



GIORGETTI | BATTAGLIA

2022 SUSTAINABILITY REPORT

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LETTER TO STAKEHOLDERS

Giorgetti, a company founded in Brianza, boasts a tradition of excellence spanning more than one hundred years, which it continues to write in the name of innovation, preserving the legacy of its cabinet-making expertise. Giorgetti's uniqueness lies in its ability of having embraced quality and innovation. Founded in 1898, throughout its 125 years of business, Giorgetti has firmly established itself on an international scale while remaining an undisputed standard-setter in the Meda area.

Also in 2022 Giorgetti has renewed its commitment in the field of sustainability with a concrete project aimed to improve the quality of urban areas and combat climate change. In line with the objectives defined by management, the Giorgetti Group pursues its path of sustainability: in addition to the guidelines in place aimed at reducing pollution generated by business processes, the Group has launched an initiative to repopulate forests in the Meda area. An effective environmental contribution in the local territory, an opportunity to communicate the aims of the company's environmental policies to internal and external stakeholders, a step towards achieving the Sustainable Development Goals 2030 defined by the United Nations.

Sustainability is not a new concept for Giorgetti, which, throughout its 125-year history, has made protecting the ecosystem of the territory home to its

operations a cornerstone in ensuring its capacity for renewal, longevity and value creation. This awareness led to the decision to give visibility to, and enrich the process already begun in the context of sustainability, drafting and publishing its fourth sustainability report and identifying strategic guidelines to help achieve the UN Sustainable Development Goals (SDGs). This decision is indicative of an aptitude for continuous improvement that has always set Giorgetti apart, as well as the company's desire to enrich its path to sustainability and, in particular, promote respect for the "Environment" in the broadest sense of the word, as the brand has effectively done for many years through local initiatives.

Giorgetti looks to the future with the aim of continuing to enrich its wealth of knowledge and contribute to the defining of the living experience.

Without the men and women of the Giorgetti Group who work in this challenging context every day, Giorgetti's steady growth, extraordinary goals, excellent quality and stand-out market recognition would not have been possible. Giorgetti's commitment and dedication help support the continuity of the cabinet-making tradition and the brand's recognition as an Italian company par excellence in terms of quality, innovation and visual appeal. To all our employees I extend my sincerest thanks.

The Managing Director



Giovanni del Vecchio

GROUP HIGHLIGHTS IN 2022



FINANCIAL PERFORMANCE

More than **21.000** products manufactured

81.106 thousand Euros in **revenue** generated



HUMAN RESOURCES

1:11 ratio of management to employees (management = executives and middle managers)

42% of new hires are female



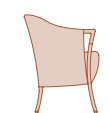
ENVIRONMENT

99% non-hazardous waste produced

Granting of **FSC®** certification

147,3 tonnes of CO₂ avoided with energy self-produced from renewable sources

30% renewable and self-produced electricity consumed



PRODUCT INNOVATION

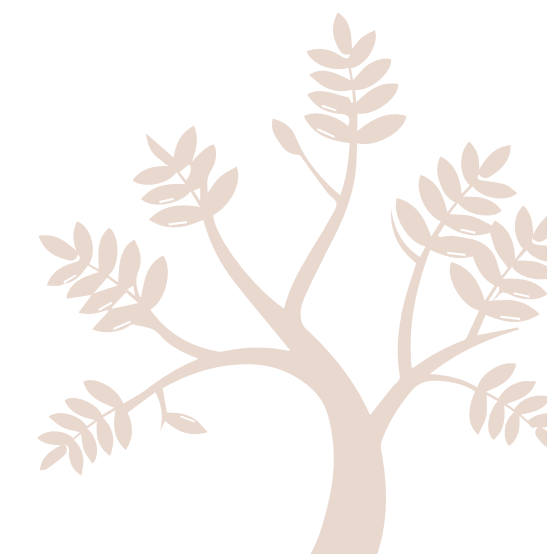
12 new registered models

R&D investments equal to about **2%** of turnover



COMMUNITY

95,5% of the Group's expenditure paid to **local suppliers**



SUSTAINABILITY REPORT

METHODOLOGICAL NOTE

This document, which is the fourth Sustainability Report published by Giorgetti S.p.A. and its subsidiaries (hereinafter the "Giorgetti Group" or the "Group") with regard to the 2022 financial year (from 1 January to 31 December), reports on the issues deemed relevant to the extent necessary to ensure an understanding of the company's business, its performance, results and the social and environmental impact produced.

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

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

For reporting on the financial year ending 31 December 2022, the materiality analysis has been updated to comply with the new requirements of the GRI 2021 Standard. The material topics identified by the Group and its Stakeholders were defined following a materiality analysis in line with GRI Standards and industry best practices, as outlined in the chapter "Giorgetti's sustainability path". The materiality analysis is derived from the due diligence process, which is based on determining the company's positive or negative impact, whether effective or potential, leading to the identification of impacts assigned a certain priority based on the severity, scope and likelihood of occurrence of the impact itself.

The scope of reporting of business and financial data and information corresponds to that of the Giorgetti Group's consolidated financial statements as at 31 December 2022. The scope of data and information relating to social aspects includes all companies consolidated using the full method by the parent company Giorgetti S.p.A.¹. With regard to qualitative information and quantitative data relating to environmental and health and safety aspects, only Group companies that manage production sites – specifically Giorgetti S.p.A. and Battaglia S.r.l.² – are included in the scope, while foreign companies with commercial offices are excluded, as they are considered irrelevant for the purposes of ensuring an understanding of the Group's business and resulting impact.

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

In 2022, the scope of consolidated companies was extended to also include Giorgetti Paris. This document is published annually.

The document is not subject to external assurance.

For information regarding the Giorgetti Group Sustainability Report please contact: sustainability@giorgetti.eu.

ENERGY CONSUMPTION CALCULATION METHODS

Energy consumption was calculated based on data provided by the company invoicing system and monitoring of consumption reported in utility bills. Direct (scope 1) GHG emissions, including process emissions released during on-site production and those from company vehicles, refer to non-renewable sources including diesel, petrol and natural gas. The Natural Gas and Petrol emission factors used for the calculation are derived from the table of national parameters for greenhouse gas monitoring and reporting issued by the Ministry of the Environment (2022), whereas for Diesel, the National Inventory Report (INSPRA 2022) was used. The global warming potential (GWP) percentage rates are expressed in terms of tonnes of CO₂, as there are no other gases. Energy indirect (scope 2) emissions, including emissions derived from purchased or acquired energy, are divided into "Location-based" and "Market-based". The former are calculated by multiplying the electricity purchased from the national grid by the specific national emission factors (INSPRA 2021), and the latter by the European Residual Mixes (AIB 2022). In this case too, the global warming potential (GWP) percentage rates are expressed in terms of tonnes of CO₂.

¹ For the list of companies consolidated using the full method, see the Group's Directors' Report and Consolidated Financial Statements as at 31.12.2022.

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

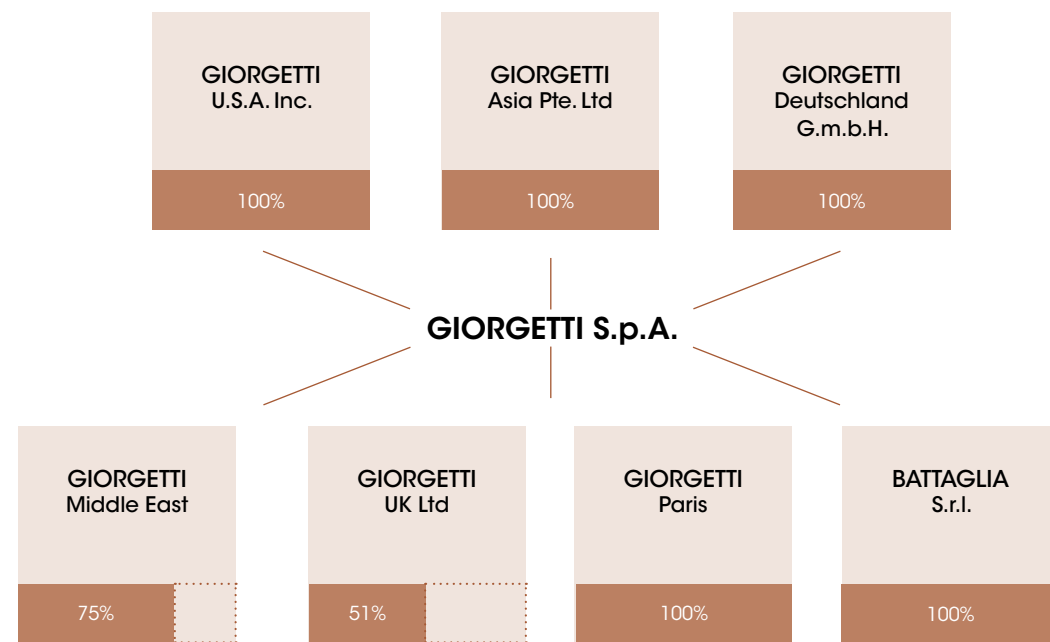
THE GIORGETTI GROUP

THE GIORGETTI GROUP SITES

The Giorgetti Group boasts a tradition of excellence spanning more than one hundred years that began in Meda, in Brianza, and which today continues to be written in the name of innovation, in respect of its own tradition, that is, the legacy of its cabinet-making expertise.

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

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



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

From Object to Project: with its broad range of offerings, the Giorgetti Group markets not only its own products but also detailed and cross-cutting architectural projects in 115 countries, through 361 points of sale, of which more than 50% are shop-in-shop and 35 are monobrand/Stores/Ateliers in Europe, Africa, Asia and the US, in some of the most strategic cities for the furnishing industry. Giorgetti Atelier represents a new approach to interior design, created with the aim of offering a private, exclusive and personalised context to meet the increasingly refined needs of the global market. Giorgetti Ateliers are cultural meeting places for architects, buyers, developers and private customers where they can draw inspiration for the design of the spaces of their homes or offices. In 2022, European distribution was consolidated and new spaces were opened in Vancouver, Miami (with Bang & Olufsen), Seoul (second space with Hyundai Livart), Hong Kong, Shanghai (second space) and Taichung.

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

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



THE GIORGETTI GROUP

INITIATIVES, AWARDS AND PARTNERSHIPS

Many initiatives, including cultural ones, have been undertaken throughout the Giorgetti Group's long history. Equally numerous are the prizes and awards the Group has received over the years. From the travelling exhibitions, whose apex was reached with the ones organised for the celebrations for the Group's 120th anniversary, always accompanied by a specific publication, to the continuous participation in the Salone del Mobile from its very first edition, it is only worth mentioning that in any initiative in which the Group has been involved, there has always been a strong link with the local area and the desire to give voice and visibility to stories, tales and traditions that would otherwise risk being progressively forgotten.

Last year, the Giorgetti Group resumed the face-to-face presentation of its projects, participating in important events, including: Photofairs Shanghai, Downtown Design Dubai, London Design Week, Paris Design Week, SuperSalone and FuoriSalone, presenting its latest collections and iconic pieces, highlighting its excellence in both the national and international sphere.

In 2022, the Giorgetti Group attended numerous important events, including: Salone del Mobile.Milano and Fuorisalone, London Design Week, Milano Art Week, London Art Fair, Hotel Design Award, Brafa Art Fair, Artmonte-Carlo, Paris Design Week, Cannes Yachting Festival, Design District 1010, International Boat Show, Dubai Design Week, West Bund Art & Design, Excellent Woonbeurs, Design Miami and Art Basel Miami, presenting its new collections and iconic pieces, highlighting the company's excellence in both the national and international sphere.

Among the many awards received over time, Giorgetti was awarded the limited-edition, numbered silkscreen print of the first Manifesto at the Salone del Mobile.Milano for its 60 years of attendance since the very first edition back in 1961.

Moreover, for the fourth year running, Giorgetti also won the Imprenditore 4.0 and Best Managed Companies award (noteworthy achievements, since they are not product-related but rather linked to the Group's entrepreneurial vision), and also won the Best Quite Space at the Wallpaper* Design Awards 2022 for its Shirley mirror designed by Carlo Colombo, and the Interior Design's Best of Year 2022 in the accessories category for the Borealis screen designed by Roberto Lazzeroni.

Furthermore, in 2021, the Giorgetti Group signed an agreement with the Hyundai Group, which, in addition to being active in the automotive industry, is also a leading player in the furnishing industry with the Hyundai Livart brand. As part of an articulated, long-term strategic plan, over the next two years, Giorgetti and Hyundai Livart plan to open seven large stores, three of which will be monobrand stores and four of which will be shops-in-shop located in prestigious shopping centres in the major cities of South Korea.

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

In 2022, reiterating its commitment to sustainability, the Giorgetti Group obtained certification for the Chain of Custody procedures implemented by the organisation according to FSC-STD-40-003 V2.1 and FSC-STD-40-004 V3.1 of the Forest Stewardship Council®. FSC® (FSC-C175823) certification allows the traceability of the wood used in its products. Choosing FSC® -certified products contributes to promoting the sustainable management of forests worldwide, an objective to which the Giorgetti Group is actively committed.

The manufacture of products using FSC® certified wood is part of the broader sustainability journey undertaken by the Giorgetti Group through the annual publication of a Sustainability Report.

The Giorgetti Group also pursues sustainability through tangible actions that focus on the environment, which has always been a precious source of the quality materials that, for 124 years, have allowed the brand to rise to excellence. In collaboration with Rete Clima, a non-profit organisation that promotes Corporate Social Responsibility (CSR) actions, in October 2022, the Giorgetti Group involved employees and their families in the launch of an urban forestation project, #ReForest, planting native trees and shrubs in the Meda area.

