Services

Topics	Impact	Description	Typology	Involvement	Perimeter
Customer Care	Dialogue with business professionals	Development of collaborations and continuous dialogue with professionals in the sector, in order to identify and respond to their expectations with services and support for the lighting project	Positive Actual		Group Customers
	Dialogue with the customer	Support to the end customer and professionals with advice in the choice of the solution, assistance in installation, maintenance and replacement	Positive Actual		Group Customers
Responsible supply chain	Violation of rights along the supply chain	Failure to use fair and transparent processes and the use of ESG criteria in the selection of suppliers, collaborators and partners with effects for workers and communities	Negative Potential	Group Business Relationships	Group Suppliers
	Promotion of good practices along the value chain	Promotion of good practices related to environmental and social responsibility along the value chain, stimulating the improvement of reliability and safety in the provision of services and in the supply of materials, components, processes	Positive Actual		Group, Group Suppliers

Correlation table impact - Material topics

Social responsibility

Topics	Impact	Description	Typology	Involvement	Perimeter
Employee engagement, well-being and development	Employee dissatisfaction	Business practices that result in employee dissatisfaction and lack of motivation	Negative Potential	Group activities	Group personnel
	Employee Skills Development	Improvement of workers' skills through training and professional development activities, also linked to growth objectives and personalized assessment	Positive Actual		Group personnel
	Creating wellbeing	Employee satisfaction, engagement and creating a sense of belonging	Positive Actual		Group personnel
Diversity and inclusion	Incidents of discrimination / abuse	Negative impacts on employee satisfaction and motivation due to discrimination (e.g., based on gender, age, ethnicity, etc.) or other non-inclusive practices	Negative Potential	Group activities	Group personnel
Employees Health and Safety	Accidents at work	Accidents or other accidents at work caused by non-compliance with regulations and agreements signed on safety, prevention, hygiene and health at work and failure to develop a risk identification and verification system including prevention and protection measures	Negative Potential	Group activities	Group personnel

Correlation table impact - Material topics

Social responsibility

Topics	Impact	Description	Typology	Involvement	Perimeter
Social Commitment	Enhancement of the culture of the project	Support for local development through contributions and do- nations to associations in the local context where Artemide is most present	Positive Actual		Community
	Contribution to the local development	Support for local development through contributions and do- nations to associations in the local context where Artemide is most present	Positive Actual		Community

Correlation table impact - Material topics

Environmental responsibility

Topics	Impact	Description	Typology	Involvement	Perimeter
Responsible design	Responsible lighting	Implementation of lighting projects that thanks to efficient products and intelligent management systems reduce energy consumption during use	Positive Actual		Group, Group Customers
	Conscious design	Conscious and careful design choices that consider the impacts throughout the life cycle of the product, from production to disposal	Positive Actual		Group, Group Customers
Energy consumption and emissions management	Energy consumption	Energy consumption resulting in limited resource usage	Negative Potential	Group activities	Group
	Generation of climate-changing emissions	Generation of climate-changing emissions and contribution to the variation of average temperatures due to a lack of awareness of emissions related to the organization's business activity	Negative Potential	Group activities	Group

Correlation table impact - Material topics

Environmental responsibility

Topics	Impact	Description	Typology	Involvement	Perimeter
Sustainable management of resources and processes	Environmental impact of the product linked to procurement	Marketing of products that have an environmental footprint, due to the number of resources (e.g. raw materials, energy) needed in the production process	Negative Actual	Group activities	Group
	Waste generation	Generation of waste destined for landfill and/or generation of hazardous waste	Negative Actual	Group activities	Group
	Air pollution	Emissions of polluting gases with consequent worsening of air quality	Negative Potencial	Group activities	Group
	Water withdrawal	Reduction of the availability of water for the Local Community pre-washed for the production process	Negative Actual	Group activities	Group
	Waste pollution	Presence of chemicals in water drains	Negative Potencial	Group activities	Group



