

**Artemide**

**Sustainability  
Report 2024**

# Sustainability Report 2024

**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, Artemide's research results with the light of the patented INTEGRALIS® technology can also sanitise spaces, making light even more of a tool for social and not just environmental sustainability.

In 2024, geopolitical instability has continually challenged the balance of production and trade, however, leading us to strengthen a development perspective based on the values that have always guided Artemide. 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  
Photographed by Pierpaolo Ferrari

# Sustainability highlights

## Innovation and Made in Italy

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Invention patents in  
the four - year period  
2020-24

**15** of which  
**3** in 2024 in Italy

Patents registered  
and kept until 31.12.24  
**126**

*(115 as of 31.12.23)*

Revenue dedicated to  
Research and development  
**4.5%**

*(4.7% in 2023)*

Design awards  
received since 1960  
**310**

4,5%

Revenue dedicated to  
research and development  
in 2024

126

Patents registered  
as of 31.12.24

310

Design awards  
received since  
1960

## Environment<sup>1</sup>

---

**25%** of the electricity consumed in the Pregnana Milanese plant n18 comes from the photovoltaic system

**93%** of waste directed to recovery / recycling or reuse

**96%** expense from EU-based suppliers

**83%** of the electricity consumed by Artemide comes from renewable sources

**79%** expense from Italian suppliers

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

**267t** di CO<sub>2</sub>

avoided emissions  
(calculated as Scope 2  
Market Based) due to  
photovoltaic installation

**+17%**

in the supply of  
renewable sources  
compared to 2023

**25%**

percentage of electricity  
consumed from  
the photovoltaic system

**534.785 kWh**

consumed from the  
photovoltaic system

## Our people

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Employees  
**593**

Female employees  
**48%**

Permanent contract  
**97%**

Male employees  
**52%**

Training hours  
**4,418 h**

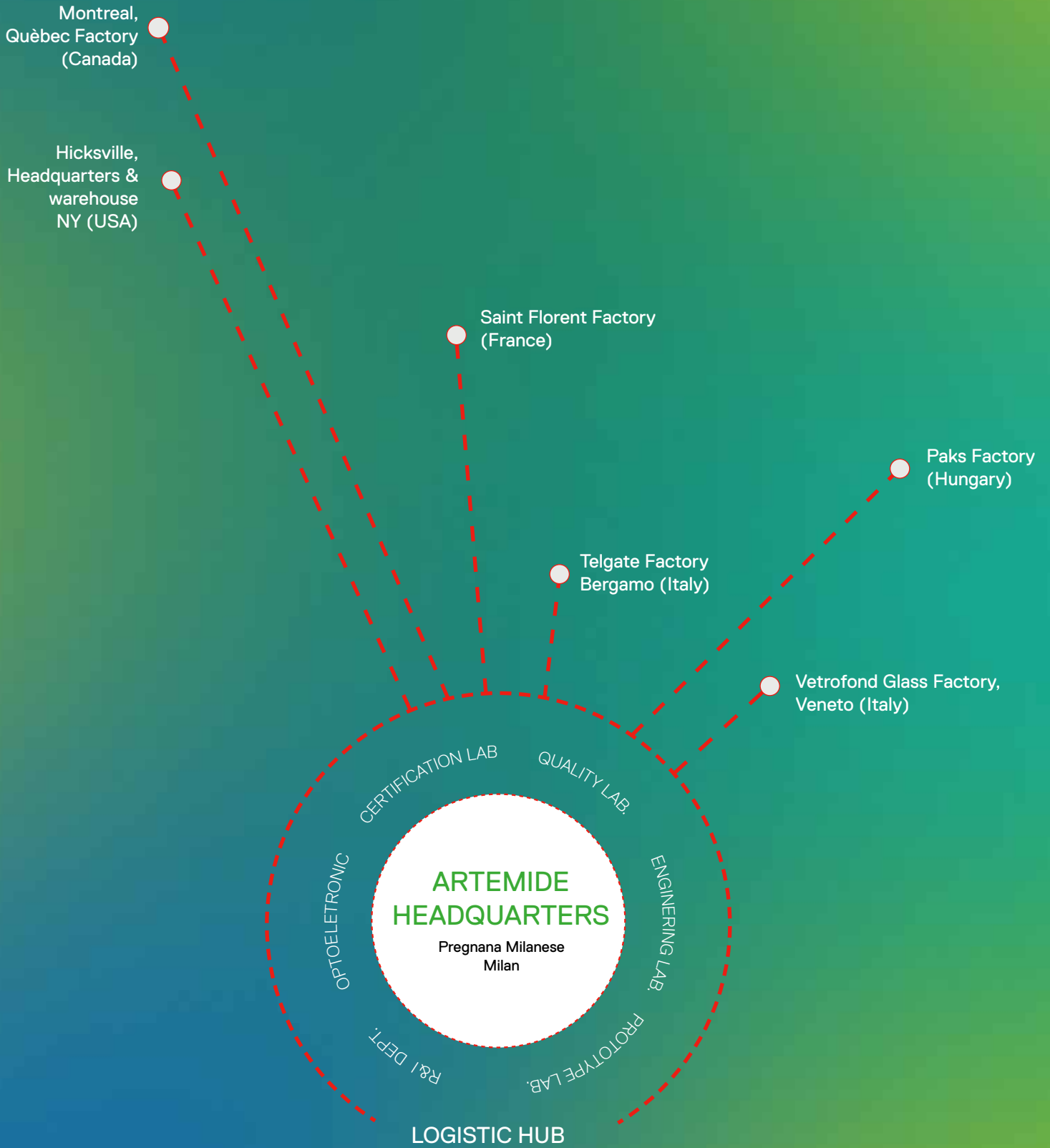
## Global presence

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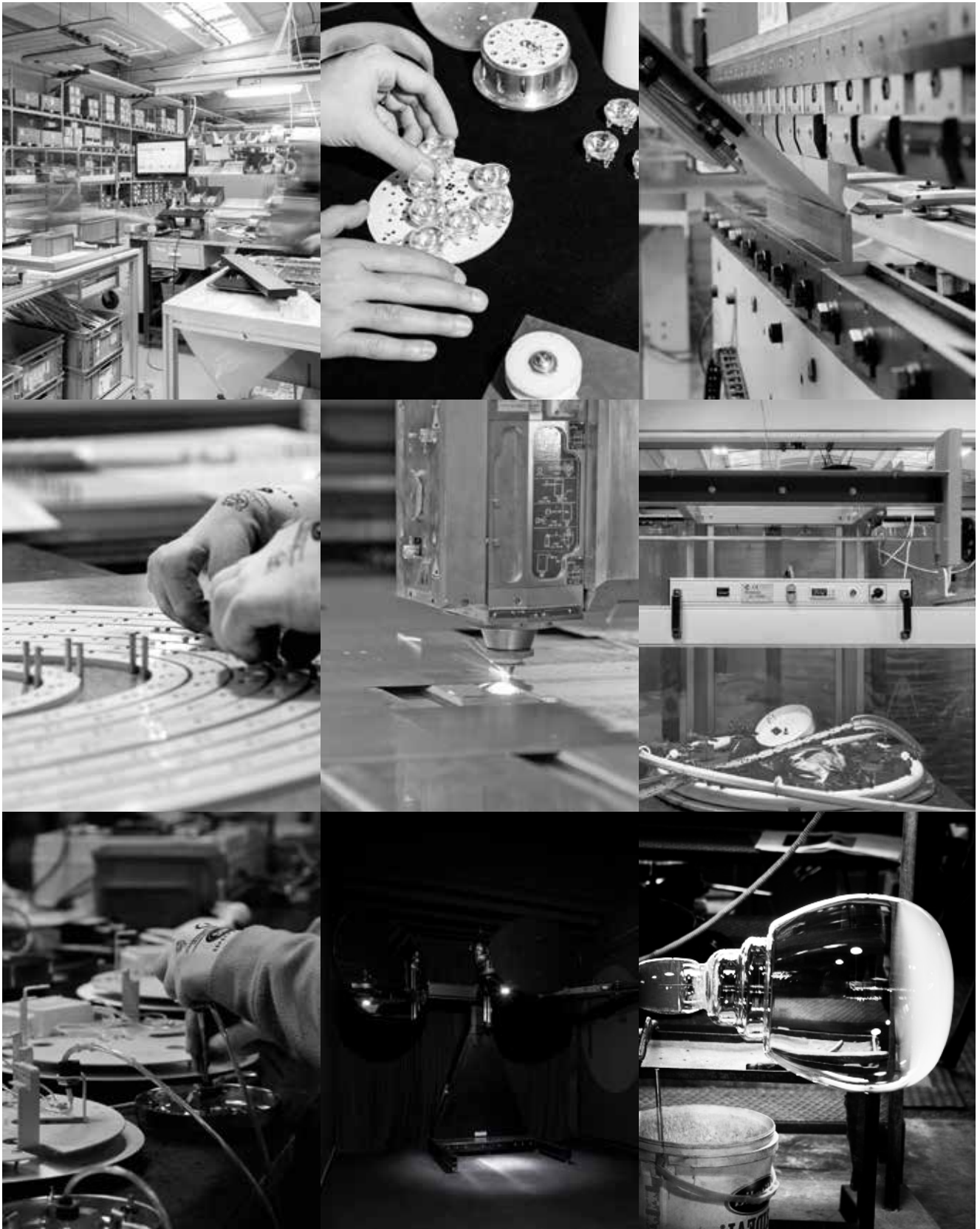
Revenues  
**112 mln €**  
*(111mln € in 2023)*

Distribution in  
**105 Countries**

**17** single-brand  
showrooms

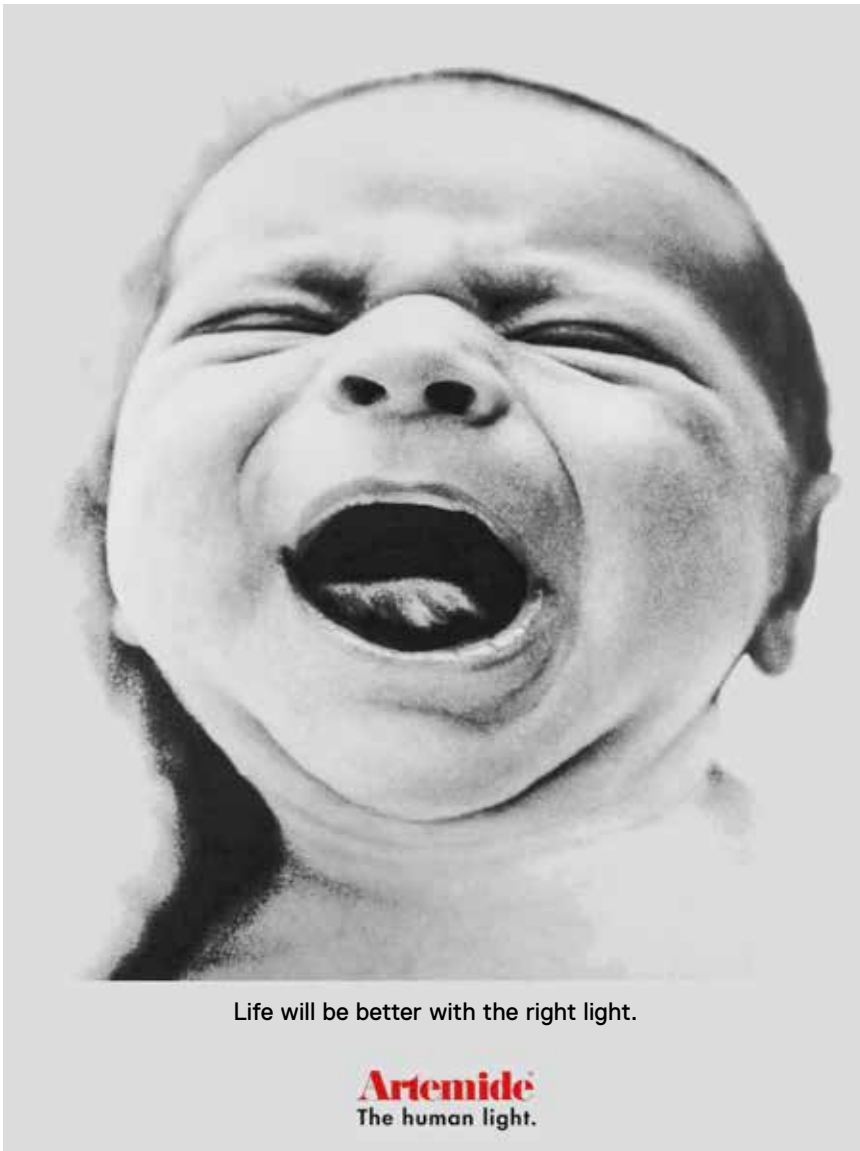






# 01 Artemide

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



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.

**Made in Italy**

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 MCA - 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 HQs - Milan, Italy

**17**  
flagship  
stores

Artemide also owns 50% of a historic glasswork in Veneto. At the same time, Artemide has long chosen to internationalize its production: in 2024 its production units are located, as well as in Italy, in France, Hungary and Canada.

Artemide achieves about **70%** of its turnover on foreign markets thanks to a widespread international distribution which is characterized by **17 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 not only products but also services and consultancy, becoming a point of reference for making informed lighting choices and providing comprehensive, personalized support to industry professionals.

The 2024 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 2024, the Group employed 593 **people**, 50 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.

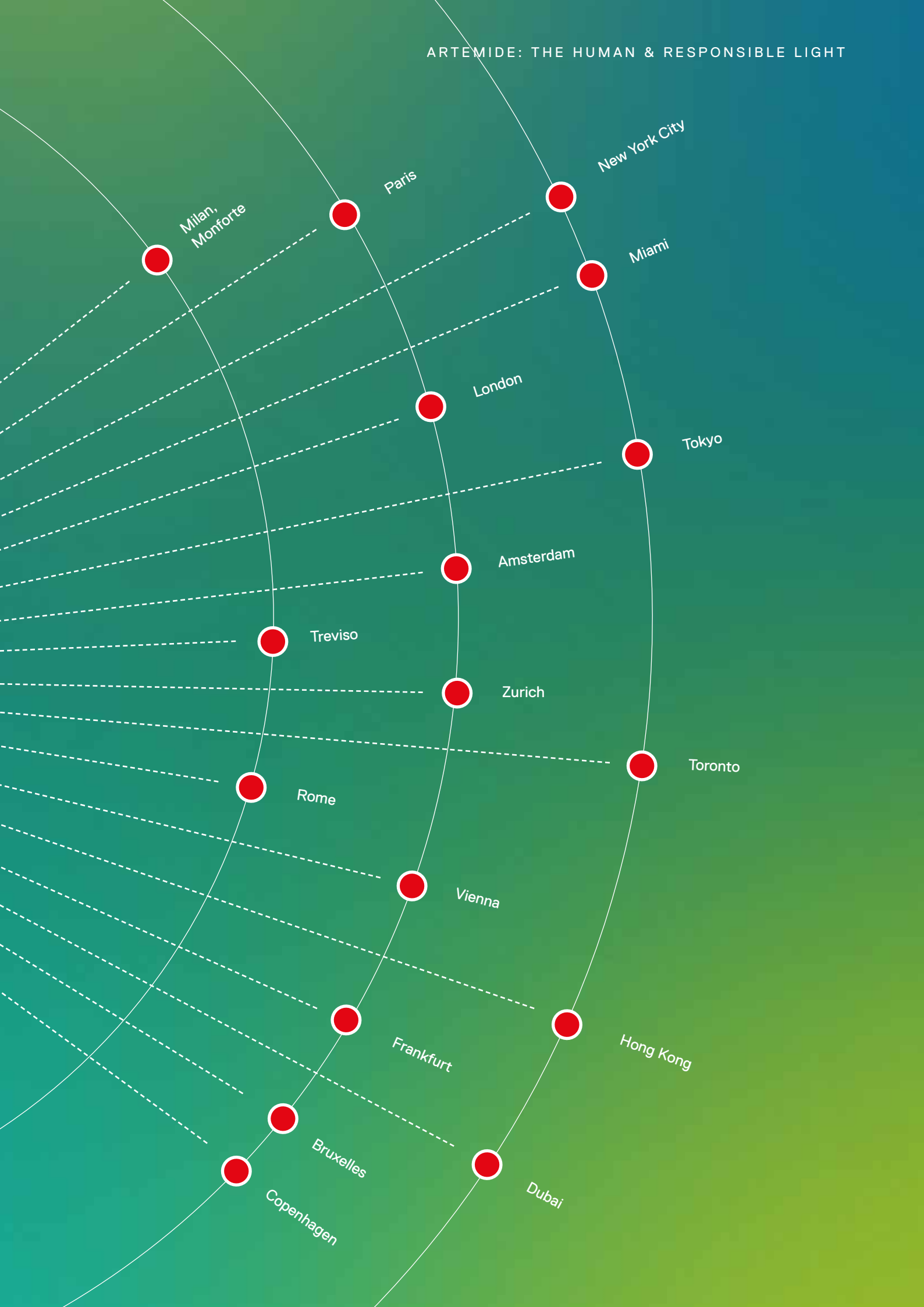
A distinctive sign of its role in the history of international design is the exhibition of its products in the most important museums of modern art and design collections in the world, including the MoMA (**Metropolitan Museum of Art in New York**), the **Victoria and Albert Museum** in London, the **National 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.**

## 4 Collections

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.





**310**  
design awards

## Prizes and 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 2024 as well, Artemide products have distinguished themselves for their exceptional concept and their ability to embody excellence in creativity, technology, manufacturing, and research. The Ixa by Foster+Partners, in particular, has received several awards for the sustainability principles at the core of its design. It is a versatile family of products capable of illuminating any space while flexibly adapting to lighting needs. Ixa was awarded the bdia ausgesucht! prize, an annual recognition bestowed by the German Association of Interior Designers (BDIA) to products evaluated by a jury that selects the winners based on criteria such as design, innovation, usability, and sustainability.

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.

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 Fassina) 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 has garnered numerous significant international awards over the years, reaffirming its contribution to the cultural and creative enrichment of Italy. In 2024, Carlotta de Bevilacqua received the Arte: Sostantivo Femminile award, dedicated to women who have distinguished themselves through their talent and commitment in the fields of art and culture, promoting a future based on gender equality.

Compasso d'Oro awards	7
Compasso d'Oro honourable Awards	15
“Triennale di Milano” Award	5
Reddot Design Awards	20
Reddot Design Awards - Best of Best	9
Reddot Design Awards: High Design Quality	34
IF Product Design Award	35
IF Product Design Award - Best of Best	2
Design Plus Light + Building	19
Good Design Chicago Award	10
Green Good Design Award	1
European Design Prize '97	1
Wallpaper Design Awards	10
European Design Awards '17	1
Architectural SSL	3
Archiproducts Design Awards	9
Denmark Design Award	1
NYCxDESIGN Award	3
Stylepark Selected Award	1
Light Middle East Award	2
Manibus Award	1
Arte sostantivo Femminile	1
BDIA Ausgesucht	1

# Compasso D'Oro

## Artemide Awards



**1998 Filoti**  
Piero Lissoni



**1998 Timpone**  
Umberto Riva



**1998 Felsina**  
Ernesto Gismondi



**2014 Copernico**  
Carlotta de Bevilacqua &  
Paolo Dell'Elce



**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



**1967 Eclisse**  
Vico Magistretti



**1987 Tolomeo**  
Michele De Lucchi &  
Giancarlo Piretti



**1994 Artemide**



**2004 Pipe**  
Herzog & de Meuron



**2011 Veio**  
Neil Poulton



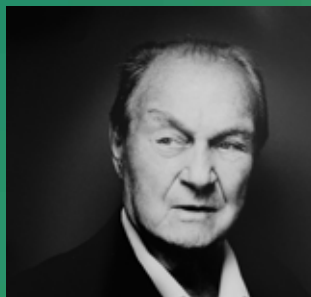
**2014 IN-EI Collection**  
Issei Miyake + Reality Lab



**2016 Florensis**  
Ross Lovegrove



**2018 Ernesto Gismondi**



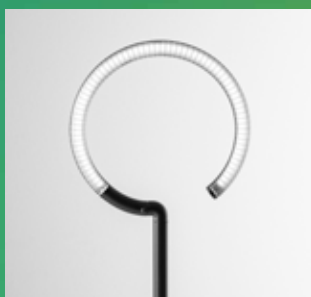
**2018 Discovery**  
Ernesto Gismondi



**2023 IXA**  
Foster + Partners Industrial Design



**2023 Vine**  
BIG - Bjarke Ingels Group



Compasso D'Oro Winners:

● Compasso D'oro awards

● Compasso D'oro Mention of honor

**National and international events and fairs**

Each year, Artemide actively participates in various international fairs, showcasing not only its products and lighting systems, but also advanced interaction solutions resulting from ongoing research, experimentation, and technological innovation.

Indeed, it has always supported and participated in trade and cultural events, considered not only commercial opportunities but also moments of encounter and sharing — spaces for exchanging visions and knowledge, capable of promoting Italian Design.

Artemide was a key player at Light+Building in Frankfurt and at Milan Design Week, with events held in the historic Corso Monforte showroom and several lighting installations created in collaboration with architecture firms, brands, and media partners. Artemide also took part in the Light24 fair in London, at Tend&Tradition in Copenhagen, and at the BAM Open Air Design event in Milan.

In 2024, the new Miami showroom was also inaugurated.



Stellar Nebula, BIG - Bjarke Ingels Group  
Artemide Showroom - New York, USA

## Ø1.2 Sustainability management & economic responsibility

Artemide Factory, Photographed by Elliott Erwitt, 2001



## Corporate Governance, Ethics and Integrity

As of 31 December 2024, the Artemide Group consists of Artemide Group S.p.A. and its **21 subsidiaries**. The Group's organizational structure is defined according to the traditional system, and it is characterized 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 Plan<sup>2</sup>, 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.

### 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.

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

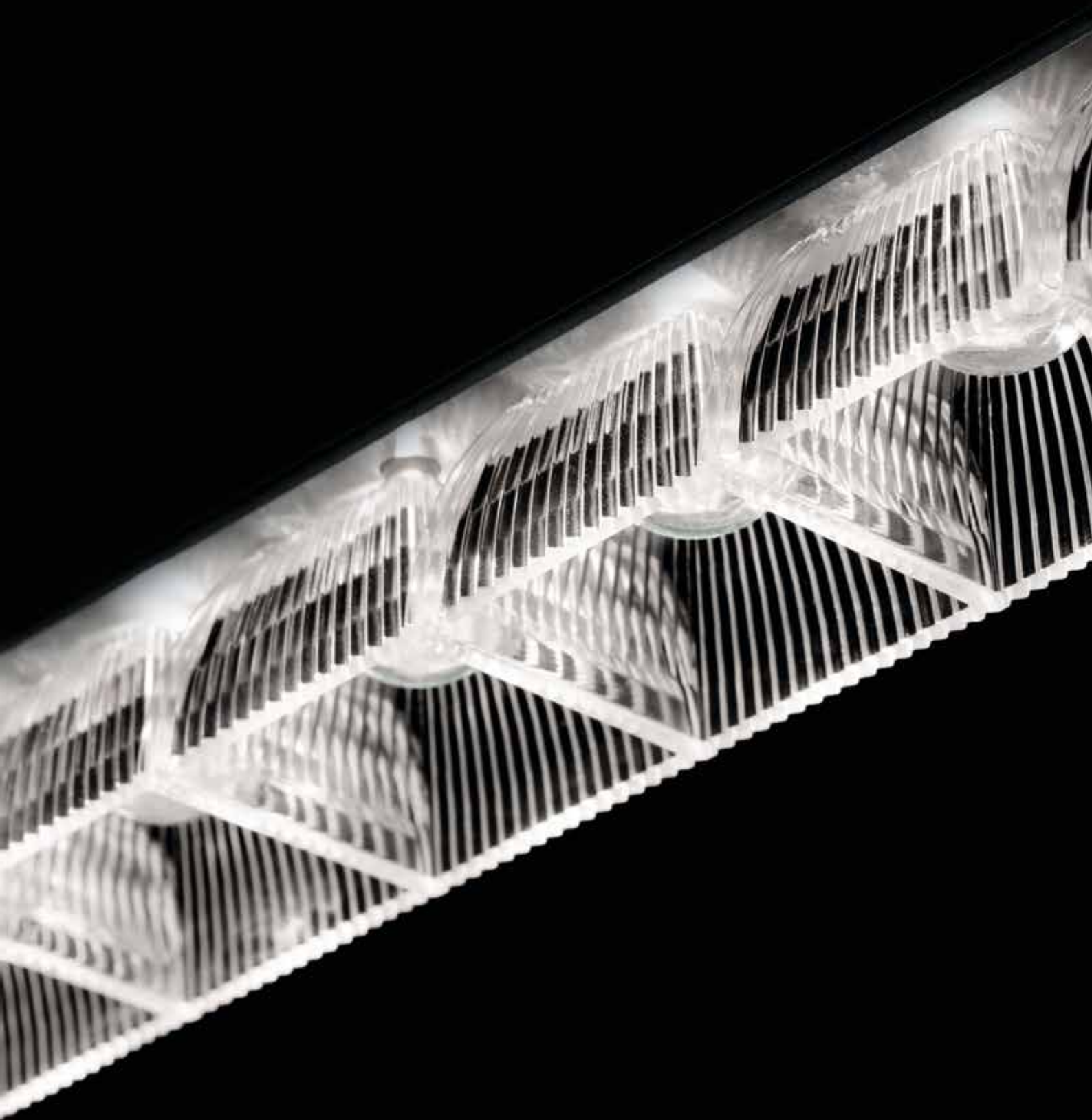
As of 31 December 2024, the Group's Board of Directors consisted of five members, three of whom are men and two women – including the Chairman – with an average age of 58 years and between 83 years of the oldest member and 34 years of the youngest member.

President Carlotta De Bevilacqua is not a director of the Organization.

The investiture was appointed on 29 April 2024, and the Board of Directors will remain in office for the three-year period 2024-2026 and until the date of the Shareholders' Meeting to approve the financial statements for 31 December 2026.

Name	Qualification	Gender	Year of birth	Executive/ Non Executive	Indipendence	Part of the BoD from
<b>de Bevilacqua</b> Carlotta Francesca Isolina	Chairman of the Board of Directors	F	1957	Executive	Not Independent	Before 2000
<b>Gismondi de Bevilacqua</b> Carolina Francesca Petronilla	Deputy Directors	F	1990	Executive	Not Independent	2024
<b>Broggi</b> Giovanni Ugo Francesco	Councillor	M	1941	Non Executive	Independent	2021
<b>Arisi Rota</b> Marco	Councillor	M	1966	Non Executive	Not Independent	2024
<b>Gismondi</b> Michele	Councillor	M	1975	Non Executive	Not Independent	2024

ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT





Ixa, Foster+Partners  
Photographed by Pierpaolo Ferrari

### **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 it<sup>3</sup>.

### **The remuneration of the Board of Directors' members**

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-financial<sup>4</sup> parameters such as EBITDA, turnover, and specific parameters related to the individual function).

On 14 May 2024, the above was substantially confirmed by the new board for the three-year period 2024–2026.

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

<sup>4</sup> 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.

## 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 latter, appointed by resolution of the Board of Directors on 14 May 2024, will remain in office for the three-year period 2024–2026 and, in any case, until the date of the Shareholders' Meeting convened for the approval of the financial statements as at 31 December 2026, and is composed of the following members: Chiara Padovani (Chairperson), Francesca Marino.

On 30 March 2022, the Board of Directors approved the adoption of the new Organization, 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). Furthermore, the MOGC was updated in 2023, specifically regarding the issue of whistleblowing, and subsequently in 2024, with the current version in force approved by the Board of Directors on 14 May 2024.

The entire Group has embraced a unified Code of Ethics since 2008, with updates in March 2016 and most recently in December 2023. This Code of Ethics is publicly available on Artemide's website and encompasses a set of regulations that underpin Artemide's core values, while also providing guidance on preventing unlawful conduct for all individuals associated with the Group, whether directly or indirectly, on a permanent or occasional basis. The recipients of the Code of Ethics include all those who are involved with or work for Artemide in any capacity.