OBJECT TO PROJECT. GIORGETTI DESIGN SINCE 1898

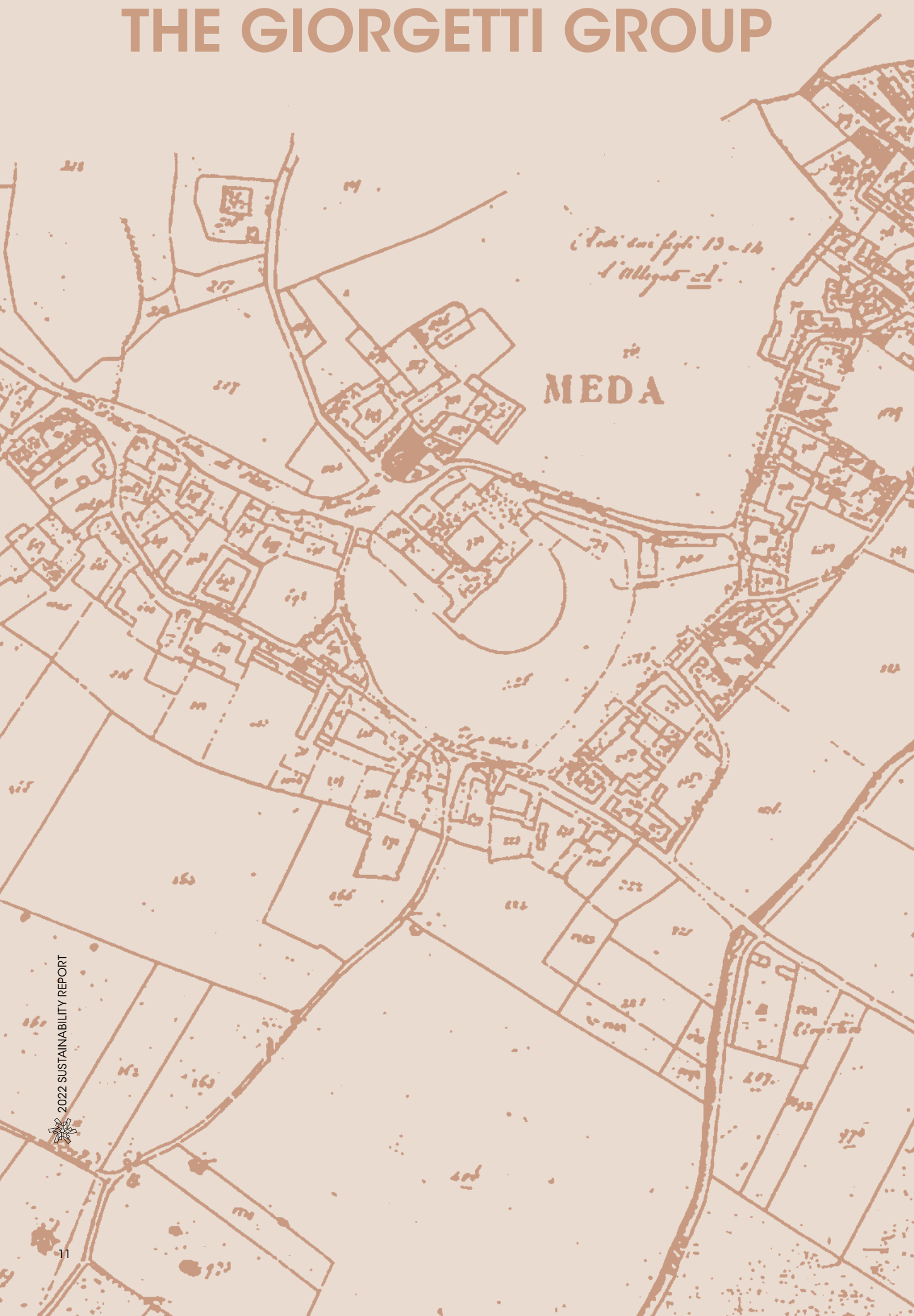
In 2018, to celebrate the Group's 120th anniversary and reaffirm its commitment to following through on a project with a scope that goes well beyond product manufacturing, Giorgetti planned a series of initiatives, making available its heritage built over 120 years of history, thanks also to a strong feeling of belonging to the local community. For this important anniversary, the Giorgetti Group created and published the book "Object to Project. Giorgetti design since 1898" that recounts and celebrates 120 years of commitment to the world of Made in Italy design. The book highlights tradition and innovation, the link with the local community, the main projects, challenges and future transformations, which are fundamental aspects for the Group. In 2018, the book was featured in the travelling exhibition project celebrating Giorgetti's 120th anniversary. The book, "Object to Project. Giorgetti design since 1898", was presented with a short film, portraying the history of the brand through a series of interviews and moving images. The project relives and celebrates 120 years of dedication to Made in Italy design, lauding tradition and innovation, ties with the land, major projects, future challenges and transformations, all defining elements of the Group.

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

- **Confindustria:** Confindustria is the main association representing small, medium and large manufacturing and services enterprises in Italy, whose mission is to promote the affirmation of business as a driver of economic, social and civic growth for the country;
- **Altagamma Foundation:** The Altagamma Foundation unites companies belonging to the high-end Italian cultural and creative industry, recognised worldwide as ambassadors of Made in Italy style, and aims to support their growth and competitiveness.
- **FederlegnoArredo:** The Italian federation of wood, cork, furniture, lighting and furniture industries protects, represents and promotes the interests of the industrial supply chain, from the processing of raw wood materials to the production of furniture, furnishings and accessories;
- **Milano Durini Design:** Milano Durini Design is an associative project aimed at supporting industry excellence, promoting the culture of design and lifestyle.



THE GIORGETTI GROUP



OUR HISTORY

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

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

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

MAP OF MEDA,
19th CENTURY

THE GIORGETTI GROUP

OUR HISTORY

1898

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

1920

Start of exports of semi-finished carved pieces to the United States, perfecting standardised production system

1960

Start of production and exports of finished products

1970

Launch of the first modern collection: **Gazebo**. Giorgetti initiates an important process of production

1975

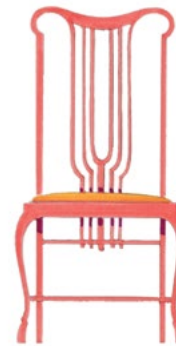
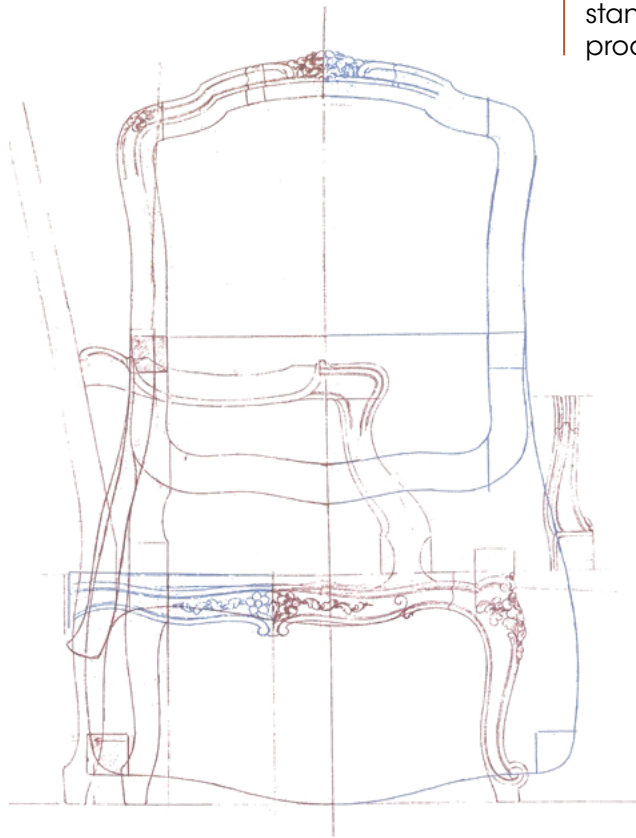
Launch of the **Gallery** collection, inspired by models of the early 1900s, but with modern lines. Consolidation of national and international distribution

1980

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

1987

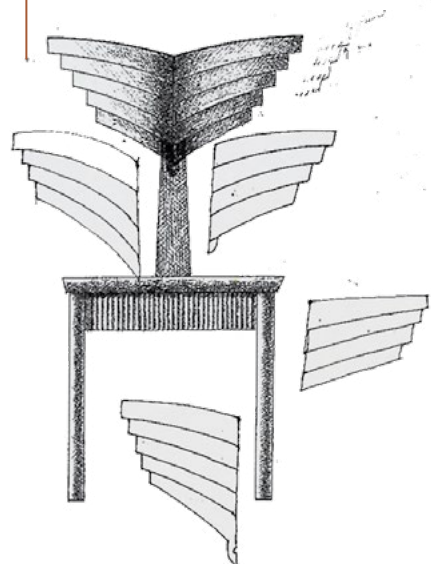
The Giorgetti Research Centre creates the **Progetti** collection, an iconic series of chairs and sofas with a particular wood armrest in **Pau ferro**, inspired by the idea of an old walking stick



THE GIORGETTI GROUP

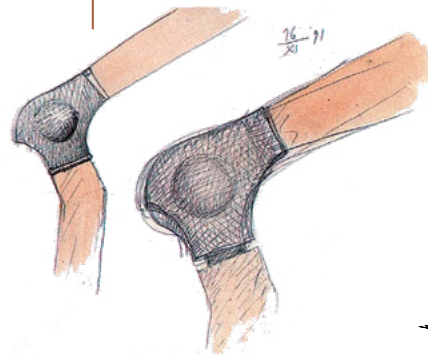
1990

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



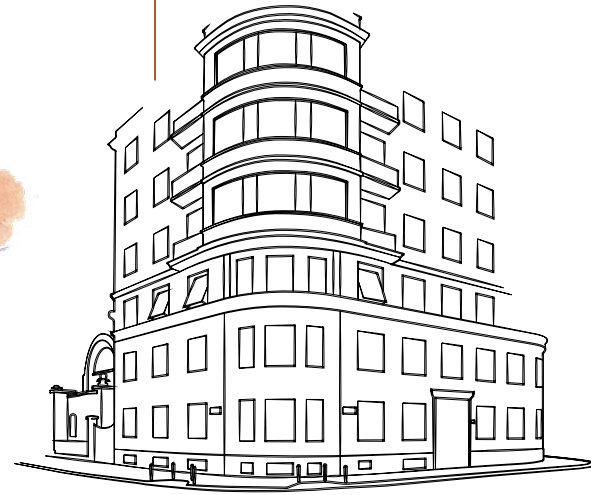
2000

The unique, instantly identifiable style of Giorgetti is recognised worldwide. Products are designed for executive offices, exclusive solutions and contract projects



2011

Launch of the **Atelier** project, the first in Milan. Other 6 Ateliers have been opened in Antwerp, Mumbai, Singapore, Jakarta, Rome and Guangzhou



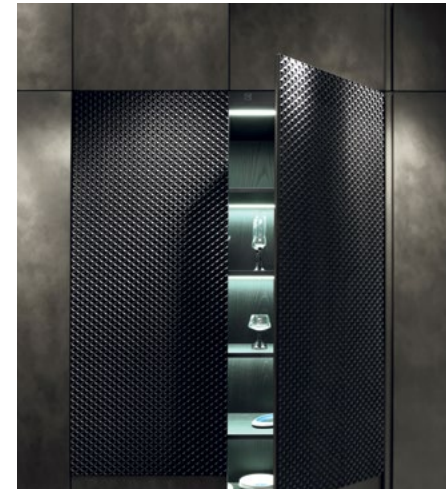
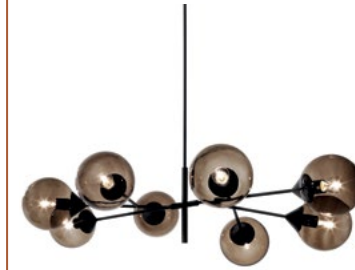
2015

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



2016

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



2017

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



THE GIORGETTI GROUP

2018

Giorgetti consolidates its growth strategy in the contract segment and acquires **Battaglia**



120TH

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



2019

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



Giorgetti wins for the first time the **"Best Managed Company"** Award



GK.02 kitchen wins the Edida (Elle Deco International Design Awards) **"Best Kitchen"** Award, chosen by Elle Decoration China



2020

Giorgetti presents its first **Sustainability Report**



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



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



2021

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



For the third consecutive time, Giorgetti wins the **"Best Managed Company"** Award



2022

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



2023

Giorgetti opens **"Giorgetti Spiga - The Place"**, the quintessence of the brand's vision of beauty, in one of the most sophisticated neighbourhoods of Milan, at 31 Via della Spiga. A seventeenth-century building to discover Giorgetti's iconic products and new releases, an overarching project by Giancarlo Bosio, who curated every last detail.



THE GIORGETTI GROUP'S SUSTAINABILITY PATH



THE GIORGETTI GROUP'S SUSTAINABILITY PATH

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

IDENTIFICATION OF STAKEHOLDERS

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

THE GIORGETTI GROUP STAKEHOLDER MAP



METHODS OF STAKEHOLDER INVOLVEMENT AND DIALOGUE

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

THE GIORGETTI GROUP'S SUSTAINABILITY PATH

MATERIALITY ANALYSIS

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

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

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

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

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

FOR EACH OF THE ISSUES REPRESENTED IN THE MATERIALITY MATRIX THE SCOPE OF IMPACT WAS IDENTIFIED:

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

THE GIORGETTI GROUP'S SUSTAINABILITY PATH

SUSTAINABILITY PLAN

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

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

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

SDGS IDENTIFIED BY THE GIORGETTI GROUP



PROCESS FOR DEFINING THE SUSTAINABILITY PLAN

The process for defining the Sustainability Plan involved several different stages, following a methodological approach reflecting national and international best practices. To start with, the Group identified the 4 topical areas (Economic and Governance Responsibility, Social Responsibility, Environmental Responsibility and Product Responsibility) that shape the structure to the Plan and to which the 9 material themes emerged from the materiality analysis implemented in 2019 refer, in order to identify the strategic priorities on which to focus its sustainability commitment on. The material issues reflect the main economic, environmental and social impacts of the Group and represent the relevant aspects on which stakeholders expect concrete actions from the Group.

MACRO TOPIC	MATERIAL ISSUES	SDGs												
		3	4	5	7	8	9	10	12	15	16			
Economic and Governance Responsibility	Economic performance and market presence					✓	✓							
	Business ethics and integrity					✓								✓
Social Responsibility	Health and safety in the workplace	✓				✓								
	Development and protection of the Human Capital		✓											
	Diversity, equal opportunities and welfare systems			✓		✓		✓						
Environmental Responsibility	Management of environmental impacts				✓					✓	✓			
	Sustainable use of resources				✓					✓	✓			
Product Responsibility	Product quality and innovation				✓						✓			
	Customer relations and satisfaction	✓			✓						✓			

THE GIORGETTI GROUP'S SUSTAINABILITY PATH

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

- Impacts on the Group governance and on business ethics, through the development and continuous improvement of organisational policies and tools that guarantee the ethics of all the carried activities;
- Impacts on employment, economy and sustainable development, through the personal and professional development of people, aimed at the inclusive and sustainable growth of individuals;
- Impacts on environment in the procurement phase, through the preservation of natural resources and the acquisition of certified materials, with particular reference to wood;
- Impacts on environment in the procurement phase, through actions aiming at the efficiency of energy consumption, at the consequent minimisation of atmospheric emissions and at the reduction of waste, in a circular economy perspective.

**ECONOMIC AND
GOVERNANCE
RESPONSIBILITY**



ECONOMIC AND GOVERNANCE RESPONSIBILITY

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

ECONOMIC PERFORMANCE AND MARKET PRESENCE

In 2022, the Giorgetti Group's turnover continued to increase. The value of production for the financial year 2022 increased by 40% compared to the previous year, from Euro 58 million to Euro 81 million, thanks to a rapid and steady recovery of incoming order flows. The easing of restrictions tied to the spread of the Covid-19 pandemic in almost all geographic regions led to a strong increase in demand, allowing the Giorgetti Group to achieve a higher turnover and sales in 2022 compared to those in 2021. In 2022, orders and turnover increased thanks to the "value of production", including the progress of orders in the contract sales channel, managed by Battaglia, generating real value through both the manufacturing process and also the design, installation and assembly services offered to clients, and also thanks to the development of the project sales channel, managed by Giorgetti, which focuses mainly on the concept of selective distribution through the development of residential or hospitality projects. The Group continued to invest in expanding the range of products and in sales and promotional policies, aiming to improve its performance across the various distribution channels. Not only through stores, but also the e-shop, which was launched in 2021 for the Italian market only. The aim is to intensify the promotion of the brand values defined by the company over more than 120 years of history through the web/e-commerce platform and digital channels, consistent with the brand's mission that places customer service at the heart of all business operations. The development of the Giorgetti and Battaglia brands also continued, both by consolidating the market positioning in the company's core business, which is the production of handcrafted and high-quality furniture, and by extending the range of products offered on the market and using new distribution channels, always respecting the company's quality standards. From a production point of view, the entire Group was affected by the increase in purchasing costs of materials, the difficulties in procurement of raw materials and semi-finished products, the unavailability of part of the direct production workforce and, finally, the difficulty in procurement of transport services. However, management has taken all necessary actions to reduce the impact on the company's production capacity and economic marginality, through agreements with suppliers to fix prices, diversifying supplies and intensifying the activities aimed at reorganising production and warehouses and seeking synergies between companies, in order to optimise productivity and human resources, improve the quality level of products and reduce waste of materials, space and production time.