Correlation table material topics - GRI topic specific

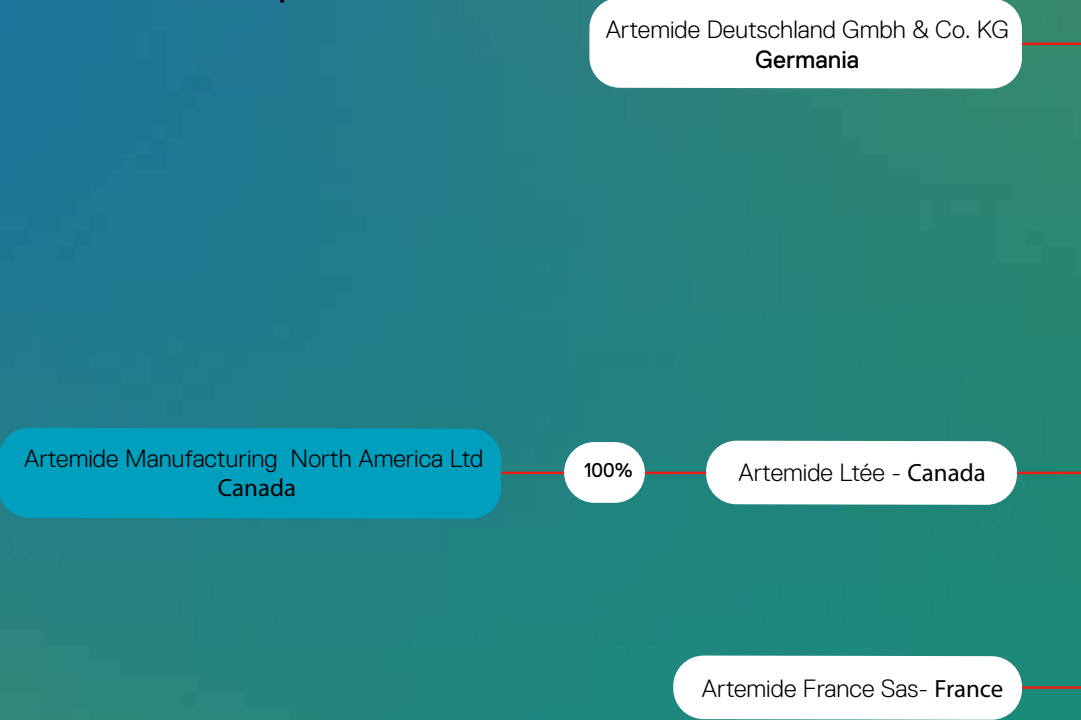
Macro - area	Material Aspects	GRI Standards
Identity, Ethics and Value Creation	↗ Integrity and ethic in conducting business	GRI 205: Anti-corruption GRI 206: Anti-competitive behaviour GRI 417: Marketing and labeling
	↗ Economic performance and value-creation	GRI 201: Economic performance
	↗ Made in Italy / Made in Europe	N/A
	↗ Innovation & Patenting	N/A
Products & services	↗ Product quality and safety	GRI 416: Customer Health and Safety
	↗ Customer Care	GRI 417: Marketing and labeling
	↗ Responsible supply chain	GRI 204: Procurement Practices
Social responsibility	↗ Employees engagement, well-being and development	GRI 401: Employment GRI 402: Labor/Management Relations GRI 404: Training and education
	↗ Diversity and inclusion	GRI 405: Diversity and equal opportunities
	↗ Employees health and safety	GRI 403: Occupational Health and Safety
	↗ Social Commitment	N/A

Correlation table material topics - GRI topic specific

Macro - area	Material Aspects	GRI Standards
Environmental responsibility	↗ Responsible design	GRI 301: Materials
	↗ Energy consumption and emissions management	GRI 302: Energy GRI 305: Emissions
	↗ Sustainable management of resources and processes	GRI 303: Water and Effluents GRI 306: Waste

Attachments

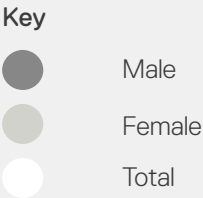
Artemide’s Group organizational chart up to 31.12.2022



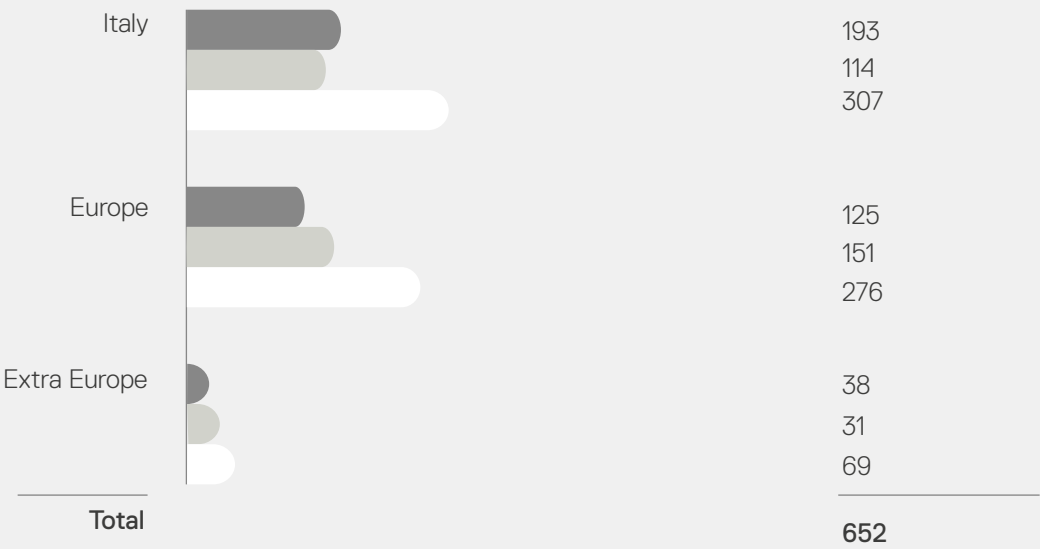
- Key
- Holding
 - Industrial companies
 - Distributors
 - Agencies
 - Associated companies