Eclisse PVD, Vico Magistretti  
Photographed by Pierpaolo Ferrari

The 2023 update reflects various changes, including those made to the whistleblowing procedure on the same date (initially adopted in 2018). These changes were implemented in accordance with the provisions of Legislative Decree 24/2022, leading to the establishment of an additional reporting channel. This channel ensures the confidentiality of whistleblowers, the content of reports, and related documentation through the use of encryption. The adopted platform is accessible through a dedicated section on Artemide's official website, conveniently located at the bottom of the homepage. The current Code of Ethics was adopted by resolution of the Board of Directors on 20 December 2023.

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 2022<sup>5</sup>.

In addition, a working group was defined to map material issues, carried out in July 2023, when the Sustainability Report 2022 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.

<sup>5</sup> 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.

Artemide Factory, Pregnana Milanese



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 within which the Group operates and considering the impact of each action and behaviour on customers; drawing on all the opportunities that arise in the interest of the customer and his needs.
- **Responsibility and striving for results:** Striving with determination for results, personally engaging in the definition of programs, monitoring development and generating concrete results.
- **Transparency:** Being open and fair about financial results; being prepared to disagree if there is an alternative; accepting different points of view and encouraging change; exchanging information with each other at all levels of the organization.
- **Innovation:** Being the first to imagine radically new product, service, process solutions that can be implemented; pursuing excellence without accepting current standards as a satisfactory level; continuously looking for opportunities to develop existing processes and systems.
- **Integration:** Realizing how a specific behavior fits into a larger business framework; operating transversally and within company functions and geographical articulations towards a common goal; increasing efficiency by minimizing the dispersion of efforts.
- **Rapidity:** Perceiving the urgency to develop solutions that satisfy customers ahead of competitors; reacting quickly to development needs, effectively identifying the most appropriate solution.
- **Professional excellence:** Keeping the technical know-how and use this leverage to be the leader; working methodically, following the rules and feeling satisfaction for what you do.

## 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 carried out during the year are entrusted, in accordance with the legal provisions applicable in the countries where the group operates, to the auditing firm KPMG S.p.A.

### 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 and training, 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**, Artemide, as abovementioned, 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 31/12/2024.

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 2024, 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 aware of the importance of customers and all those involved in the Group's choices in the creation, definition of objectives and when pursuing them. For this reason, through the promotion of active listening to stakeholders' requests, it can anticipate their expectations with the aim of defining a strategy that wants to create value for all in a medium-long term perspective.

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

Artemide constantly communicates with the media and magazines, through interviews, presentations, and dedicated events, also participating in talks and conferences both in presence and remotely. It undertakes to contribute to the promotion of information campaigns related to technological innovations, sector news or any actions taken in favor of the community and the environment. The purpose is to achieve 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:



Nessino, Giancarlo Mattioli  
Photographed by Pierpaolo Ferrari

## Stakeholders

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## Engagement and communication tools

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Customers

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

End-users

- ↗ Meetings in showrooms
- ↗ Websites, social media and catalogues
- ↗ Communication campaigns
- ↗ Artemide Cloud

Human Resources

- ↗ Continuous dialogue between the Human Resources function and other company 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

- ↗ Activation of internships and internships
- ↗ Projects with important universities and schools in Italy

Research Centres

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

Media

- ↗ Interviews
- ↗ Company events and trade shows
- ↗ 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

- ↗ Defining and sharing policies
- ↗ 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 institutions
- ↗ 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 held in July 2023. 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 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 2024 Sustainability Report, to make its supply chain and value chain increasingly virtuous in terms of sustainability.

ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



## 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 2024. This year, the total economic value generated by the Group amounted to **114,113 €**, of which approximately **93%** is distributed, while **7%** 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 31%. This share includes costs incurred for wages and salaries, social security contributions, severance pay and other personnel costs. A 2% share attributable to financial charges was distributed to lenders. The remuneration distributed to the Public Administration is equal to 0.2%. The rest of the dues were allocated to the community, with donations, sponsorships, and contributions.

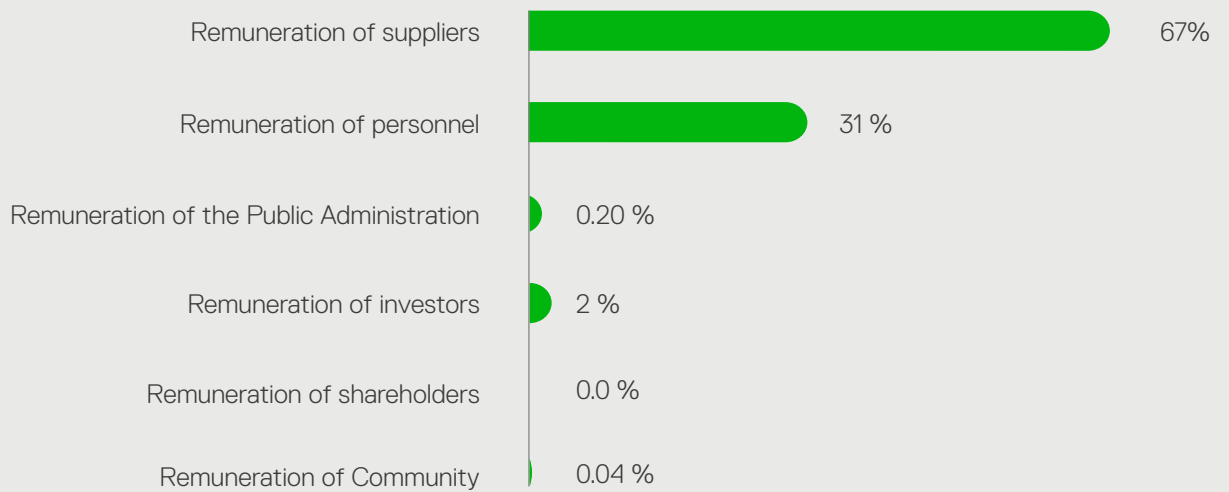
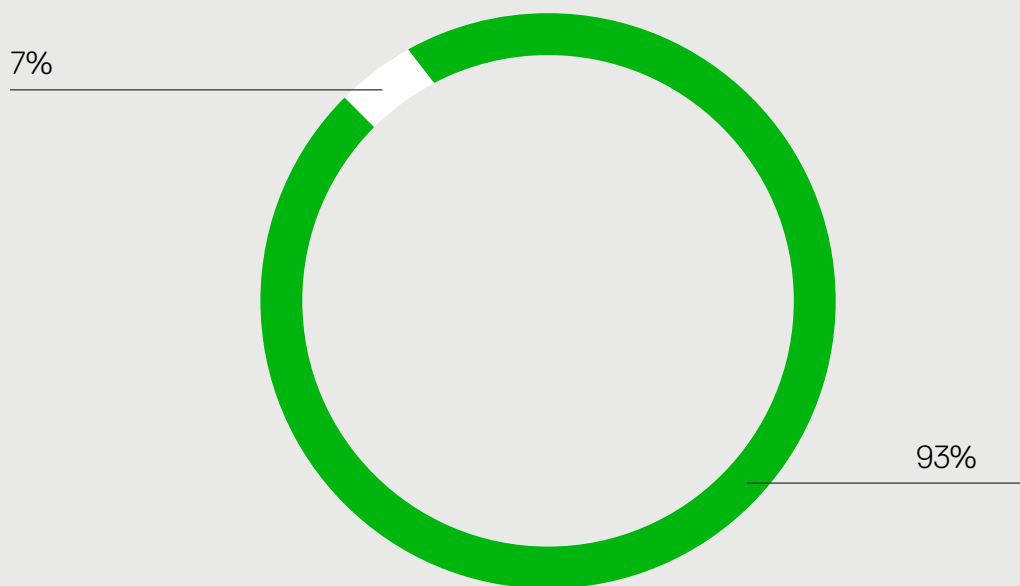
To conclude, the 7% expresses the economic value retained by the Group, with reference to the result for the year allocated to depreciation, provisions, and write-downs.

<sup>6</sup> Following the resolution on 20.12.23, members received dividends in January 2024 amounting to 1,000,000, derived from reserves established with the 2022 profit.

## Statement of the generated and distributed economic value by the Group at 31.12.2023

Key:

- Economic value distributed
- Economic value retained





ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



Discovery, Ernesto Gismondi  
Lesbo, Angelo Mangiarotti  
Elle Decor "The Art of Light" - Milan, 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 **€41.000**.

### Cultural and social initiatives

Artemide's commitment to research and the culture of design extends beyond corporate growth, emphasizing an open exchange of knowledge and skills. Over the years, Artemide has actively supported institutions such as the Politecnico di Milano and other schools and universities, contributing through participation in courses featuring seminars and workshops conducted by company professionals.

In 2024, Artemide continued its collaboration and support for the School of Sustainability Foundation S.O.S., led by Mario Cucinella, an educational institution dedicated to exploring themes and values of sustainable development. Artemide serves as an active Knowledge Partner, engaging in project initiatives.

The company undertakes numerous community support activities through technical partnerships, leveraging its expertise in lighting to enhance environmental quality, improve usability of spaces, and foster new social connections.

Furthermore, Artemide regularly contributes to various non-profit organizations through product donations for events and charity fundraising auctions.

The company also collaborates with important industry associations such as Altagamma and FederlegnoArredo, promoting shared initiatives.

ARTEMIDE: THE HUMAN & RESPONSIBLE LIGHT



## 01.3 Sustainable culture

Artemide Factory, Photographed by Elliott Erwitt, 2001



Artemide sustainability path continued in 2024 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 sixth **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.

A program of training and information sessions is currently being studied on the sustainability journey undertaken over the years by Artemide and on future objectives. The program will initially involve the research and development, design, and engineering staff, before extending to the commercial, production, purchasing, etc.

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 started 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 consider the specific territorial realities and are potentially applicable everywhere, at global, national and local (regional and/or urban) levels.

With a view to creating shared value, through the development of products and the implementation of innovative and sustainable production processes, Artemide has identified the Goals to contribute to. This path was realized by analyzing the **interconnections** between the international framework and the **Group's material issues**, identified through materiality analysis, as previously described in section 1.2.

Material Topics	SDGs									
	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	
Economic performance and value-creation				■						
Integrity and ethic conducting business				■			■		■	
Made in Italy / Made in Europe	■			■						
Innovation & Patenting					■					
Responsible design			■		■	■	■			
Customer care	■			■						
Responsible supply chain	■						■			
Products quality and Safety	■			■			■			
Employees engagement, well-being and development				■						
Employees Health and Safety	■			■						
Diversity and inclusion		■		■						
Energy consumption and emission management							■	■		
Sustainable management of resources and processed			■	■	■		■			
Social Commitment						■				

## 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

→ 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

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

Impacts on people  
and health

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

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

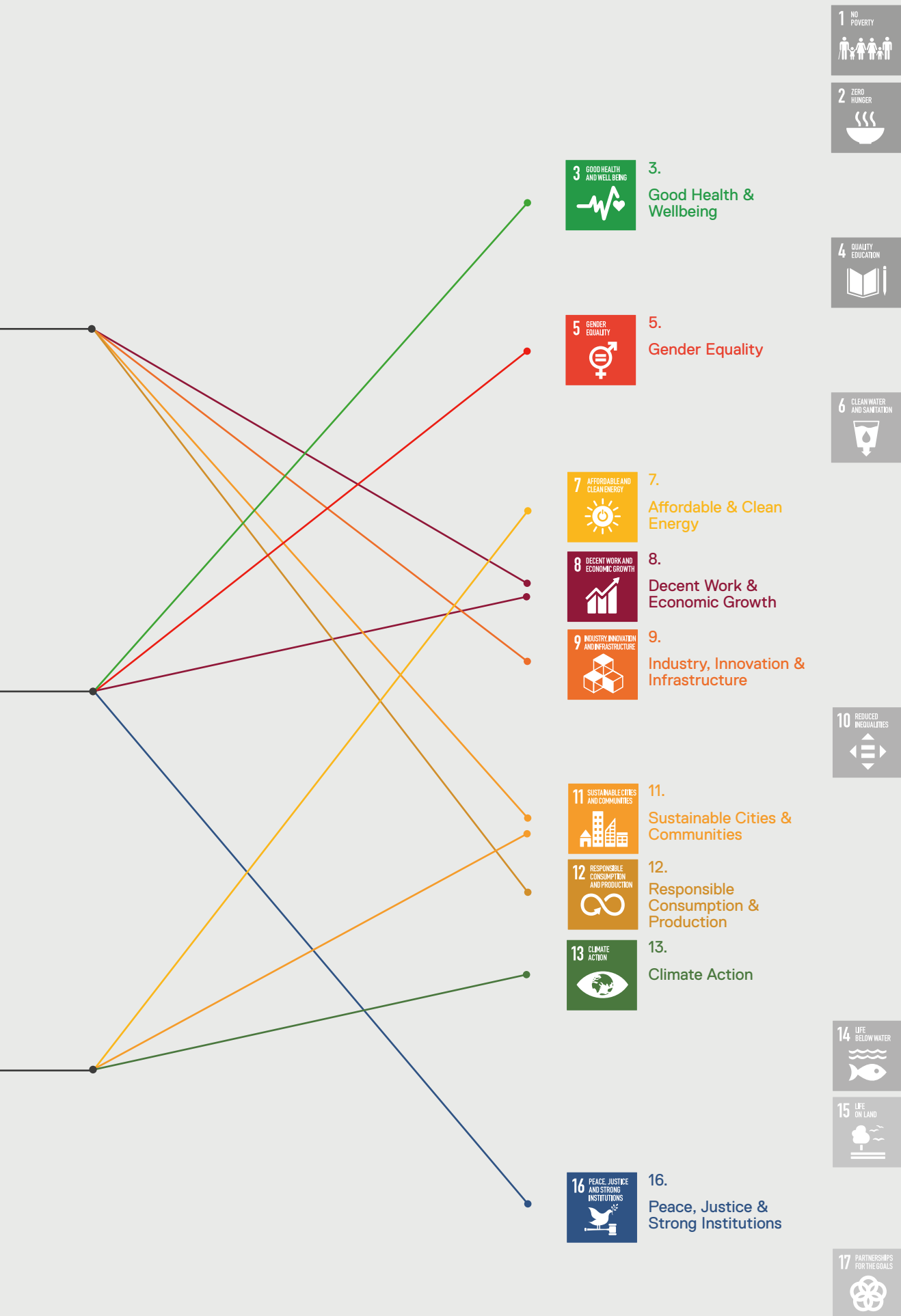
→ Search for new and **more efficient** production technologies, materials and finishes with low impact on the environment

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

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

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

Impacts on the  
environment



1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELLBEING

3. Good Health & Wellbeing

4 QUALITY EDUCATION

5 GENDER EQUALITY

5. Gender Equality

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

7. Affordable & Clean Energy

8 DECENT WORK AND ECONOMIC GROWTH

8. Decent Work & Economic Growth

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

9. Industry, Innovation & Infrastructure

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

11. Sustainable Cities & Communities

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12. Responsible Consumption & Production

13 CLIMATE ACTION

13. Climate Action

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16. Peace, Justice & Strong Institutions

17 PARTNERSHIPS FOR THE GOALS

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:

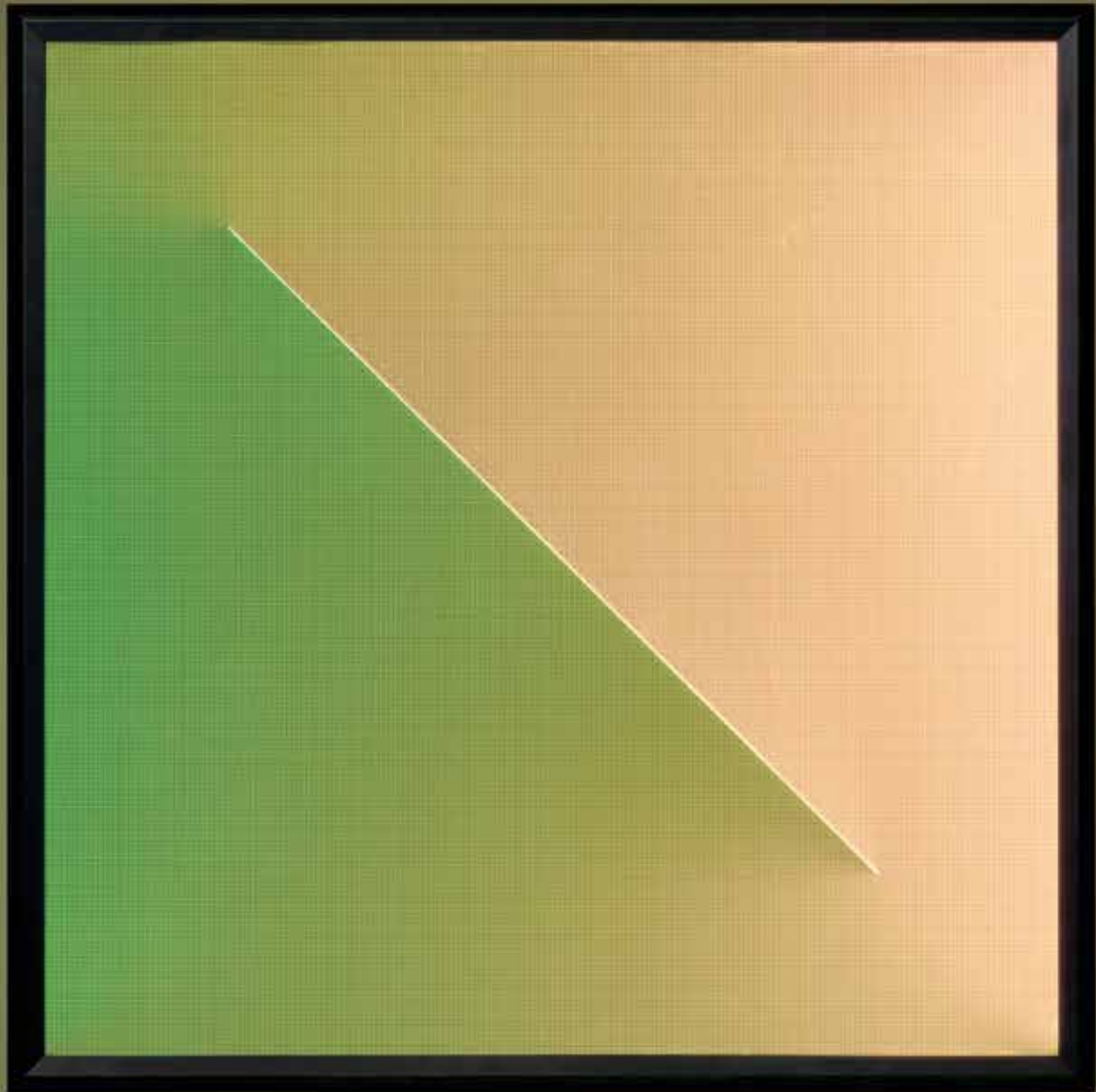
→ Continuous **understanding and interpretation** of the diverse and ever-changing lifestyles to conceive innovative solutions of interaction between light, man, architecture and nature.

→ 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.



# A sustainable journey

## 1960 The Beginning

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.

**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.

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.

**2024**

In 2024, projects related to product sustainability continue with further development of the LCA tool created for Alphabet of Light and the realization of the commitment to renew packaging according to more sustainable models through multi-level actions. The development of a "supplier portal" project is defined, which places particular emphasis on awareness throughout the supply chain to increasingly guide production choices towards sustainability parameters.

**Next steps**



**2025**

In 2025, Artemide is pursuing EPD (Environmental Product Declaration) certification for the Helgoland, Somnium, and Ixa product families. The company is also renewing its commitment to updating packaging according to lower energy impact models through multi-level actions. Artemide further supports the implementation of sustainable and integrated design models by updating its BIM libraries, providing architects and designers with even more reliable and universal tools. The new files are optimized in terms of size and technical specifications for both European and non-European regions. The "Supplier Portal" project is being implemented to qualify the supply chain and further guide production choices according to sustainability parameters.

## 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 with the provisions of the 2030 Agenda for Sustainable Development, established in September 2015 by the governments of the 193 UN member states, with its 17 Sustainable Development Goals and 169 targets, Artemide has developed its 2022-2030 Sustainability Plan. The Plan is based on five areas of ESG commitment linked medium-long term targets with the aim of actively participating in achieving the goals of environmental protection and social inclusiveness defined in the European Green Deal.

**Governance, Environment, People, Production and Product:** these are the areas in which the company is committed in the 2022 – 2030 Sustainability Plan 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, divided into specific targets, contributes to the following SDGs:



The definition of Artemide's strategy reflects a full adherence to the idea of a circular industrial model, in which investments in research and innovation play a central role in the development of energy and resource efficient products.

With the drafting of the Plan, a series of actions were defined. They include measures to exploit the development opportunities deriving from sustainable products and services offer, as well as the adoption of measures to intensify the transition towards procurement policies aimed at the use of clean energy and low-emission technologies. In this context, an investment plan for research and innovation was presented to mobilize new resources for a green and digital evolution of products and processes.

Below are the goals set by Artemide and the related actions to be taken in order to achieve them, divided by thematic area. Every year these targets are updated and new ones are set following a process of continuous alignment to ensure that the 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 the CEO of Artemide launched in 2022 various activities to update and formalize policies and procedures, with the aim of finalizing them by 2025, including: formalization of a Sustainability Governance, establishment of ESG committee, updating of the Code of Ethics and drafting of the Group Sustainability Policy.

## Environment

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

With the aim of improving its environmental impact, Artemide has undertaken and planned various actions aimed at reducing its emissions. In addition to the purchase of 100% renewable energy certified by Guarantee of Origin, Artemide has implemented a photovoltaic system at the Pregnana Milanese headquarters. Furthermore, Artemide's actions to reduce emissions primarily involve:

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

Artemide has set itself the goal of achieving further ISO environmental certifications and adherence to an environmental rating program. In order to commit itself in an increasingly conscious way to a responsible use of water resources in the workplace, Artemide will implement practices to reduce water consumption in all locations.

## Internal production and supply chain

- 
12. Responsible Consumption & Production

Through Sustainable Manufacturing , Artemide aims to optimize its production processes. The actions to be launched in the coming years to achieve this goal concern the implementation of studies on inputs, outputs and manufacturing processes, the use of renewable, recyclable and recycled raw materials, the optimization of production processes in terms of raw materials, energy consumption and waste production. Artemide will also increasingly extend its commitment to sustainability to the supply chain, selecting new suppliers according to ESG criteria and formalizing a Code of Conduct for its suppliers.

## Product



9.

Industry, Innovation &amp; Infrastructure



12.

Responsible Consumption &amp; 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 2024, an LCA tool was developed for the Alphabet of Light family, aimed not only at obtaining EPD certification but also at providing an in-depth analysis of the current situation and serving as a guideline for circular design across the entire Artemide collection. This initial step lays the foundation for the development of a comprehensive tool dedicated to analyzing Artemide's main product lines.

In 2024, large-scale implementation of universal design across different countries will also be pursued, particularly for architectural product families managed directly by the headquarters in Pregnana Milanese. This will result in the optimization of codes, materials, and processes.

## Research & Innovation



3.

Good Health &amp; Wellbeing

Artemide is committed to promoting research and innovation activities in collaboration with Universities and Research Institutes. In particular, the development of patents and products of INTEGRALIS® technology aimed at improving human health will continue with a focus on applications in the Health & Care field. We continuously research and develop increasingly sustainable products through highly efficient, miniaturized solutions made with innovative materials and finishes that reduce energy consumption throughout the entire life cycle.

## 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



Dreispitz, Herzog & de Meuron  
Photographed by Pierpaolo Ferrari

# 02

Values, knowledge & know-how  
to realize universal projects



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

Artemide represents the culture of **Italian know-how** and 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 the lighting project in every public or 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 the central strength, being able to meet needs of every space by combining types, functionality, performance, applications, aesthetics and above all the latest generation intelligence working for human being and ethical and sustainable values. Artemide goes beyond classic distinctions between technical and design products by opening a different approach to space lighting. The competence in designing and producing light is central, which is also declined in the ability to develop custom solutions according to a complete, integrated, and transversal vision, from the product to its application.

Today Artemide can design the most suitable light for each space as well as a platform of open possibilities for the creation of new services with high added value. Being able to integrate into many products and systems in the collection, these **technological solutions** combine an innovative interpretation of interaction with advanced digital protocols such as **Artemide App, Geo-LiFi, Li-Fi, and other parametric interactions with sensors**.

The project of lighting solutions in different spaces is completed with the ability to meet the requirements demanded by national and international Green Building certifications such as LEED, WELL, BREEAM, and CAM.

# Public Spaces



Artemide offers an immersive lighting experience thanks to the performance of its products and the interaction with Artemide App. A dynamic light, specific for the human scale of the project, is modeled on paths and activities, draws a perceptive rhythm and social interactions. Thanks to intelligences such as Artemide App and sensors, artificial light suggests a dialogue with natural light and environmental conditions also in favor of a positive energy balance. A complete range of products meets multiple needs from these spaces with functional, minimal, and integrated, or scenographic and surprising solutions. In addition to light consideration, Artemide deals with a 360° environmental quality of spaces through the acoustic collection for the reduction of sound reverberation or the integration of sensors for air quality.

Alphabet of Light,  
BIG - Bjarke Ingels Group  
San Silvestro Cathedral - Trieste, Italy

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Alphabet of Light,  
BIG - Bjarke Ingels Group  
Gagarin Airport - Saratov, 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.



Funivia, Carlotta de Bevilacqua  
IDX Your Stage! - Hamburg, Germany



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

"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 Breeam, 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 - Milan, Italy



Flexia, Mario Cucinella  
Studio Lucchini - Italy



Eggboard, Progetto CMR  
Progetto CMR Offices - Milan, Italy



Alphabet of Light, BIG - Bjarke Ingels Group  
Pinterest office - Toronto, Canada

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Hoy, Foster + Partners Industrial Design  
Norman Foster Foundation - Madrid, Spain



INTEGRALIS® installation  
HabiSmart by COIMA - Milan, Italy

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## 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.

Alphabet of Light,  
BIG - Bjarke Ingels Group  
BMW branch Frankfurter Ring -  
Munich, Germany



A.24, Carlotta de Bevilacqua  
10 Corso Como - Milan, Italy



Teti, Vico Magistretti  
Alphabet of Light, BIG - Bjarke Ingels Group  
A.24, Carlotta de Bevilacqua  
Luca Faloni Showroom - Zurich, Switzerland/ Paris, France/Munich, Germany



A.24, Carlotta de Bevilacqua  
Turn Around, Carlotta de Bevilacqua  
Gessi Home - New York, USA



## Museum

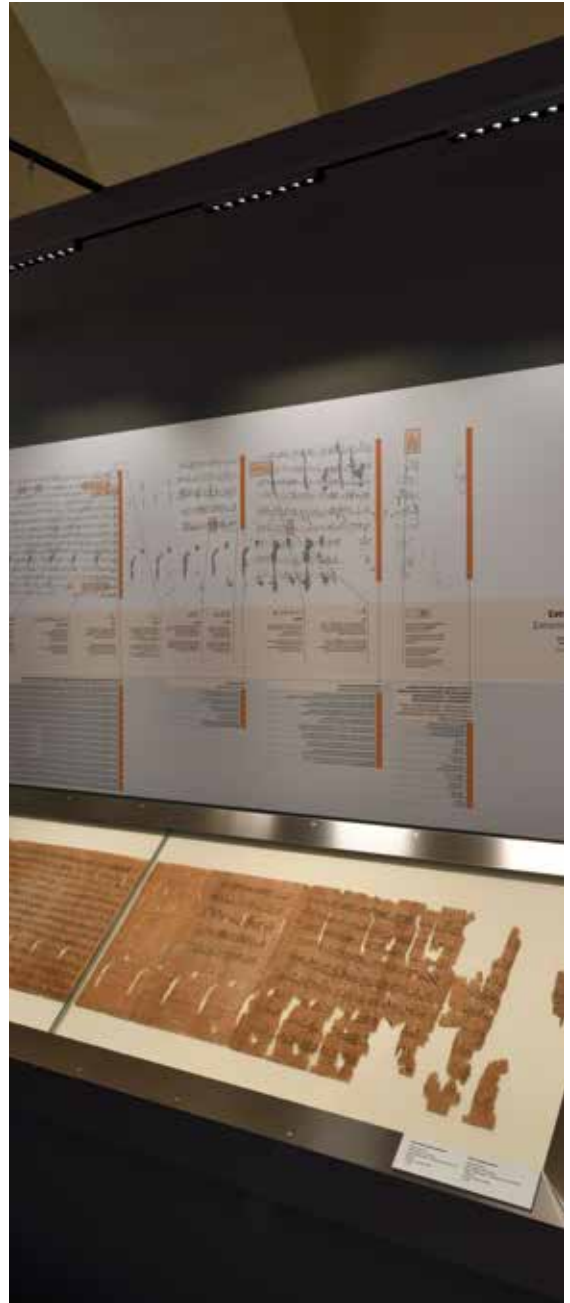
Artemide offers a controlled light in every detail, perfect for the highly specialized needs of museum spaces.