ECONOMIC AND GOVERNANCE RESPONSIBILITY

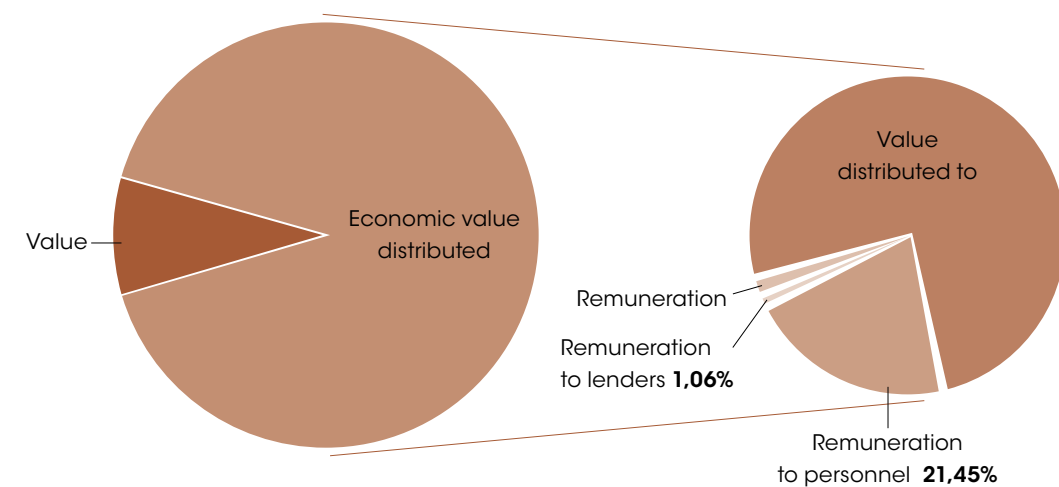
VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS

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

During 2022, the value generated by the Giorgetti Group amounted to over Euro 81 million, up 40% compared to 2021; of these, Euro 73.9 million were distributed to stakeholders, while about Euro 7.1 million were retained in the company.

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

ECONOMIC VALUE GENERATED AND DISTRIBUTED IN 2022



Calculation of the Economic Value Generated	2022	2021	2020
	Euro	Euro	Euro
Revenues from sales	73.847.727	55.085.119	52.161.165
Change in inventories of work in progress, semi-finished and finished products	5.726.242	1.466.149	-997.700
Change in inventories of raw, ancillary and consumable materials and goods for resale	600.700	341.466	72.479
Other revenues and income	1.020.439	935.414	181.693
Other financial revenues	12.630	39.107	110
Foreign exchange gains (losses)	-101.736	-7.280	-21.496
Total adjustment of financial assets	0	0	0
Economic Value Generated	81.106.002	57.859.975	51.396.251

Distribution of Economic Value Generated	2022	2021	2020
	Euro	Euro	Euro
Production costs	55.921.086	40.247.645	33.515.778
Operating costs (supply of goods and services)	55.611.850	39.924.593	33.247.079
Operating costs	309.236	323.052	268.699
Personnel remuneration	15.857.666	14.332.302	12.936.916
Personnel costs	15.857.666	14.332.302	12.936.916
Shareholder remuneration	781.583	989.937	830.354
Distribution of profits for the year	781.583	989.937	830.354
Public Administration remuneration	1.349.747	18.907	1.118.877
Income taxes for the year	1.349.747	18.907	1.118.877
Community remuneration	6.313	5.269	6.632
Donations and sponsorships	6.313	5.269	6.632
Economic value distributed	73.916.395	55.584.060	48.408.557
Economic value withheld	7.189.607	2.275.915	2.987.694

ECONOMIC AND GOVERNANCE RESPONSIBILITY

BUSINESS ETHICS AND INTEGRITY



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

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

For this reason, as early as 2017, Giorgetti S.p.A.³ deemed it appropriate to adopt and implement the Organisation, Management and Control Model pursuant to L.D. 231/2001 (Model 231) for its own protection and that of its executives and employees, with a view to improving the efficiency of the entire organisational, management and control system.

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

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

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

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

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

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

As a demonstration of the Group's commitment in this area, during 2022 there were no instances of corruption or non-compliance with laws and regulations in the socio-economic area.

ECONOMIC AND GOVERNANCE RESPONSIBILITY

SUPPLY CHAIN

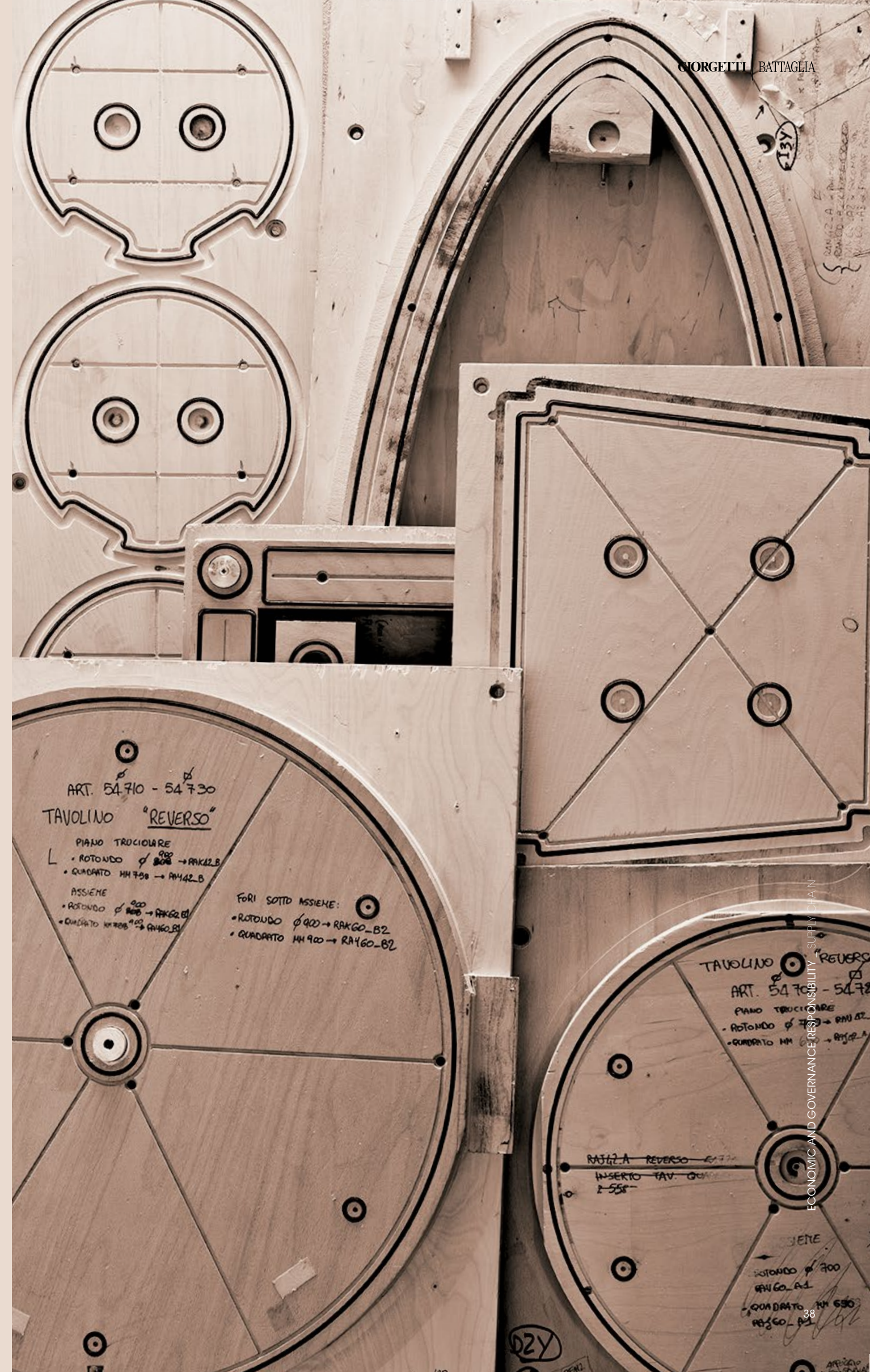
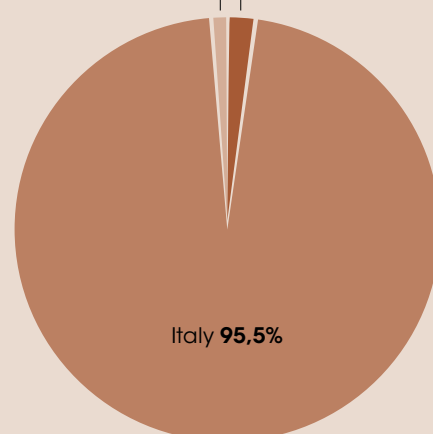
The sustainability of the supply chain and production processes is a core issue for the Group's activities and has also become increasingly worthy of interest to the final consumer. For this reason, the Group pays close attention to the selection of its suppliers, chosen for their professionalism and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

Giorgetti conducts increasingly more detailed research on wood raw materials sourced from forests managed according to strict environmental standards (FSC® - Forest Stewardship Council) and has formalised guidelines relating to the use and processing of materials. In this regard, the wood composites employed must be free of formaldehyde emissions or fall within a defined range (and acceptable by the most restrictive international regulations), and the wood dyes must be water-based, not solvent-based (with collection tanks of residual substances in a continuous cycle), and the same goes for the glues for the padding.

In order that Giorgetti's suppliers have access to certified materials as required by the Group, Giorgetti has negotiated competitive terms and conditions with a single supplier which supplies a purchasing group with composite wood materials compliant with current regulations on CARB 2 formaldehyde emissions and subsequent variants. All suppliers are asked to read Giorgetti's Code of Ethics and Organisational Model 231, which is shared on the corporate website and on the Suppliers web portal.

Finally, the Group considers the origin of its purchases to be particularly important, opting for local suppliers to support the development of the local community where it is headquartered. In 2022, about 95.5% of the Giorgetti Group's expenditure was towards local Italian suppliers. Purchases from non-EU suppliers account for only 2.4% of overall supplies.

Foreign (EEC excluding Italy) 2,1% Foreign (Non-EEC) 2,4%



ECONOMIC AND GOVERNANCE RESPONSIBILITY

SUSTAINABILITY GOVERNANCE

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

The Board of Directors, with a 3-year⁴ mandate, is the most senior governing body responsible for the decision-making process and for overseeing the organisation's impacts on the economy, environment and people. As of 31 December 2022, the board of directors of the parent company is composed of five members, four men and one woman, 60% of whom are 30-50 years old and 40% over the age of 50. The Chairman of the Board of Directors is not an executive of the Giorgetti Group. The CEO is an executive member of the Board of Directors and a minority shareholder in the Group. The other members serve as advisors only. The Board of Directors (represented by the CEO) is responsible for the approval of, and information contained in the Sustainability Report, including the material topics for the organisation⁵.

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

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

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

As part of Model 231, the Group has published a specific Whistleblowing procedure aimed at standardising operational procedures for managing reports. This is in order to protect the Company's integrity in the event information is received regarding

alleged violations or irregularities concerning the perpetration of crimes or unlawful acts, or of practices that do not comply with the provisions of the Code of Ethics and Organisation, Management and Control Model pursuant to L.D. 231/2001.

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

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

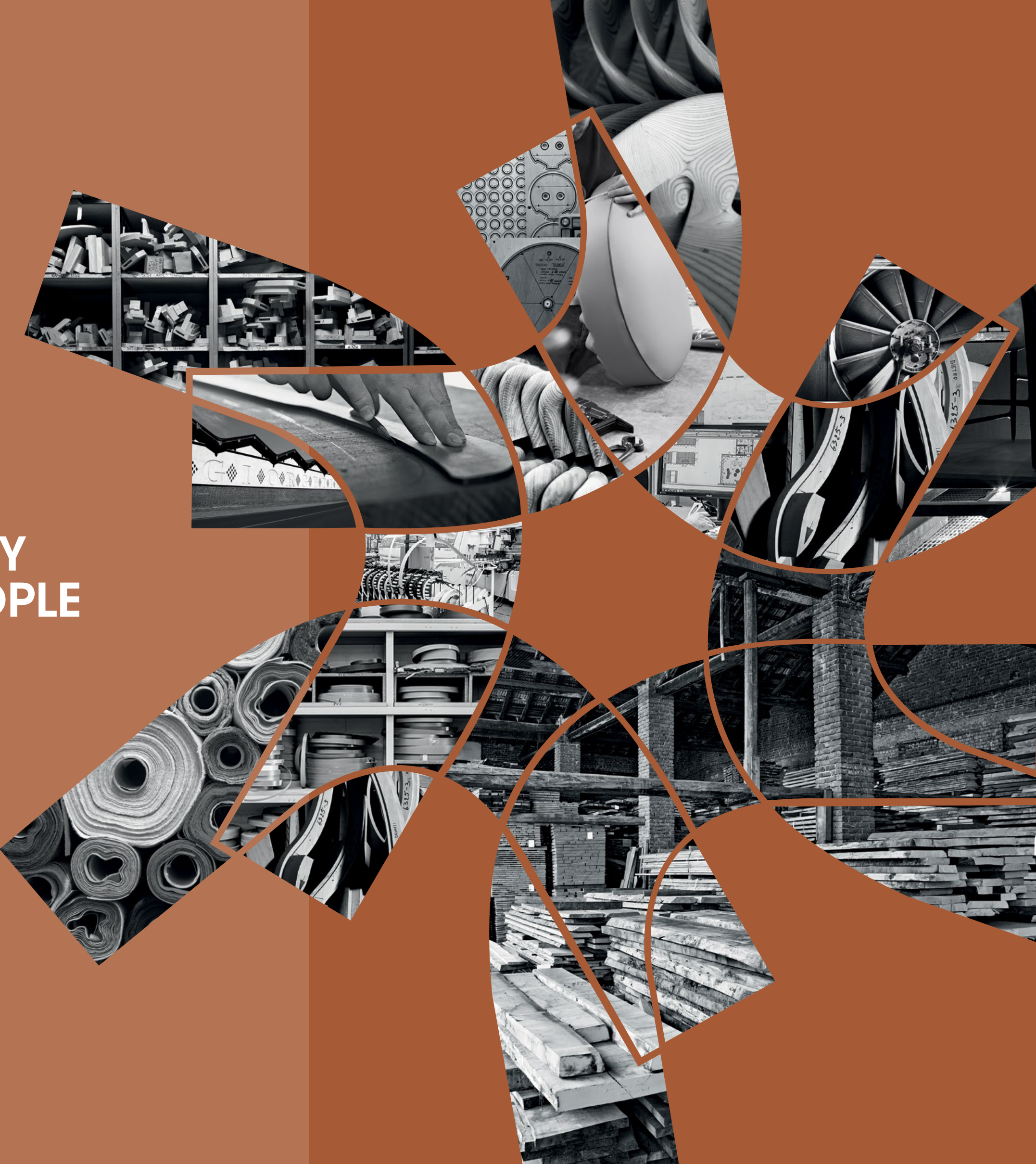
More specifically, this reporting mechanism must include an escalation procedure to ensure Giorgetti's competent bodies (for example, the Supervisory Board) are promptly informed of any alleged violations of human rights, fraud, corruption, coercion, collusion, money laundering, environmental pollution or any other breach harmful to persons, the environment or the Group's interests, including its reputation. Giorgetti is in the process of complying with legislation requiring the introduction of an encrypted system allowing reporting of fraudulent behaviour. In 2022, no critical issues were reported.



⁴ The Board of Directors' current mandate will end following the approval of the 2022 Financial Statement but will nonetheless be renewed until the approval of the 2025 Financial Statement.

⁵ For more information on the process of identifying impacts and material topics, see the section, "Materiality analysis".

**RESPONSIBILITY
TOWARDS PEOPLE**



RESPONSIBILITY TOWARDS PEOPLE

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

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

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

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

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

All employees are covered by collective bargaining.

DIVERSITY AND EQUAL OPPORTUNITY

As at 31 December 2022, the total number of Giorgetti Group employees was 230, in addition to 9 external collaborators (4 interns and 5 self-employed workers), for a total workforce of 239, two more than at 31 December 2021.

TOTAL WORKFORCE									
Total workforce	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	169	61	230	176	51	227	176	53	229
Other workers	8	1	9	7	3	10	5	-	5
Total	177	62	239	183	54	237	181	53	234

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

Giorgetti Group's workforce is mostly concentrated in Italy (95,2%) where production plants are located, while the remaining workers (4,8%) are employed at foreign sales offices.

