

## sustainability report 2025

### introduction

since 1994, Viabizzuno<sup>1</sup> works, designs, produces, researches and innovates, and trains its staff. for years, it has been creating its own design philosophy to establish itself day by day, not only as an industrial reality, but also as a practice of ethical design. Viabizzuno designs light: lighting bodies, objects, lamps, lighting projects, putting itself at the service of the biggest international fashion brands, institutions, museums, industries, design studios and public bodies, demonstrating how light must merge with architecture, with space, with the man who lives it.

Viabizzuno is inspired by and promotes values consistent with the most advanced international governance practices in its sphere of activity, considering sustainability a fundamental element of its business approach.

therefore, Viabizzuno fully embraces a sustainable strategy through policies, management, operating methods and initiatives designed according to its specific characteristics, helping to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of safeguarding the environment, that considers the integrity of every aspect of the business.

Viabizzuno is committed to operating responsibly along the entire value chain, from the selection of raw materials and packaging to product design and manufacturing, to support services, to offer customers and consumers quality and functional products, while mitigating negative impacts towards society and the environment.

in 2025, Viabizzuno joined the Science Based Targets initiative (SBTi), the most ambitious private sector climate initiative aligned with the paris agreement. as part of this commitment, in 2025 the company submitted its decarbonisation targets to the SBTi for validation.

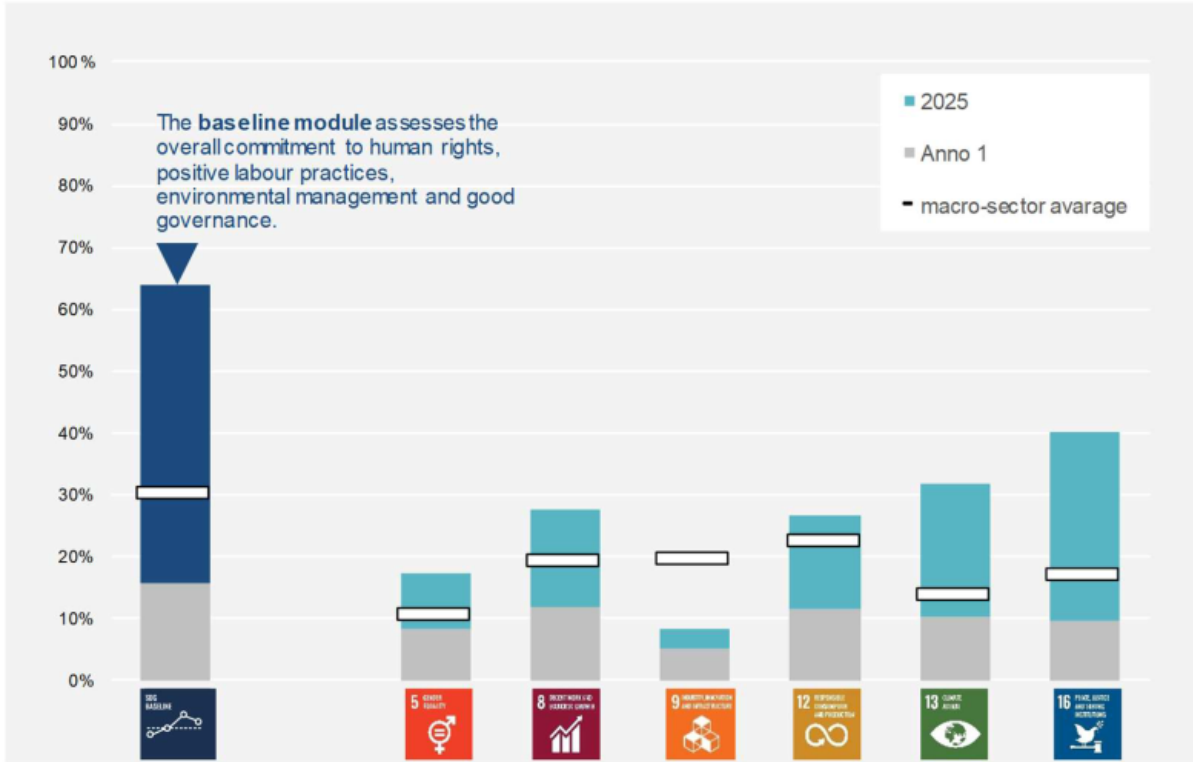
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<sup>1</sup> Viabizzuno is an italian leader in the high-end architectural lighting market, internationally recognized for its creativity, customization skills and level of service.

the company boasts a large portfolio of lighting solutions dedicated to retail, office, culture, hospitality, residential and outdoor segments, also developed thanks to consolidated collaborations with internationally renowned architects. founded in 1994 by marionanni, Viabizzuno has its headquarters in bentivoglio (bologna), a direct consolidated presence in the main world design capitals through its 11 "light laboratories" and a commercial network active in over 50 countries. thanks to research and numerous patents, the company is internationally recognized for the quality of its products and the uniqueness of its sustainable solutions. in 2025, the group completed several major strategic acquisitions: losco, a key supplier to Viabizzuno, and Fumeo, a company recognized for its technical expertise. these acquisitions enabled the group to bring in-house certain skills and assembly operations, thereby strengthening its control over the entire value chain. at the same time, a new and more representative light lab was opened in paris during the year, consolidating the brand's international visibility.