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 projector, Michele De Lucchi  
Pietà Rondanini Museum - Milan, Italy



Discovery Space Spot, Ernesto Gismondi  
Piero della Francesca exhibition at Poldi Pezzoli Museum - Milan, Italy



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



Turn Around , Carlotta de Bevilacqua  
Mostra Helen Binet, EuroLuce 2023 - Milan, Italy

# Hospitality



A complete range of products meets the multiple needs of these spaces with functional, minimal, and integrated or scenographic and surprising solutions. Artemide is specialized in creating bespoke products, perfect for characterizing spaces or following specific light or image needs. The new intelligences such as Artemide App allow a dynamic and engaging experience. They also offer services to the spaces manager by returning information on their use. The freedom to configure and program scenarios is within everyone's reach with Artemide App.

Unterlinden, Herzog & De Meuron  
Palazzo Butera coffee bar - Palermo, Italy



nh circular, Neri&Hu  
Harena Restaurant - San Benedetto  
del Toronto, Italy



Tolomeo Mega Outdoor, Michele De Lucchi & Giancarlo Fassina  
Falkland, Bruno Munari  
Sharp, Carlotta de Bevilacqua  
A.24 sharpening circular, Carlotta de Bevilacqua  
Alphabet of Light, BIG - Bjarke Ingels Group  
Hotel Giardino Verdi - Riva del Garda, Italy







Stellar Nebula,  
BIG - Bjarke Ingels Group  
Tizio,  
Richard Sapper  
Cascina Galarej - Serralunga d'Alba,  
Italy

Alphabet of Light,  
Gople,  
BIG - Bjarke Ingels Group  
Caffe Triennale - Milan, Italy

Alphabet of Light,  
BIG - Bjarke Ingels Group  
Noir Coffee Shop - Paris, France

A.24 Magnetic Track,  
Vector Spot,  
Carlotta de Bevilacqua  
The Modernist Hotel - Trieste, 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.*

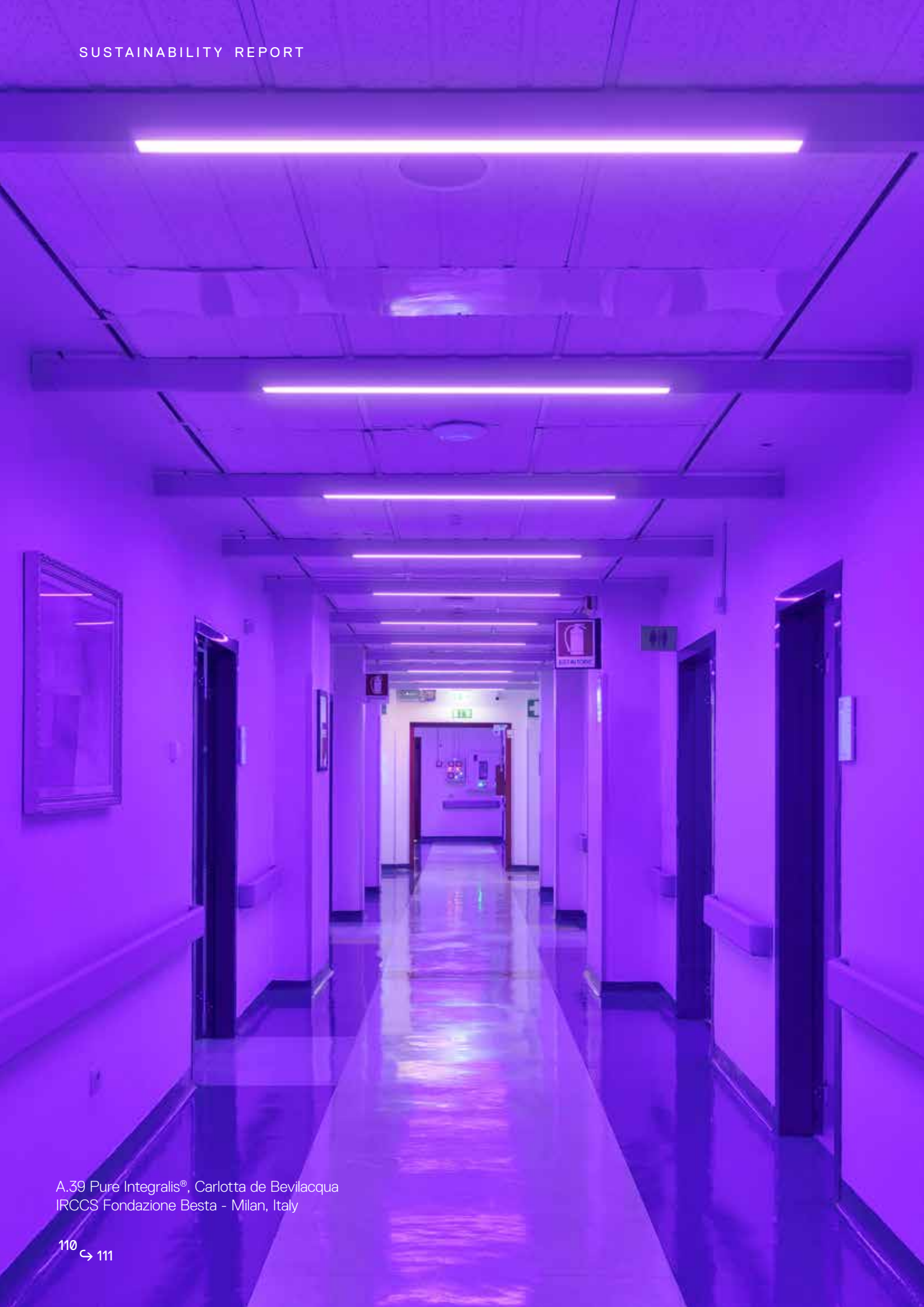


A.39 Pure Integralis®, Carlotta de Bevilacqua  
Korian project - Italy

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A.39 600x600 Pure Integralis®, Carlotta de Bevilacqua  
Fondazione IEO-MONZINO - Milan, Italy



A.39 Pure Integralis®, Carlotta de Bevilacqua  
IRCCS Fondazione Besta - Milan, Italy



# Residential



La Linea, BIG - Bjarke Ingels Group  
Private Residence - Meda, 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.



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



Shogun, Mario Botta  
Nesso, Gruppo Urbanisti Città Nuova  
Callimaco, Ettore Sottsass  
Dioscuri, Michele De Lucchi  
Private Residence Casa M - New York - USA



Vector Channel, Carlotta de Bevilacqua  
Private Residence - Forte dei Marmi, Italy



Empatia Chandelier, Carlotta de Bevilacqua  
Private Residence - Lubeck, Germany



Tolomeo, Michele De Lucchi & Giancarlo Fassina  
2 + una - Taranto, 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.

Reeds, Klaus Begasse  
NH Hotel - Venice, Italy

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"O", ELEMENTAL  
Private Villa - Venice, Italy



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

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Walking, Carlotta de Bevilacqua  
Urban Housing - Milan, Italy



Unique among the streets of Milan's "Quadrilatero", the fifteenth-century Via Gesù stars in innovative lighting project, which aims to enrich the idiosyncrasies of this unique street, dotted with refined boutiques, artisan shops and antiques dealers.

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

Nur outdoor, Ernesto Gismondi,  
Installation at Gesù street - Milan, Italy



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Diamante, Bespoke product, Studio Artemide  
Installation at Christmas Illumination, Passagenviertel- Hamburg,  
Germany

STUDIO ARTEMIDE



"Parrucca" Bespoke product, Herzog & de Meuron  
Stadtcasino Basel - 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.



LoT, Tapio Rosenius  
Bespoke installation, Carlo Ratti  
MEET Headquarter - Milan, Italy



Orsa Custom  
Hotel Waldorf Astoria - Cancún, Mexico





Costum Vector, Carlotta de Bevilacqua  
Larusmiani showroom- Milan, Italy

## 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.

## 7

### 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.**

VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



## 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 2024 amounted to about **4.7%** 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.



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

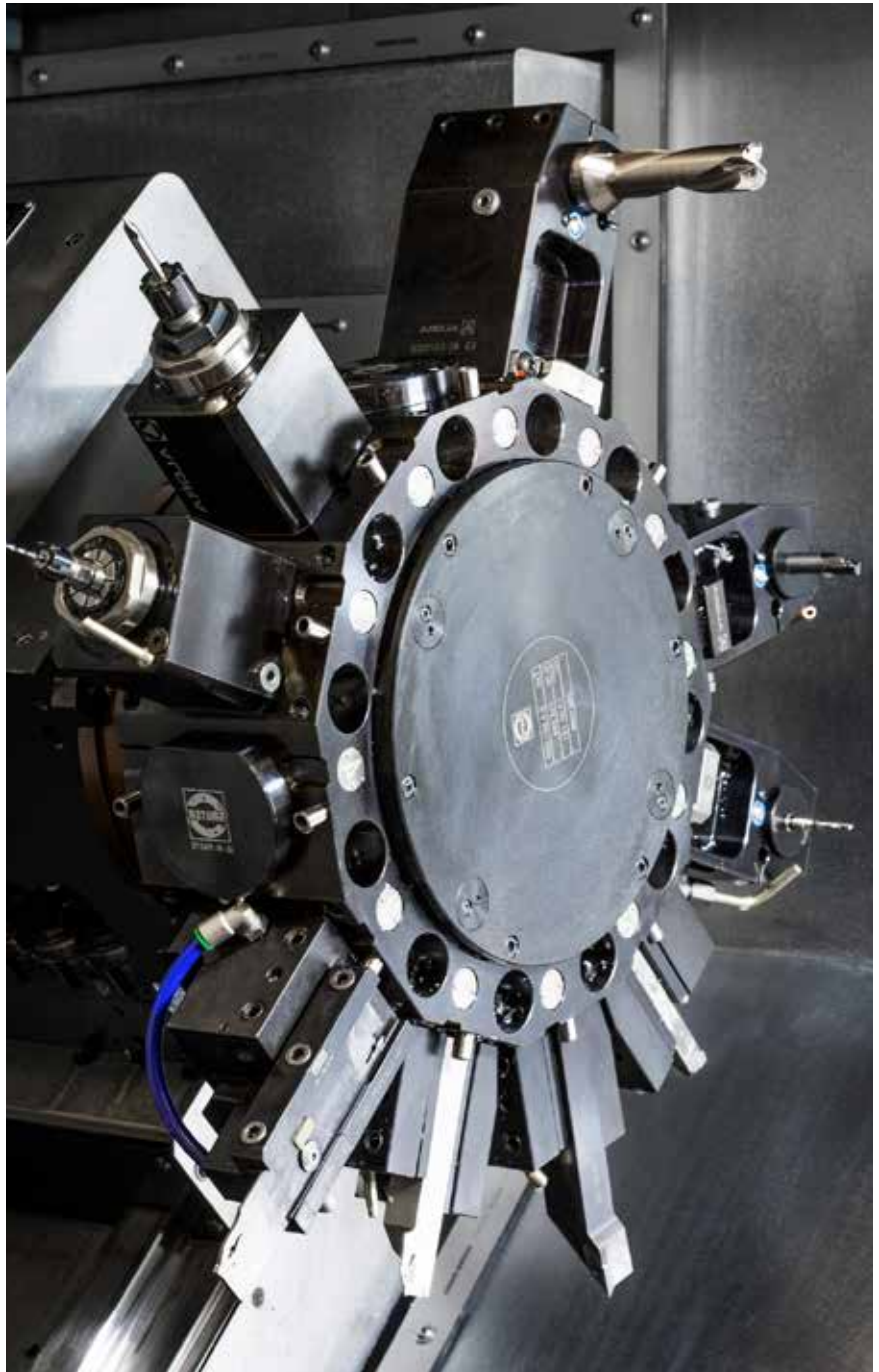
In the field of lighting, conceiving an innovative lighting fixture is an activity that involves several people from **different backgrounds**, not necessarily product technicians.

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.

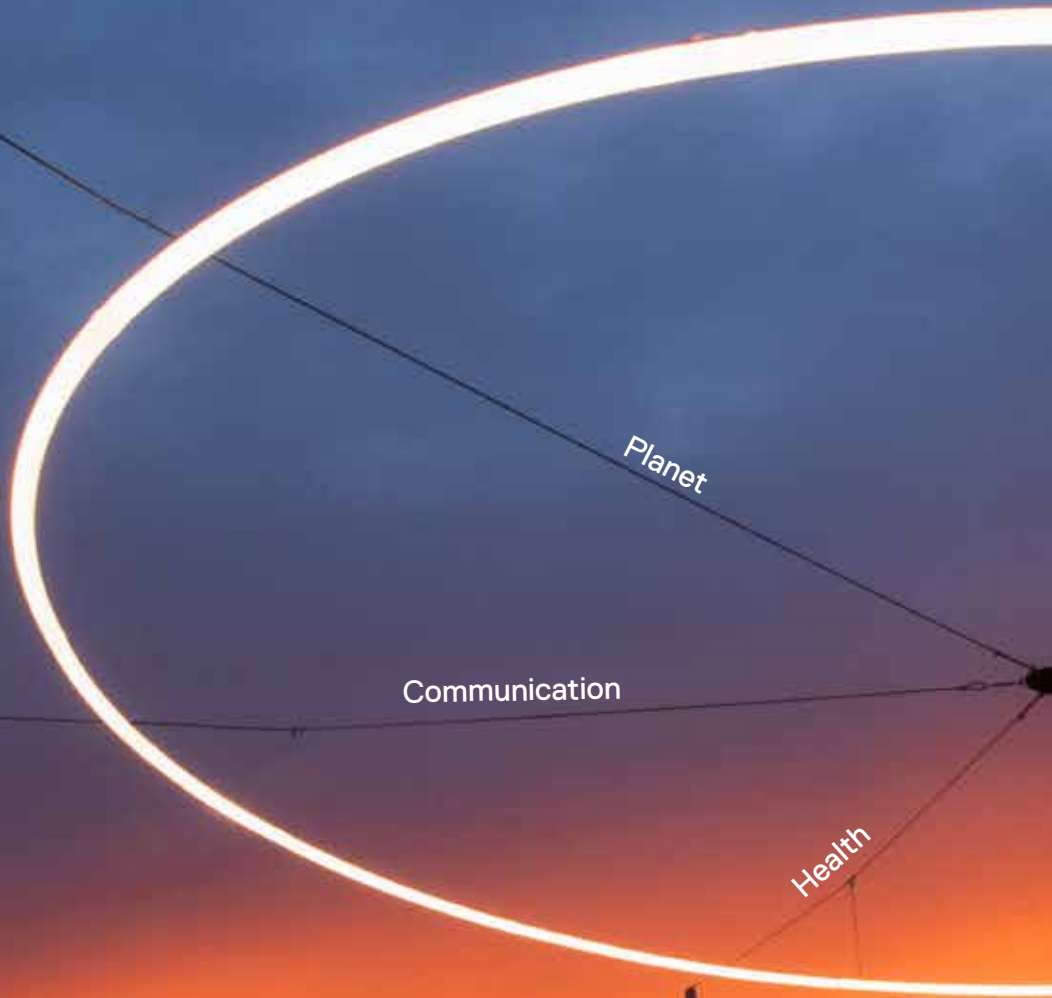
In other cases, there is a **process of integration** in the field of lighting, of mature technologies in contiguous sectors. In particular, as it will be explored in the next paragraph, the main lines of research, developed thanks to relationships with international innovative partners, concerned **Light 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



Planet

Communication

Health

Light is a circular energy that gives back multiple values

“The Living Chapel” Laudato Si Garden, 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. For years 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 unexpected 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.

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.

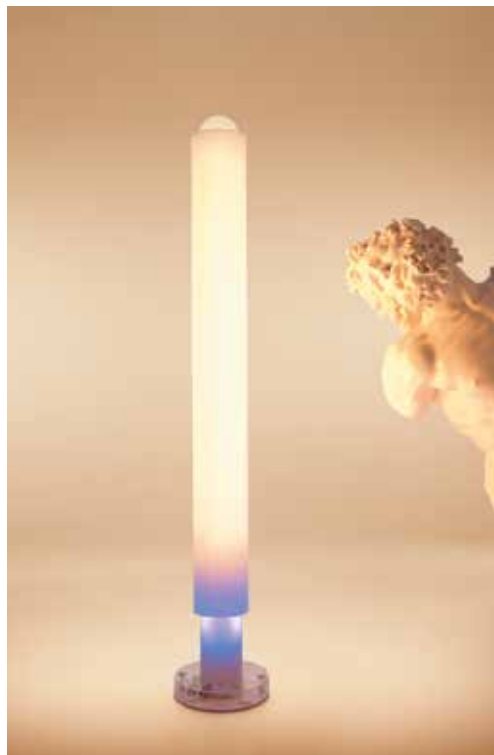
### Collaboration researches

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

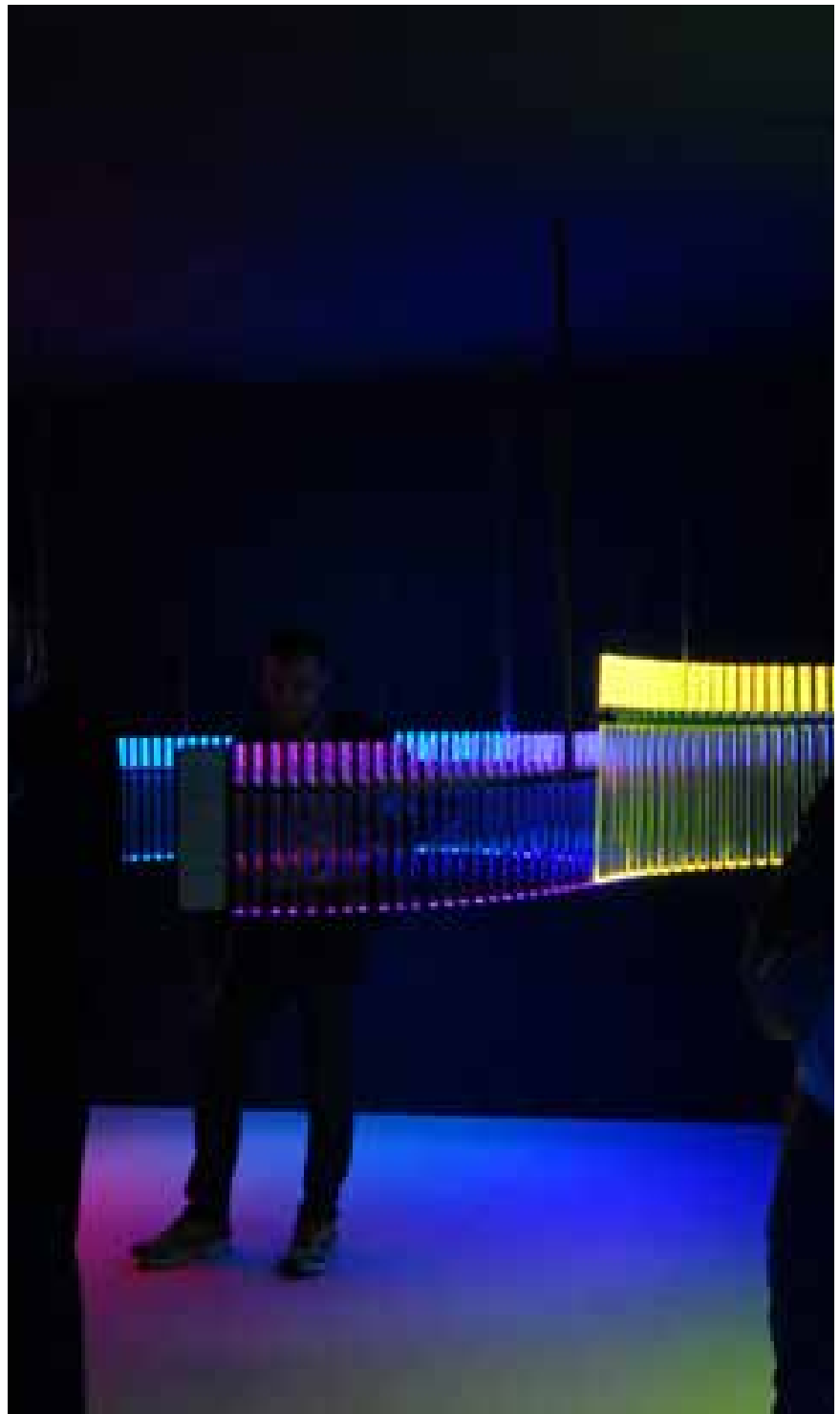


Prometeo - Aldo Rossi  
Metamorfosi Collection



Gople RWB, BIG - Bjarke Ingels Group  
Growing Light

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 humans that gave rise to the Metamorphosis project, Artemide research later investigated with **"My White Light"** the effects of white light on circadian rhythms and perception, developing product families with proprietary technologies based on fluorescent sources. These studies were then renewed in the light of new LED technologies with Metamorphosis 2.0 and Artemide TW (tunable white) and in specific functions, such as the "Circadian Cycle", incorporated into the Artemide App for the products management and lighting scenarios. Numerous product families of the latest generation, in fact, incorporate TW and RGBW technologies to extend and ensure an excellent quality of light to every space, guaranteeing maximum visual and perceptive comfort. Families of products that are increasingly transversal, more expressive, such as Discovery, or with more technical and architectural performances such as the Vector 75 projector, accompany humans in different spaces and moments of life. They support project lighting needs and at the same time ensure 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.

The psychophysical well-being also depends on a sort of complex "internal clock" within the body 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, which are strongly influenced by light. This aspect is considered increasingly fundamental in lighting projects, thanks to the spread of green building protocols such as LEED and especially WELL, which contribute to generating among designers a growing awareness of the correlation between light and well-being through the presence of concrete and measurable luminous, technical, and perceptive requirements and parameters that do not hinder or even favor this physiological rhythm.

An aspect of primary importance that accompanies these specific parameters is the variability of white light capable of harmonizing the perception of the built space with the physiological perception of natural light, both in terms of temporal dynamism and rhythm.

According to a vision of light that accompanies human rhythms and behaviors, Artemide has developed a tool called "Circadian Rhythm" to support designers, a specific algorithm - patent of invention - that interacts with the Artemide App, our wireless control of fixtures.

Based on the principle of geolocation and temporal placement, this function is able to adjust the intensity and color temperature variation of artificial light to best accommodate these rhythms.

The parameters of geographical and temporal contextualization are flanked by behavioral 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 with 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.

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.

The recent years have been dedicated to developing collaborations with important national and international partners to consolidate the application methods of INTEGRALIS® technology in various fields such as Health & Care, Offices and Education, Hospitality.

In particular, 2023 was dedicated to research activities carried out as part of the Anthem project (AdvaNced Technologies for HumancentrEd Medicine), funded by the Complementary Plan to the National Recovery and Resilience Plan (PNRR). Affiliated with the University of Milan Bicocca for the project "Wide spectrum light and devices for sanitation analyses," Artemide committed to a 4-year investigation into the virtuous synergies between state-of-the-art technologies such as INTEGRALIS® – proprietary technology – and cold plasma – developed by the Department of Physics of the University of Milan Bicocca – to create hybrid products aimed at generating environmental quality and improving human health.

In 2024, this joint research will continue with the development of laboratory demonstrators and the ongoing exchange of test results with the University of Milan-Bicocca, which has led to the creation of a concept for an initial finished and integrated product.

# 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.

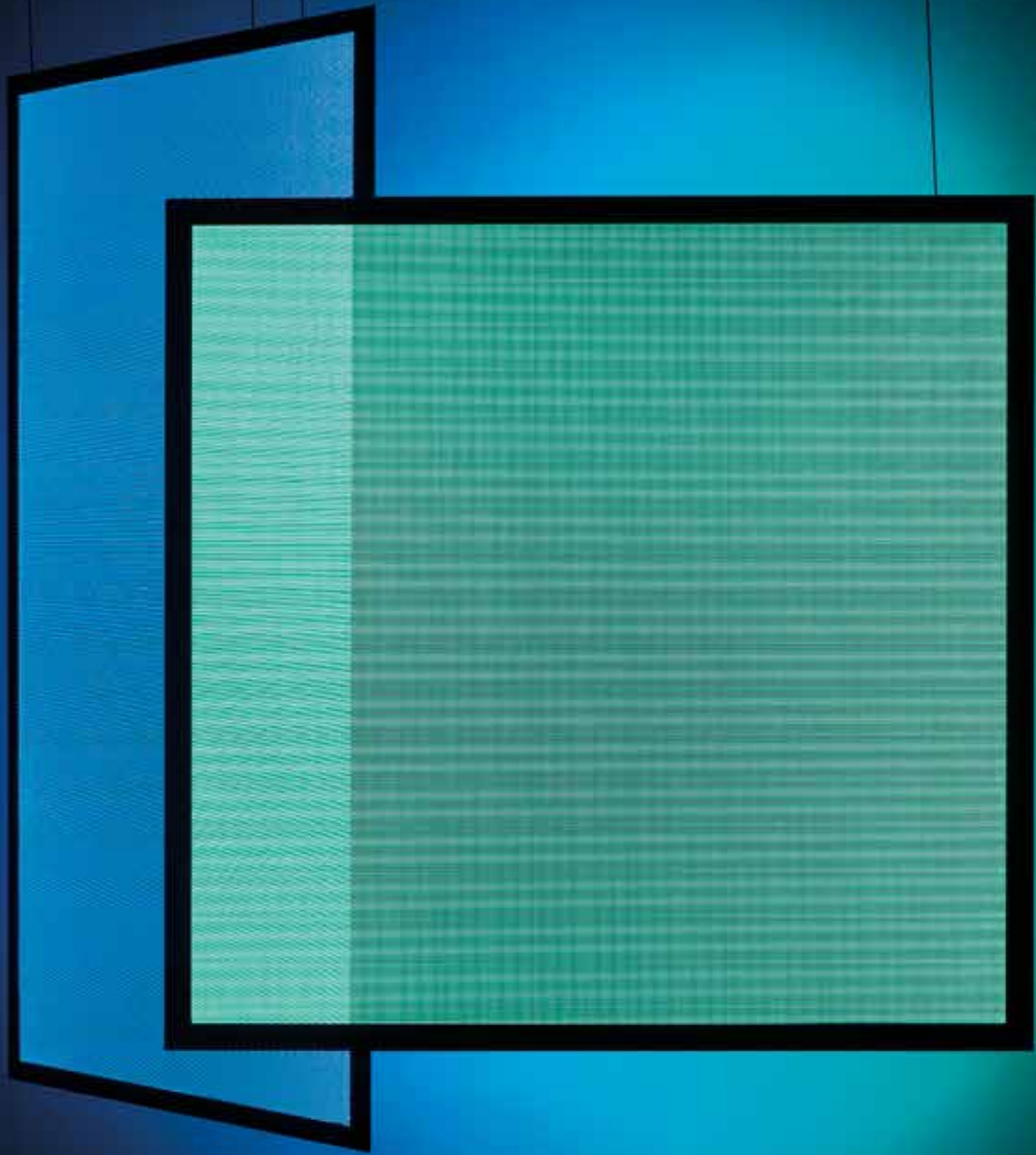
**01**  
**INTEGRALIS®**  
**is sanitizing light**

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

**IRRADIANCE**

**RADIANT POWER / UNIT AREA**

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

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

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

irradiation time to reach the desired microbial photoinactivation

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

**ENERGY DOSE**

**ENERGY / UNIT AREA**

the necessary energy dose to achieve inactivation of potential pathogenic microorganisms

# INTEGRALIS® Eco-System

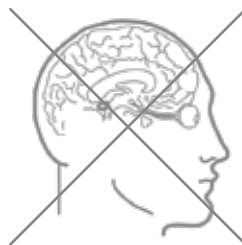
VISIBLE LIGHT



THE GOOD LIGHT  
TO SUPPORT  
DAILY HUMAN ACTIVITIES



NOT VISIBLE LIGHT



**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 field 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. During this period, the installation of INTEGRALIS® throughout the Neurosurgery Department B has been completed, and the first quantitative and qualitative environmental samples have been taken in selected areas.