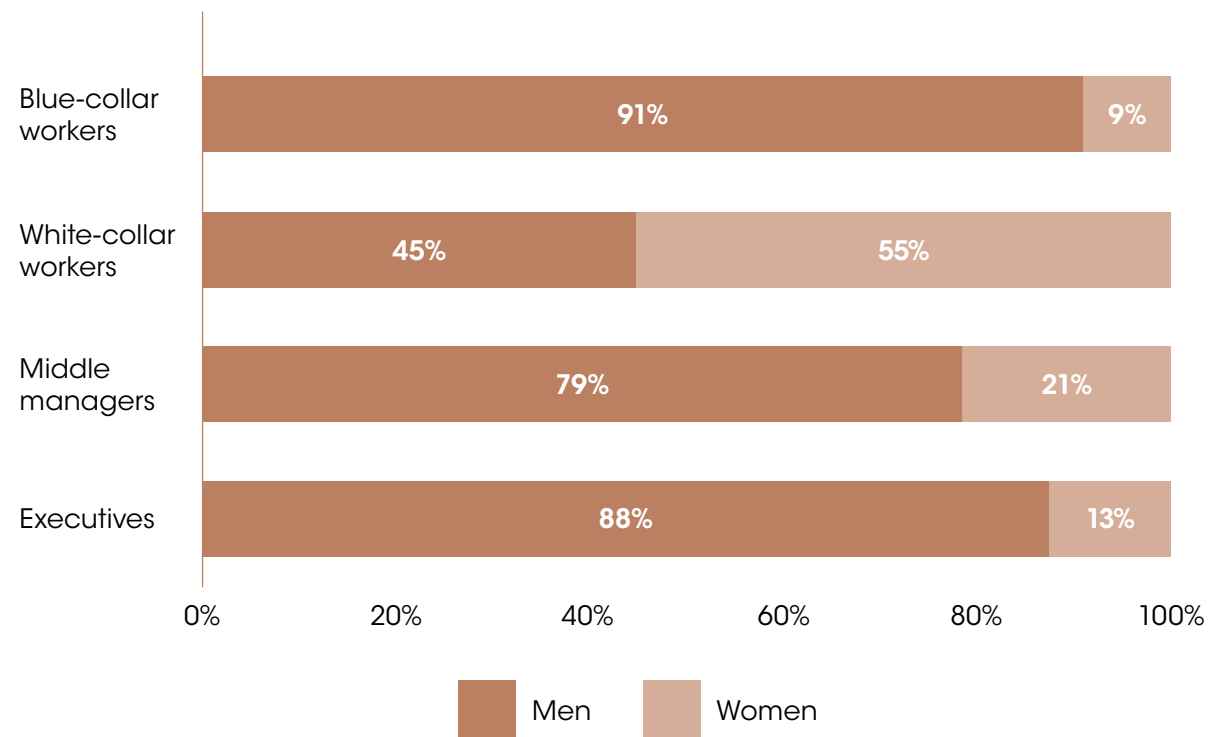
The Group is committed to maintaining long, lasting working relationships with its people. As at 31 December 2022, 98.3% of the Group's employees were employed with a permanent contract, in line with the 2021 figure of 97.8%.

In accordance with the provisions of the Code of Ethics, the Group undertakes to comply with fundamental human rights, protecting moral integrity and ensuring equal opportunity. As proof of this commitment, the total workforce is made up of 61 women, equal to 26.5% of the total, and 169 men, equal to 73.5% of the total. The Giorgetti Group's workforce is also composed of 9 employees belonging to vulnerable categories (7 men and 2 woman), in compliance with current legislation. Of these, 5 employees belong to protected categories, while the remaining 4 belong to ethnic minorities, demonstrating the desire for inclusion and non-discrimination.

With regard to the breakdown of employees by professional category, as at 31 December 2022, 53.9% of employees were classified as manual workers, followed by 36.5% classified as office workers, 6.1% as managers and, lastly, the remaining 3.5% were classified as executives. As can be seen in the following graph, the female share of the workforce is more or less concentrated in the office-worker category (55%), where females also represent the majority, followed by the managerial category (21%).

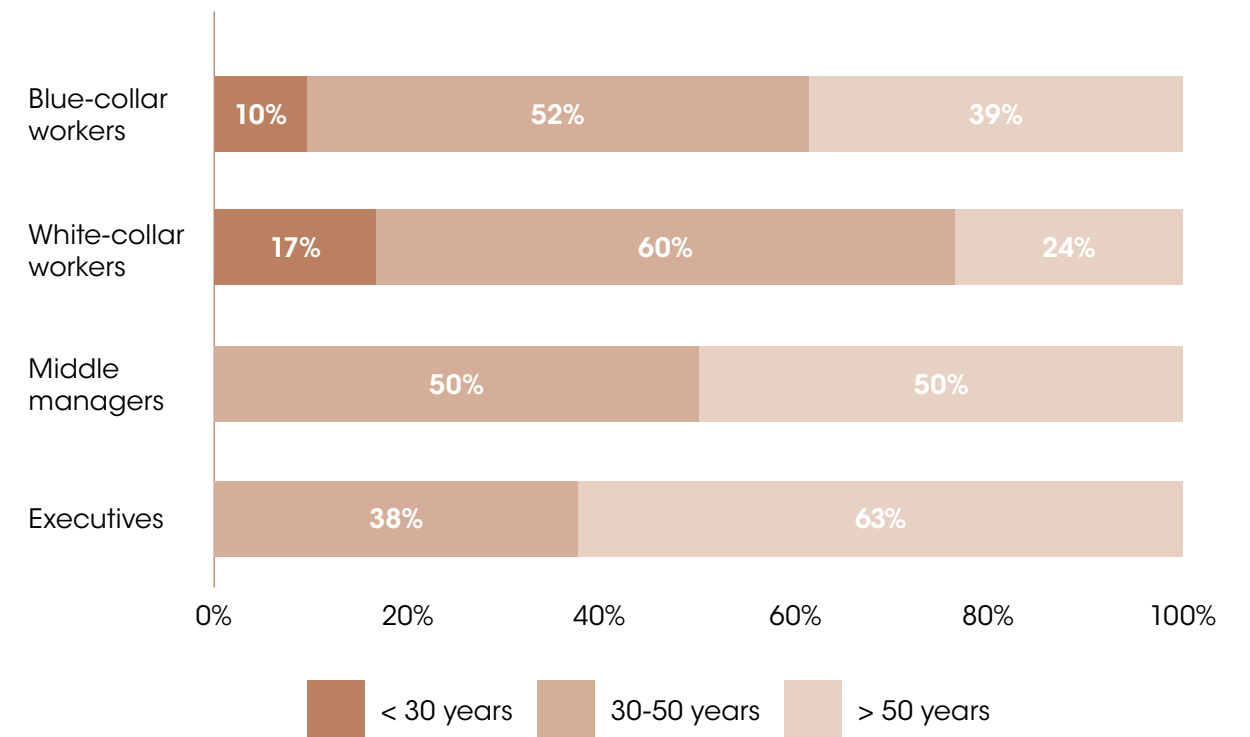
RESPONSIBILITY TOWARDS PEOPLE

EMPLOYEES BY CLASSIFICATION AND GENDER AS AT 31/12/2022



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

EMPLOYEES BY CLASSIFICATION AND AGE AS AT 31/12/2022



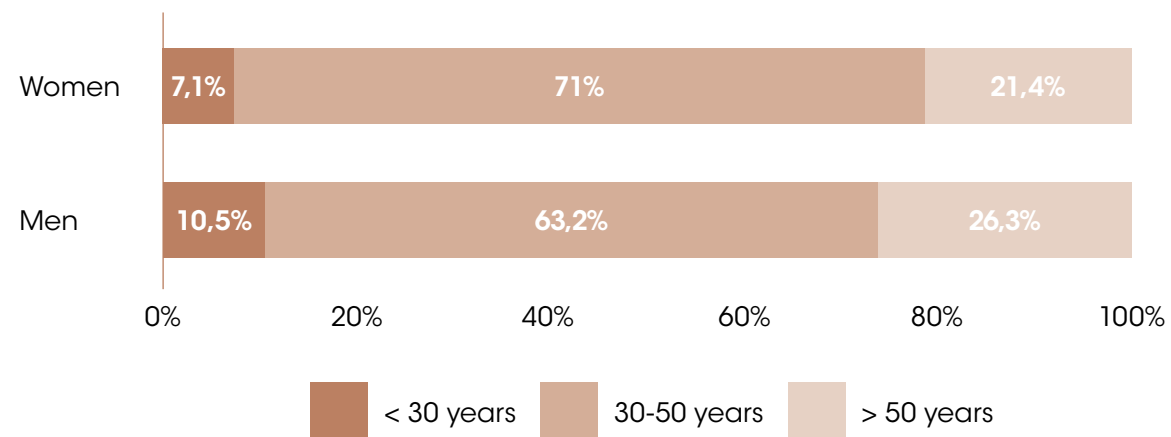
For more information, see GRI 405-1 in the Annexes.

In the reporting year 2022, with regard to employee age, 53.9% of staff were aged between 30 and 50, followed by the over-50 age bracket at 34.8% and, lastly, the under-30 age bracket for the remaining 11.3%.

Protection of employment and of work in general is a crucial issue for the Group, which is reflected in its commitment to maintain a stable level of employment and contribute to the development of the talents of the territory in which it operates. In 2022, a total of 33 people joined the group, of which 19 men and 14 women, recording an entry rate, i.e., a ratio of new hires to total employees as at 31 December, of roughly 14%. Notably, in 2022 the number of female hires increased, equal to 42% and up from the previous year's figure of 21%. With regard to age, 67% of new hires were aged between 30 and 50, followed by the over-50 age bracket (24%) and, lastly, the under-30 age bracket equal to 9%.

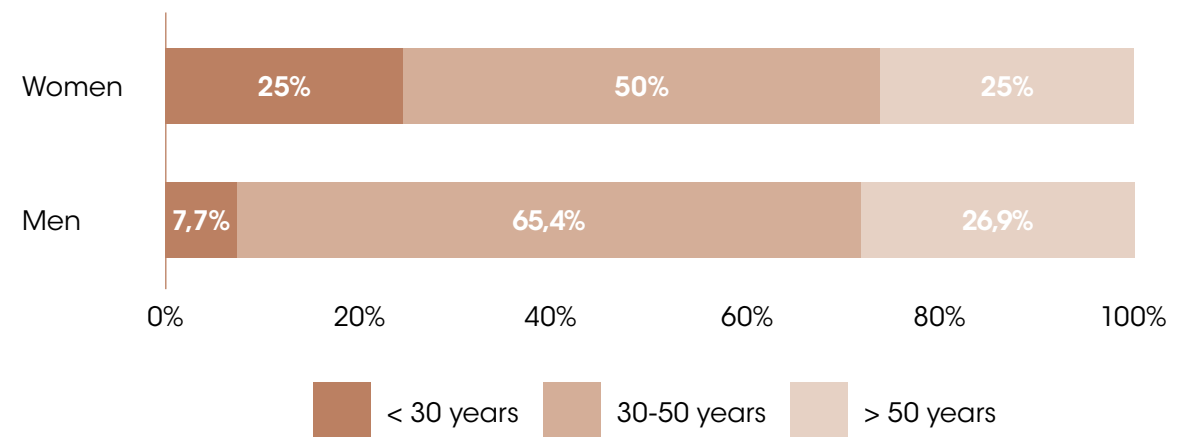
RESPONSIBILITY TOWARDS PEOPLE

HIRES BY GENDER AND AGE IN 2022



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

TERMINATIONS BY GENDER AND AGE IN 2022



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

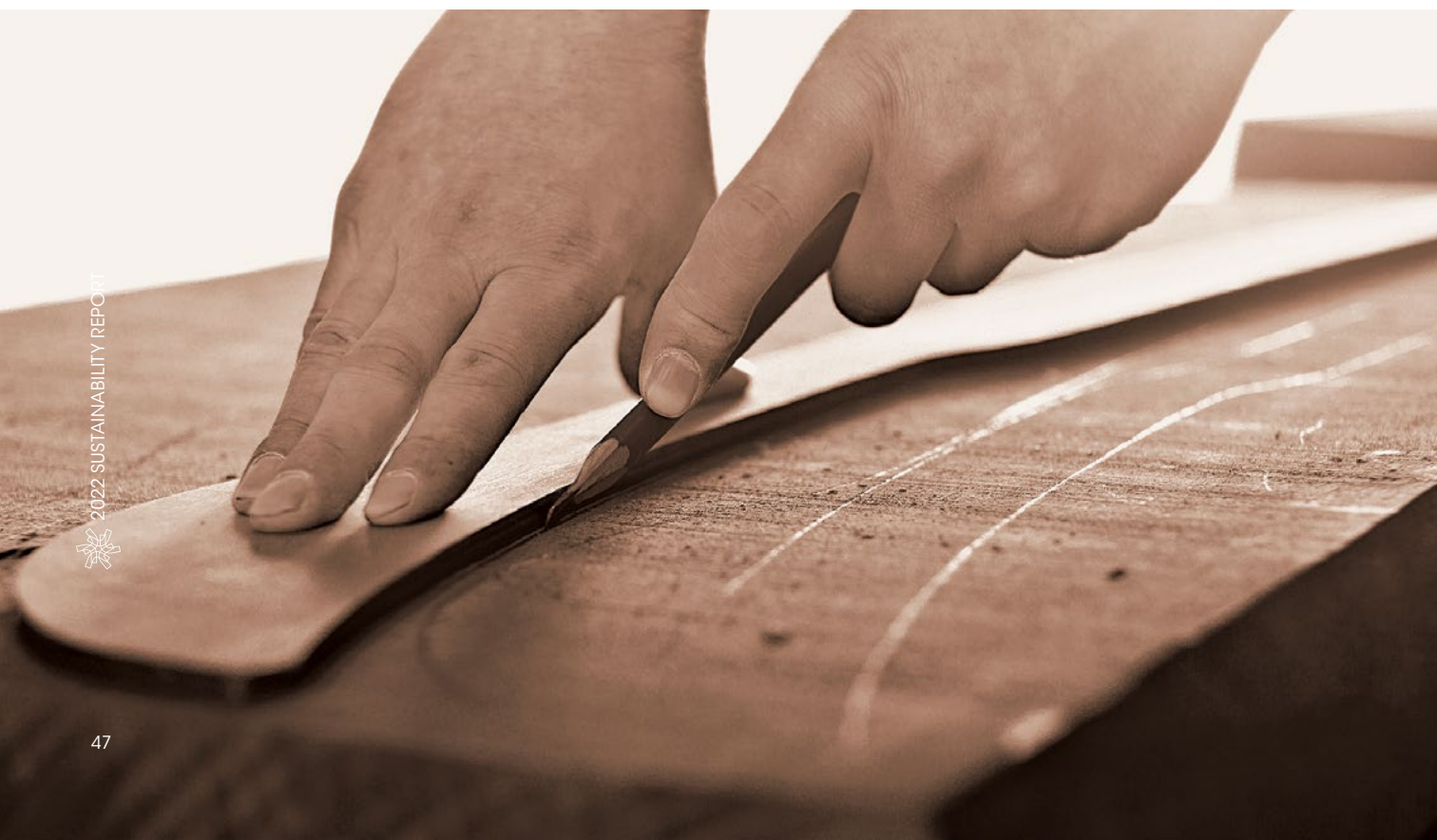
In 2022, an exit turnover of 13% was recorded, including 6 departures due to retirement. Regardless, the number of departing employees in 2022 was largely covered by the higher number of new hires, recording an entry turnover of 14% and an increase in the Group's total headcount.

In order to constantly monitor the needs of the organisation and the skills and inclinations of its employees, the Group relies mainly on internal job postings to search for and manage personnel. In 2022, in keeping with its ongoing objective to attract new talent, the Group initiated four internships and apprenticeships aimed at training and transmitting the company's values and know-how.