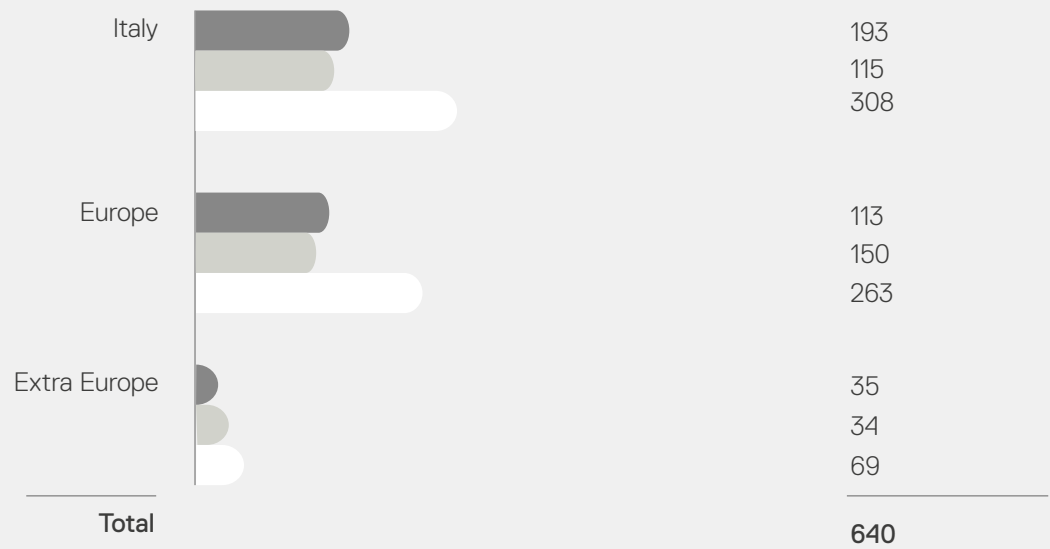
Total number of employees by gender and region (headcount) (GRI 2-7)



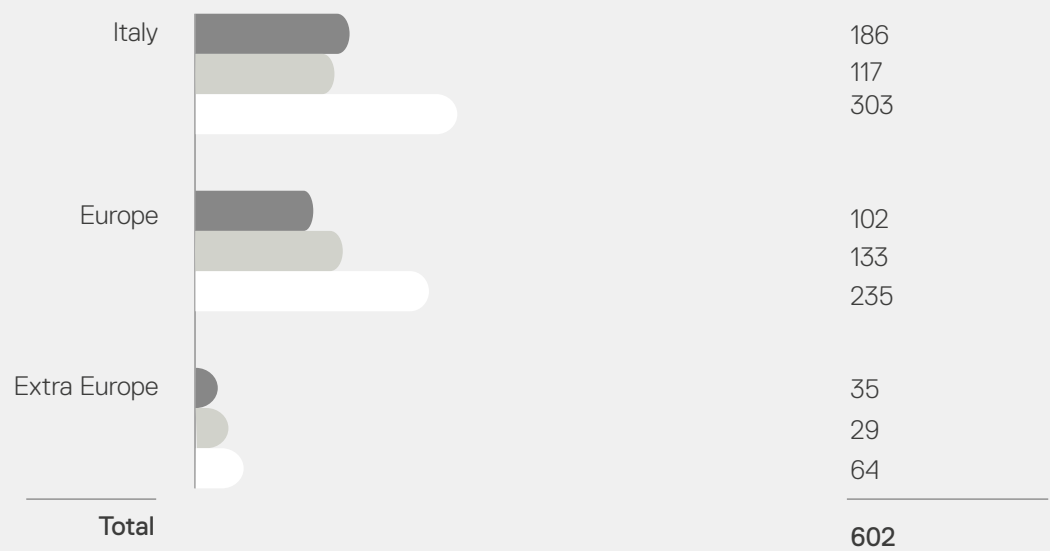
2020



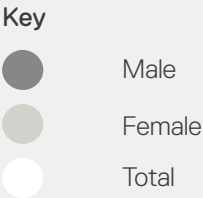
2021



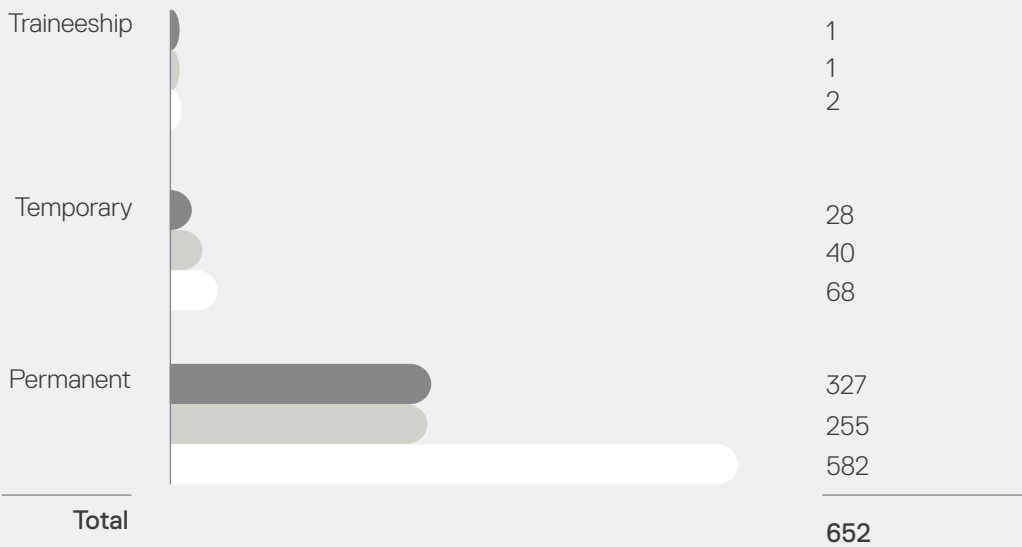
2022



Total number of employees (head count) by employment contract (permanent, temporary and Hours not guaranteed¹⁴), by gender (GRI 2-7)