The year 2023 was dedicated to the statistical analysis of the data obtained, both from an environmental perspective and from samples taken from patients, both current and historical, in order to identify a significant trend related to the phenomenon of HCAs (Healthcare-Associated Infections) in the hospital environment.

The statistical analysis of the results made it possible, during 2024, to draft a scientific article on the observational study conducted. The paper was subsequently submitted for review to one of the most important international journals in medicine and neurosurgery, Neurosurgery, and was officially published in 2025.

Tagora Integralis, S./R. Cornelissen  
Discovery Integralis, Ernesto Gismondi  
Habi Smart, by COIMA Image - Milan, Italy



## 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. This research investigates light interpreted in its wavelength nature.

Artemide's optoelectronic research focuses not only on ensuring excellent performance in terms of efficiency, but increasingly on the spectral and therefore perceptual qualities that influence the well-being of those who experience the spaces.



Light solutions with customized spectra



A.24 costum, Carlotta de Bevilacqua  
Issey Miyake Flagship Store - Milan, Italy

## Light as quanta: 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).

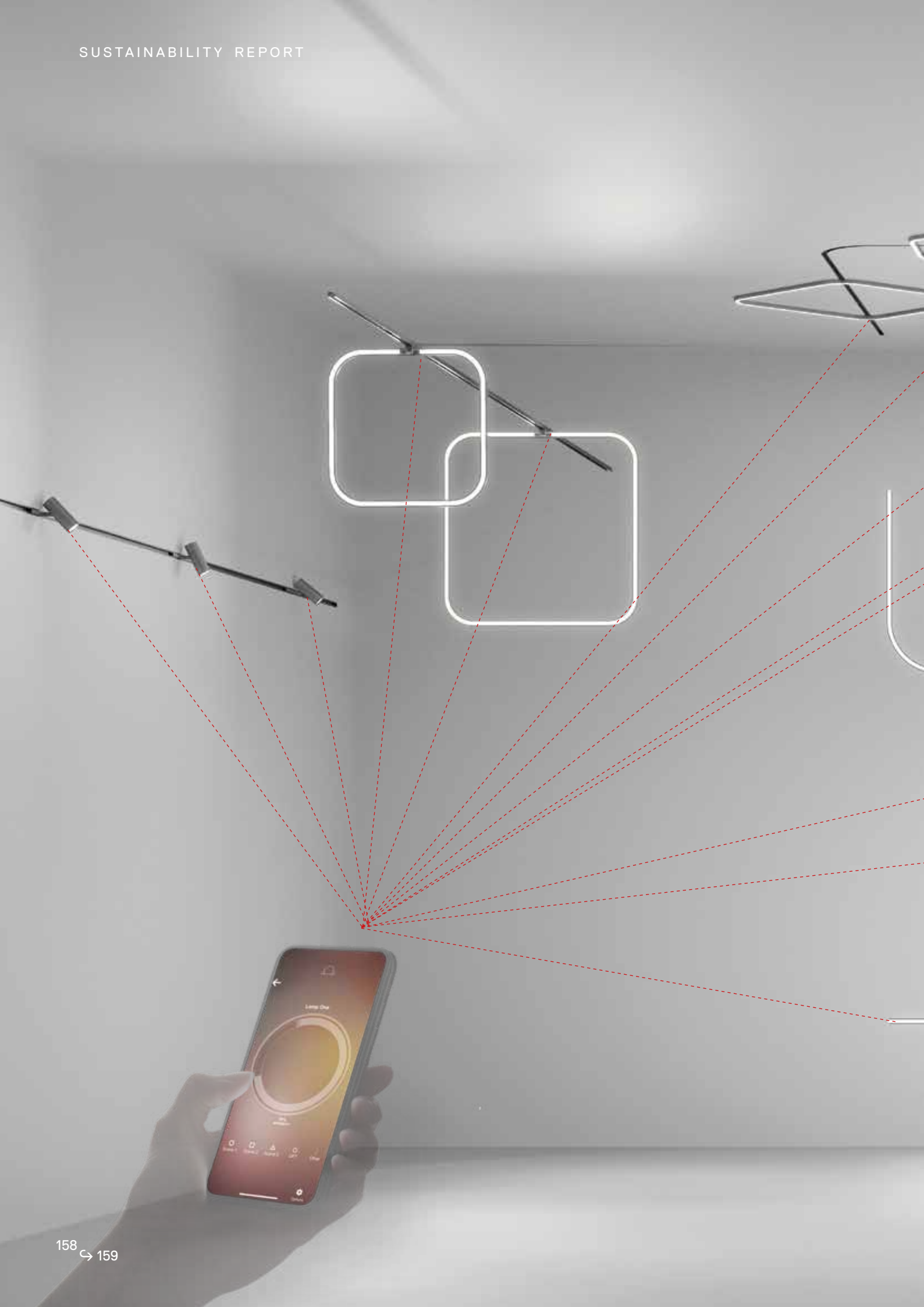
This scenario calls, on the part of the company, a concrete agility in the management of tools to support the customer such as continuous updating of platforms, help-desk services, prompt assistance and maintenance.

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.

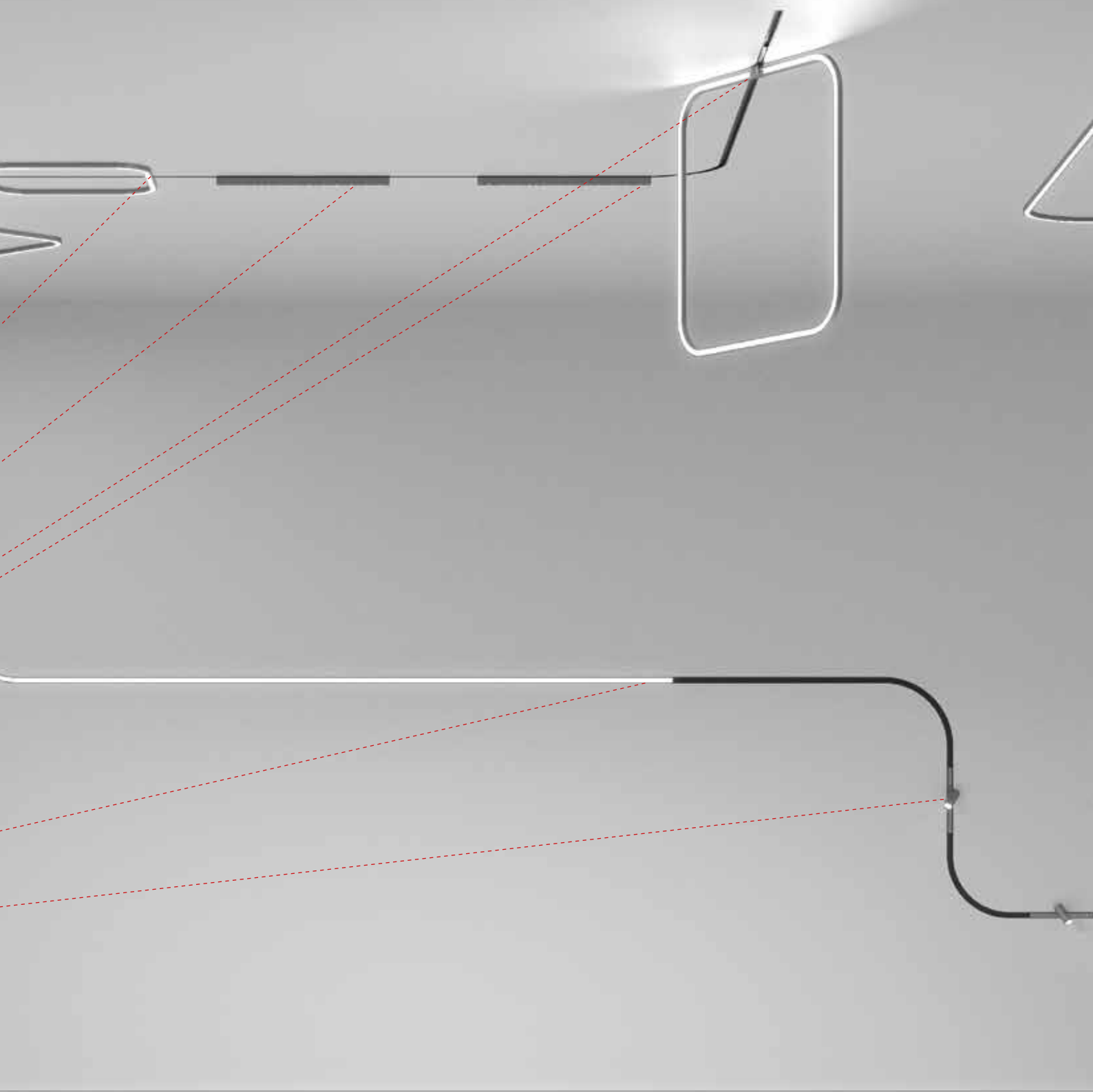
VALUES, KNOWLEDGE & KNOW-HOW TO REALIZE UNIVERSAL PROJECTS



Discovery Spot by Ernesto Gismondi,  
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 CO<sub>2</sub> (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.

The development of the Artemide APP's features and control interfaces is ongoing, reflecting the innovations integrated into the product year after year.

In 2024, new hybrid lamp management systems will be implemented, integrating multiple light emissions such as Discovery Dialogue, which combines RGBW + White, or Discovery Spot with TW+W performance.

Specific updates are constantly being made to improve usability for the end user, as well as

regulatory adjustments such as the study of the new requirements for Cyber Security EN 303 645 (and EN 18031) and related analysis to ensure compliance by 2025.

This analysis mainly concerned the configuration/testing procedures of the Edimetra Gateway.

## 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.

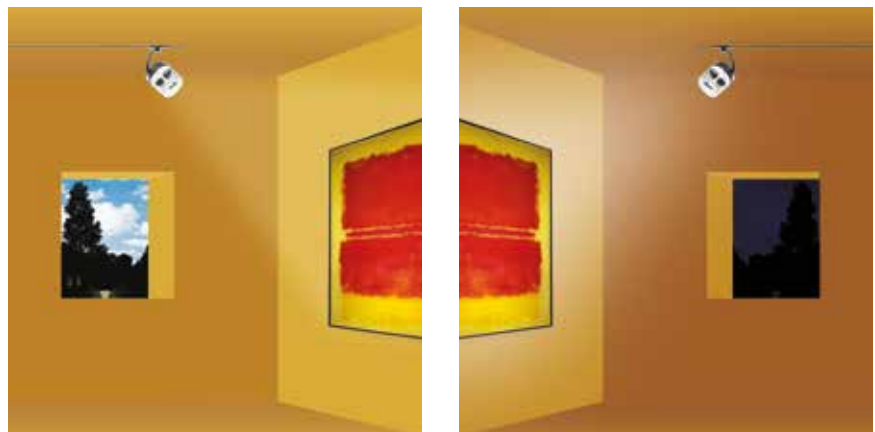
This infrastructure allows the interaction between INTEGRALIS® devices and different inputs that come from elements located in the space that make up the nodes of an advanced network, such as presence sensors or door contacts. They send signals to the control interface by enabling different sanitization 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 Target Point, feature of the Artemide App, is a system of devices and sensors that set a dialogue between desired and designed light, and the surrounding environment. The revolution of this system is the ability to center the choice of parameters and the definition of performance on the actual point of interest and not on the lighting fixture. Targets are environmental parameters, a concept that goes beyond a regulatory value of lighting or color rendering.

Target Point leads to a continuous **exchange of information** between the luminaire and the environment itself, recording environmental variations and integrating them to maintain a dynamic balance with respect to pre-set targets of illuminance and color temperature. What translates into a dynamic perception of light is nothing more than the maintenance of a **physiological** or **chromatic** quality of the perceived. With Target Point, technology is at the service of man, it becomes a tool to achieve a state of physiological well-being and enhances how humans live the space.

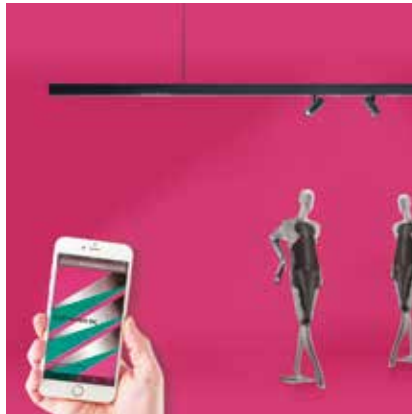


*Target Point, museum application.  
Parametric dialog between a Tunable White artificial  
light and enviromental phenomena.*

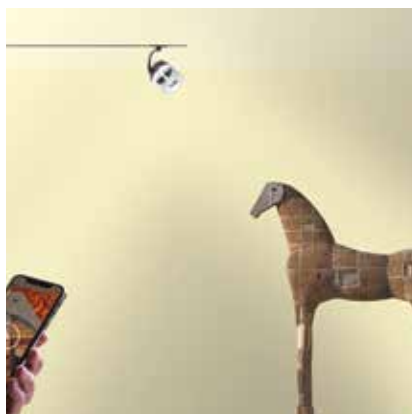
**Geo Li-Fi**

Offering unprecedented possibilities of interaction within spaces, Geo Li-Fi is a perfect technology for different applications: museums, where the beam itself that illuminates the art work can **transmit targeted information** to the observer; for **retail spaces** or **public environments** where it can guide the visitor by providing useful services with high added value. Through visible light, modulated according to a codified logic, it is possible to activate **location data**. The frequency of these light pulses is imperceptible to human eye but it generates a signal that can be received by the camera of any smart device. Communication takes place via wireless connection while the light source, equipped with the Geo-LiFi device, works both as a light coordinate in the geo-positioning and as a **trigger**, for the wireless reception of visible content through a special App on your device. This can be static content such as a message, an image, or dynamic content such as a video. It can also link to external links becoming a bridge to more extensive insights. The contents can also be customized according to the profile of the end user, thus embarking into new scenarios of interactions between light, spatial and information/information experience.

*Geo Li-Fi,  
retail & social public 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.

**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.



*Li-Fi, Personal workplace*



*Li-Fi, Meeting room*

## 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 it 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.

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.

### Innovation patents and utility models

At the end of December 2024, **126<sup>6</sup>** invention patents and utility models were held for **52** different technological solutions.

The relationship between nationalities of patents included in the portfolio at 31.12.2024 is illustrated below: Italy (where the first filing takes place) represents 25%, Europe 58%, U.S.A. 17%.

### Registered models

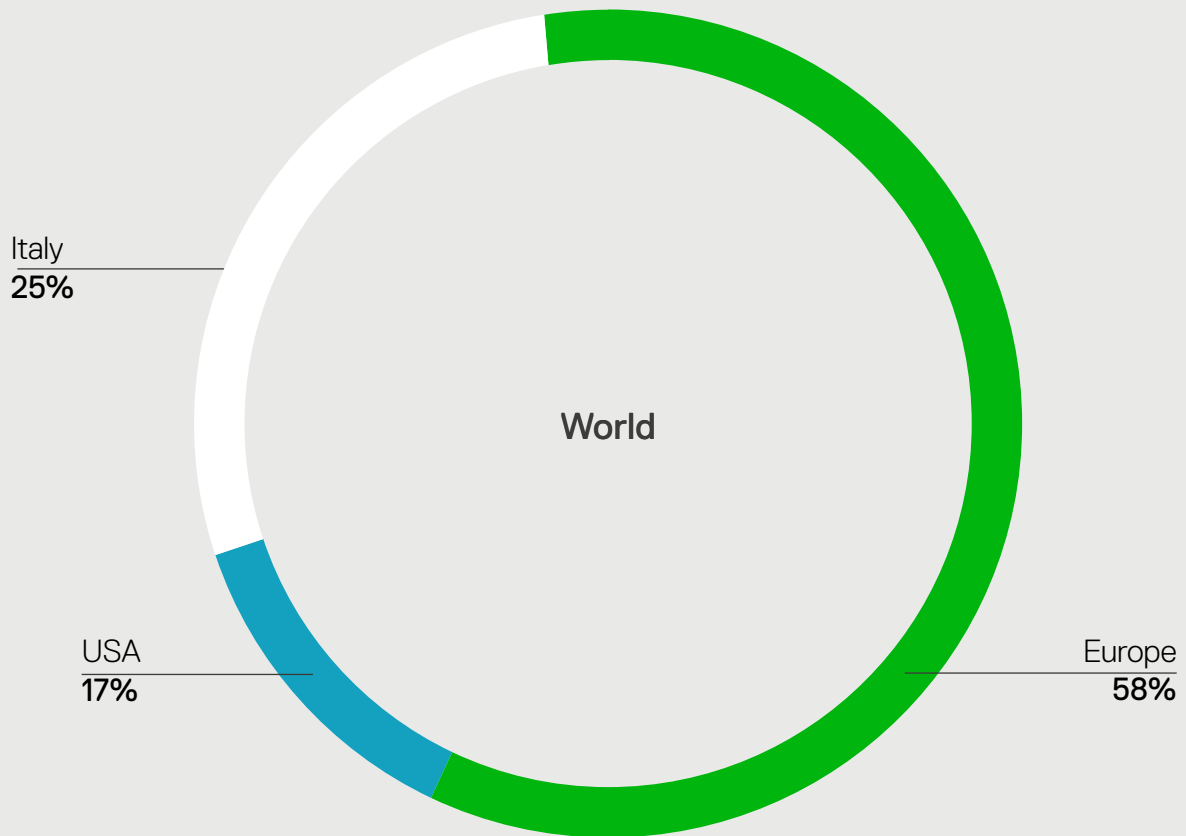
Regarding the ornamental models placed to defend the aesthetic appearance of products, Artemide considers it of primary importance to equip each design with a registered right. The policy in use grants that every year Artemide proceeds with the registration of the designs of new products within one or 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 12 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.

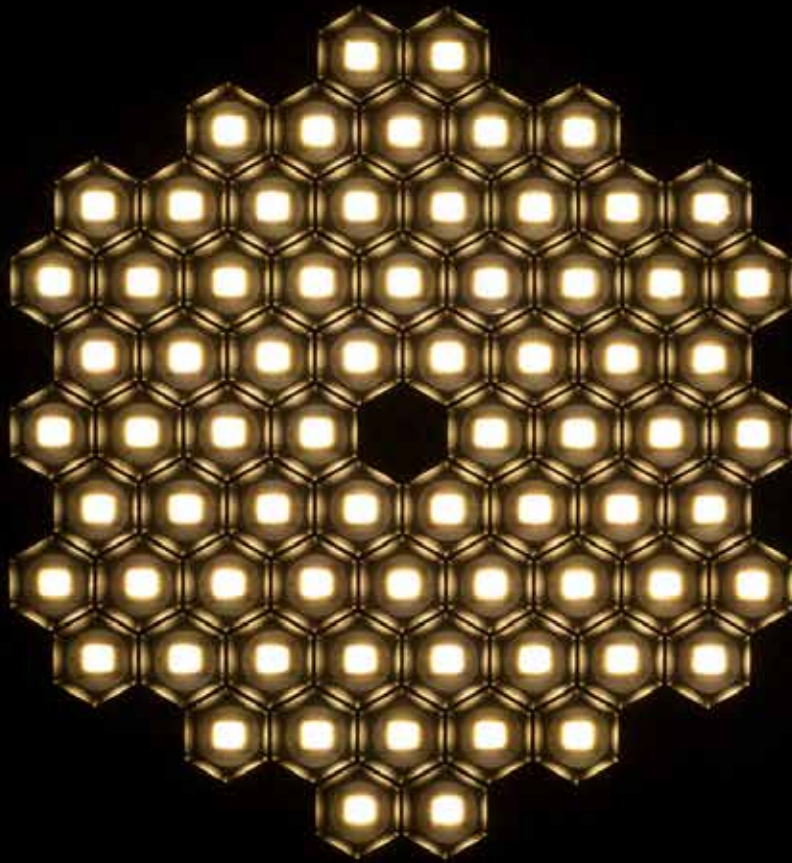
<sup>6</sup> The number of patents differs from what was reported in the Consolidated Financial Statements because, since the publication of the Consolidated Financial Statements to date, the data has been recalculated based on more updated information and thus corrected.

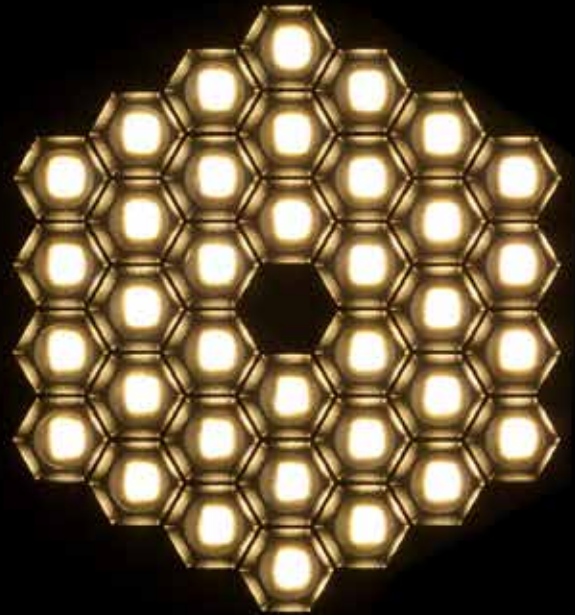
## Relationship between the nationalities of patents

Ratio of patent nationalities included in the portfolio as of 31.12.2024:

Italy (where the first deposit is made): **25%**  
Europe: **58%**  
U.S.A.: **17%**







## 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



Sylt, Carlotta de Bevilacqua



“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 Centric Metric
- 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 promoting conscious use.

In the continuous pursuit of sustainable objectives, Artemide has started in 2022 and continued in 2024 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 Centric Metric

Artemide adopts design criteria that aim at maximizing products efficiency and pays the utmost attention to the verification of consumption according to an "**Energy Centric Metric**" 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°C, 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.

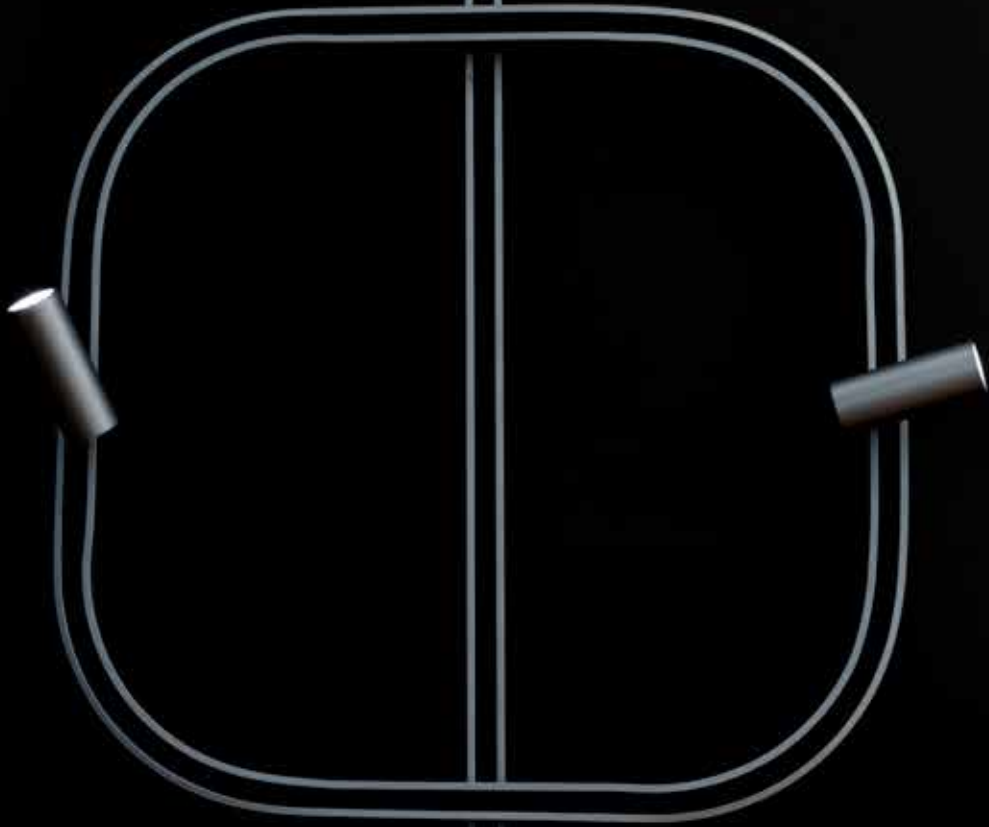
**Materials and productive processes**

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 light that offers multiple performance options managed by the user to meet changing lighting needs throughout the day, placing value on individual perception and well-being, as well as promoting conscious and efficient use of light.

ALE 01 is an exemplary project of sustainability throughout its lifecycle, thanks to the use of innovative recycled and recyclable materials. The shell of the product is crafted from an ABS compound incorporating post-consumer recycled (PCR) materials. This innovative blend is based on recycled polymers, offering a sustainable alternative to traditional plastic. By integrating at least 50% PCR content and giving new life to recycled materials, it significantly reduces the overall environmental impact.

This product embodies the perfect balance between functionality and ecoconscious practices, demonstrating that high-quality design can seamlessly coexist with environmental responsibility.



## 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.

## Finishing process - Painting

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 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.



Coating Machinery - Artemide Factory  
Pregnana Milanese



Coating Machinery - Artemide Factory  
Pregnana Milanese

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 production flows and cycles. Relative to the latter, Artemide carries out continuous research in the area of technical field to avail itself of the always best solutions for the 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, it is still active in 2024 and is subject to ongoing development activities to extend its functionalities.

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.

Given what mentioned and with a critical perspective in mind, the most impactful transportation related to merchandise purchases from China and non-European countries has experienced a further decrease compared to 2022 (from **3.2%** to **3.5%**).

Furthermore, over recent years, Artemide has implemented a strategy to reduce the number of suppliers in order to enhance quality control and establish genuine partnerships. In line with this approach, the supplier rationalisation strategy continued in 2024, resulting in an overall reduction of 7% compared to the previous year. This trend is expected to intensify, also due to the closure of the plants in France and America, a process initiated during 2024 that will see complete closure by 2026.

This represents a significant step towards reducing road and air transport, thereby contributing to the reduction of environmental impact. The strategy will also strengthen collaboration with Italian suppliers, emphasising the commitment to responsible business practices and the promotion of Made in Italy.

Artemide sources the majority of components for its lamps from European suppliers, particularly from Italy. However, a certain portion of components is still purchased from Chinese suppliers. In recent years, these supplies have often been jeopardised by geopolitical dynamics (first due to the blockage of Chinese ports due to Covid, more recently due to the danger of crossing the Suez Canal because of piracy by the Houthis). Additionally, there is an increasing risk that components imported from China may be subject to anti-dumping duties, significantly increasing the purchase price.