Internships are seen as an important opportunity for training young resources who can learn how to develop their professional skills, and it often occurs that the natural conclusion of the internship is the employment within the company staff.

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

As a demonstration of this commitment, the Group collaborates with and provides ongoing support to educational institutions in the area (and in particular with one of the Higher Technical Institutes). In line with the principles established in its Code of Ethics, the Giorgetti Group does not tolerate any form of discrimination based on gender, ethnic origin, skin colour, nationality, age, religion, political opinion, sexual orientation, marital status, trade union affiliation, physical or mental disability or any other characteristic or personal status. During 2022, no incidents of actual or alleged discrimination were identified or reported within the Group.

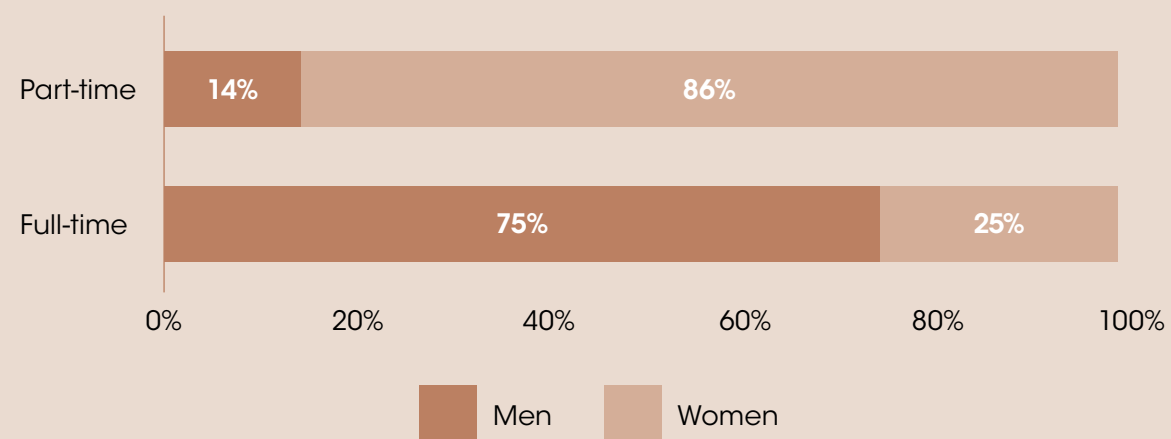


RESPONSIBILITY TOWARDS PEOPLE

WELFARE, WELLNESS AND WORK-LIFE BALANCE

The Giorgetti Group invests its efforts in ensuring the well-being of its employees by promoting a safe, meritocratic and stimulating working environment, where each employee is encouraged to express their talent and abilities. To this end, the Group periodically analyses the safety and comfort of the workplace to improve the well-being of its employees. To create moments of relaxation and togetherness, the Giorgetti Group has set up two fully equipped break rooms in the offices and other two break rooms in production plants where people can eat lunch, relax and talk with co-workers. Moreover, the Group offers employees a canteen service in the Meda plant to meet the needs of both the Meda and Lentate plants, which are physically close to each other. As a demonstration of the attention paid to the well-being of its employees, the Giorgetti Group is always ready to identify actions that can help employees to find the right balance between work and their private lives. The teleworking has been particularly adopted as a tool for the control of contagions alongside measures such as staggered working hours, the provision of Personal Protective Equipment (PPE) and sanitisers to employees, periodic sanitisation, distancing and use of plexiglass separators. In 2022, the Group stipulated 7 part-time contracts with its employees, equal to 3% of the entire workforce, for 1 male and 6 female workers.

GROUP EMPLOYEES BY GENDER AND CONTRACT TYPE AS AT 31/12/2022



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

Aware of the importance of the welfare component offered to its employees, the Group has set itself the objective of expanding the welfare services supplied to its human capital over the next three years. Regarding healthcare, the Giorgetti Group guarantees supplementary health insurance (Altea Fund) to all employees - full-time and part-time, fixed-term and permanent - and the costs are entirely borne by the Group. Moreover, the Group proposes other healthcare and social security funds to its employees, especially to its executives, whose expenses are generally shared between the Group and the beneficiary.

RESPONSIBILITY TOWARDS PEOPLE

DEVELOPMENT AND PROTECTION OF HUMAN CAPITAL

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

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

In 2022, the Group provided a total of 1,078 training hours for an average of about 4.9 hours per employee per year, slightly down with respect to the previous year. A Training Department nonetheless exists, which delivers training courses both to the sales network and internal staff, and new skills are acquired through specific training courses at all levels.

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

To this end, for several years now the Group has been supporting and working with the vocational school system with the aim of both directing their normal training courses and offering students the possibility of getting "experience in the field".

The collaboration with the Centro di Formazione Professionale Giuseppe Terragni (Vocational Training Centre, founded in Meda in 1868) led to two students who had participated in the school-work alternation project being hired with a level 1 apprentice contract at the Giorgetti production plants in 2022. Moreover, in 2022, the Group employed 2 Aslam students and 2 level 1 Aslam apprentices.

Lastly, with regard to performance evaluation, the Group has developed and already partly implemented a plan involving the scheduling of periodic personal interviews with employees in order to monitor their performance and thus enable their improvement.



RESPONSIBILITY TOWARDS PEOPLE

OCCUPATIONAL HEALTH AND SAFETY

Aware of the central importance of protecting the health and safety of its employees and contractors, including its external stakeholders, the Group is committed to ensuring a safe, secure working environment and spreading the culture of prevention and safety. Indeed, the Group believes that a safe, secure workplace allows its employees to work comfortably and more efficiently, conveying an image of the Group to the outside that it is a reliable counterpart, attentive to its human capital. For this reason, the Group promotes conduct that is responsible and conscious of the risks related to its business, investing organisational and economic resources aimed at preventing accidents and occupational diseases and continuously improving the working environment. The prevention system put in place by the Group provides for a first phase of assessment of the risks its employees are exposed to, a second phase where the necessary safety systems are identified and installed and a final phase where workers are informed and trained in the correct use of these tools. As in the previous years, the assessments for work-related stress risk, risk assessment related to manual handling of loads (using the NIOSH method) and repetitive movements (using the OCRA method) were carried out. In order to verify the effectiveness of its system, the Group monitors accidents at work and occupational diseases by means of special registers to investigate the main causes thereof and to be able to subsequently develop and implement appropriate corrective actions. To increase workplace safety and prevent any type of accident, especially with regard to production, the machines are equipped with signs and instructions with the correct procedures for their use, while employees are given Personal Protective Equipment (PPE), easily available from special vending machine in case of deterioration. With regard to workstations, it should be noted that both Battaglia and Giorgetti employees are given ergonomic chairs and foot platforms where necessary to promote a correct posture and to prevent the emergence of health problems.

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

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

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

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

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

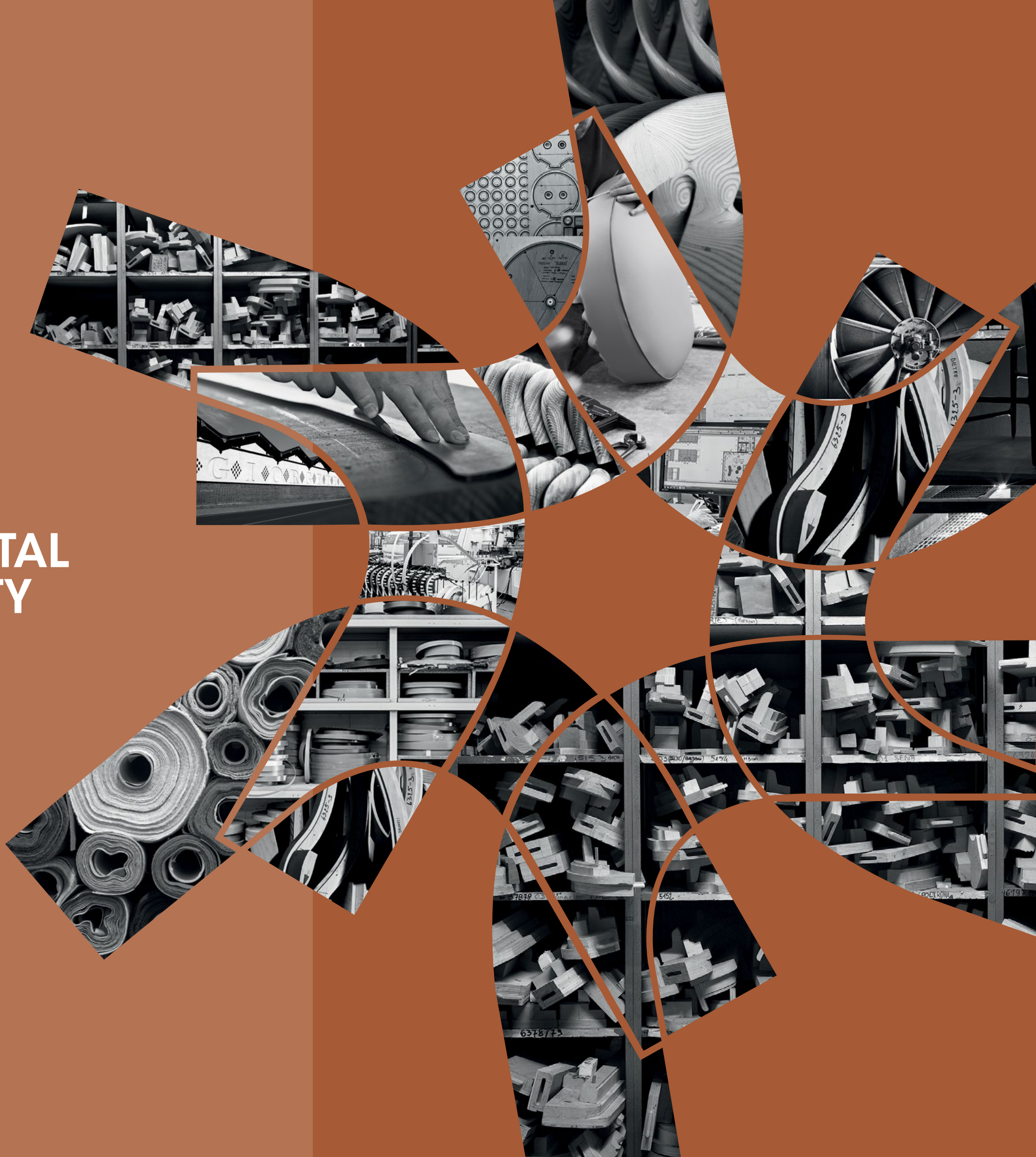
Lastly, the Giorgetti Group provides mandatory health and safety training in compliance with the delivery methods and deadlines established by law. The Giorgetti Group provides mandatory health and safety training in compliance with the delivery methods and deadlines established by law. Furthermore, in line with current legislation, all new employees attend a safety training course specific to their level of occupational risk. With a view to continuous improvement, the principles of the training plans include the scheduling of training courses for live and de-energised systems and for works at height without an aerial work platform.

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

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

In 2022, the Group recorded 14 occupational injuries to its own employees, a higher figure than the previous two years due to increased productivity. The injuries were owing to events involving collision with work materials or equipment, which caused minor injuries such as sprains, bruising and wounds. As in the previous years, there were no fatal accidents at work and no cases of occupational disease occurred in 2022. In 2022, the Group added a new supplier of solid wood certified according to the FSC® standard, which recognise proper forest management and the traceability of the entire supply chain of derived products.

ENVIRONMENTAL RESPONSIBILITY



ENVIRONMENTAL RESPONSIBILITY

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

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

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

Finally, the Giorgetti Group is committed to concretely reducing its environmental impact through the careful selection and monitoring of its suppliers. Indeed, as a demonstration of its commitment, the Giorgetti Group purchases timber from controlled reforestation areas in order to combat deforestation and the consequent loss of biodiversity of particular ecosystems (for more information, see the section "Sustainable use of resources"). In 2022, the Giorgetti Group obtained certification for the Chain of Custody procedures implemented by the organisation according to FSC-STD-40-003 V2.1 and FSC-STD-40-004 V3.1 of the Forest Stewardship Council®. FSC® certification allows traceability of the wood used in its products and the choice of environmental, socially and economically sustainable products.

This commitment is reflected in the criteria used to evaluate Giorgetti's own suppliers and, in particular, to select new suppliers in its production chain. In 2022, the Group identified and selected 154 new suppliers.

In 2022, the Giorgetti Group consolidated its environmental commitment through #Reforest, a result-oriented project aimed at improving the quality of the urban territory and countering climate change. The company planted native trees and shrubs to repopulate the woodlands of the Meda area, making a symbolic and at the same time effective gesture towards the environment and the land, also in view of the company's long-standing connection with trees.

Demonstrating its focus on environmental responsibility, in 2022, no non-compliance with environmental laws and regulations was recorded by the Group.



ENVIRONMENTAL RESPONSIBILITY

MANAGEMENT OF ENVIRONMENTAL IMPACTS: ENERGY CONSUMPTION AND EMISSIONS

As mentioned, the Giorgetti Group is committed to eliminating and effectively mitigating its impacts on the environment, analysing, identifying and reducing its most impactful operations, also thanks to the help of external consultants specialised in the impacts of business operations. The Giorgetti Group applies a strict protocol that complies with current regulations in order to manage its green footprint. In this regard, in 2017 Giorgetti adopted the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001 (231 Model) which also defines the Company's environmental objectives and constraints. The 231 Model, now fully implemented, was initially developed and implemented prior to 2010. This Model, which Battaglia is expected to adopt by 2023, ensures the promotion of internal information and training on risks connected with employee tasks and operations and also defines the protocols and measures for prevention and protection. The 231 Model also identifies, details and describes the so-called activities sensitive to the

commission of possible environmental offences.

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

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

As a demonstration of its commitment to reducing its negative environmental impacts, a photovoltaic system has been installed at the Battaglia plant in Misinto, with a nominal production capacity of 400,000 kWh per year, thanks to which, on days when the maximum energy is produced, the plant is able to rely on its own, renewable energy, drawing only a minimal amount from the grid, thus reducing its production of CO₂ emissions. In addition, the heating of the Misinto and Meda sites is powered by means of a virgin waste wood recovery system, by combustion in a boiler (for further information, please refer to the chapter "Sustainable use of resources").

In 2022, energy consumption attributable to the Giorgetti Group's operations was equal to 11,827 GJ, a sharp decrease (42%) with respect to the previous year (20,528 GJ), of which 1,085 GJ⁶ are derived from renewable energy (equal to 9% of total energy consumption). Note that fuel consumption for the corporate fleet increased by 3% (totalling 1,1,245 GJ), as did fuel consumption for the transport of goods, by 41% (totalling 528 GJ) due to an overall increase in business, production and travel. Of the total renewable energy produced, which in 2022 amounted to 1,162 GJ, up from the previous year (568 GJ), the Group feeds back into the grid and sells 7%.

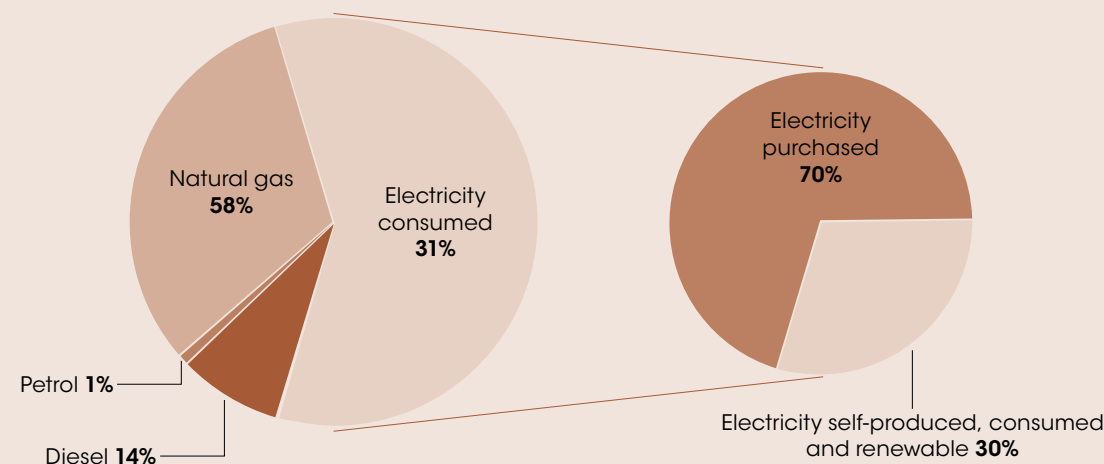


⁶ The sources of the conversion factors are explained in the methodological note.