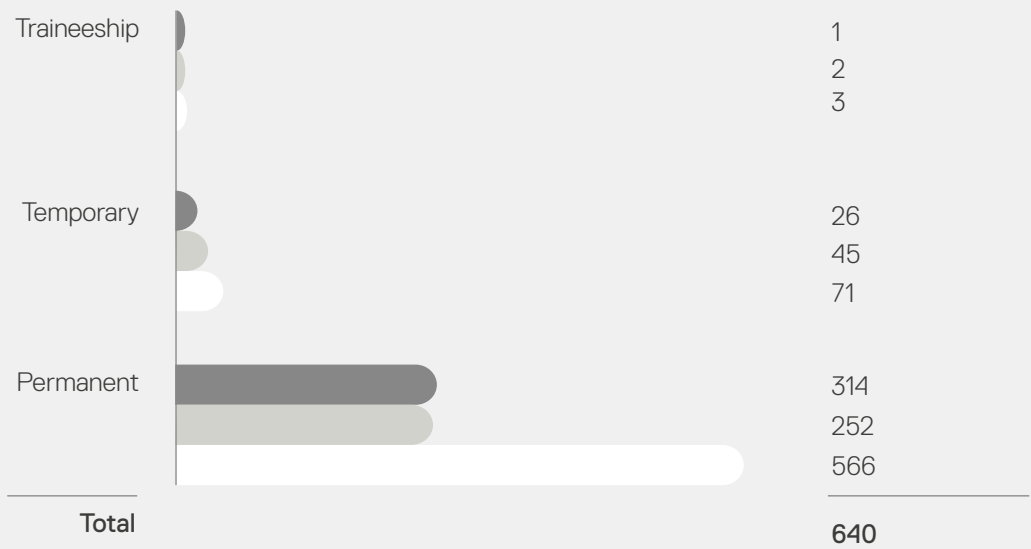


2020

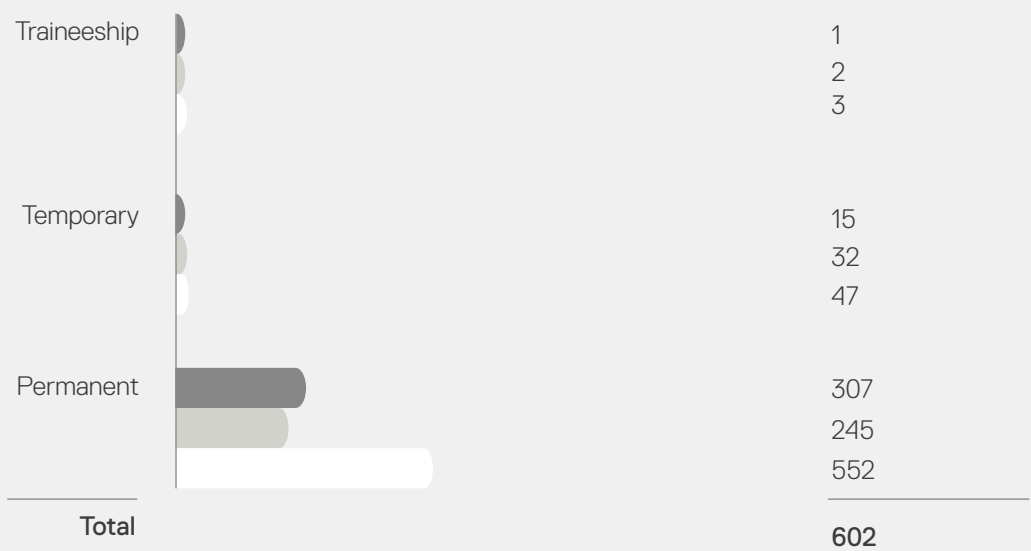


¹⁴ The category "Hours not guaranteed" includes employees in traineeship.

2021



2022



Total number of employees (head count) by employment contract (permanent, temporary and Hours not guaranteed¹⁴), by geographical region and by gender (GRI 2-7)

Employment contract	2020			2021		
	Male	Female	Total	Male	Female	Total
Italy	193	114	307	193	115	308
Permanent	190	113	303	190	111	301
Temporary	2	0	2	2	2	4
Traineeship	1	1	2	1	2	3
Rest of Europe	125	151	276	113	150	263
Permanent	101	113	214	90	108	198
Temporary	24	38	62	23	42	65
Traineeship	0	0	-	0	0	-
Extra Europe	38	31	69	35	34	69
Permanent	36	29	65	34	33	67
Temporary	2	2	4	1	1	2
Traineeship	0	0	-	0	0	-
Total	356	296	652	341	299	640

¹⁴ The category "Hours not guaranteed" includes employees in traineeship.