In light of these challenges and the aforementioned considerations, the company is seeking alternatives in Europe, identifying aluminum die-castings as the product category that can be shifted to European suppliers first. Regarding these components, for newly designed products, Artemide is increasingly turning to European manufacturers, primarily Italian, but also Hungarian, thus developing the cluster of Eastern European suppliers as a replacement for the Chinese ones. This strategy, thanks to the proximity of the suppliers to the Hungarian plant and the Italian ones, favors savings in terms of time, transportation cost, and CO<sub>2</sub>. Additionally, the procurement and quality departments of A&A (Hungarian production site) can more easily oversee and communicate with the suppliers compared to the Chinese, thereby better controlling quality and resolving issues much earlier.

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 carefully managed 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.

An important initiative in the packaging sector, in collaboration with the primary supplier, has facilitated the use of cartons made from responsibly managed forests, bearing the FSC brand, and incorporating gradually increasing percentages of recycled cellulose.

Furthermore, a comprehensive redesign of packaging has been initiated to progressively replace expanded polyethylene (PE) packaging with cardboard components; where the complete elimination of PE proves particularly challenging, PE containing 30% recycled material is used, identifiable also by a new distinctive colour.

The elimination of polyethylene (PE), polystyrene, and polyurethane foam will not only lead to a substantial reduction in less sustainable materials but also to quantifiable cost savings. However, in 2024, this activity experienced a temporary slowdown due to the discontinuation of certain suppliers located in France. Despite these delays, the transition strategy towards more sustainable packaging has been fully confirmed, and tangible results from the redesign will be visible from 2025 onwards.

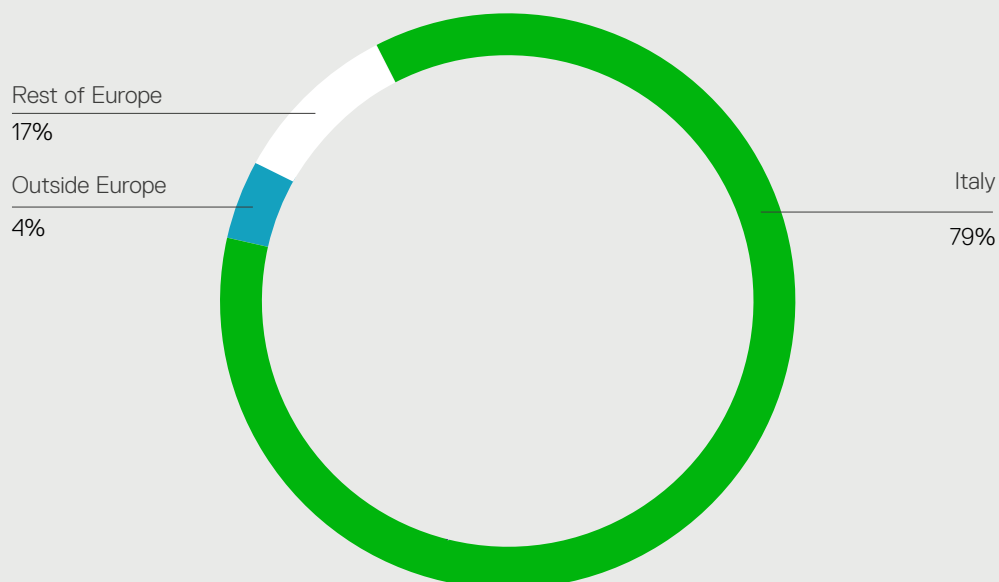
Training has also been conducted as part of the campaign to replace plastic packaging with cardboard, during which the technicians involved were instructed on the reduction of greenhouse gas emissions associated with this activity, thereby reinforcing their motivation and engagement in the project. Additionally, they were trained on the reduction of the number of packaging components, providing an understanding of the impact of their choices not only on the environment but also on the efficiency of Artemide's entire supply chain.

In terms of lamp construction materials, for which the product design department is responsible, work is underway to design a lamp with a body expected to be made from recycled plastic; this could be the first of a series of new products made from recycled materials. Additionally, sheets of aluminum obtained from materials from beverage cans will be tested.

The production and packaging process involved the use of 3,068 tonnes of materials in 2024, an increase compared to the previous year. The materials used are divided between renewable and non-renewable materials, accounting for 28% and 72% respectively.

In 2024, purchases increased by 12% compared to 2023. With reference to geographical areas, 79% of purchases were concentrated in Italy (22% more than in 2023), 17.5% in the Rest of Europe (18% less than the previous year), which includes Germany, France, Hungary, and 12 other European Union countries, while 3.5% were directed to the Extra-European Union area, which includes the United States, Switzerland, China, and Taiwan among the main countries (21% more than in 2023).

## Proportion of expenses towards suppliers (GRI 204-1)



Naionality Suppliers	2024	2023	2022	2021
<b>Italy</b>	<b>79 %</b>	<b>72.5 %</b>	<b>77.6 %</b>	<b>79 %</b>
<b>Rest of Europe</b>	<b>17.5 %</b>	<b>24.3%</b>	<b>18.1%</b>	<b>16.5%</b>
France	3.8 %	13.8 %	5.2 %	5.3 %
Hungary	7.7 %	4.5 %	7.2 %	6.1 %
Others	6 %	6.0 %	5.7 %	5.1 %
<b>Outside Europe</b>	<b>3.5 %</b>	<b>3.2 %</b>	<b>4.4 %</b>	<b>4.5 %</b>
	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>

## 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, from 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

Number of suppliers	2024	2023	2022	2021
Italy	402	441	439	481
European Union	198	214	209	297
France	93	104	132	175
Hungary	83	88	48	78
Others	22	22	29	44
Extra European Union	28	23	33	32
Total	628	678	681	810

## Materials used to produce and package (GRI 301-1)

Materials <sup>7</sup>	2024 (ton)	2023 (ton)	2022 (ton)	2021 (ton)
Renewable material (wood, paper, cardboard, glass)	845	768	998	1,060
Non-renewable material (Aluminum, brass, iron, plastic, electronic components, paints, other)	2,223	1,925	2,462	2,706

<sup>7</sup> The data relating to the materials used is estimated on the basis of the 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.

The new Code of Ethics, approved at the end of 2023, emphasizes even more explicitly how sustainability is an essential evaluation element in the selection of suppliers.

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 their activities to the principles of the **Code of Ethics** also in relations 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.

In this regard, in 2024 the project for the introduction of the supplier portal was launched, designed as a central tool for the collection, management, and monitoring of sustainability-related information along the supply chain. The portal, scheduled to go live in July 2025, will initially be launched in Italy, starting with smaller companies, and then extended to more structured suppliers in the following months.

The platform will be divided into two main sections: a common part, dedicated to the entry of company data, acceptance of general conditions, uploading of company certifications, and compliance with regulations such as REACH and RoHS; and a specific part, differentiated by supplier type, focused on ESG aspects, sustainability reports, traceability, and material certifications. Suppliers will be trained both on the use of the portal and on the strategic objectives linked to it, with the aim of guiding and encouraging the entire supply chain towards a shared path of improvement.

In parallel, during 2024 an ESG data collection campaign was already initiated through questionnaires, involving 330 suppliers. The initiative aims to measure the level of awareness and commitment of suppliers on sustainability issues.

Finally, Artemide has implemented a supplier evaluation system, known as "vendor rating," which assesses the quality and service provided by suppliers based on specific parameters. This evaluation is shared annually with the suppliers, offering them the opportunity to discuss and identify any areas for improvement. Together, activities are defined for the following year to achieve these objectives.

## **Automatic Warehouse**

The automated finished goods warehouse system, operational since 2012, has eliminated manual handling by employees and reduced the risk of accidents. The system operates by having automatic machines take charge of incoming products, which are then organised within the warehouse. This system also enables accurate and up-to-date inventory management.

However, in 2024 a review process was initiated following the observation that the automation was not fully compatible with the specific characteristics of the products to be inspected, causing potential operational inefficiencies, productivity declines, and technical faults. Considering the flexibility limitations and the approaching end of the system's life cycle, Artemide has decided to revert to a traditional warehouse model, which is more adaptable to production needs and capable of managing activity peaks, also through the use of additional personnel. The transition project, started in 2024, will continue until the end of 2025, with full operational capacity expected in 2026.

## 02.4 Product quality and certifications

Tizio by Richard Sapper, Photographed by Elliott Erwitt, 2001



## International Standard

The Group is committed to upholding the high-quality standards recognized worldwide. Product quality and safety are ensured through compliance with international regulatory standards and the availability of international certifications. Artemide conducts its own conformity checks for its products and acquires third-party certifications in key markets, including Europe, America, China, and a portion of the catalog in the Australian market.

For **2024**, the following have been achieved:

- **23** new **ENEC** Europe product certifications
- **18** New **cULus** Product Certification for America-Canada with UL INTERNATIONAL
- **3** new **cETLus** product certifications for America-Canada with INTERTEK
- **35** new **CCC** product certifications for China
- Certificate for Colombia **2216** codes under the **RETIPLAP** brand with **QCERT**

Attention towards the areas of the **International Electrotechnical Commission (IEC)** has been maintained due to business opportunities linked to large main-contractors. The Artemide laboratory is accredited by both Underwriters Laboratory and Intertek for safety certifications in markets following the technical rule of the **International Electrotechnical Commission (IEC)**.

Business opportunities related to main contractors have maintained strong focus on the areas of the International Electrotechnical Commission (IEC), for which the Artemide laboratory is accredited by Underwriters Laboratory, Intertek, and IMQ. The same applies to the American and Canadian markets, for which the laboratory is accredited according to UL standards by Underwriters Laboratory for the cULus mark and by Intertek for the cETLus mark.

Finally, during 2024 no cases of non-compliance were recorded concerning products and services, neither regarding health and safety impacts nor in terms of information and labelling, that resulted in sanctions or recalls.



Gople RWB Assembling - Artemide Factory  
Pregnana Milanese



CE marking



EAC marking



UL Underwriters Laboratories



European Conformity  
Certification ENEC



CCC marking  
China Compulsory Certificate

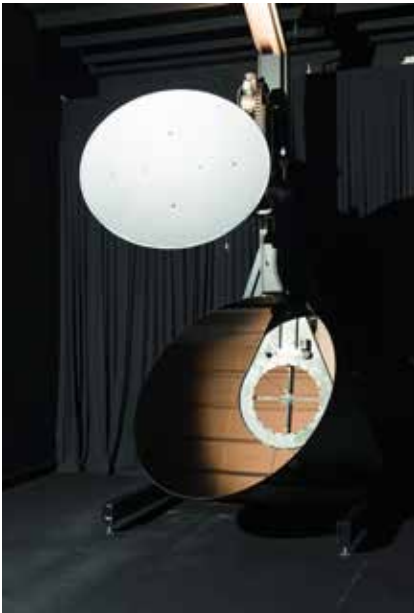
## Internal laboratories

For Artemide, product and component testing is an integral part of the engineering process and 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 to maximize performance. The development, design, and planning phases include several sub-phases that focus on quality control of Artemide products.

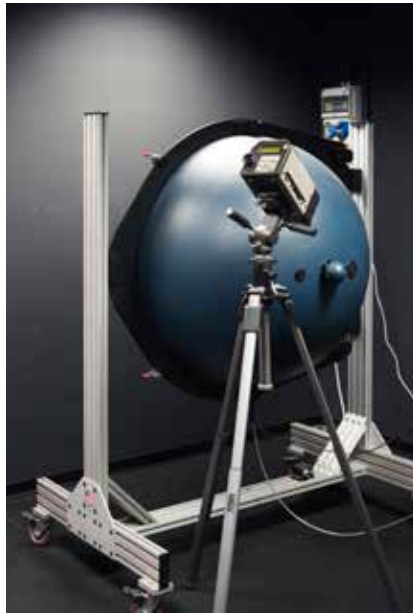
Initially, for example, optical and lighting performance simulations are conducted based on component drawings and source properties, leading to performance checks on real prototypes with respect to project targets. Subsequently, checks and analysis of the physical-mechanical aspects (thermal and electrical) are carried out. Various laboratory tests are also conducted on individual components or integrated systems. These tests include, for example, accelerated aging tests on components or products through thermal cycles at 35°C, UV rays, and salt spray; simulating harsh usage conditions, these tests are of fundamental importance for outdoor applications. In fact, Artemide has always combined the development of efficient products with a careful analysis of their application conditions to guarantee long life and high efficiency over time.

In 2024, the Laboratory was equipped with the following instruments:

- **3** new-generation wattmeters that replaced the ones previously in use
- **2** voltage stabilisers to enable multiple temperature tests to be conducted simultaneously
- **1** spectroradiometer to be used both for photometric measurements of devices with standard emissions and devices emitting UV rays
- **1** handheld data logger with probe for temperature measurements



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 2024 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 2024, 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.

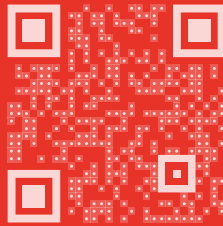
Artemide.com is a real and reliable tool to support designers and professionals in the sector thanks to sections such as "**My area**". Thus, it is possible to save products or projects by organizing them into folders from which to automatically generate convenient personalized brochures. Completeness 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

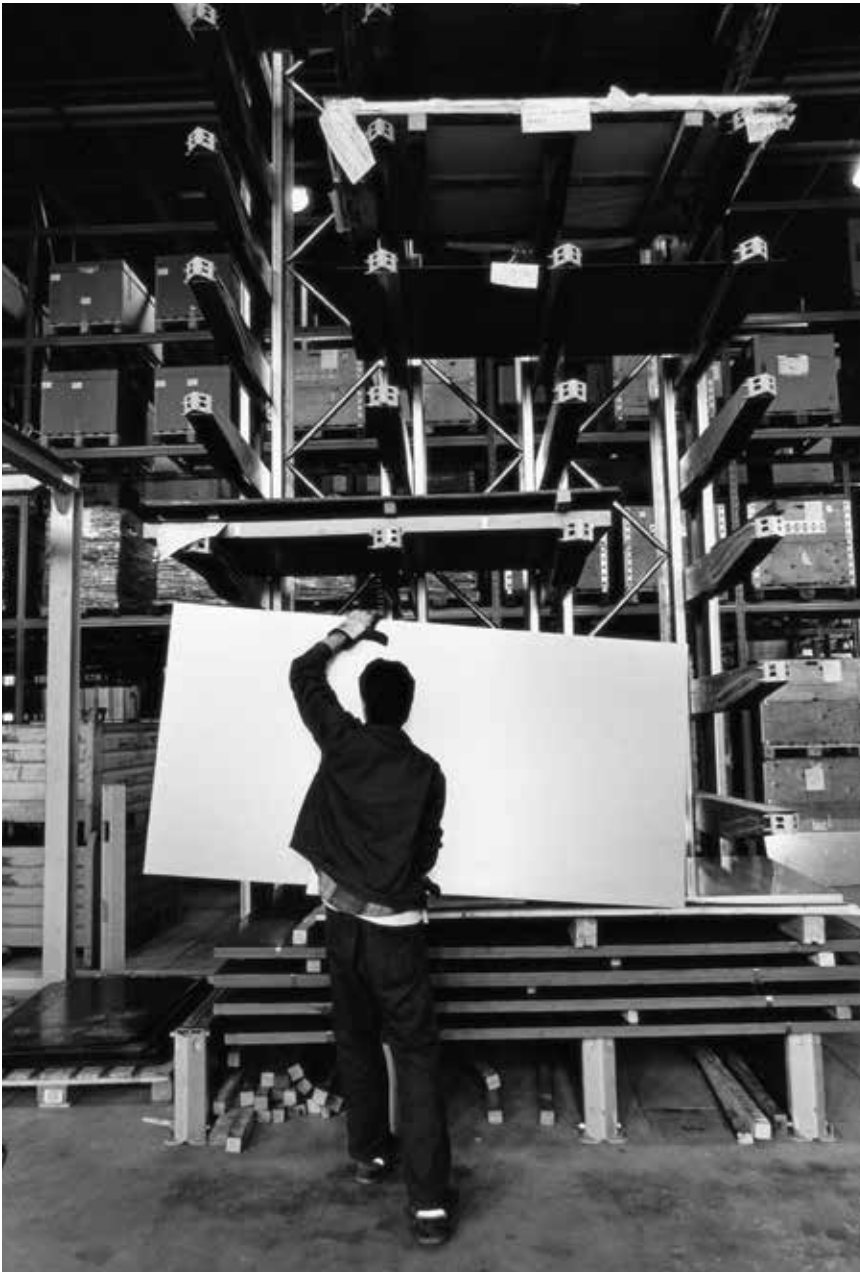
**Artemide®**



# 03

## Environmental responsibility. More with less

Artemide Factory, Pregnana Milanese, Photographed by Elliott Erwitt



The Group is steadfast in its pursuit of developing lighting products and projects that interact with people, their needs, and the diverse ways of experiencing living, working, and public spaces. Equally important is that these products, throughout their entire lifecycle, do not compromise environmental resources and contribute to enhancing the quality of the human environment in its broadest sense.

Artemide's future commitments encompass several projects aimed at advancing the company's strategy to combat climate change and reduce its atmospheric emissions. With this in mind, an **energy requalification plan** is currently planned for the buildings at the Pregnana Milanese site. Specifically, the energy efficiency project for the heating and cooling systems was initiated, beginning with the replacement of a boiler in the thermal power plant with a 3000kW condensing boiler equipped with a low NOx emission burner. The comprehensive project involves reducing the use of boilers in favor of heat pump systems for heating offices. Alongside the renewal of the systems with the most efficient technologies available on the market, the strategic subdivision of the units serving the different environments contributes to efficiency, significantly reducing energy dispersion. This intervention is the outcome of meticulous design aimed at optimizing energy efficiency, with the objective of reducing operating costs and enhancing ease of installation, effectiveness, and economic management.

During 2024, new projects were also initiated to assess the adoption of a geothermal system, which is currently undergoing feasibility analysis.

At the same site, a **700 kW peak photovoltaic system** was completed and became fully operational in 2024. The energy produced by the photovoltaic system meets approximately 31% of the site's annual demand, with 25% of the energy generated used for self-consumption and the remaining 5% fed back into the grid.

Furthermore, a feasibility study was conducted for an additional photovoltaic system to serve the building at Via Bergamo 17-19. According to preliminary studies, the system is expected to have a peak power of approximately 100 kW and to cover around 31% of the annual energy demand, with a projected self-consumption rate of 78%. The study confirmed the feasibility of the project, which is planned for implementation in the coming years.

## Energy Requalification

Since 2021, the offices of Artemide S.p.A. and Artemide Italia in Italy have been sourcing 100% of **their electricity from renewable sources, verified with a certificate of origin**. The Group's objective is to extend the procurement of energy from renewable sources, certified with certificates of origin, to other facilities as well.

Following the installation of an electric charging station in the Milan office and two stations at the Pregnana site, three additional charging stations were installed at the Pregnana site in 2023. This was done with the aim of promoting electric corporate mobility. Moreover, during the renewal of contracts, a decision was made to transition to a fleet of cars with hybrid engines.

From 2023, the project for the implementation of "Power Quality" devices was initiated. This involved the introduction of two voltage stabilizers designed for energy saving, capable of increasing or reducing voltage, maximizing load efficiency by reducing consumption and limiting user stress. The proposed technology includes a system for monitoring savings achieved using an algorithm approved by ENEA. The project was completed in 2024, and the devices are now fully operational.

Between the end of 2023 and the beginning of 2024, a feasibility study was launched for the efficiency of compressed air production, storage, and distribution systems. During 2024, interventions were carried out to eliminate micro-leaks in the distribution network. However, the project is still under evaluation.

To bolster environmental safeguards, Group management procedures and operating instructions have been implemented at each site. Notably, a **Quality-Environment-Safety Manual** (compliant with **ISO 9001**, **ISO 14001**, and **ISO 45001** certifications) has been implemented. This manual, addressed to all Group personnel as well as customers and suppliers, describes Artemide's activities through the diligent and effective application of the Quality-Environment-Safety management system.

AEO. Artemide Spa holds the **AEO** authorization, issued in 2016 by the Customs and Monopolies Agency. The status of Authorised Economic Operator assures Artemide's business partners of the Group's absolute compliance with customs and security regulations in international commercial operations.

**ISO 14001:2015.** Artemide's environmental management system is compliant with ISO 14001:2015. The ISO 14001 Environmental Management System contributes to the specific requirements of an environmental management system, used to monitor and evaluate performance. This standard, aimed at managing environmental responsibilities systematically, contributes to the sustainability pillar and aids in achieving the expected outcomes of the environmental management system. Specifically, the following entities possess this certification: Artemide Spa in the Pregnana Milanese and Telgate (BG) offices, A&A Zrt. at the Paks (Hungary) headquarters, Artemide Saint Florent SAS in Saint Florent Sur Cher (France), and Artemide Italia Srl at the Pregnana Milanese headquarters.

**ISO 9001:2015.** The quality system of Artemide Spa and the operating units of Pregnana and Telgate (Italy), Paks (Hungary), and St. Florent (France) complies with the ISO 9001:2015 standard. This standard is for the design, development, manufacture, and service of indoor and outdoor lighting fixtures and systems.

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

The **ISO 9001:2015**, **ISO 14001:2015**, and **ISO 45001:2018** certifications remain in effect in **2024**.

# 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, the implementation of environmental certification has enabled the Group to control and influence the way products are designed, manufactured, distributed, consumed, and disposed of. This is done using a life cycle perspective that can prevent the inadvertent shift of environmental impacts to another phase of the life cycle. For some time now, Artemide has been conducting experimental research centered on the concept of reduction. However, this does not imply a reduction in the meaning and performance of the product. The design approach today broadens its boundaries and considers its responsibility towards an increasingly critical global context. This approach translates into a synthesis of **performance** and the rationalization of components to achieve **production optimization** and ease of **disassembly**.

Artemide ensures its products are kept updated from a technological and performance perspective. Well ahead of regulatory requirements, it has introduced a constant focus on the use of high-efficiency sources in its collections. The commitment and expertise in optical and electronic design today allow us to offer increasingly superior solutions, not only for efficiency but also for spectral and, therefore, perceptual qualities.

#### **Risks and opportunities in environmental management**

Artemide's implemented management system enables the prevention and/or mitigation of environmental risks associated with the Group's activities. Furthermore, in executing its strategy to reduce environmental impacts, Artemide can seize various development opportunities.

- Risks and safeguards in place**
- **Legal risks associated with compliance with environmental regulations and authorisations**, including the implementation of regulatory changes and updates, applicable to the management of environmental aspects of both sites and products. These risks are effectively monitored by the management structure (MOG and Integrated Management System, ISO 14001 certified) in place at the production sites.
  - **Risks related to potential environmental emergency situations** are well managed by management procedures, the training of emergency teams, and regular periodic tests.
  - **Risks associated with the presence of company sites in different contexts and countries**, leading to exposure to the risk of different approaches and different regulatory aspects that need to be addressed with varying levels of sensitivity and awareness. This risk is managed through the structuring of a single management system, tailored to the needs of the different production sites.

**Opportunities**

- The growing market attention to sustainability issues, particularly towards reducing the environmental impacts of the product, necessitates the development of products using environmentally friendly materials. These materials have a longer lifespan and allow for the replacement of parts (facilitating after-sales), and new products that enable a reduction in energy consumption during use and an increase in the lifespan of the components, compared to previous versions, in order to reduce the environmental impact of the product itself.
- The choice of competent suppliers who are knowledgeable about sustainability issues offers the possibility of pursuing improvement actions in the HSE field. For instance, the development of semi-finished product management methods allows Artemide to receive items already packaged in the final packaging, resulting in a reduction in 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.

ENVIROMENTAL RESPONSIBILITY. MORE WITH LESS



Vea, Foster + Partners Industrial Design

## Energy Balance

In recent years, attention to the environment has been particularly focused on making production processes more efficient, limiting waste, developing new technologies to reduce direct and indirect emissions and promote a corporate culture aimed at respecting the environment.

### Plants and production processes

During 2024, the Group was dedicated to enhancing its environmental performance. This was achieved through the monitoring of significant indicators and the planning of activities aimed at optimizing the use of energy resources and reducing environmental impacts. These impacts include emissions into the atmosphere, noise, and electromagnetic pollution. The Group pursued these goals through the procurement of machinery and the installation of more efficient systems.

In 2024, the **Group's energy consumption**<sup>8</sup> is approximately **40,712 GJ**. Consumption is driven by natural gas use, amounting to 24,019 GJ, and electricity consumption, totalling 14,115 GJ.

Regarding **energy intensity**, relative to 2024 production volumes, it is noted that the energy consumed per finished product during the year amounts to **0.048 GJ per finished product**. The trend of this indicator, which allows the organisation's energy efficiency to be contextualised in relation to production volumes, shows an **improvement in performance** in recent years.

The evolution of this index, which allows the organization's energy efficiency to be contextualized with respect to the volumes produced, has recorded an improvement in performance in recent years.

<sup>8</sup> The scope refers to the Group's production plants located in Italy, France and Hungary. Vehicle fuels refer to Italy and Hungary.

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

Artemide, in accordance with the GRI Sustainability Reporting Standards, measures and monitors all direct greenhouse gas emissions (Scope 1)<sup>9</sup> and those deriving from the purchase of energy (Scope 2)<sup>10</sup>.

The reporting standard used also provides for two different approaches for calculating Scope 2 emissions: "Location-based" and "Market-based"<sup>11</sup>.

Inspired by the objectives outlined in June 2019 by the United Nations Global Compact, Artemide set a goal to reduce its Scope 1 and Scope 2 Market Based greenhouse gas emissions by 50% compared to the baseline year of 2017. This target was achieved in 2023, thanks to the selection of an exclusive supply of electricity from renewable sources, certified by Guarantees of Origin, in Italy. As can be seen from the subsequent graph, this choice significantly reduced Artemide's Scope 2 Market Based emissions. The "Market-based" approach 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 by considering their emissions as zero. For the plants in France and Hungary, in the absence of specific contractual agreements, the emission factor relating to the national "residual mix" was used.

Regarding emissions of pollutants into the atmosphere, Artemide has an authorization for emissions into the atmosphere for the Pregnana Milanese site. Specifically, the painting activity is classified as a low-pollution activity (pursuant to Article 272, paragraph 2 of Legislative Decree 152/06). The prescribed emission points are analyzed annually to verify compliance with the authorized parameters. These analyses are presented to the authorities along with the mass balance relating to the use of Volatile Organic Compounds (VOCs), demonstrating compliance with the authorized limits of the quantities of VOCs emitted into the atmosphere from paints, solvents, etc. used in production processes.

<sup>9</sup> Scope 1 (direct emissions): this category includes emissions from sources owned or controlled by the organization. Scope 1 emissions are expressed in tons of CO<sub>2</sub>, as the source used does not report the emission factors for gases other than CO<sub>2</sub>.

<sup>10</sup> Scope 2 (indirect emissions): this category includes emissions derived from electricity consumption. Scope 2 emissions are expressed in tons of CO<sub>2</sub>; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalents) as can be inferred from the technical reference literature.

<sup>11</sup> The "Location-based" approach makes use of average emission factors relating to the specific national energy mix for electricity production. The "Market-based" approach involves the use of emission factors defined on a contractual basis with the electricity supplier. In the absence of specific contractual agreements between the Group and the electricity supplier (e.g., purchase of Guarantees of Origin), the emission factor relating to the national "residual mix" was used for the "Market-based" approach.

The suction and filtration systems are regularly maintained and checked in accordance with the maintenance and control plan.

The main parameters relating to the 2024<sup>12</sup> financial year, compared with the results of the 2023 financial year, are as follows:

→ Direct CO<sub>2</sub> emissions (Scope 1) in 2024 amounted to 1,386 tonnes of CO<sub>2</sub>, a decrease of 16% compared to the 2023 figure of 1,649 tonnes of CO<sub>2</sub>.

→ Indirect CO<sub>2</sub> emissions (Scope 2) in 2024<sup>13</sup>, in the Market-based calculation methodology, are equal to 237 tons of CO<sub>2</sub>, compared to 274 tons of CO<sub>2</sub> in 2023. Indirect CO<sub>2</sub> emissions, in the Location-based calculation methodology, stand at 1,069 tons of CO<sub>2</sub>, with a slight increase compared to the 2023 figure, equal to 918 tons of CO<sub>2</sub>.