ENVIRONMENTAL RESPONSIBILITY

GROUP ENERGY CONSUMPTION AS AT 31 DECEMBER 2022

A separate note should be dedicated to the Group's virtuous production of electricity from renewable sources, which represented 30% of consumption in 2022, significantly higher than the previous year (7%), also thanks to the improved performance of the photovoltaic system in Misinto. In 2022, the latter prevented the emission of 9.2 tonnes of CO₂ and reduced the GHG emissions produced by the Group by 50% with respect to the previous year.



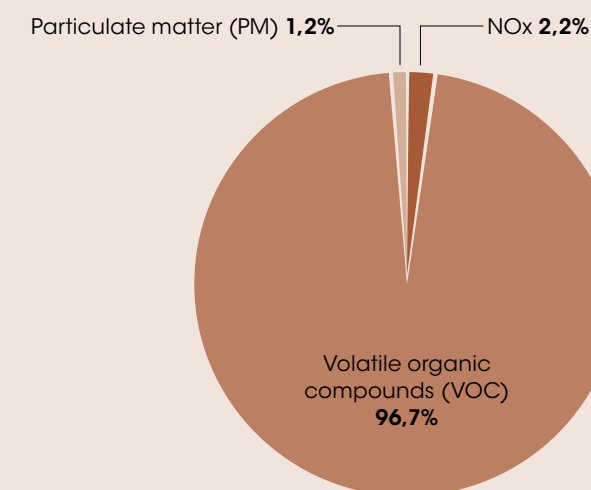
For more information, see GRI 302-1 in the Annexes.

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

In 2022, the Giorgetti Group produced 687.7 tonnes of CO₂ in total, considering Scope 2 emissions calculated using the Location-based method, and 828.5 tonnes of CO₂ considering Scope 2 emissions calculated using the Market-based method, recording a reduction of 46% and 50% respectively, compared with 2021. In 2022, direct Scope 1 emissions due to energy and fuel consumption totalled 501.8 tonnes of CO₂, down 37% compared with the previous year. Indirect Scope 2 emissions calculated using the Location-based method totalled 185.8 tonnes of CO₂, whereas those calculated according to the Market-based method equalled 326.7 tonnes of CO₂.

OTHER GROUP EMISSIONS AS AT 31 DECEMBER 2022

With regard to the production of other emissions⁸, in 2022, NOx emissions were equal to 0.3 tonnes. In 2022, volatile organic compounds (VOC) totalled 11.4 tonnes⁹ and particulate matter (PM) totalled 0.1 tonnes¹⁰, both lower than the respective values of 24% and 15% the previous year.



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

⁸ The figure is reported for Giorgetti S.p.A. only, as it is below the detection threshold for Battaglia S.r.l., which nonetheless reported its volatile organic compound (VOC) emissions and plans to commence a particulate matter (PM) measuring and monitoring process.
⁹ This data was estimated for 2022 by Giorgetti S.p.A. and reported with direct measurement by Battaglia S.r.l..
¹⁰ This figure was estimated for 2022.

ENVIRONMENTAL RESPONSIBILITY

SUSTAINABLE USE OF RESOURCES: MATERIALS AND WASTE

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

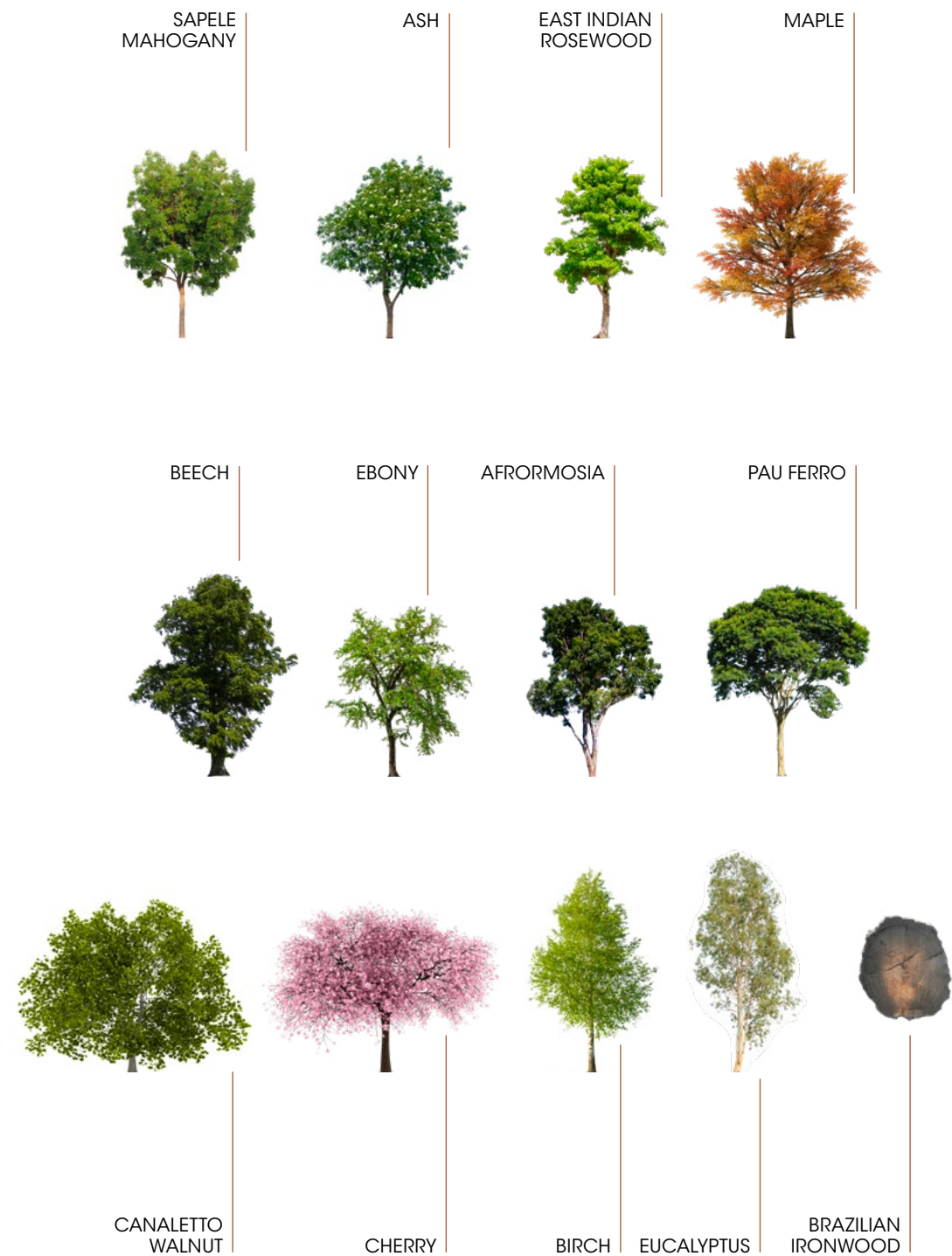
Even in Contract production, (particularly for Battaglia), where it is often the client that chooses the materials or suppliers, the Group leverages its experience to guide the client towards the rational use of resources without compromising the expected business results, in line with Stakeholder expectations.

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

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

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

TYPES OF WOOD USED



ENVIRONMENTAL RESPONSIBILITY

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

Finally, the Giorgetti Group selects and uses natural fabrics, such as linen, cotton and silk characterised by quality such as freshness and durability, but also fabrics with more important properties such as silk velvet characterised by refinement and resistance to wear. The fabrics that cover the final products add personality and resistance to the objects, offering a wide range of shades of colour, responding to the most particular aesthetic needs and reflecting a refined lifestyle. Fabrics offer colours and patterns, create unexpected combinations and change quickly from shiny to matte, always respecting the timeless design of the Giorgetti Group. For these reasons, in procuring these materials, the Group relies exclusively on the most qualified suppliers representing the most prestigious Italian, French and European maisons. In 2021, 1% of Giorgetti’s new suppliers have been selected according to environmental criteria. This figure represents a start for the Group, which in the future intends to increasingly integrate environmental criteria in its supplier selection process.

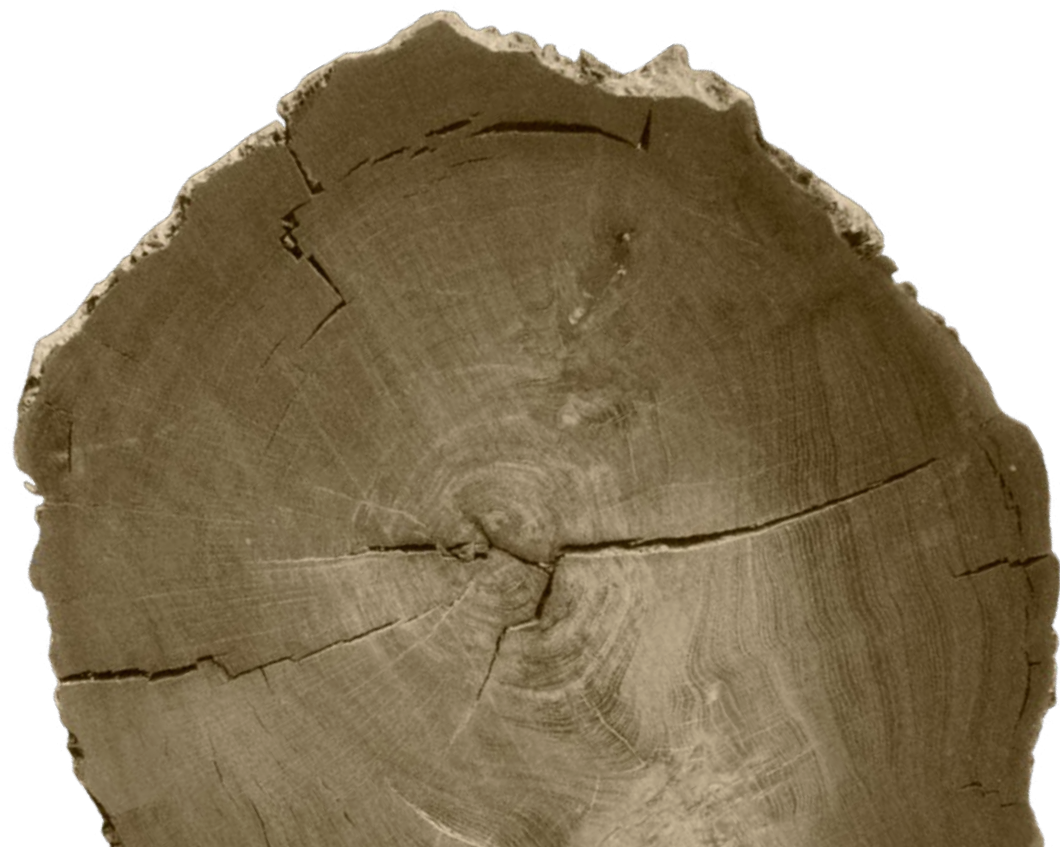
GROUP RENEWABLE AND NON-RENEWABLE MATERIALS

RENEWABLE RAW MATERIALS ¹¹				
Type of material	Units of Measurement	2022	2021	2020
Wood	m ³	730	257,2	489
Leather	mt (thousands)	40	37	27,5
Packaging (carton)	mt (thousands)	16,2	31,1	20,7

NON-RENEWABLE RAW MATERIALS ¹²				
Type of material	Units of Measurement	2022	2021	2020
Fabrics	mt (thousands)	32,9	35,1	11
Cushions	Numero	10.218	10.853	4.751
Imballo (OSB)	t	53	30	55
Packaging (Polystyrene)	m ³	216	131	128
Packaging (Pluriball/Foam)	m ³ (thousands)	12,9	6,1	10,4
Glues	t	1,8	1,6	2,1
Semi-finished products	m ³ (thousands)	8,1	1,9	1,2

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

The Giorgetti Group has set itself the objective of assessing the impact and sustainability of recyclable and natural materials in order to give preference to the use of materials having a reduced environmental impact. In 2022, Battaglia S.r.l. recovered 135 tonnes of virgin wood, slightly more than 2021 (125 tonnes), since this material was used as fuel to power the boiler of the Misinto plant. Furthermore, the Giorgetti Group is considering the opportunity and possibility of completely eliminating plastic, thus becoming plastic-free, as well as packaging materials that are difficult to dispose of such as polystyrene, replacing it where possible with recycled cardboard packaging. By 2022, although only in its early stages, this process had already led to a further 10% reduction in the use of polystyrene in packaging. In this regard, the Group will promote an awareness-raising activity aimed at its customers and suppliers in order to encourage them to use resources rationally. In particular, after progressively eliminating plastics from packaging, the Group will update customers on this important change undertaken with the aim of substantially reducing the use of non-recyclable materials throughout the production process, including indirect processes. Finally, the Giorgetti Group will prefer suppliers that prove to be in sync with its objectives of sustainable use of resources, favouring those that have processes in line with the provisions of the Group’s strategic principles and current law. Particularly worthy of note in this context is the use of adhesives and resins with low formaldehyde content in the processing of wood panels. In fact, this substance can release molecules in gaseous form into the environment that can be harmful to humans when in large concentrations.