2022

Male	Female	Total
186	117	303
184	112	296
1	3	4
1	2	3
102	133	235
90	105	195
12	28	40
0	0	-
35	29	64
33	28	61
2	1	3
0	0	-
323	279	602

Total number of workers not employees (head count) by type of contract and gender (GRI 2-8)

Type of contract	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Temporary employment	13	6	19	17	8	25	16	1	17
Stage	2	-	2	1	1	2	-	-	-
Other ¹⁷	-	-	-	-	-	-	2	-	2

¹⁷ The "Other" category includes non-employees included in the framework of the Convention pursuant to Article 14 (disability legislation).



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

% of employees	Male				Female			
	<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%	5%	0%	3%	1%	2%
Officials	29%	52%	39%	45%	44%	54%	54%	53%
Blue collars	71%	45%	53%	50%	56%	43%	45%	45%

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

% of employees	Male				Female			
	<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%	6%	0%	3%	1%	2%
Officials	19%	51%	40%	44%	48%	56%	53%	55%
Blue collars	81%	44%	53%	50%	52%	41%	46%	43%

Percentage of employees (head count) by employee category, gender and age group 2022 (GRI 405-1)

% of employees	Male				Female			
	<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%	7%	7%	6%	0%	4%	1%	2%
Officials	25%	53%	41%	46%	58%	60%	52%	57%
Blue collars	75%	41%	52%	48%	42%	36%	47%	41%

Total number of employees (head count) by vulnerable categories (employees with disabilities) - 2020 (GRI 405-1)

Employee category	Male	Female	Total
Top Management	0	0	0
Officials	3	4	7
Blue collars	9	7	16
Total	12	11	23

Total number of employees (head count) by vulnerable categories (employees with disabilities) - 2021 (GRI 405-1)

Employee category	Male	Female	Total
Top Management	0	0	0
Officials	4	4	8
Blue collars	9	5	14
Total	13	9	22

Total number of employees (head count) by vulnerable categories (employees with disabilities) - 2022 (GRI 405-1)

Employee category	Male	Female	Total
Top Management	0	0	0
Officials	5	5	10
Blue collars	8	6	14
Total	13	11	24



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

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

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

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

Average hours of training by employee category and by gender - 2022 (GRI 404-1)

Training hours	Hours for male	Total male employees	Hours per-male pro capite
Top Management	450	20	22.5
Officials	1,115	149	7.5
Blue collars	607	154	3.9
Total	2,172	323	6.7

Hours for female	Total female employees	Hours per female 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
1,569	296	5.3	4,336	652	6.7

Hours for female	Total female employees	Hours per female 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
1,379	299	4.6	3,338	640	5.2

Hours for female	Total female employees	Hours per female pro-capite	Total hours	Total employees	Total hours pro-capite
102	6	17	552	26	21.2
809	158	5.1	1,924	307	6.3
468	115	4.1	1,075	269	4
1,379	279	4.9	3,551	602	5.9

Total work-force

2020						
Number of workers	Male	Female	Total			
Total employees	356	296	652			
Total external workers	15	6	21			
Total	371	302	673			

2021			2022			
Number of workers	Male	Female	Total	Male	Female	Total
Total employees	341	299	640	323	279	602
Total external workers	18	9	27	18	1	19
Total	359	308	667	341	280	621

Composition of Board of Directors (GRI 405-1)

2020/2021/2022

	Male				Female			
	< 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%



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

Consumption type	Unit of measurement	2022	2021	2020
Natural gas	GJ	30,101	39,801	32,571
Diesel – For vehicle use	GJ	2,012	2,446	2,181
Petrol – For vehicle use	GJ	348	267	74
Purchased electricity	GJ	14,036	15,925	15,004
Total	GJ	46,497	58,439	49,829

Consumption type	Unit of measurement	2022	2021	2020
Natural gas	m3	757,004	1,002,174	821,948
Diesel – For vehicle use	l	52,686	64,044	57,237
Petrol – For vehicle use	l	10,172	7,639	2,164
Purchased electricity	kWh	3,898,963	4,423,592	4,167,799

Consumption type	Unit of measurement	2022	2021	2020
Fuel consumption from non-renewable sources	GJ	32,461	42,514	34,825
Purchased electricity	GJ	14,036	15,925	15,004
Total	GJ	46,497	58,439	49,829

Energy Intensity (GRI 302-3)	Unit of measurement	2022	2021	2020
Energy consumed per unit of product	GJ/unit of product	0.057	0.056	0.069

CO₂ Emission¹⁸ (GRI 305-1, 305-2)

GHG Emissions	Unit of measurement	2022	2021	2020
Direct emissions of CO ₂ - Scope 1	tCO ₂	1,678	2,192	1,798
Indirect emissions of CO ₂ - Scope 2 - Location Based	tCO ₂	912	1,032	1,039
Indirect emissions of CO ₂ e - Scope 2 - Market Based	tCO ₂ e	23	84	1,585

Intensity of GHG emissions (GRI 305-4)

Emissions categories	Unit of measurement	2022	2021	2020
Direct emissions of CO ₂ - Scope 1	(tCO ₂ /unit of production)	0.002	0.002	0.002
Indirect emissions of CO ₂ - Scope 2 - Location Based	(tCO ₂ /unit of production)	0.001	0.001	0.001
Indirect emissions of CO ₂ e - Scope 2 - Market Based	(tCO ₂ e/unit of production)	0.00003	0.00008	0.002

¹⁸ The following emission factors were used to calculate the emissions.:

For 2022:

• **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) 2022 for the Italian perimeter and UK Government - GHG Conversion Factors for Company Reporting 2022 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 2019;
- Electricity (Market-based): AIB – European Residual Mixes 2021 (Ver. 1.0, 2022-05-31) both for the Italian and international perimeter.