The trends in the parameters relating to Scope 1 and Scope 2 - Market-based greenhouse gas emissions starting from the first measurement date relating to 2017 are shown below:

Greenhouse gas emissions	U. m.	2024	2023	2022	2021	2020	2019	2018	2017
Direct CO <sub>2</sub> emissions - Scope 1	tCO <sub>2</sub>	1,386	1,649	1,678	2,192	1,798	1,825	1,847	2,023
Indirect CO <sub>2</sub> emissions Scope 2 - Market Based	tCO <sub>2</sub>	237	274	23	84	1,585	1,855	1,924	2,012
<b>Total Scope1 and Scope2 Market Based</b>	<b>tCO<sub>2</sub></b>	<b>1,623</b>	<b>1,923</b>	<b>1,701</b>	<b>2,276</b>	<b>3,383</b>	<b>3,680</b>	<b>3,771</b>	<b>4,035</b>

<sup>14</sup> The data perimeter refers to the Group's production facilities located in Italy, France, and Hungary.

<sup>13</sup> Also for 2024, the Hungarian production unit did not use exclusively renewable sources due to a procedural anomaly in the contract renewal process, which will be corrected to ensure exclusive certified renewable supply again.

The final balance for the 2024 financial year shows a decrease in emissions of 59.8% compared to the date of the first measurement. This significant progress reflects the Group's commitment to containing consumption and emissions and has led Artemide to achieve the target of reducing its Scope 1 and Scope 2 Market Based emissions by 50% as early as 2022.

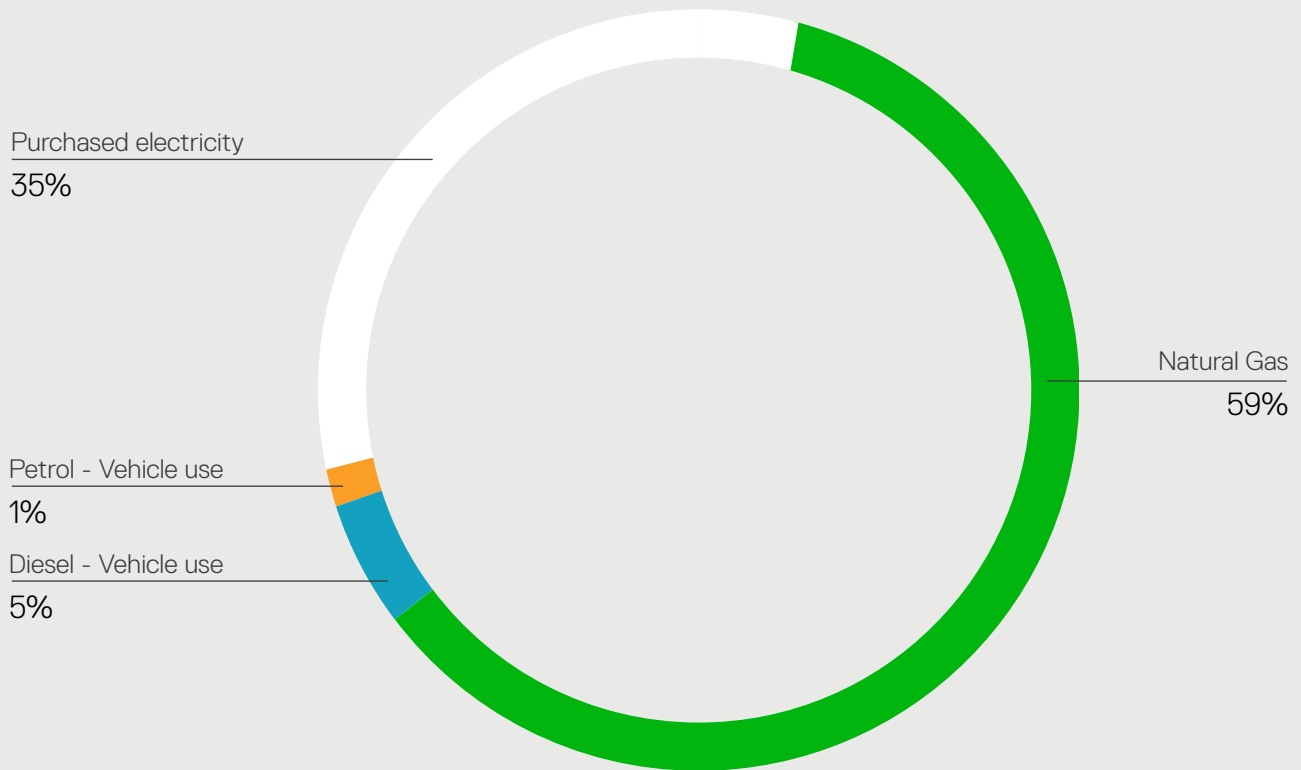
	U. m.	2024	2017 (baseline)	2023vs 2017 (Var. %)
Direct CO <sub>2</sub> emissions - Scope 1	tCO <sub>2</sub>	1,386	2,023	-31.5%
Indirect CO <sub>2</sub> emissions Scope 2 - Market Based	tCO <sub>2</sub> e	237	2,012	-88.2%
<b>Total Scope 1 and Scope 2 Market Based</b>	<b>tCO<sub>2</sub> e</b>	<b>1,623</b>	<b>4,035</b>	<b>-59.8%</b>

With regard to emission intensity (GRI 305-4), compared to 2024 production volumes, the rates relating to absolute GHG emissions are shown below:

Scope 1	tCO <sub>2</sub> /finished product	0.002
Scope 2 Location Based	tCO <sub>2</sub> /finished product	0.001
Scope 2 Market Based	tCO <sub>2</sub> /finished product	0.00028

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

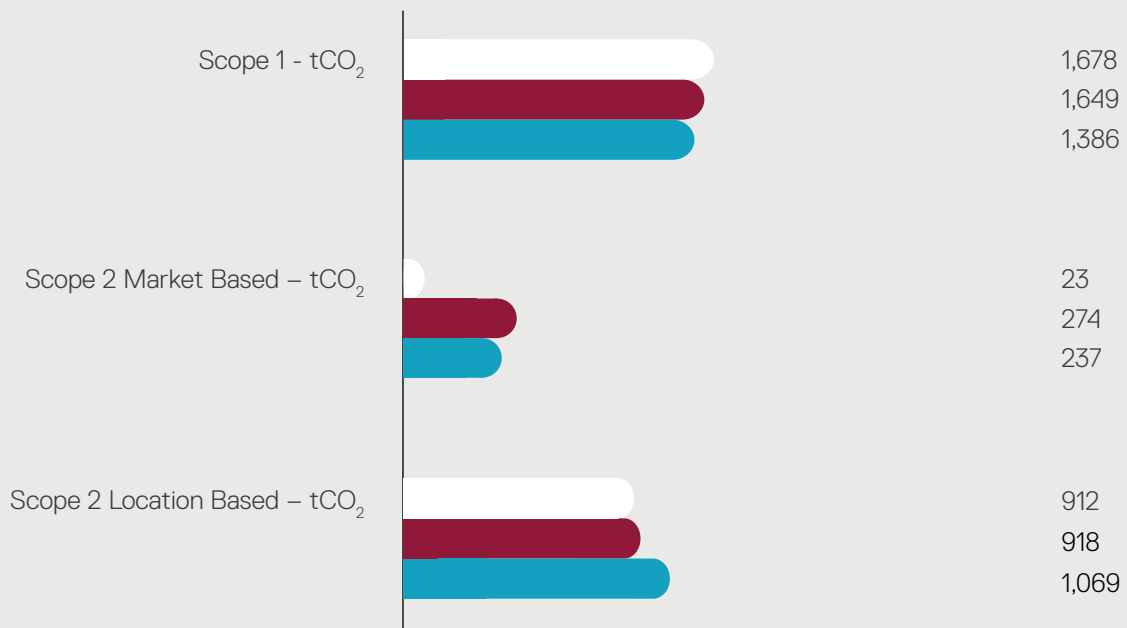
### Energy consumed within the Group (GJ) (GRI 302-1)



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

Source	2024	2023	2022
Natural Gas	596,900 m <sup>3</sup>	732,889 m <sup>3</sup>	757,004 m <sup>3</sup>
Diesel - Vehicle use	49,527 l	54,912 l	52,686 l
Petrol - Vehicle use	20,652 l	13,404 l	10,172 l
Electricity consumed	3,920,792 kWh	3,809,454 kWh	3,898,963 kWh
- of which purchased from non-renewable sources	679,545 kWh	1,120,130 kWh	472,612 kWh
- of which purchased from renewable sources	2,706,462 kWh	2,287,247 kWh	3,426,351 kWh
- of which self-produced	649,495 kWh	492,727 kWh	
- of which fed self-produced (fed into the grid)	114,710 kWh	90,650 kWh	

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



Key

- 2022
- 2023
- 2024

“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

ENVIROMENTAL RESPONSIBILITY. MORE WITH LESS



Needoo, Davide Oppizzi

## Waste management

Over the years, the Artemide Group has been committed to reducing its environmental impact in terms of waste generation throughout the entire life cycle of its products. The policy of **minimizing waste** is given particular consideration right from the design phases of the product.

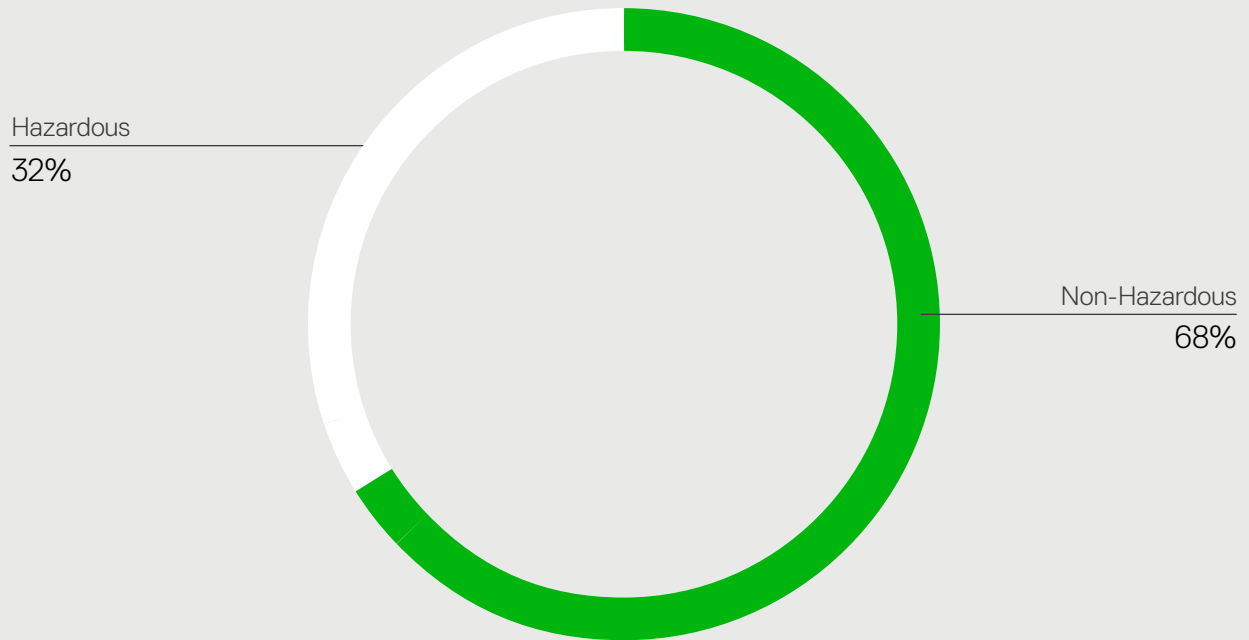
Evidence of this can be seen in the increasing attention paid to the choice of materials with recycled content, the installation of two distillers for the recovery of solvents contained in paint products that can no longer be used, and the agreement with some suppliers for the use of returnable packaging, which can subsequently be reused. It's also worth noting 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 is carried out in accordance with national directives that require the categorization of waste into hazardous and non-hazardous, and the correct disposal through a specialized company. Specifically, Artemide is responsible for verifying the authorizations of transporters and disposers, the correct compilation of forms, and the correct internal destination and storage of waste.

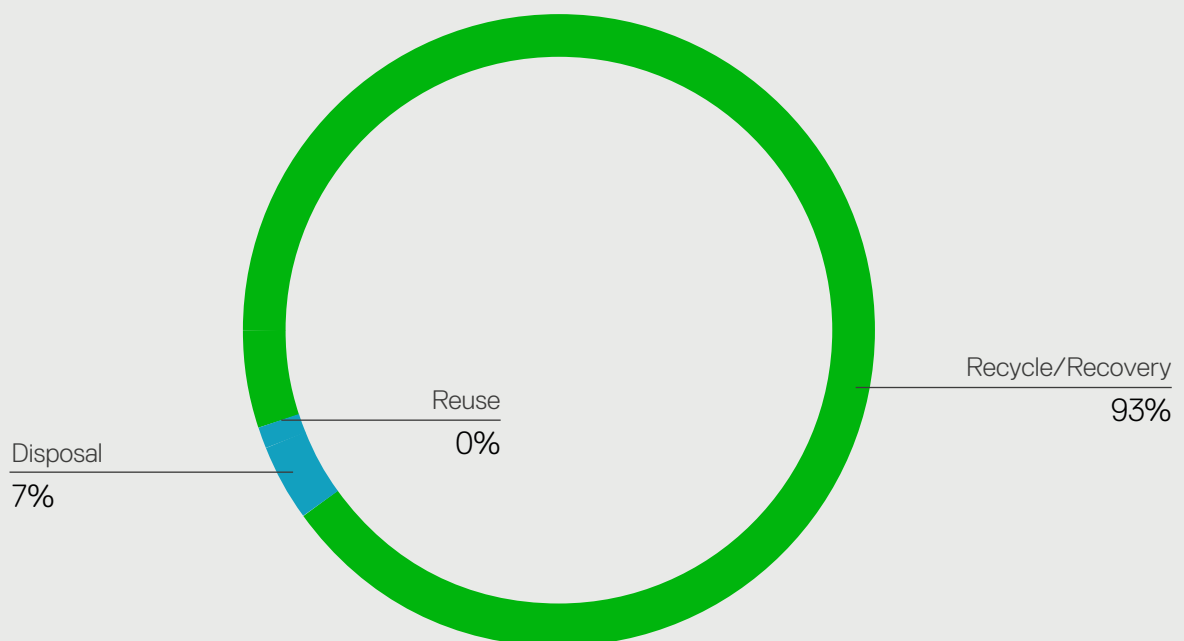
Every six months, Artemide prepares a balance sheet on the waste disposed of. With the aim of reducing the material sent for disposal at landfills, the Artemide Group has implemented a collection system within the production sites that allows for the increased recovery of various waste materials and the correct disposal of special waste, including the electronic components present in the appliances.

In addition, as a testament to Artemide's commitment to proper waste disposal, training was conducted in 2022 on waste management and the environmental emergency in the event of a spill of hazardous substances. During 2023, specific training was carried out on updates to the legislation governing transport under the Accord Dangereuses Route (ADR - European Agreement concerning the International Carriage of Dangerous Goods by Road). In this regard, at the end of 2022, effective from 1 January 2023, an ADR manager was appointed, even though this is not a mandatory requirement in all cases.

### Group's waste by type of waste (2024)



### Group's waste by disposal method (2024)



Finally, in 2024, a new training edition was launched with registration on the RENTRI portal (National Electronic Register for Waste Traceability). The programme was initiated as part of a new training initiative, developed in collaboration with a third-party company and supported by an internal team of three individuals. This team is responsible for overseeing the training process and managing the operational handling of waste, providing the necessary information to the external party.

Artemide's commitment to the responsible use of our planet's limited resources is reflected not only in conscious production choices but also in the daily actions of 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.

Furthermore, a packaging review project has been initiated to explore solutions involving the use of materials with a lower environmental impact, such as replacing expanded polyurethane with cardboard moulded forms, crinkled paper, or embossed paper. The latter has already been introduced as secondary packaging for certain products and for spare parts packaging. Compared to 2023, there has been an increase in the total waste produced by the Group<sup>14</sup>; the amount of waste generated each reporting year is indeed related to the design and manufacturing of the products. In 2024, approximately 872.66 tonnes of waste were produced.

## Water management

The Artemide Group is committed to a responsible use of water resources in order to optimize consumption and minimize waste.

Water is taken from the municipal aqueduct network and used mainly for civil use in buildings and, in part, for washing and painting activities. In particular, in 2024<sup>15</sup> the water withdrawal is 12.19 megaliters. Wastewater, on the other hand, is poured through the sewer (for water for civil use) or disposed of as waste (for washing water).

<sup>14</sup> The scope refers to the Group's production plants located in Italy, France and Hungary.

<sup>15</sup> The scope refers to the Group's production plants located 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

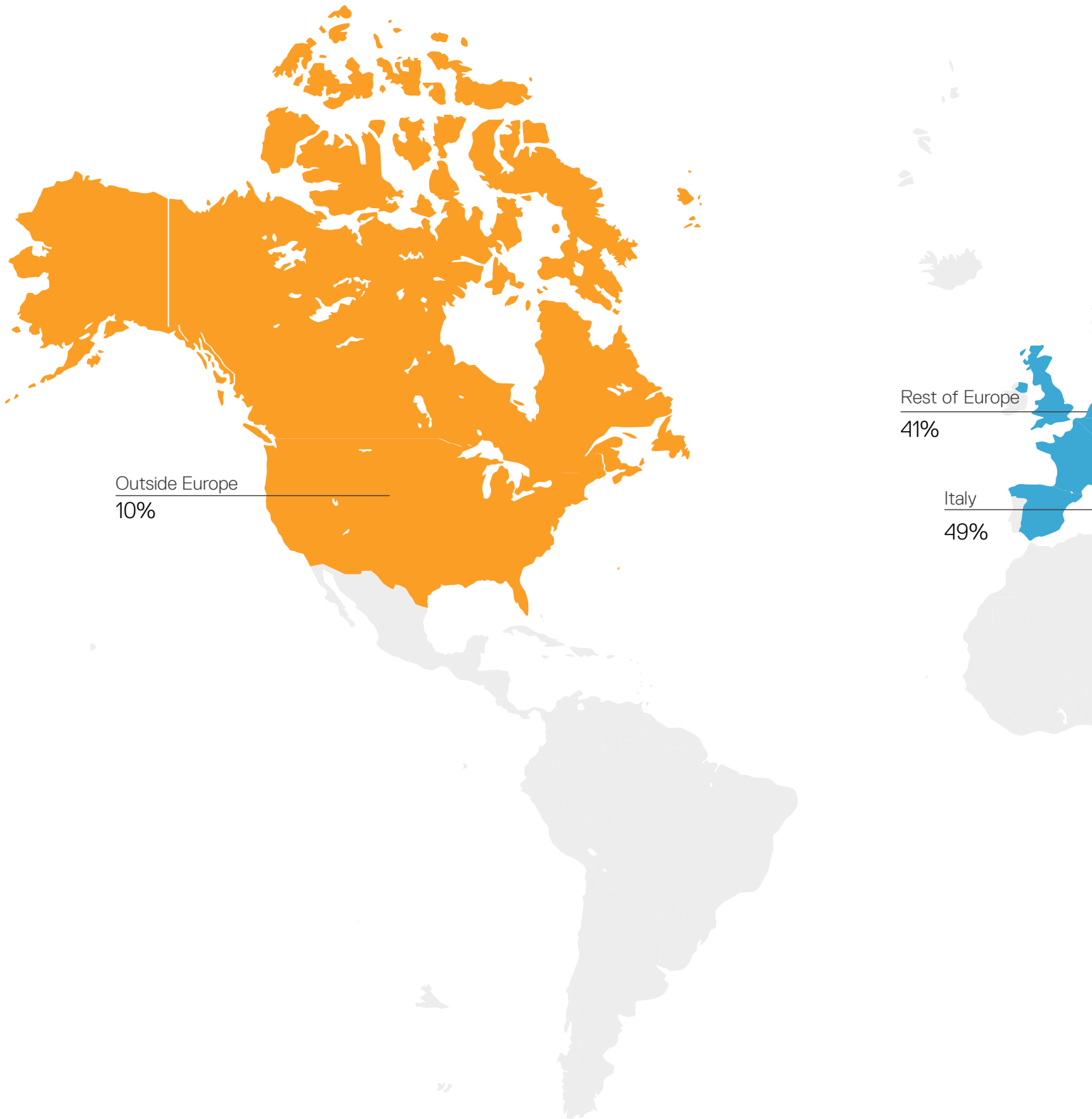
### 595 Employees

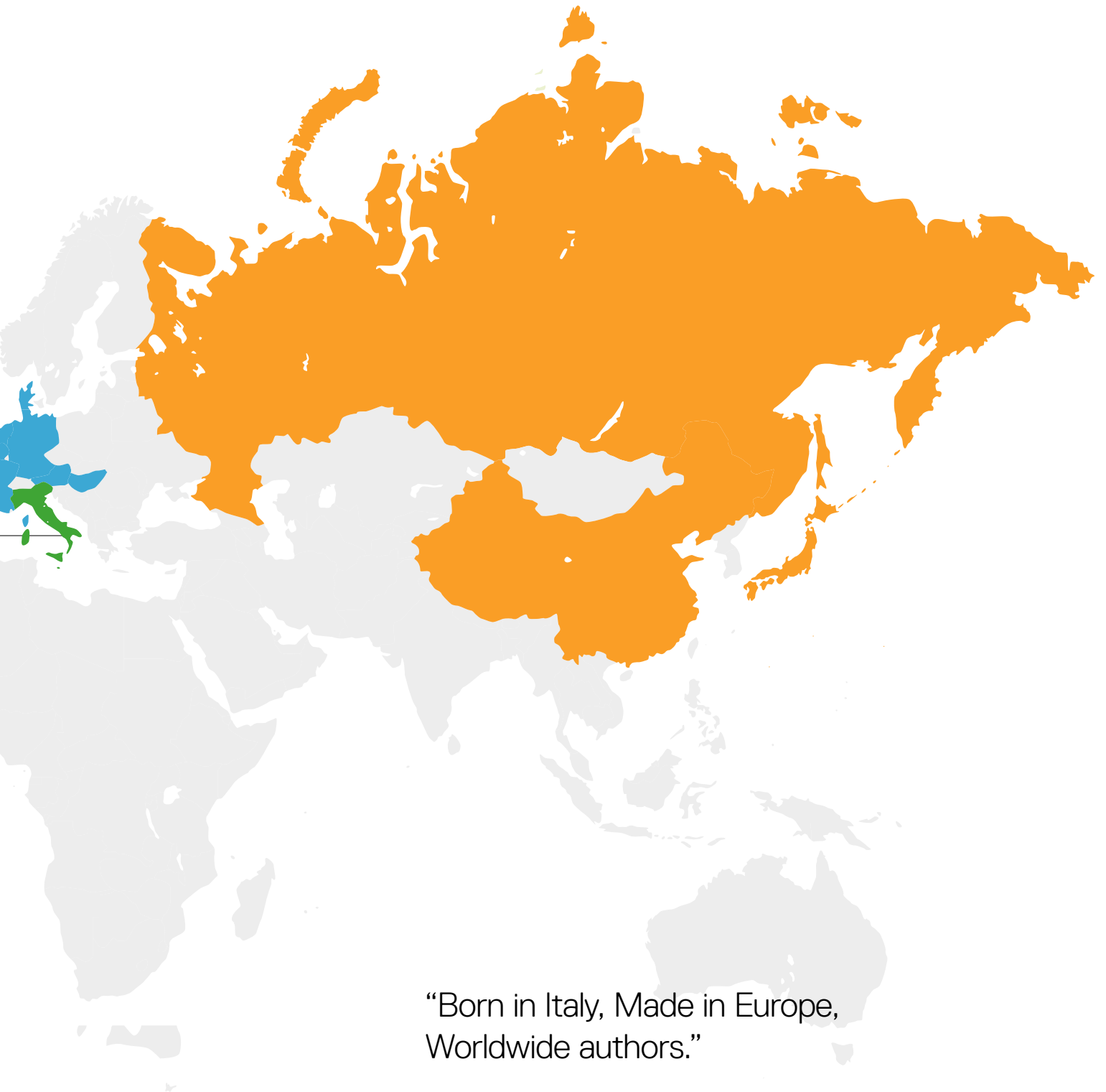
The centrality of the individual is one of the core values pursued by Artemide, firmly believing that individual contributions, both professional and personal, are key factors in the company's success. In this context, throughout 2024 Artemide continued to invest in human resources, renewing and strengthening certain strategic structures, particularly in the commercial areas and in product design and development. Among the most significant initiatives in this regard are the establishment of new subsidiaries in Belgium and the Netherlands at the end of 2023, with the aim of directly overseeing distribution in those markets, and the appointment of an Export Sales Manager dedicated to coordinating predominantly Asian markets.

Within the Operations Area, French production activities were transferred to Italy and Hungary, while Canadian operations were partially outsourced, with the objective of increasing synergies and improving customer service. The relocation of production activities was carried out by primarily promoting the transfer of personnel, while ensuring the company's full support — even beyond the protections already provided by French labor legislation — in cases where relocation was not possible.

As of December 31, 2024, the Group's workforce totaled 593 employees, including 308 men and 285 women. In addition, the Group also relies on external labor to support its activities, amounting to a total of 612 people.

## Employees by geographical region

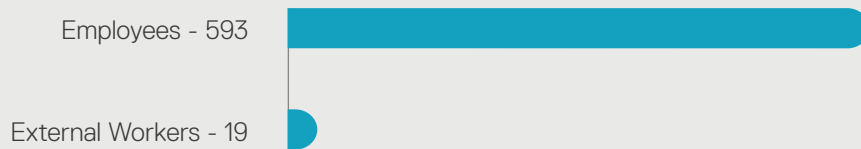




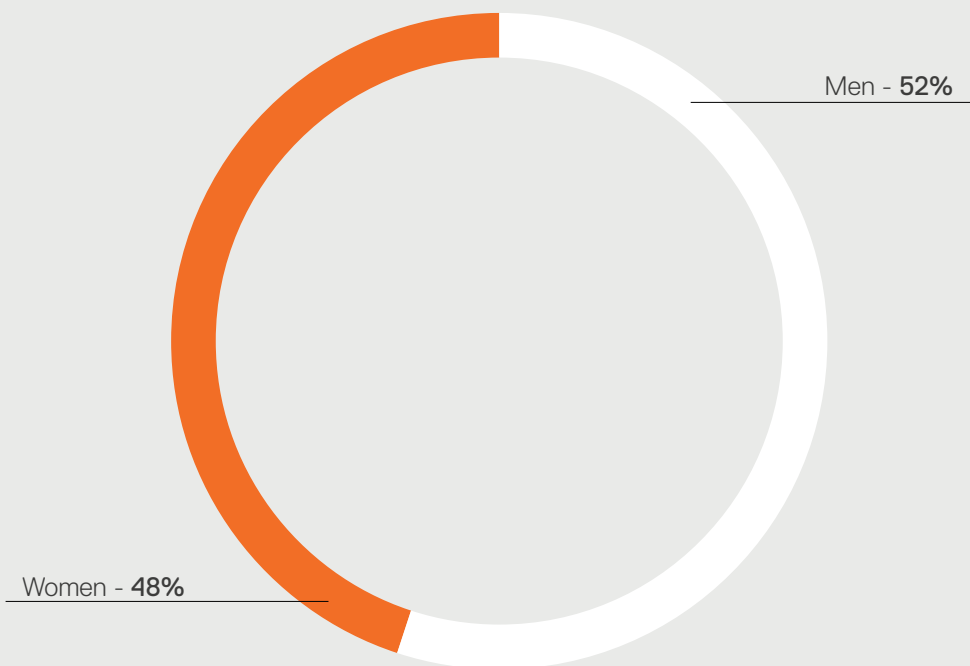
“Born in Italy, Made in Europe,  
Worldwide authors.”

## Work Force (2024)

The item "external workers" mainly includes temporary workers (particularly in Italy and France) who are placed within the production units; trainees to support design and technical activities.