ENVIRONMENTAL RESPONSIBILITY

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

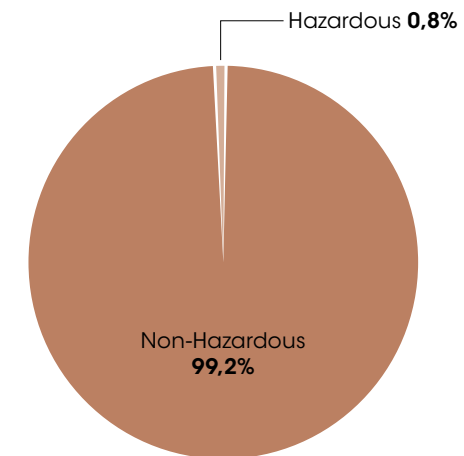
The Giorgetti Group also manages the disposal of its waste in a timely and efficient manner to comply with current legislation and mitigate its environmental impact. In accordance with current legislation, the Group annually prepares the Environmental Single Declaration Form containing the information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

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

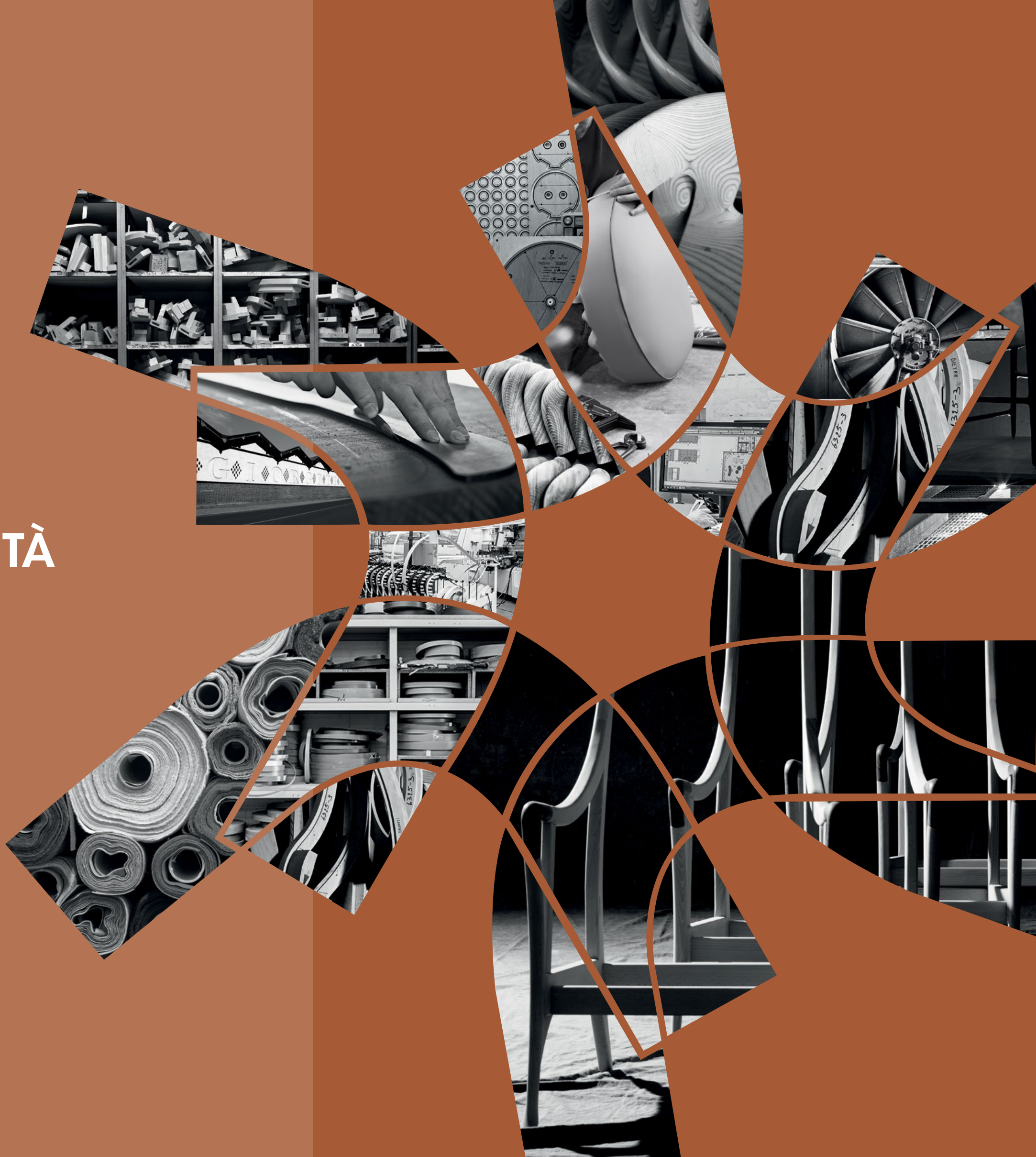
In 2022, the Giorgetti Group produced 834.7 t of waste, of which 6.9 t were hazardous waste and 827.8 t were non-hazardous waste, representing a 23% increase with respect to 2021, mainly due to the rise in numbers recorded by the Group.

WASTE PRODUCED BY TYPE IN 2022

The Group invests its resources in the development and implementation of projects aimed at encouraging and driving the reduction of waste generated, involving and raising awareness among its employees about good practices relating to separate waste collection, including through the use of guidelines and internal communications, and the reduction of paper and energy consumption.



RESPONSABILITÀ DI PRODOTTO



PRODUCT RESPONSIBILITY

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

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

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

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

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

PRODUCT QUALITY AND INNOVATION

Giorgetti’s uniqueness lies in its ability to have embraced the quality and innovation of products as drivers of an ability to generate long-term value. For this reason, the Giorgetti Group believes and invests in quality and innovation, as demonstrated by the investments¹³ in R&D in 2022, which amount to approximately 2% of turnover. Furthermore, during 2022, the Giorgetti Group registered 12 new models.

Continuous product research and innovation were further consolidated in 2022 with the presentation of twelve new collections, in addition to an expanded collection called Atmosphere, featuring seven new decorative accessories and elements, rounding out Giorgetti’s traditional offering in the spirit of the transition from Object to Project, characterising the Group’s development strategy. Indeed, the presentation of new collections is also aimed at supporting the design of articulated architectural spaces, which remains an avenue of strategic development for the company, especially when aimed at implementing integration synergies seeking the simultaneous creation of customised and tailor-made furnishings (so-called “Contract” channel managed by Battaglia).

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

With regard to quality, in 2019 the Group launched an awareness-raising initiative focused on employees working in production departments, with the aim of raising their awareness of the centrality of quality at every stage of the production process. This activity, considered part of a process of continuous improvement, continued in 2022 with the check of its effectiveness.

The Group uses a quality monitoring system based both on the identification of any problems within the plant, whose causes (human or process) must be investigated, and on the monitoring of the problems detected by customers through complaints, to which the Group is committed to respond promptly through both specific monitoring indicators and specially designed preferential processes and procedures with respect to standard production cycles for the rapid resolution of any problems.

¹³ Investments in R&D include the costs of personnel employed in the R&D Division, prototyping costs and costs for the purchase of materials used.

PRODUCT RESPONSIBILITY

CUSTOMER RELATIONS AND SATISFACTION

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

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

In recent years, efforts have mainly focused on the offline relationship with customers through the creation of a selected distribution network, the internal and external training of the sales force and the pursuit of new design stimuli (exploiting distinct channels and acquiring new companies) aimed at an "open innovation" approach. Aware of the importance of the venues it operates in, the Group has invested in serving them well, significantly increasing the number of sales managers in recent years both at the headquarters and in local branches and creating a division dedicated to following single-brand stores and Ateliers. One essential channel used by the Group to communicate with its customers is in fact comprised of sellers and resellers who are in close contact with the Group's end consumers, and who are therefore given special training in order to best convey the Giorgetti Group's philosophy and values.

With regard to its online presence, the Group implemented a strategy on social media that led to rapid feedback on public satisfaction levels and that facilitated and strengthened the relational, inspirational and aspirational connection with its audience. Despite the complexities resulting from the health crisis, the Group was able to manifest its creativity not only in the collections presented during 2022, but also through the channels through which the products were introduced, narrated and displayed. Since 2020, the Group has been using a digital broadcast to present its new collections. Voices is where designers can voice the concepts and intuitions behind the stylistic choices of the collections. Aimed at strengthening the relationship with its clientele, creating a point of contact not only in exhibition spaces but also online, the platform narrates the "behind-the-scenes", sharing presentations on production techniques and the careful study of materials setting the Group's craftsmanship apart. Through the same channel, Giorgetti also presented Pinkham Point, a virtual modernist villa that mixes cinema and architecture to tell its vision of living in an episodic film; using advanced digital graphics, the project allows the viewer to get involved with the interior of a sophisticated Giorgetti home. Technological innovation has always played an important role in the brand's history. Hence, for its product displays too, in 2022 Giorgetti worked with Artemest, the

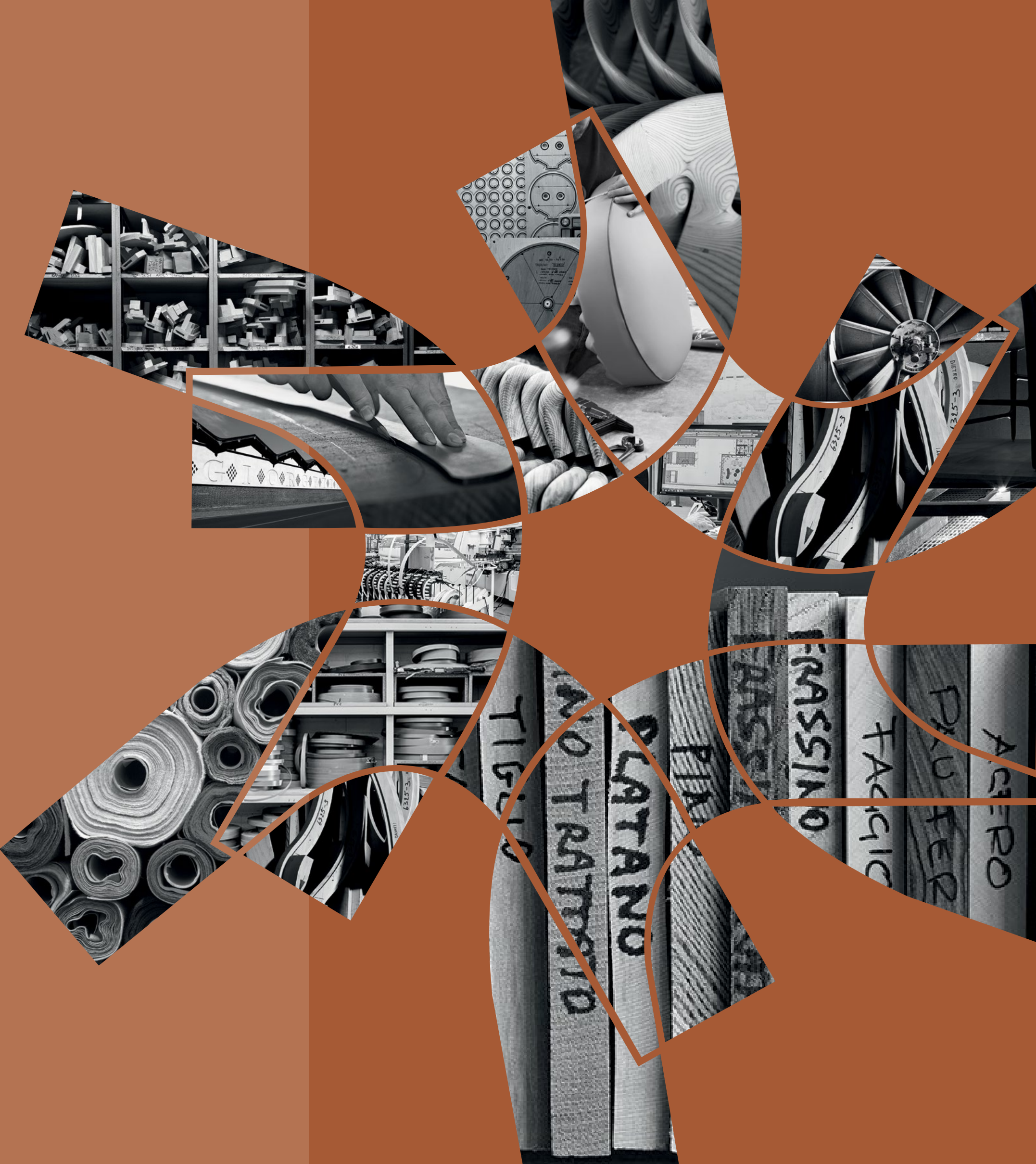
leading online marketplace dedicated to the manufacture and design of luxury Made in Italy furniture, proposing a series of iconic pieces in a genuine virtual showroom, laying the foundations for future collaborations with other marketplaces.

The digital broadcasting platform is flanked by the online shop available for the Italian market from September 2021 with its Customer Relationship Management (CRM) system. With the aim of guaranteeing customer centrality, the system allows customer satisfaction to be monitored and assessed through the analysis of quantitative and qualitative KPIs, such as the rate of complaints and the nature of the cases. In 2020, the Group also decided to include a resource responsible for improving the quality assessment and monitoring processes and for the proper implementation of the system for detecting non-conformities and the degree of customer and shop satisfaction. The introduction of a Quality function has made it possible to identify and understand the areas of improvement on which to focus efforts, facilitating quality certification and formalising the Group's quality assurance process.

This person is joined by two other key figures consisting of managers dedicated to the single-brand retail, Atelier and Online world and the Trade Marketing function, who are in continuous contact with gatekeepers (commercial collaborators, partners, resellers and sellers of the Group's stores) and with the final market and focused on tools dedicated to stores as well as to ensure a strengthening of the relationship with the various sales channels.

As a demonstration of Giorgetti's customer focus, during 2022, there were no cases of non-compliance with regulations and/or self-regulatory codes concerning the health and safety impacts of products and services.

ANNEXES



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OUR SUSTAINABILITY PERFORMANCE - HUMAN RESOURCES

DISCLOSURE 2-7 EMPLOYEES

Dipendenti	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy									
Permanent	159	56	215	165	48	213	167	48	215
Temporary	3	1	4	5	-	5	3	2	5
Foreign							Estero		
Permanent	7	4	11	6	3	9	6	3	9
Determinato	-	-	-	-	-	-	-	-	-
Group									
Permanent	166	60	226	171	51	222	173	51	224
Temporary	3	1	4	5	-	5	3	2	5
Total	169	61	230	176	51	227	176	53	229

Italy									
Full-time	161	51	212	169	43	212	169	44	213
Part-time	1	6	7	1	5	6	1	6	7
Foreign									
Full-time	7	4	11	6	3	9	6	3	9
Part-time	-	-	-	-	-	-	-	-	-
Group									
Full-time	168	55	223	175	46	221	175	47	222
Part-time	1	6	7	1	5	6	1	6	7
Total	169	61	230	176	51	227	176	53	229

DISCLOSURE 2-8 - WORKERS WHO ARE NOT EMPLOYEES (NO.)

External workers	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy									
Temporary workers	5	-	5	-	-	-	-	-	-
Self-employed workers	-	-	-	7	1	8	1	-	1
Interns / Apprentices	3	1	4	-	2	2	4	-	4
Foreign									
Temporary workers	-	-	-	-	-	-	-	-	-
Self-employed workers	-	-	-	-	-	-	-	-	-
Interns / Apprentices	-	-	-	-	-	-	-	-	-
Group									
Temporary workers	5	-	5	-	-	-	-	-	-
Self-employed workers	-	-	-	7	1	8	1	-	7
Interns / Apprentices	3	1	4	-	2	2	4	-	4
Total	8	1	9	7	3	10	5	-	11

GRI 401-1 TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION (NO.)

Employees	2022					2021					2020				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Italy															
Men	2	11	5	18	11%	9	18	4	31	18%	3	12	4	19	11%
Women	1	9	2	12	21%	4	3	-	7	15%	2	2	1	5	9%
Foreign															
Men	-	1	-	1	14%	-	-	-	-	-	-	2	-	2	1%
Women	-	1	1	2	50%	-	1	-	1	1%	-	1	-	1	2%
Group															
Men	2	12	5	19	11%	9	18	4	31	18%	3	14	4	21	12%
Women	1	10	3	14	23%	4	4	-	8	16%	3	3	1	6	11%
Total	3	22	8	33	14%	13	22	4	39	17%	5	17	5	27	12%
Rate	11%	18%	10%	14%		43%	17%	6%	17%		19%	14%	6%	12%	

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GRI 401-1 TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION (NO.)

Employees	2022					2021					2020				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Italy															
Uomini	2	17	7	26	16%	5	18	9	32	19%	-	7	8	15	9%
Donne	1	1	1	3	5%	1	4	3	8	17%	-	2	2	4	8%
Foreign															
Uomini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%
Donne	-	1	-	1	25%	-	1	-	1	1%	-	-	-	-	0%
Group															
Uomini	2	17	7	26	15%	5	19	9	33	19%	-	7	8	15	9%
Donne	1	2	1	4	7%	1	5	3	9	18%	-	2	2	4	8%
Total	3	19	8	30	13%	6	24	12	42	19%	-	9	10	19	8%
Tasso	12%	15%	10%	13%		20%	19%	17%	19%		0%	7%	13%	8%	

GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY EMPLOYEE CATEGORY AND GENDER (NO.)

Number of training hours per capita	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Dirigenti	-	-	-	-	-	-	4,6	16,0	6,0
Quadri	2,4	9,0	3,8	6,7	7,7	6,9	2,3	-	1,9
Impiegati	6,0	3,8	4,8	7,0	6,9	7,0	1,1	1,0	1,0
Operai	5,7	1,1	5,3	5,4	2,0	5,2	-	-	-
Totale	5,4	3,5	4,9	5,7	6,0	5,8	0,6	1,1	0,7

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

	2022		2021		2020	
	Men	Women	Men	Women	Men	Women
<30 years	-	-	-	-	-	-
30-50 years	40%	20%	40%	20%	40%	20%
>50 years	40%	-	40%	-	40%	-

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

	2021		2020 ¹⁴		2019	
	Men	Women	Men	Women	Men	Women
<30 years	-	-	-	-	-	-
30-50 years	40%	-	40%	-	60%	-
>50 years	60%	-	60%	-	40%	-

GRI 405-1B TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY BY AGE GROUP (NO.)