For 2021:

• **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) 2021 for the Italian perimeter and UK Government – GHG Conversion Factors for Company Reporting 2021 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 2019;
- Electricity (Market-based): AIB - European Residual Mixes 2020 (Ver. 1.0, 2021-05-31) both for the Italian and international perimeter

For 2020:

• **Scope 1:** ISPRA (Istituto Superiore per la Protezione e la Ricerca Ambientale) 2020 for the Italian perimeter and UK Government - GHG Conversion Factors for Company Reporting 2020 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 2019;
- Electricity (Market-based): AIB - European Residual Mixes 2019 (Vers. 1.1, 2020-09-08) both for the Italian and international perimeter.

Water withdrawal of the Group¹⁹ (GRI 303-3)

Water withdrawal	U. m.	2022		2021	
		Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	Other water (> 1,000 mg/L Total Dissolved Solids)	Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	Other water (> 1,000 mg/L Total Dissolved Solids)
Surface water	MI	0	0	0	0
Groundwater	MI	0	0	0	0
Seawater	MI	0	0	0	0
Produced water	MI	0	0	0	0
Third-party water	MI	14.95	0	18.51	0
Total	MI	14.95	0	18.51	0

Waste generated by the Group²⁰ (GRI 306-3)

Waste	Unità di misura	2022			2021		
		Hazardous	Non- hazardous	Total	Hazardous	Non- hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	201.14	34.32	235.46	345.33	0	345.33
Packaging (paper, card- board, plastic, wood and mixed materials)	t	3.73	378.51	382.24	5.58	444.80	450.38
Waste paints and varnishes	t	3.35	10.60	13.94	3.62	13.25	16.87
Electrical and electronic equipment	t	1.66	14.09	15.75	1.83	3.44	5.27
Other waste	t	26.42	204.59	231.01	44.13	230.97	275.10
Total	t	236.30	642.11	878.41	400.49	692.46	1,092.94
%		27%	73%	100%	37%	63%	100%

¹⁹ The scope refers to the Group's production plants located in Italy, France and Hungary. It should be noted that the company does not operate in areas subject to water stress.

²⁰ In 2021, the reporting of GRI Standard 306 (2016), relating to waste, was updated with the implementation of the 2020 version. Below are the data relating to previous years, reported through the 2016 version:

• 2020: Total waste generated equal to 958 t, of which 436 t hazardous and 522 t non-hazardous.

The scope refers to the Group's production plants located in Italy, France and Hungary

Waste diverted from disposal by type of recovery²¹ (GRI 306-4)

Waste	U.m.	2022			2021		
		Hazadous	Non-hazadous	Total	Hazadous	Non-hazadous	Total
Pickling acids and aqueous rinsing and washing solutions	t	185.19	-	185.19	328.61	-	328.61
Packaging (paper, cardboard, plastic, wood and mixed materials)	t	3.73	378.40	382.13	5.58	444.80	450.38
Waste paints and varnishes	t	3.35	3.50	6.84	3.62	5.74	9.36
Electrical and electronic equipment	t	1.66	14.09	15.75	1.83	3.44	5.27
Other waste	t	22.27	176.31	198.59	26.36	213.44	239.80
Total	t	216.20	572.29	788.50	366.00	667.42	1.033.42

Type of recovery	U.m.	2022			2021		
		Hazadous	Non-hazadous	Total	Hazadous	Non-hazadous	Total
Hazardous waste							
Reuse	t	-	-	-	-	-	-
Recycle / Recovery	t	216.2	-	216.2	366.00	-	366.00
Non-hazardous waste							
Reuse	t	45.58	-	45.58	48.85	-	48.85
Recycle / Recovery	t	526.71	-	526.71	618.57	-	618.57
Total							
Reuse	t	45.58	-	45.58	48.85	-	48.85
Recycle / Recovery	t	742.91	-	742.91	984.57	-	984.57

²¹In 2021, the reporting of GRI Standard 306 (2016), relating to waste, was updated with the implementation of the 2020 version. Below are the data relating to previous years, reported through the 2016 version:

- 2020: Total waste produced amounted to 958 t, of which 892 t recovered and 67 t disposed of in landfills.

Waste directed to disposal²² (GRI 306-5)