## Composition of staff by gender (2024)



## Work force

As of December 31, 2024, 97% of employees were employed on a permanent basis, demonstrating the company's commitment to fostering stable employment relationships with its workforce. As in the previous year, employees continued to prefer full-time positions (94%), while around 6% were employed under part-time contracts. The "Managers, Supervisors, and Clerical Staff" category accounted for the largest share of employees (300), followed by blue-collar workers (269)—a structure consistent with the Group's operational sector.

The category "external workers" includes temporary agency workers employed within the Italian production units (19 individuals).

As a demonstration of the Made in Europe context in which the Group operates, with a strong international component, 49% of employees reside in Italy, 41% in the rest of Europe and the rest outside Europe.

## Diversity and inclusion

The Group has long implemented a policy aimed at promoting and concretely realising the concepts of **diversity and inclusion** across all its companies, with great attention to individual circumstances. Artemide, for example, is committed to fostering the inclusion of individuals facing unemployment, regardless of age or gender. In this regard, it should be noted that the Diversity, Inclusion and Gender Equality Policy was already prepared during 2023 and issued at the beginning of 2024.

Artemide's international presence continues to be characterised by a **diverse workforce composition**, which represents an added value for the Company. In this perspective, policies aimed at protecting and enhancing diversity are ongoing. Among these, Artemide pursues a specific policy focused on eliminating the gender gap, particularly in terms of female representation in technical roles or senior positions. Indeed, the gender breakdown reflects a balanced organisation, with **52% men** and **48% women**.

## Workforce composition by gender

Furthermore, regarding the age distribution of Artemide's workforce, 49% of employees fall within the 30 to 50 age bracket, 43% are over 50 years old, and 8% are under 30. Specifically referring to Italy, it is noted that more than half of the hires made during 2024 involved junior profiles under the age of 30 (some of whom replaced retirees), reflecting the Group's commitment and determination to invest in the professional growth of younger employees.



Eggboard, Progetto CMR - Giacobone & Roj  
Artemide Innovation Centre - Pregnana Milanese, Milan



Artemide, in promoting the sustainable growth of the Group, favors the implementation of effective systems for attracting and selecting personnel, with a view to guaranteeing transparency and fairness, in full compliance with equal opportunities, regardless of age or gender, and the enhancement of individual skills.

These values are explicitly recognized within the Code of Ethics adopted by the Artemide Group. In fact, they guide, both nationally and internationally, every phase of the selection process as well as the daily management of all collaborators.

The Group has successfully recruited professionals with specialized skills through targeted selections worldwide, introducing individuals with extensive seniority as well as young talents from prestigious Italian universities, notably the Politecnico di Milano, and local technical institutes offering specialized courses such as masters.

Artemide's attention to its employees is also reflected in the promotion of on-the-job professional development initiatives. Among these, a resource evaluation system model has been selected, which will be implemented in 2026. Furthermore, over the years, the Company has committed to fostering a serene and dynamic work environment, with particular focus on employees with disabilities and other socially disadvantaged groups, promoting initiatives to facilitate their access to the company in compliance with legal provisions.

In continuity with previous years, for employees with disabilities, Artemide has, on one hand, strengthened its collaboration with a Milan-based social cooperative and, on the other hand, confirmed the awarding of contracts to a social cooperative in the Pregnana area (a long-standing partnership of Artemide). Continuing this social commitment, Artemide also collaborates with suppliers recognised for their social value. Among these is Adelante Dolmen Soc. Coop., with whom an agreement is active to promote the employment of people with disabilities, and the "Buoni dentro" project, from which the solidarity panettone was selected in 2024.



In 2024, the number of employees belonging to protected categories remained constant at 23, with a reduction of two units compared to the previous year. Artemide is dedicated to upholding fundamental rights at work, applying a collective bargaining agreement of reference in all the countries where it operates. Specifically, in Italy, all employees are covered by collective bargaining agreements (CCNL of the Private Metalworking Industry and the Installation of Plants).

Towards the end of 2023, negotiation talks were initiated which led, during 2024, to the signing of the new supplementary agreement for Artemide and the renewal of the Performance Bonus for all non-managerial staff of Artemide S.p.A. (a company authorized under current legislation). The French personnel, classified as Cadres and Non-Cadres, are subject to the National Collective Agreement for the Metallurgy sector. In addition to this, company-level supplementary agreements are in place that provide French employees with a “prime de participation” (profit-sharing bonus).

Artemide has built and cultivated over time solid and constructive trade union relations, in the countries where trade unions or similar structures operate, and dialogues with the workers' union organization to regularly review the progress made and identify together the priorities for the future. It is believed that the method of prior comparison represents a useful tool to achieve the continuous improvement of company competitiveness, worker conditions and the level of engagement. Among foreign companies, there are monthly reports with the Comité Social et Economique in France, carried out electronically. The Group complies with all the indications provided for by current legislation and the provisions of collective agreements regarding organisational changes, informing the trade unions and, where applicable, through their direct involvement. The minimum notice period in the event of organisational changes therefore follows the different national and local legislation on the subject.

In Italy, a supplementary contract has long provided each worker with welfare tools. As previously mentioned, during 2024 the new Welfare Agreement was signed, which integrated the tools already provided under the “National Collective Labour Agreement for the Private Metalworking Industry and Plant Installation” and further improved upon the Welfare Agreement of previous years. In addition to:

- extra contractual leave for personal medical appointments and for children up to 18 years old,
- leave for illness,
- flexible working hours for start and finish times,
- particular attention to part-time employees,

The new Welfare Agreement has, respectively:

- introduced leave to accompany a parent over 75 to medical appointments,
- introduced an additional insurance policy supplementing the sector scheme for health insurance for managerial and executive employees,
- increased the company's contribution percentage in the event of enrolment in the Cometa fund (sector supplementary pension fund),
- raised the welfare benefits granted to employees, who can access numerous services for themselves and their families through a dedicated web portal (these services include, by way of example: school expenses, medical expenses, and various vouchers).

Artemide has also introduced a Pet Policy, reaffirming itself as a Pet Friendly company. The presence of pets in the office not only supports their owners but also contributes tangibly to collective wellbeing: numerous studies show that having dogs and cats in the workplace helps improve mood, reduce stress, and encourage socialisation among colleagues. The policy sets out clear rules and access requirements to ensure the safety and comfort of all, with the aim of further enriching the company's welfare model and promoting a positive and inclusive work environment.

Also as part of its support for employees, Artemide has established a parking area reserved for new mothers, assisting staff returning to work after maternity leave by facilitating their mobility and contributing to a more inclusive work environment attentive to family needs.

Furthermore, both in Italy and internationally, certain categories of employees are provided with company cars. Indeed, during 2024, the process of converting the company car fleet to hybrid technology continued, supported by the installation of the first charging stations for vehicles in previous years.

## Encourage in-house expertise

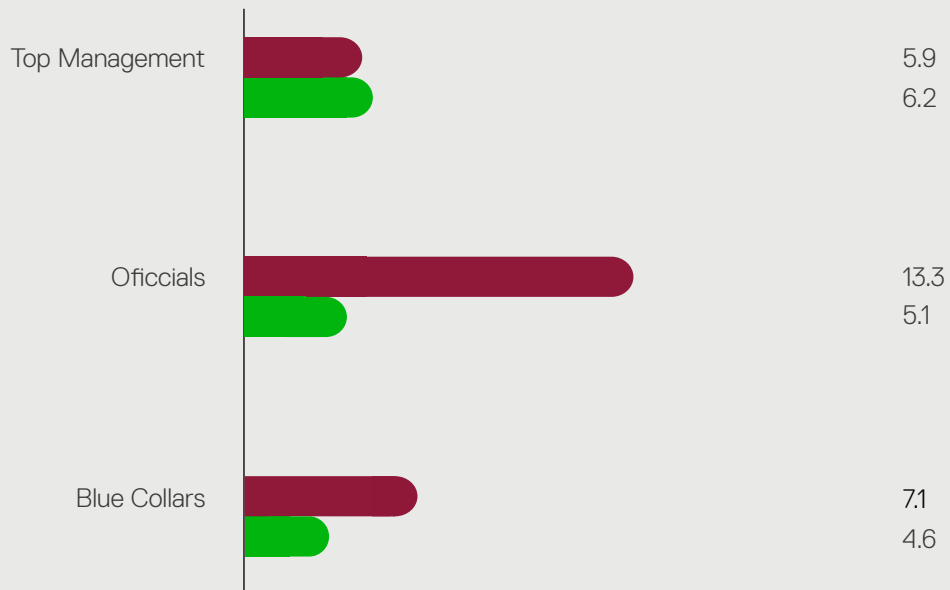
Training represents an important lever for the growth and enhancement of resources, aimed at consolidating the professional skills of employees and stimulating growth and innovation within the Group.

During 2024, Artemide pursued the training objectives aimed at increasing both the technical and transversal skills of its employees, continuing to promote various training courses. This commitment has allowed the personal growth and professional updating of its employees, facilitating the exchange of experiences and knowledge.

With reference to the Italian companies of the Artemide Group, in parallel with mandatory training on **Health and Safety at work**, various technical courses and in-depth regulatory training specific to the various areas, language training courses, as on agile working and on several **product training sessions, were held.**

In 2024, the Group provided a total of **4,418 hours** of training, of which 9.8 per capita to men and 4.9 per capita to women. Finally, more than 60% of the training was provided to the category of officials; followed by that of the blue collars and the top management.

### Hours of training per capita by gender and category of employees (GRI 404-1)



Hours of training

- Male
- Female

“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

SOCIAL RESPONSIBILITY. OUR TEAM







## 04.2 Occupational health and safety

### Emergency and accident management

Artemide is constantly committed to pursuing continuous improvements also in the field of health and safety at work.

Artemide was inspired by the international standard **UNI ISO 45001:2018** to implement an occupational health and safety (OSH) management system including sites and activities of greatest risk carried out by the Group.

Also in 2024, the scope of the certification remained unchanged and continues to include the **4 production sites** in Pregnana Milanese and Telgate (Italy), Paks (Hungary) and St. Florent (France) have been certified with the following field of application: "Design, development, manufacture and service of indoor and outdoor lighting fixtures and systems through mechanical processing, painting and assembly".

The specific standard prescribes the requirements for an OSH management system in order to allow the company to set up safe and healthy workplaces and prevent occupational injuries and diseases. Compliance with this standard allows to minimize risks, seize opportunities for improvement, identify and take charge of any non-conformities associated with your activities.

Artemide implements the necessary measures for the protection of health and physical integrity of employees, collaborators and all those who work in workplaces owned by Artemide, adopting business organization models based on the constant improvement of workplace safety. Employees can refer to various internal company procedures related to, among others, emergency and accident management.

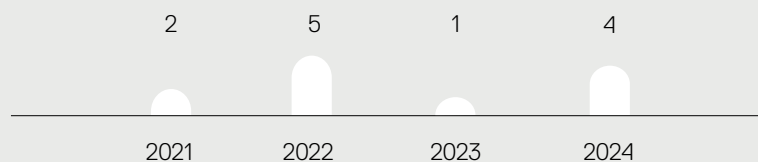
**In Italy, 4 accidents occurred in 2024<sup>16</sup>** while working or commuting.

<sup>16</sup> Data on accidents are available for employees of the Group's Italian companies. Artemide will deepen the analysis with respect to the significance of other non-employee workers, in order to assess the need to collect data from the employers of external collaborators and suppliers operating at the Group's sites and/or under the control of the Group, assessing the quality and accuracy of such 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 the necessary synergies not strictly internally, but also in external stakeholders involved in its activities.”

Group's Code of Ethics  
2008

## Number of injuries



Each event is subjected to analysis to assess causes and possibly identify corrective measures in order to improve the management system in place. The actions taken to reduce the risks associated with work activities can be disciplinary, training and courses.

Following a comprehensive mapping of policies and procedures, a detailed review activity is currently underway, aimed at updating and improving the existing documentation. Some integrations and revisions have already been carried out between late 2024 and 2025, particularly concerning operational and safety aspects. Among the main interventions implemented, the documentation related to contract management has been revised, and the instructions for the inspection and safe use of portable ladders have also been updated.

Additionally, a new specific procedure for manual handling of loads has been introduced following a risk assessment, providing operational guidelines on weight limits and preventive measures. Finally, the “Stop Work” procedure has been formalised, granting personnel the authority to immediately halt an activity in case of imminent safety risk.

These actions form part of a structured continuous improvement process aimed at strengthening the safety culture and ensuring more effective management of operational risks. The mapping of procedures is still ongoing and further updates are planned throughout 2025.

## Risk identification

The identification of health and safety risks is carried out periodically by the **HSE** (Health, Safety and Environment) internal function for each site belonging to the Group, as part of a process that must firstly meet the legal obligations in force in the country of reference: this type of analysis, in fact, makes it possible to contextualise the activities carried out at each company site in order to identify significant risks relating to the activities carried out in this context.

The analyses are reported in the **Risk Assessment Document** in which prevention and protection measures are identified to eliminate and, where not possible, minimize risks to the health and safety of workers. The final document is approved by the Employer.

This process allows the Group to identify possible improvements for OSH management, which are subsequently translated into the plan of measures for continuous improvement.

With particular reference to production realities, the greatest risks are related to the use of work equipment (machinery, bench tools, etc.). In order to minimise these risks, employees are trained, trained and equipped with specific **Personal Protective Equipment (PPE)**, where it has not been possible to intervene otherwise.

The process of communication, information and consultation of employees is of great importance. The active contribution of all workers is always guaranteed, both in "formal" moments, such as the periodic safety meeting, and during everyday work.

As required by the regulations of each country, workers can contact the designated representatives in health and safety, who are able to accept and make any requests.

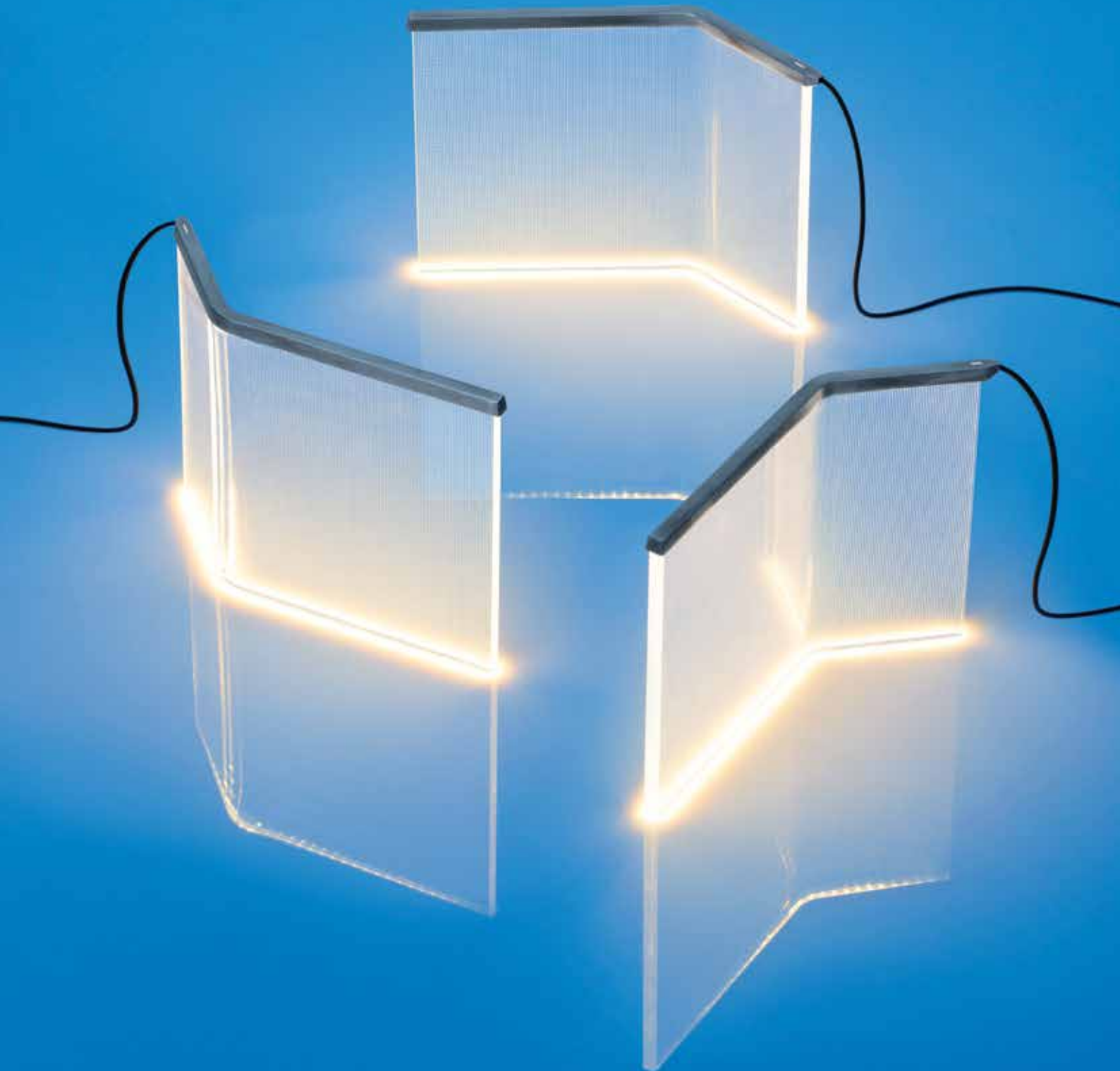
As part of the management of personal information on the health of workers, the Group's consolidated practice provides a health surveillance of workers in relation to health and safety risks to they are exposed to: information regarding health checks is managed and stored confidentially, only what strictly pertains to the consequent operational management obligations are disclosed in the company.

## Health and safety training

To implement its workplace safety policy, Artemide ensures continuous training and awareness-raising for all personnel on this subject. The Company has long set the objective of increasing individual workers' awareness through specific training. The training path for employees is established within the training plan and classified according to each role.

With particular reference to Italy, during 2024 an important training and update programme on Health and Safety was launched, with courses ranging from general and specific training (intended for all workers) to training interventions related to specific roles and associated risks.

It should also be noted that mandatory training activities are subject to individual national regulations, which specify the timing for delivering training and refresher sessions.





Artemide HQ, Pregnana Milanese, Photographed by Elliott Erwitt



# Correlation table impact - Material topics

## Identity, ethics and value creation

Topics	Impact	Description	Typology	Involvement	Perimeter
	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
Integrity and ethic in conducting business	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 donations 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 donations 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 Potential	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 Potential	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
Products & services	↗ Made in Italy / Made in Europe	N/A
	↗ Innovation & Patenting	N/A
	↗ 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

<u>Macro - area</u>	<u>Material Aspects</u>	<u>GRI Standards</u>
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 31.12.2024



**Key**

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

**Artemide<sup>®</sup>**  
Group Spa

100%

Artemide Saint Florent Sas  
Francia

100%

Artemide France Sas- France

100%

Artemide Inc - USA

100%

Artemide Ltée - Canada

80%

Artemide Sa  
SpagnaArtemide Manufacturing North America Ltd  
Canada

100%

Artemide Handels Gmbh  
Austria

100%

Artemide Scandinavia A/S  
Danimarca

100%

Artemide Asia Pacific  
Pte Ltd  
Singapore

100%

Artemide Trading (Shanghai)  
Co Ltd  
China

100%

Artemide Balkans  
D.O.O. Beograd  
Serbia

50%

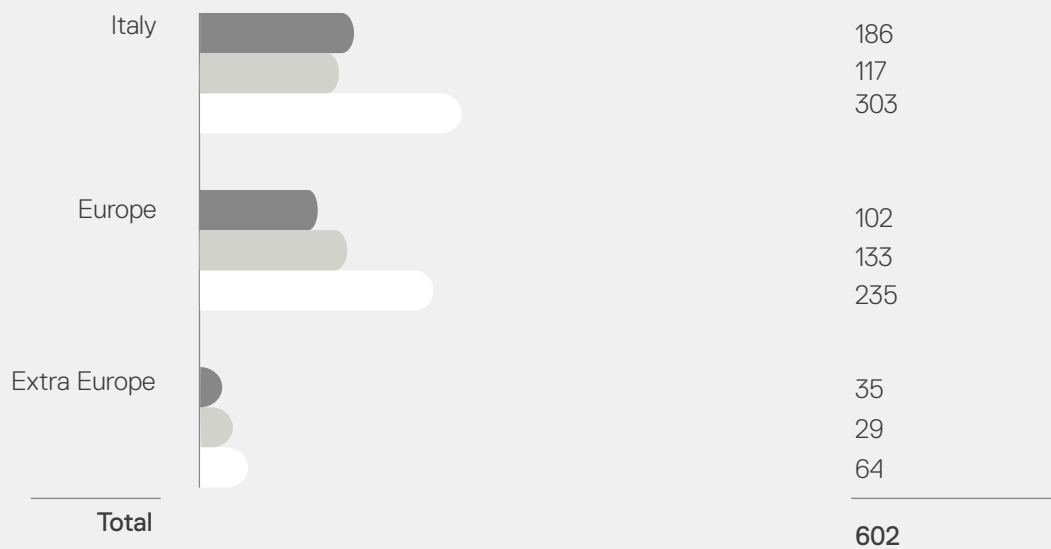
Vetrofond Srl  
Italia

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

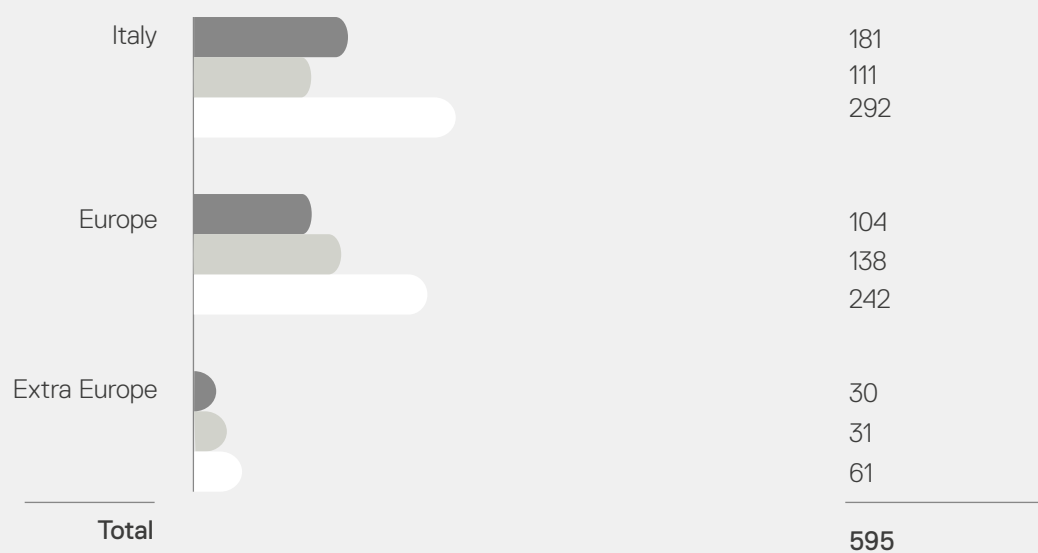
Key

- Male
- Female
- Total

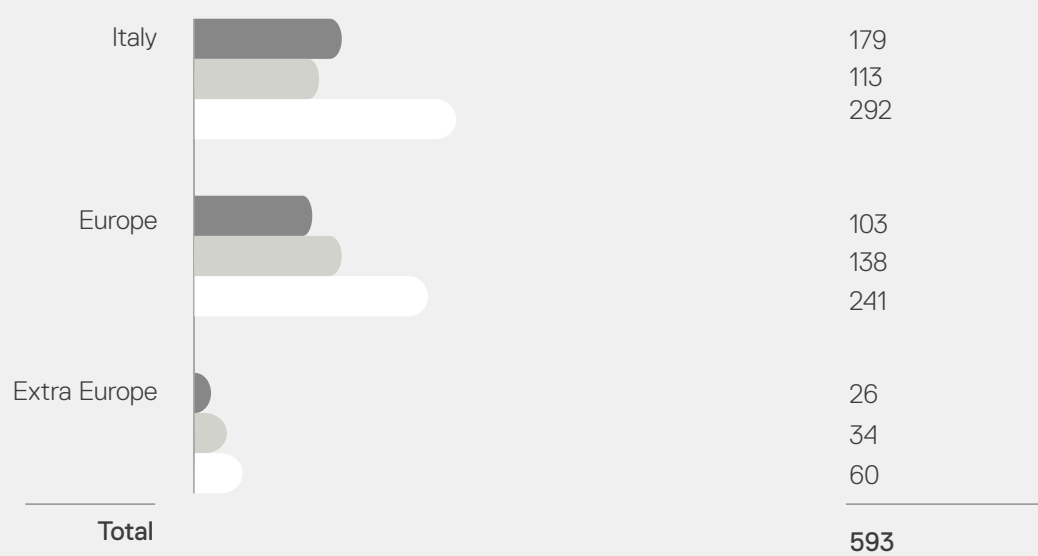
2022



2023



2024



**Total number of employees (headcount) broken down by type of contract (permanent, temporary and non-guaranteed hours<sup>17</sup>), by region area and by gender (GRI 2-7)**

Employment contract	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Italy</b>	186	117	303	181	111	292
Permanent	184	112	296	179	108	287
Temporary	1	3	4	1	1	2
Traineeship	1	2	3	1	2	3
<b>Europe</b>	102	133	235	104	138	242
Permanent	90	105	195	102	136	238
Temporary	12	28	40	1	2	3
Traineeship	0	0	-	1	0	1
<b>Extra Europe</b>	35	29	64	30	31	61
Permanent	33	28	61	28	29	57
Temporary	2	1	3	2	2	4
Traineeship	0	0	-	0	0	-
<b>Total</b>	<b>323</b>	<b>279</b>	<b>602</b>	<b>315</b>	<b>280</b>	<b>595</b>

<sup>17</sup> The category "Hours not guaranteed" includes employees in traineeship.

2024

Male	Female	Total
179	113	292
173	109	282
1	1	2
5	3	8
103	138	241
102	137	239
1	1	2
0	0	-
26	34	60
26	29	53
2	5	7
0	0	-
308	285	593

**Total number of employees (headcount) broken down by full-time/part-time and non-guaranteed hours<sup>18</sup>, by gender and by region (GRI 2-7)**

Full-time / Part-time	2022			2023		
	Male	Female	Total	Male	Female	Total
<b>Italy</b>	186	117	303	181	111	292
Full-time	184	106	290	179	103	282
Part-time	1	9	10	1	6	7
Apprenticeship	1	2	3	1	2	3
<b>Europe</b>	102	133	235	104	138	242
Full-time	101	121	222	102	124	226
Part-time	1	12	13	1	14	15
Apprenticeship	0	0	-	1	0	1
<b>Extra Europe</b>	35	29	64	30	31	61
Full-time	34	25	59	29	29	58
Part-time	1	4	5	1	2	3
Apprenticeship	0	0	-	0	0	-
<b>% Part-time</b>	1%	9%	5%	1%	8%	4%
<b>Total</b>	323	279	602	315	280	595

<sup>18</sup> The category "Hours not guaranteed" includes employees in traineeship.

2024

Uomini	Donne	Totale
179	113	292
172	103	275
2	7	9
5	3	8
103	138	241
102	124	226
1	14	15
0	0	-
26	34	60
26	31	57
0	3	3
0	0	-
1%	8%	5%
308	285	285

**Total number of workers who are not employees and whose work is controlled by the organization, broken down by type of contract and by gender (headcount) (GRI 2-8)**

Type of contract	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Workers with temporary employment contracts	16	1	17	21	10	31	16	1	17
Stage	0	0	-	0	1	1	0	0	-
Other <sup>19</sup>	2	0	2	0	0	-	2	0	2
<b>Total</b>	<b>18</b>	<b>1</b>	<b>19</b>	<b>21</b>	<b>11</b>	<b>32</b>	<b>18</b>	<b>1</b>	<b>19</b>

<sup>19</sup> The "Other" category includes non-employees included in the framework of the Convention pursuant to Article 14 (disability legislation).