Employees	2022				2021				2020			
	<30 years	30-50 years	>50 years	Totale	<30 years	30-50 years	>50 years	Totale	<30 years	30-50 years	>50 years	Total
Executives	-	3	5	8	-	5	3	8	-	6	2	8
Managers	-	7	7	14	-	10	6	16	-	10	5	15
White collar	14	50	20	84	14	47	15	76	13	45	19	77
Blue collar	12	64	48	124	16	66	45	127	14	64	51	129
Total	26	124	80	230	30	128	69	227	27	125	77	229

GRI 405-1B PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY BY AGE GROUP (%)

Employees	2022				2021				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	38%	63%	3%	0%	63%	38%	4%	0%	75%	25%	3%
Managers	0%	50%	50%	6%	0%	63%	38%	7%	0%	67%	33%	7%
White collar	17%	60%	24%	37%	18%	62%	20%	33%	17%	58%	25%	34%
Blue collar	10%	52%	39%	54%	13%	52%	85%	56%	11%	50%	40%	56%
Total	11%	54%	35%	100%	13,2%	56,4%	30,4%	100%	12%	55%	34%	100%

GRI 405-1B TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY BY GENDER (NO.)

Employees	2022			2021			2020		
	Uomini	Donne	Totale	Uomini	Donne	Totale	Uomini	Donne	Totale
Executives	7	1	8	7	1	8	7	1	8
Managers	11	3	14	13	3	16	12	3	15
White collar	38	46	84	37	39	76	36	41	77
Blue collar	113	11	124	119	8	127	121	8	129
Total	169	61	230	176	51	227	176	53	229

¹⁴ In performing the calculation, more detailed information was provided with respect to that considered for the previous year's calculation reported in the 2021 report. The data made available in 2021 allowed a more refined calculation for both the current reporting year (2021) and the reporting year 2022.

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GRI 405-1B PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY BY GENDER (%)

Employees	2022			2021			2020		
	Uomini	Donne	Totale	Uomini	Donne	Totale	Uomini	Donne	Totale
Executives	88%	13%	3%	87%	13%	4%	88%	13%	3%
Managers	79%	21%	6%	81%	19%	7%	80%	20%	7%
White collar	45%	55%	37%	49%	51%	33%	47%	53%	34%
Blue collar	91%	9%	54%	94%	6%	56%	94%	6%	56%
Total	73%	27%	100%	78%	22%	100%	77%	23%	100%

GRI 405-1C NUMBER OF EMPLOYEES BELONGING TO VULNERABLE GROUPS AND OTHER INDICATORS OF DIVERSITY (NO.)

Employees	2022			2021			2020		
	Uomini	Donne	Totale	Uomini	Donne	Totale	Uomini	Donne	Totale
Executives	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collar	-	-	-	-	-	-	-	-	-
Blue collar	7	2	9	9	1	10	8	1	9
Total	7	2	9	9	1	10	8	1	9

GRI 403-9 WORK-RELATED INJURIES

Work-related injuries - Employees	2022	2021	2020
Total number of deaths due to work-related injuries	-	-	-
Total high-consequence work-related injuries	-	3	-
Total recordable work-related injuries	14	5	9
Rate of work-related injuries - Employees	2022	2021	2020
Rate of deaths due to work-related injuries	-	-	-
Rate of high-consequence work-related injuries ¹⁵	-	-	-
Rate of recordable work-related injuries ¹⁶	7,0	2,6	5,3
Time data - employees	2022	2021	2020
Hours worked	397.302	386.654	340.411
Calculation multiplier	200.000	200.000	200.000
Work-related injuries - external workers	2022	2021	2020
Total number of deaths due to work-related injuries	-	-	-
Total high-consequence work-related injuries	-	-	-
Total recordable work-related injuries	-	-	-
Injury rate - external workers	2022	2021	2020
Rate of deaths due to work-related injuries	-	-	-
Rate of high-consequence work-related injuries	-	-	-
Rate of recordable work-related injuries	-	-	-
Time data - external workers	2022	2021	2020
Employees	2.467,7	-	512
Calculation multiplier	200.000	200.000	200.000

GRI 403-10 WORK-RELATED ILL HEALTH

Occupational diseases - Employees	2022	2021	2020
Number of deaths caused by occupational diseases	-	-	-
Total number of recordable cases of occupational disease	-	-	1
Occupational diseases - external workers	2022	2021	2020
Number of deaths caused by occupational diseases	-	-	-
Total number of recordable cases of occupational disease	-	-	-

¹⁵ Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.
¹⁶ The rate of recordable work-related injuries is calculated as follows: number of recordable work-related injuries/hours worked by employees times 200,000.

ANNEXES

OUR SUSTAINABILITY PERFORMANCE – ENVIRONMENT

GRI 301-1 MATERIALS USED BY WEIGHT OR VOLUME

Type of materials	unit of measurement	Renewable/ Non-Renewable	2022	2021	2020
Fabrics	Thousands of mt	Non-renewable	32,9	35	11
Cushions	No.	Non-renewable	10.218	10.853	4.751
Packaging (OSB)	t	Non-renewable	53	30	55
Packaging (Polystyrene)	m3	Non-renewable	216	131	128
Packaging (Pluriball/Foam)	Thousands of m2	Non-renewable	12,9	6,1	10,4
Parcels (t)	t	Non-renewable	1,8	1,6	2,1
Semi-finished products	m2	Non-renewable	8,1	1,8	1,2
Wood	m3	Renewable	730,3	257	489
Leather	Thousands of m2	Renewable	40	37	27,5
Packaging (Car-ton)	Thousands of m2	Renewable	16,2	31,1	20,7

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

Emissions by type ²²	unit of measurement	2022	2021 ²²	2020
Direct emissions - Scope 1	ton CO ₂	501,8	802,8	677,1
of which from production and heating activities ²³	ton CO ₂	371,3	686,5	588,7
of which from freight mobility	ton CO ₂	38,9	27,7	21,7
of which from car fleet	ton CO ₂	91,7	88,7	66,7
Indirect emissions - Scope 2 Location Based	ton CO ₂	185,9	477,1	429,2
Indirect emissions - Scope 2 Market Based	ton CO ₂	326,7	842,9	720,5
Total emissions - Location Based	ton CO ₂	687,7	1.279,9	1.106,3
Total emissions - Market Based	ton CO ₂	828,5	1.645,0	1.397,6

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION¹⁸

Type of energy	unit of measurement	2022	2021	2020
Electricity consumed	GJ	3.661	7.078,7	6.194,9
of which purchased from non-renewable sources	GJ	2.575,7	6.611,5	5.566,3
of which self-produced from renewable sources ¹⁹	GJ	1.161,6	568,7	991,1
of which self-produced and consumed	GJ	1.085,3	467,2	628,6
of which self-produced and sold	GJ	76,3	101,4	362,5
Natural gas ²⁰	GJ	6.393,8	11.870	10.174,4
Diesel fuel	GJ	1.663,3	1.502,4	1.129,1
Petrol	GJ	109,1	76,8	74,7
Total energy consumption	GJ	11.827,2	20.527,9	17.573,1

GRI 305-7 NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS²⁴

Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	unit of measurement	2022	2021	2020
NOx	Ton/year	0,3	0,3	0,2
Volatile organic compounds (VOC)	Ton/year	11,4	15	1,0
Particulate matter (PM)	Ton/year	0,1	0,2	0,1

¹⁸ The sources of the conversion factors used are the Guidelines of the NIR ISPRA (2021) and the Ministry of Environment (2021).
¹⁹ From solar panels at the Misinto plant of Battaglia S.r.l.

²² In calculating the data relating to energy consumption and emissions, more detailed information was provided with respect to that considered for the previous year's calculation reported in the 2021 report. The data made available in 2021 allowed a more refined calculation for both the reporting year 2021 and the current reporting year.
²⁴ Figures are reported for Giorgetti S.p.A. only, as they are below the detection threshold for Battaglia S.r.l., which nonetheless reported its volatile organic compound (VOC) emissions and plans to commence a particulate matter (PM) measuring and monitoring process.

ANNEXES

GRI 306-3 WASTE GENERATED²⁵

Waste composition	unit of measurement	2022		
		Waste not destined for disposal	Waste destined for disposal	Total
Sawdust, wood chips, wood, chipboards and veneers	ton	29,3	-	29,3
Waste paints and varnishes containing organic solvents or other hazardous substances	ton	6,8	-	6,8
Aqueous suspensions containing paints and varnishes	ton	-	-	-
Aqueous liquid wastes containing adhesives and sealants	ton	-	3,2	3,2
Heavy ashes, slag and dust from boiler	ton	6,3	-	6,3
Paper and cardboard packaging	ton	15,9	-	15,9
Packaging in mixed materials	ton	732,3	-	732,3
Glass packaging	ton	-	-	-
Packaging containing residues of hazardous substances or contaminated by such substances	ton	-	-	-
Organic waste	ton	1,6	-	1,6
Aluminium	ton	0,7	-	0,7
Iron and steel	ton	16,2	-	16,2
Wooden packaging	ton	20,9	-	20,9
Other ²⁶	ton	1,3	0,1	1,5
Total	ton	831,3	3,3	834,7



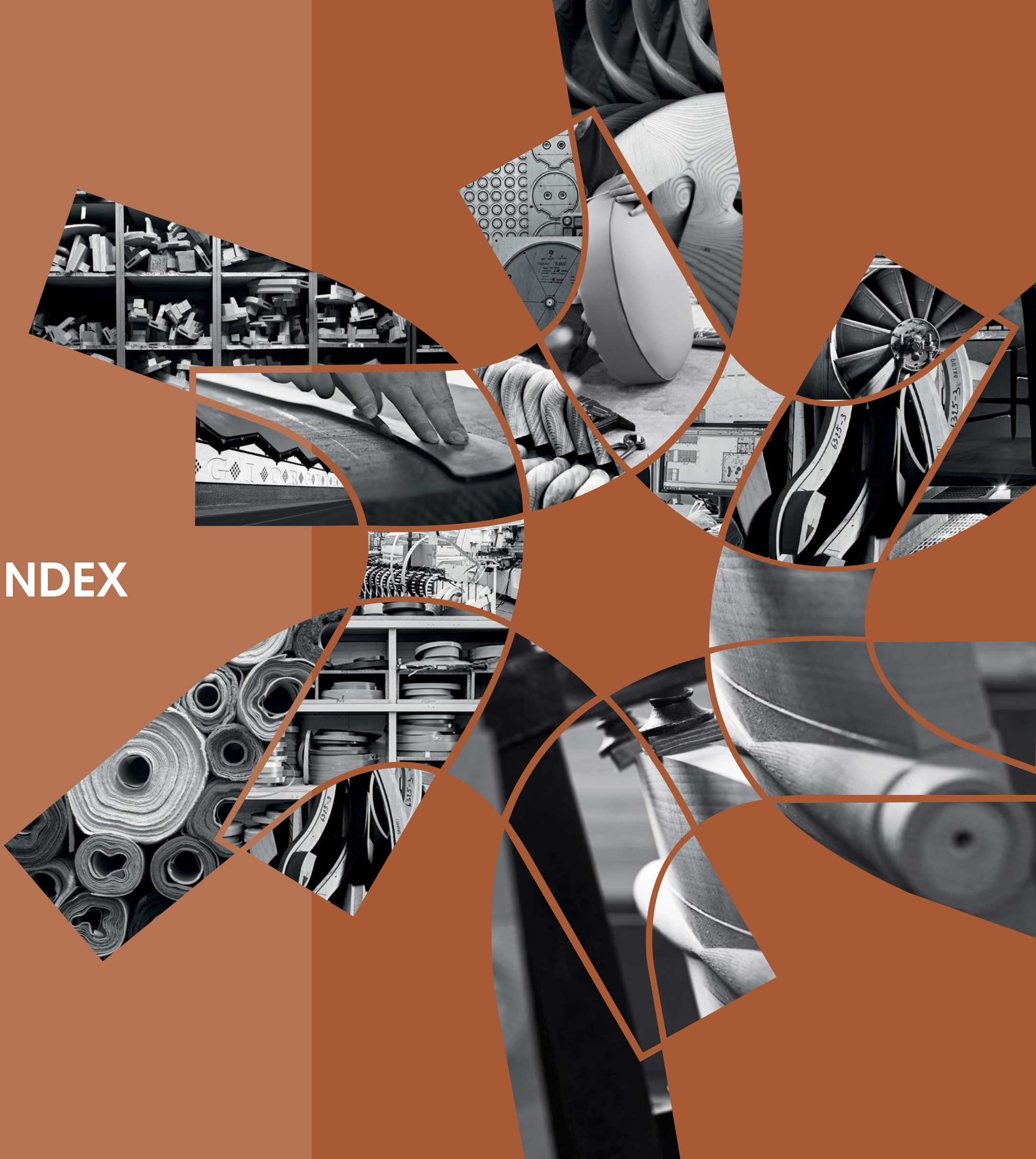
GRI 306-3 RIFIUTI PRODOTTI

Waste composition	unit of measurement	2021			2020		
		Waste not destined for disposal	Waste destined for disposal	Total	Waste not destined for disposal	Waste destined for disposal	Total
Sawdust, wood chips, wood, chipboards and veneers	ton	17,5	-	17,5	12,1	-	12,1
Waste paints and varnishes containing organic solvents or other hazardous substances	ton	4,7	-	4,7	6,4	-	6,4
Aqueous suspensions containing paints and varnishes	ton	3,8	-	3,8	-	-	-
Aqueous liquid wastes containing adhesives and sealants	ton	-	4,1	4,1	-	4,9	4,9
Heavy ashes, slag and dust from boiler	ton	3,9	-	3,9	4,6	-	4,6
Paper and cardboard packaging	ton	17,9	-	17,9	6,8	-	6,8
Packaging in mixed materials	ton	585,9	-	585,9	490,0	-	490,0
Glass packaging	ton	6,5	-	6,5	-	-	-
Packaging containing residues of hazardous substances or contaminated by such substances	ton	5,7	-	5,7	-	-	-
Organic waste	ton	1,7	-	1,7	1,2	-	1,2
Aluminium	ton	3,1	-	3,1	0,8	-	0,80
Iron and steel	ton	24,0	-	24,0	4,1	-	4,1
Wooden packaging	ton	1,7	-	1,7	4,0	-	4,0
Other ²⁶	ton	0,8	0,2	1,0	4,6	0,2	4,8
Total	ton	677,2	4,3	681,5	534,6	5,1	539,7

²⁵The figures for 2021 and 2020 have been re-presented with regard to the stated figures in the Sustainability Report for 2021, following a refinement of the calculation method.

²⁶The residual term "Other" includes all waste categories of less than one tonne.

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GRI CONTENT INDEX

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

Statement of use	The Giorgetti Group has prepared a report in compliance with the GRI Standards for the period 1 January 2022 - 31 December 2022		
Use GRI 1	GRI 1 – Foundation – version 2021		
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2-11	Chair of the highest governance body	39	
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2-18	Evaluation of the performance of the highest governance body		Omission - Information not available due to confidentiality constraint

GRI Standard	Disclosure	Page No.	Notes
2-19	Remuneration policies		Omission - Information not available due to confidentiality constraint
2-20	Process to determine remuneration		Omission - Information not available due to confidentiality constraint
2-21	Annual total compensation ratio		Omission - Information not available due to confidentiality constraint
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2-22	Statement on sustainable development strategy	2	
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GRI-3: Material topics (2021)			
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