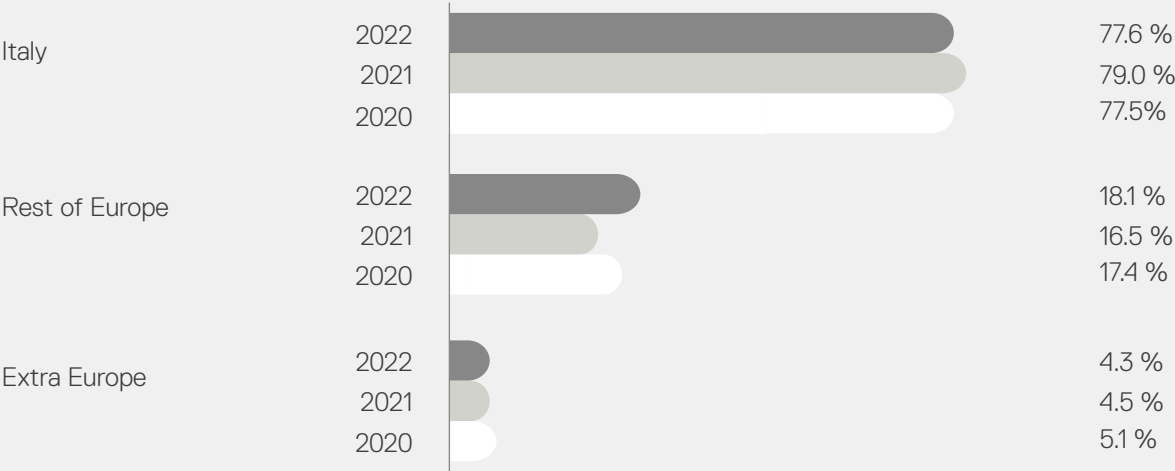
Waste	Unità di misura	2022			2021		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	15.95	34.32	50.27	16.72	-	16.72
Packaging (paper, cardboard, plastic, wood and mixed materials)	t	-	0.11	0.11	-	-	-
Waste paints and varnishes	t	-	7.10	7.10	-	7.51	7.51
Electrical and electronic equipment	t	-	-	-	-	-	-
Other waste	t	4.15	28.28	32.43	17.76	17.53	35.29
Total	t	20.10	69.81	89.91	34.48	25.04	59.52

Type of recovery	Unità di misura	2022			2021		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Hazardous waste							
Refuse	t	20.10	-	20.10	23.08	-	23.08
Recycling / Recovery	t	-	-	-	11.40	-	11.40
Non-hazardous waste							
Refuse	t	69.81	-	69.81	25.04	-	25.04
Recycling / Recovery	t	-	-	-	-	-	-
Total							
Refuse	t	89.91	-	89.91	48.12	-	48.12
Recycling / Recovery	t	-	-	-	11.40	-	11.40

²¹In 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;

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



Work-related injuries and injuries rates (GRI 403-9)²³

Total number of at work ²³	2022	2021	2020
	5	2	5
of which fatalities	-	-	-
of which high-consequence work-related injuries (excluding fatalities)	-	-	-
of which recordable work-related injuries	5	2	5

Rate of work-related at work ²⁴	2022	2021	2020
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	1.99	0.78	2.16

Number of worked hours in 2022:
502,859 in Italy (511,157 in 2021, 463,765 in 2020)

²³ At work data is available for employees of the Group's Italian companies.

²⁴ At work 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 fifth 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 company's activity, its performance, its results and the social and environmental impact it generates. In particular, the identification of material aspects was performed through a materiality analysis, which is described in the "Sustainable management and economic responsibility" chapter of this document. The Sustainability Report was prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI)".

The data in the document refer to the period from January 1, 2022 to December 31, 2022. Where available, the data for the previous years has been included for comparative purposes to facilitate the assessment of the performance of the Group's activities. Any re-expositions of previously published comparative data are clearly indicated as such.

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, 2022. 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.²⁵ The scope of 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. In addition, the fuel consumption of vehicles is reported only for Italian companies. Any further scope limitation is appropriately 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 reporting of the Sustainability Report is set according to an annual frequency. The 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.

This Sustainability Report was approved by the Board of Directors of Artemide Group S.p.A. on September 28, 2023 and was published on November 15, 2023.

For any information relating to the Sustainability Report, you can contact the following email address: sustainability@artemide.com

²⁵ 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 31.12.2022.



GRI Content Index

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

General Disclosures

Omission

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
General Disclosures					
GRI-2: General Disclosures (2021)					
2-1	Organizational details	288			
2-2	Entities included in the organisation's sustainability reporting	288			
2-3	Reporting period, frequency and contact point	288			
2-4	Restatements of information	288			
2-5	External Assurance	288			
2-6	Activities, value chain and other business relationships	19-34			
2-7	Employees	228-241; 264-269			
2-8	Workers who are not employees	228-241; 270			
2-9	Governance structure and composition	40-41			
2-10	Nomination and selection of the highest governance body	43			
2-11	Chair of the highest governance body	40-41			
2-12	Role of the highest governance body in overseeing the management of impacts	43-46			
2-13	Membership of associations	43-46			
2-14	Role of the highest governance body in sustainability reporting	43-46			
2-15	Conflicts of interest	48			
2-16	Communication of critical concerns	48			

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

General Disclosures

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
2-17	Collective knowledge of the highest governing body	43			
2-18	Evaluation of the performance of the highest governance body	44			
2-19	Remuneration policies	42			
2-20	Procedure to determine remuneration	42			
2-21	Annual total compensation ratio		a;b	Confidentiality constraints	The 2-21 disclosure was not reported for reasons of confidentiality. The Group does not have a public disclosure regarding remuneration and is not subject to any regulatory requirements.
2-22	Statement on sustainable development strategy	7; 62-79			
2-23	Policy Commitments	38-48; 77-78			
2-24	Embedding policy commitments	38-48			
2-25	Processes to remediate negative impacts	38-57; 196-200; 206-226; 228-249			
2-26	Mechanisms for seeking advice and raising concerns	48			
2-27	Compliance with laws and regulations	48			
2-28	Membership associations	61			
2-29	Approach to stakeholder engagement	49-54			
2-30	Collective bargaining agreements	236-238			