### Average hours of training that the organization's employees have undertaken broken down by gender and employee category - 2022 (GRI 404-1)

Hours of training	N. Hours Male	Total Male employees	N. hours per capita Male
Top Management	450	20	22.5
Officials	1,115	149	7.5
Blue collars	607	154	3.9
<b>Total</b>	<b>2,172</b>	<b>323</b>	<b>6.7</b>

### Average hours of training that the organization's employees have undertaken broken down by gender and employee category - 2023 (GRI 404-1)

Hours of training	N. Hours Male	Total Male employees	N. hours per capita Male
Top Management	341	19	17.9
Officials	1,369	144	9.5
Blue collars	1,198	152	7.9
<b>Total</b>	<b>2,908</b>	<b>315</b>	<b>9.2</b>

### Average hours of training that the organization's employees have undertaken broken down by gender and employee category - 2024 (GRI 404-1)

Hours of training	N. Hours Male	Total Male employees	N. hours per capita Male
Top Management	113	19	5.9
Officials	1,851	139	13.3
Blue collars	1,059	150	7.1
<b>Total</b>	<b>3,022</b>	<b>308</b>	<b>9.8</b>

N. Hours Female	Total Female employees	N. hours per capita Female	Total number of hours	Total employees	N. hours per capita
102	6	17	552	26	21,2
809	158	5,1	1,924	307	6.3
468	115	4,1	1,075	269	4
<b>1,379</b>	<b>279</b>	<b>4.9</b>	<b>3,551</b>	<b>602</b>	<b>5.9</b>

N. Hours Female	Total Female employees	N. hours per capita Female	Total number of hours	Total employees	N. hours per capita
82	5	16.4	423	24	17.6
970	156	6.2	2,339	300	7.8
601	119	5.1	1,799	271	6.6
<b>1,653</b>	<b>280</b>	<b>5.9</b>	<b>4,560</b>	<b>595</b>	<b>7.7</b>

N. Hours Female	Total Female employees	N. hours per capita Female	Total number of hours	Total employees	N. hours per capita
31	5	6.2	144	24	6
822	161	5.1	2,673	300	8.9
543	119	4.6	1,602	269	6
<b>1,396</b>	<b>285</b>	<b>4.9</b>	<b>4,418</b>	<b>593</b>	<b>7.5</b>

## Percentage of employees (headcount) by occupational 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%	<b>6%</b>	0%	4%	1%	<b>2%</b>
Officials	25%	53%	41%	<b>46%</b>	58%	60%	52%	<b>57%</b>
Blue collars	75%	41%	52%	<b>48%</b>	42%	36%	47%	<b>41%</b>

## Percentage of employees (headcount) by occupational category, gender and age group - 2023 (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%	6%	<b>6%</b>	0%	1%	3%	<b>2%</b>
Officials	26%	52%	41%	<b>46%</b>	58%	60%	50%	<b>56%</b>
Blue collars	74%	41%	53%	<b>48%</b>	42%	38%	48%	<b>43%</b>

## Percentage of employees (headcount) by occupational category, gender and age group - 2024 (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%	<b>6%</b>	0%	1%	3%	<b>2%</b>
Officials	19%	54%	41%	<b>45%</b>	57%	64%	48%	<b>56%</b>
Blue collars	81%	39%	52%	<b>49%</b>	43%	35%	49%	<b>42%</b>

Number of employees (headcount) by occupational category and gender, belonging to vulnerable categories (GRI 405-1)

Employee category	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Top Management	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Officials	5	5	10	5	5	10	2	4	6
	50%	50%	100%	50%	50%	100%	33%	67%	100%
Blue collars	8	6	14	8	7	15	8	9	17
	57%	43%	100%	53%	47%	100%	47%	53%	100%
<b>Total</b>	<b>13</b>	<b>11</b>	<b>24</b>	<b>13</b>	<b>12</b>	<b>25</b>	<b>10</b>	<b>13</b>	<b>23</b>
	<b>54%</b>	<b>46%</b>	<b>100%</b>	<b>52%</b>	<b>48%</b>	<b>100%</b>	<b>43%</b>	<b>57%</b>	<b>100%</b>



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### Composition of the Board of Directors by gender and age group (GRI 405-1)

	Male				Female			
	< 30 years	30 - 50 years	> 50 years	Totale years	<30 years	30-50 years	> 50 years	Totale years
<b>2024</b>								
Components No.	0	1	2	3	0	1	1	2
%	0%	20%	40%	60%	0%	20%	20%	40%
<b>2022/2023</b>								
Components No.	0	2	1	3	0	0	2	2
%	0%	40%	20%	60%	0%	0%	40%	40%

### Total workforce

	2022			2023		
	Male	Female	Total	Male	Female	Total
Total employees	323	279	602	315	280	595
Total external workers	18	1	19	21	11	32
<b>Total workforce</b>	<b>341</b>	<b>280</b>	<b>621</b>	<b>336</b>	<b>291</b>	<b>627</b>
<b>2024</b>						
<b>Number of workers</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>			
Total employees	308	285	593			
Total external workers	10	9	19			
<b>Total workforce</b>	<b>318</b>	<b>294</b>	<b>612</b>			



Energy consumption within the Group (GRI 302-1)<sup>20</sup>

Type of consumption	Units of measurement	2024	2023	2022
Natural gas	GJ	24,019	29,384	30,101
Diesel – For vehicle use	GJ	1,874	2,077	2,012
Gasoline – For vehicle use	GJ	704	457	348
Electricity consumed	GJ	14,115	13,714	14,036
of which purchased from non-renewable sources	GJ	2,446	4,033	1,701
of which purchased from renewable sources	GJ	9,743	8,234	12,335
of which self-generated from renewable sources	GJ	2,338	1,773	-
of which sold/grid injected	GJ	413	326	-
<b>Total</b>	<b>GJ</b>	<b>40,712</b>	<b>45,632</b>	<b>46,497</b>

Type of consumption	Units of measurement	2024	2023	2022
Natural gas	m <sup>3</sup>	596,900	732,889	757,004
Diesel – For vehicle use	l	49,527	54,912	52,686
Gasoline – For vehicle use	l	20,652	13,404	10,172
Electricity consumed	kWh	3,920,792	3,809,453	3,898,963
of which purchased from non-renewable sources	kWh	679,545	1,120,130	472,612
of which purchased from renewable sources	kWh	2,706,462	2,287,247	3,426,351
of which self-generated from renewable sources	kWh	649,495	492,727	-
of which sold/grid injected	kWh	114,710	90,650	-

Type of consumption	Units of measurement	2024	2023	2022
Non-renewable fuel consumed	GJ	26,597	31,918	32,461
Purchased electricity	GJ	12,190	12,267	14,036
Self-generated electricity	GJ	2,338	1,773	-
Electricity sold	GJ	413	326	-
<b>Total</b>	<b>GJ</b>	<b>40,712</b>	<b>45,632</b>	<b>46,497</b>

## Energy intensity (GRI 302-3)

	Units of measurement	2024	2023	2022
Energy consumed per unit of output	GJ/unit of product	0.048	0.063	0.057

## CO<sub>2</sub> emission (GRI 305-1, 305-2)<sup>21</sup>

Emission category	Units of measurement	2024	2023	2022
Direct CO <sub>2</sub> emissions - Scope 1	tCO <sub>2</sub>	1,386	1,649	1,678
Indirect CO <sub>2</sub> emissions - Scope 2 - Location Based	tCO <sub>2</sub>	1,069	918	912
Indirect CO <sub>2</sub> e emissions - Scope 2 - Market Based	tCO <sub>2</sub>	237	274	23

## GHG emission intensity (GRI 305-4)

Emission category	Units of measurement	2024	2023	2022
Direct CO <sub>2</sub> emissions - Scope 1	(tCO <sub>2</sub> /unit of product)	0.002	0.002	0.002
Indirect CO <sub>2</sub> emissions - Scope 2 - Location Based	(tCO <sub>2</sub> /unit of product)	0.001	0.001	0.001
Indirect CO <sub>2</sub> e emissions - Scope 2 - Market Based	(tCO <sub>2</sub> and/unit of product)	0.00028	0.00038	0.00003

<sup>20</sup> The scope refers solely to the Group's production facilities located in Italy, France, and Hungary.

<sup>21</sup> The following emission factors were used to calculate the emissions.

For 2024:

- **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) 2024 and Min. Ambiente 2024 for the Italian perimeter and UK Government - GHG Conversion Factors for Company Reporting 2024 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 2024 (Ver. 1.0, 2023-06-01) both the Italian and international perimeter.

For 2023:

- **Scope 1:** ISPRA (Higher Institute for Environmental Protection and Research) 2023 for the Italian perimeter and UK Government - GHG Conversion Factors for Company Reporting 2023 for the international perimeter;
- **Scope 2:**
  - Electricity (Location-based): ISPRA (Higher Institute for Environmental Protection and Research) 2023 for the Italian perimeter and TERNA - International Comparisons 2019 for the international perimeter;
  - Electricity (Market-based): AIB - European Residual Mixes 2022 (Ver. 1.0, 2023-06-01) both the Italian and international perimeter.

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.

Group water withdrawal (GRI 303-3)

Water withdrawal	Units of measurement	2024	
		Fresh water (≤ 1,000 mg/L total dissolved solids)	Other water (> 1,000 mg/L total dissolved solids)
Surface water	MI	0	0
Groundwater	MI	0	0
Seawater	MI	0	0
Produced water	MI	0	0
Third-party water	MI	12.19	0
<b>Total</b>	<b>MI</b>	<b>12.19</b>	<b>0</b>

Water withdrawal	Units of measurement	2023		2022	
		Fresh water (≤ 1,000 mg/L total dissolved solids)	Other water (> 1,000 mg/L total dissolved solids)	Fresh water (≤ 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	12.16	0	14.95	0
<b>Total</b>	<b>MI</b>	<b>12.16</b>	<b>0</b>	<b>14.95</b>	<b>0</b>

## Waste produced by the Group (GRI 306-3)

Waste	Units of measurement	2024		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	220.44	12.10	232.54
Packaging (paper,cardboard, plastic, wood and mixed materials)	t	4.33	393.90	398.23
Waste paints and varnishes	t	29.72	9.42	39.14
Electrical and electronic equipment	t	1.25	4.49	5.74
Other waste	t	21.37	175.65	197.01
<b>Total</b>	<b>t</b>	<b>277.11</b>	<b>595.55</b>	<b>872.66</b>
<b>%</b>		<b>32%</b>	<b>68%</b>	<b>100%</b>

Waste	Units of measurement	2023			2022		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	181.37	21.72	203.09	201.14	34.32	235.46
Packaging (paper,cardboard, plastic, wood and mixed materials)	t	4.29	326.33	330.62	3.73	378.51	382.24
Waste paints and varnishes	t	3.18	11.79	14.97	3.35	10.60	13.94
Electrical and electronic equipment	t	0.06	0.46	0.52	1.66	14.09	15.75
Other waste	t	40.45	92.02	132.47	26.42	204.59	231.01
<b>Total</b>	<b>t</b>	<b>229.35</b>	<b>452.32</b>	<b>681.67</b>	<b>236.30</b>	<b>642.11</b>	<b>878.41</b>
<b>%</b>		<b>34%</b>	<b>66%</b>	<b>100%</b>	<b>27%</b>	<b>73%</b>	<b>100%</b>

Waste diverted from disposal (GRI 306-4)

Waste	Units of measurement	2024		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	213.62	-	213.62
Packaging (paper,cardboard, plastic, wood and mixed materials)	t	4.33	393.90	398.23
Waste paints and varnishes	t	29.72	4.07	33.80
Electrical and electronic equipment	t	1.25	4.49	5.74
Other waste	t	14.46	148.55	163.01
<b>Total</b>	<b>t</b>	<b>263.38</b>	<b>551.01</b>	<b>814.39</b>

Waste	Units of measurement	2023			2022		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	176.45	-	176.45	185.19	-	185.19
Packaging (paper,cardboard, plastic, wood and mixed materials)	t	4.29	326.33	330.62	3.73	378.40	382.13
Waste paints and varnishes	t	2.78	4.96	7.74	3.35	3.50	6.84
Electrical and electronic equipment	t	0.06	0.46	0.52	1.66	14.09	15.75
Other waste	t	13.51	75.63	89.15	22.27	176.31	198.59
<b>Total</b>	<b>t</b>	<b>197.09</b>	<b>407.38</b>	<b>604.47</b>	<b>216.20</b>	<b>572.29</b>	<b>788.50</b>

Type of recovery	Units of measurement	2024		
		Offsite	On site	Total
<b>Hazardous waste</b>				
Reuse	t	-	-	-
Recycling / Recovery	t	263.38	-	263.38
<b>Non-hazardous waste</b>				
Reuse	t	-	-	-
Recycling / Recovery	t	551.01	-	551.01
<b>Total</b>				
Reuse	t	-	-	-
Recycling / Recovery	t	814.39	-	814.39

Type of recovery	Units of measurement	2023			2022		
		Offsite	On site	Total	Offsite	On site	Total
<b>Hazardous waste</b>							
Reuse	t	-	-	-	-	-	-
Recycling / Recovery	t	197.09	-	197.09	216,2	-	216.2
<b>Non-hazardous waste</b>							
Reuse	t	27.1	-	27.1	45,58	-	45.58
Recycling / Recovery	t	380.28	-	380.28	526,71	-	526.71
<b>Total</b>							
Reuse	t	27.1	-	27.1	45,58	-	45.58
Recycling / Recovery	t	577.37	-	577.37	742,91	-	742.91

Waste directed to disposal (GRI 306-5)

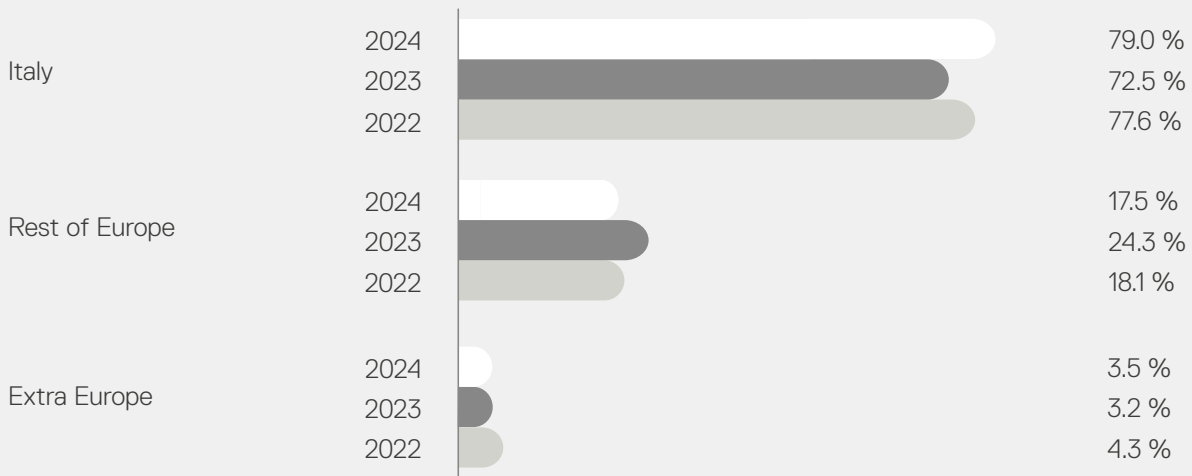
Waste	Units of measurement	2024		
		Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	6.82	12.10	18.92
Packaging (paper,card-board, plastic, wood and mixed materials)	t	-	-	-
Waste paints and varnishes	t	-	5.34	5.34
Electrical and electronic equipment	t	-	-	-
Other waste	t	6.91	27.10	34.01
<b>Total</b>	<b>t</b>	<b>13.73</b>	<b>44.54</b>	<b>58.27</b>

Waste	Units of measurement	2023			2022		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Pickling acids and aqueous rinsing and washing solutions	t	4.92	21.72	26.64	15.95	34.32	50.27
Packaging (paper,card-board, plastic, wood and mixed materials)	t	-	-	-	-	0.11	0.11
Waste paints and varnishes	t	0.4	6.83	7.23	-	7.10	7.10
Electrical and electronic equipment	t	-	-	-	-	-	-
Other waste	t	26.94	16.39	43.33	4.15	28.28	32.43
<b>Total</b>	<b>t</b>	<b>32.26</b>	<b>44.94</b>	<b>77.20</b>	<b>20.10</b>	<b>69.81</b>	<b>89.91</b>

Waste	Units of measurement	2024		
		Offsite	On site	Total
<b>Hazardous waste</b>				
Disposal	t	13.73	-	13.73
Incineration on land	t	-	-	-
<b>Non-hazardous waste</b>				
Disposal	t	44.54	-	44.54
Incineration on land	t	-	-	-
<b>Total</b>				
Disposal	t	58.27	-	58.27
Incineration on land	t	-	-	-

Waste	Units of measurement	2023			2022		
		Offsite	On site	Total	Offsite	On site	Total
<b>Hazardous waste</b>							
Disposal	t	32.26	-	32.26	20.10	-	20.10
Incineration on land	t	-	-	-	-	-	-
<b>Non-hazardous waste</b>							
Disposal	t	44.94	-	44.94	69.81	-	69.81
Incineration on land	t	-	-	-	-	-	-
<b>Total</b>							
Disposal	t	77.20	-	77.20	89.91	-	89.91
Incineration on land	t	-	-	-	-	-	-

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



Number of worked hours in 2024:  
**479.652** in Italy (475.120 in 2023, 502.859 in 2022)

## Work-related injuries and injuries rates<sup>22</sup> (GRI 403-9)

Number of injuries	2024	2023	2022
<b>Total number of injuries at work</b>	4	1	5
of which fatalities	-	-	-
of which high-consequence work-related injuries (excluding fatalities)	-	-	-
of which recordable work-related injuries	4	1	5
<b>Number of hours</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Hours worked	479.652	475.120	502.859
<b>Rate of work-related injuries<sup>23</sup></b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Rate of fatalities as a result of work-related injury	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of recordable work-related injuries	1.67	0.42	1.99

<sup>22</sup> Injury data is available for employees of the Group's Italian companies.

<sup>23</sup> Injury rates are computed using the following formulas:

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

# Methodological Note

This document represents the sixth 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, 2024 to December 31, 2024. 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, 2024. The scope of the social data and information reported includes all the companies consolidated on a line-by-line basis in the Consolidated Financial Statement of Artemide Group S.p.A.<sup>26</sup> 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. Please note that this document has not been verified by an independent third party.

This Sustainability Report was approved by the Board of Directors of Artemide Group S.p.A. and was published on December 18, 2025.

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

<sup>26</sup> For the list of companies consolidated on a line-by-line basis, please refer to the Report of Directors and Consolidated Financial Statements of the Group as at 31/12/2024.



# GRI Content Index



Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

GRI 1 used

GRI 1: Foundation 2021

General Disclosures

Omission

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
<b>General Disclosures</b>					
<b>GRI-2: General Disclosures (2021)</b>					
2-1	Organizational details	302			
2-2	Entities included in the organisation's sustainability reporting	302			
2-3	Reporting period, frequency and contact point	302			
2-4	Restatements of information	302			
2-5	External Assurance	302			
2-6	Activities, value chain and other business relationships	19-34			
2-7	Employees	239-251; 276-281			
2-8	Workers who are not employees	239-251; 282			
2-9	Governance structure and composition	35-36			
2-10	Nomination and selection of the highest governance body	39			
2-11	Chair of the highest governance body	35-36			
2-12	Role of the highest governance body in overseeing the management of impacts	39-44			
2-13	Membership of associations	39-44			
2-14	Role of the highest governance body in sustainability reporting	39-44			
2-15	Conflicts of interest	45-46			
2-16	Communication of critical concerns	45-46			

## Statement of use

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

## 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	39			
2-18	Evaluation of the performance of the highest governance body	42			
2-19	Remuneration policies	39			
2-20	Procedure to determine remuneration	39			
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; 60-77			
2-23	Policy Commitments	34-46; 74-76; 166; 234; 256; 260			
2-24	Embedding policy commitments	34-46			
2-25	Processes to remediate negative impacts	34-55; 206-210; 216-236; 238-260			
2-26	Mechanisms for seeking advice and raising concerns	45-46			
2-27	Compliance with laws and regulations	46			
2-28	Membership associations	47			
2-29	Approach to stakeholder engagement	47-52			
2-30	Collective bargaining agreements	248-249			

**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

**Material Topics**

Omission

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
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**Material Topics**

**GRI-3: Material theme (2021)**

3-1	Process to determine material topics	47-52			
3-2	List of material topics	51; 264-270			

**Economic performance and value-creation**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	54-55			
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**GRI-201: Economic Performance (2016)**

201-1	Direct economic value generated and distributed	54-55			
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**Responsible supply chain**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	198-203; 300			
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**GRI-204: Procurement practices (2021)**

204-1	Proportion of spending on local suppliers	300			
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**Ethics and integrity in conducting business**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	45-46			
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**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

## Material Topics

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>GRI-205: Anti-corruption (2016)</b>					
205-3	Confirmed incidents of corruption and actions taken	45-46			
<b>GRI-206: Anti-competitive behaviour (2016)</b>					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	45-46			

## Responsible design

### GRI-3: Material topics (2021)

3-3	Management of material topics	202-203			
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### GRI-301: Material (2016)

301-1	Materials used by weight or volume	202-203			
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## Energy consumption and emissions management

### GRI-3: Material topics (2021)

3-3	Management of material topics	216-222; 226-231			
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### GRI-302: Energy (2016)

302-1	Energy consumption within the organization	226; 230; 292			
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302-3	Energy intensity	226; 293			
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**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

**Material Topics**

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>GRI-305: Emissions (2016)</b>					
305-1	Direct (Scope 1) GHG emissions	227-229; 231;293			
305-2	Energy indirect (Scope 2) GHG emissions	227-229; 231;293			
305-4	GHG emissions intensity	227-229; 231;293			

**Sustainable management of resources and processes**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	234-236; 294-299			
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**GRI-303: Water and effluents (2018)**

303-1	Interaction with water as a shared resource	236			
303-2	Management of water discharge-related impacts	236			
303-3	Water withdrawal	236;294			

**GRI-306: Waste (2020)**

306-1	Waste generation and significant waste-related impacts	234-236			
306-2	Management of significant waste-related impacts	234-236			
306-3	Waste generated	234-236 295-299			
306-4	Waste diverted from disposal	234-236; 295-299			
306-5	Waste directed to disposal	234-236; 295-299			

**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

## Material Topics

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation

### Employee engagement, well-being and development

#### GRI-3: Material topics (2021)

3-3	Management of material topics	238-251; 290			
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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	246-249			
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#### GRI-402: Labour/Management relations (2016)

402-1	Minimum notice periods regarding operational changes	248			
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#### GRI-404: Training and Education (2016)

404-1	Average hours of training per year per employee	250-251; 284-285			
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### Employees health and safety

#### GRI-3: Material topics (2021)

3-3	Management of material topics	256-259; 301			
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#### GRI-403: Occupational Health and Safety (2018)

403-1	Occupational health and safety management system	256-259			
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403-2	Hazard identification, risk assessment and incident investigation	256-259			
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403-3	Occupational health services	256-259			
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403-4	Worker participation, consultation and communication on occupational health and safety	256-259			
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**Statement of use**

The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**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	256-260			
403-6	Promotion of worker health	256-260			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	256-260			
403-9	Work-related injuries	256-260; 301			

**Diversity and inclusion**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	242-243; 286-288			
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**GRI-405: Diversity and Equal Opportunities (2016)**

405-1	Diversity of governance bodies and employees	286-288			
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**Product quality and safety**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	206-210			
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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	207			
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**Customer care**

**GRI-3: Material topics (2021)**

3-3	Management of material topics	206-207; 214			
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**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

## Material Topics

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>GRI-417: Marketing and labeling (2016)</b>					
417-2	Incidents of non-compliance concerning product and service information and labeling	207			

**Statement of use** The Artemide Group has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.

**GRI 1 used** GRI 1: Foundation 2021

## Material topics unrelated to specific GRI indicators

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>Made in Italy / Made in Europe</b>					
<b>GRI-3: Material topics (2021)</b>					
3-3	Management of material topics	198-200			

## Innovation & Patenting

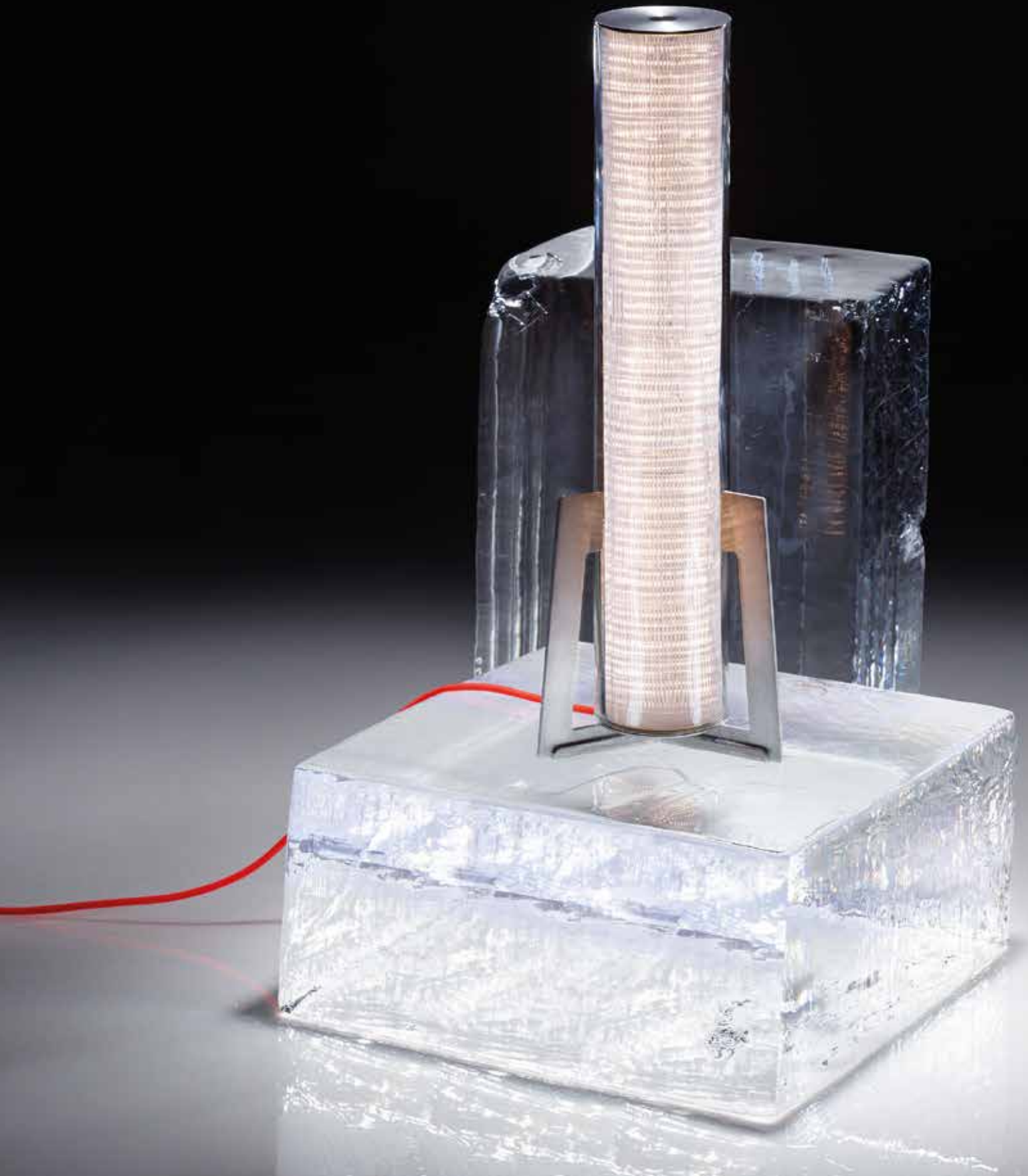
**GRI-3: Material topics (2021)**

3-3	Management of material topics	166-167			
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## Social Commitment

**GRI-3: Material topics (2021)**

3-3	Management of material topics	58-59			
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