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

Omission

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
Material Topics					
GRI-3: Material theme (2021)					
3-1	Process to determine material topics	49-54			
3-2	List of material topics	53; 252-258			

Economic performance and value-creation

GRI-3: Material topics (2021)

3-3	Management of material topics	56-57			
GRI-201: Economic Performance (2016)					
201-1	Direct economic value generated and distributed	56-57			

Responsible supply chain

GRI-3: Material topics (2021)

3-3	Management of material topics	190-193; 285			
GRI-204: Procurement practices (2021)					
204-1	Proportion of spending on local suppliers	191; 285			

Ethics and integrity in conducting business

GRI-3: Material topics (2021)

3-3	Management of material topics	48			
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Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

Material Topics			Omission		
GRI Standard	Disclosure	Location	Requiereement(s) omitted	Reason	Explanation
GRI-205: Anti-corruption (2016)					
205-3	Confirmed incidents of corruption and actions taken	48			
GRI-206: Anti-competitive behaviour (2016)					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	48			

Responsible design

GRI-3: Material topics (2021)					
3-3	Management of material topics	192-193			
GRI-301: Material (2016)					
301-1	Materials used by weight or volume	192-193			

Energy consumption and emissions management

GRI-3: Material topics (2021)					
3-3	Management of material topics	208-212; 216-221			
GRI-302: Energy (2016)					
302-1	Energy consumption within the organization	216; 220; 280			
302-3	Energy intensity	216; 280			

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

Material Topics			Omission		
GRI Standard	Disclosure	Location	Requiereement(s) omitted	Reason	Explanation
GRI-305: Emissions (2016)					
305-1	Direct (Scope 1) GHG emissions	216-219; 221;281			
305-2	Energy indirect (Scope 2) GHG emissions	216-219; 221;281			
305-4	GHG emissions intensity	216-219; 281			

Sustainable management of resources and processes

GRI-3: Material topics (2021)

3-3	Management of material topics	224-226; 282-284			
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GRI-303: Water and effluents (2018)

303-1	Interaction with water as a shared resource	226			
303-2	Management of water discharge-related impacts	226			
303-3	Water withdrawal	226;282			

GRI-306: Waste (2020)

306-1	Waste generation and significant waste-related impacts	224-226			
306-2	Management of significant waste-related impacts	224-226			
306-3	Waste generated	224-226; 282			
306-4	Waste diverted from disposal	224-226; 283			
306-5	Waste directed to disposal	224-226; 284			

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

Omission

GRI Standard	Disclosure	Location	Requiereement(s) omitted	Reason	Explanation
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Employee engagement, well-being and development

GRI-3: Material topics (2021)

3-3	Management of material topics	228-241; 276-278
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GRI-401: Employment (2016)

401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	236-238
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GRI-402: Labour/Management relations (2016)

402-1	Minimum notice periods regarding operational changes	238
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GRI-404: Training and Education (2016)

404-1	Average hours of training per year per employee	240-241; 276-278
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Employees health and safety

GRI-3: Material topics (2021)

3-3	Management of material topics	242-249; 287
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GRI-403: Occupational Health and Safety (2018)

403-1	Occupational health and safety management system	242-249
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403-2	Hazard identification, risk assessment and incident investigation	242-249
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403-3	Occupational health services	242-249
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403-4	Worker participation, consultation and communication on occupational health and safety	242-249
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Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
403-5	Worker training on occupational health and safety	242-249			
403-6	Promotion of worker health	242-249			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	242-249			
403-9	Work-related injuries	242-249; 287			

Diversity and inclusion

GRI-3: Material topics (2021)

3-3	Management of material topics	232-233; 272-274			
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GRI-405: Diversity and Equal Opportunities (2016)

405-1	Diversity of governance bodies and employees	272-274			
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Product quality and safety

GRI-3: Material topics (2021)

3-3	Management of material topics	196-200			
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GRI-416: Customer Health and Safety (2016)

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	197			
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Customer care

GRI-3: Material topics (2021)

3-3	Management of material topics	197; 202-204			
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Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material Topics

Material Topics			Omission		
GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
GRI-417: Marketing and labeling (2016)					
417-2	Incidents of non-compliance concerning product and service information and labeling	197			

Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2022 to 31/12/2022.

GRI 1 used

GRI 1: Foundation 2021

Material topics unrelated to specific GRI indicators

Material topics unrelated to specific GRI indicators			Omission		
GRI Standard	Disclosure	Location	Requiereement(s) omitted	Reason	Explanation
Made in Italy / Made in Europe					
GRI-3: Material topics (2021)					
3-3	Management of material topics	190-191			

Innovation & Patenting**GRI-3: Material topics (2021)**

3-3	Management of material topics	158-161			
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Social Commitment**GRI-3: Material topics (2021)**

3-3	Management of material topics	60-61			
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Independent Auditors' Report



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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, 2022.

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 Management 1 (ISQM 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.

Arconica Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona
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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, 2022 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
November 17th, 2022





Artemide[®]
The Human and Responsible Light