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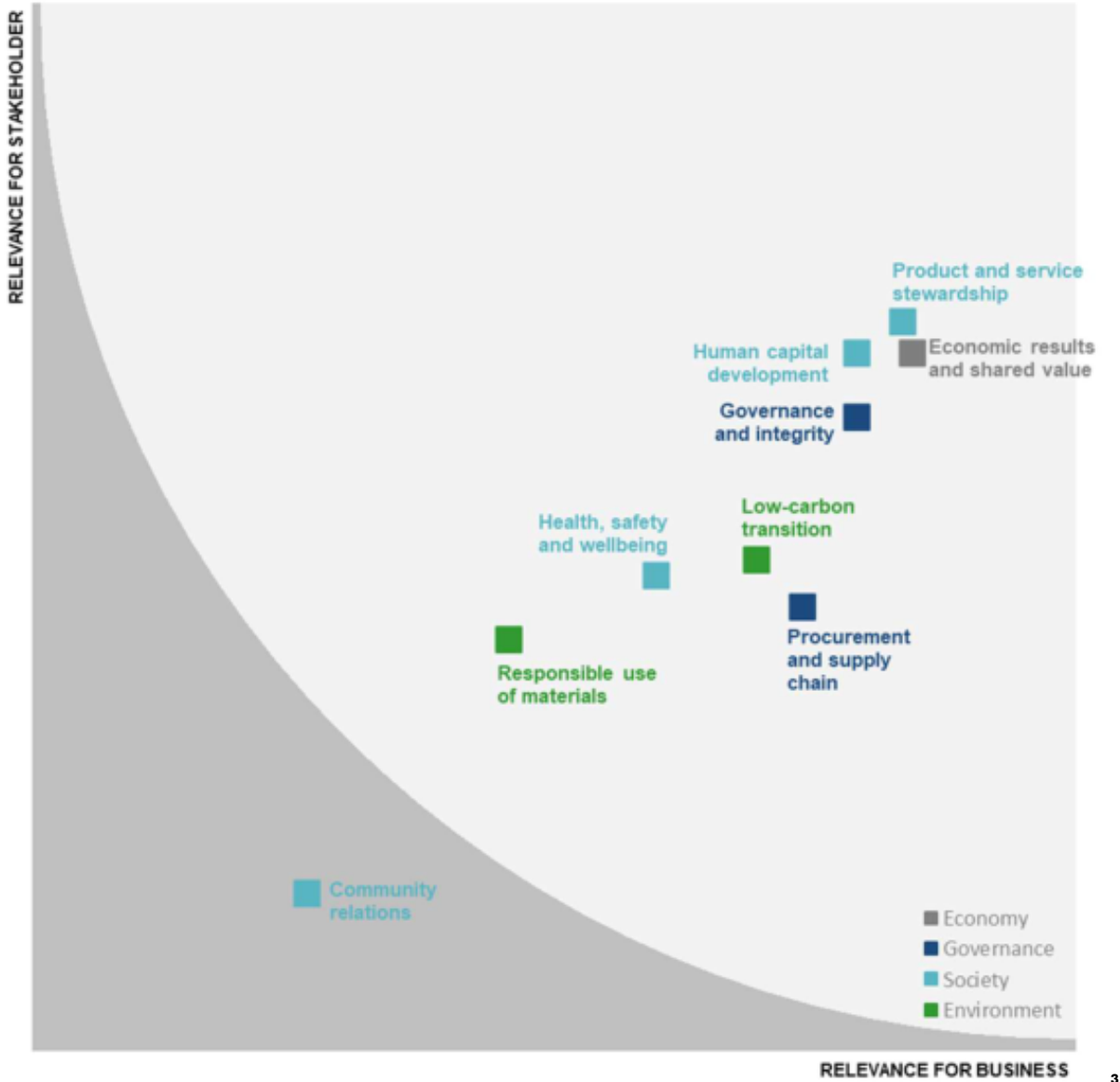
**contribution to SDGs<sup>2</sup>**



<sup>2</sup> **Viabizzuno** is inspired by and promotes values in its sphere of activities that are consistent with the most advanced international governance practices, including the **un global compact**, confirming support for the **ten principles**, which are being integrated into the group's codes and policies, and contributing to the **sustainable development goals** as well as the broader united nations goals. the **sdg action manager** analysis tool enables effective self-assessment of progress. the chart opposite represents Viabizzuno's contribution toward the sdgs chosen as its strategic benchmark.

**sustainability report 2025**

**materiality matrix**



3

<sup>3</sup> in defining the sustainable strategy and related action plans of **Viabizzuno**, the materiality analysis offers an effective tool for identifying the relevant governance, economic, social and environmental issues, matching the interests of the business with the expectations of stakeholders.

the **materiality matrix** is constructed by systematically assessing risks, opportunities, positive or negative impacts, analysing all aspects of relevance to the business with input from the first line of management, the majority shareholder, and finally gathering the views expressed by the most relevant stakeholders.

**sdgs and materiality** are the reference for the adopted action plan. the **esg plan** is coordinated, monitored, and discussed in the board of directors and included in management's variable compensation.

## sustainability report 2025

### governance

#### governance and integrity

the composition and functioning of the governing bodies, starting with the **board of directors**<sup>4</sup>, ensure representativeness, competence and absence of conflicts of interest, aiming for maximum efficiency and operational integrity.

the **code of ethics** and the **sustainability policies** adopted by Viabizzuno explicitly recall the ten principles of the united nations global compact and are inspired by the highest global references. through a sustainable approach aimed at creating shared value for the society and for the environment, Viabizzuno intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

in addition, Viabizzuno has adopted an **organization, management and control model**, which is required by law but not mandatory. it is aimed at preventing the risk of committing specific relevant crimes. control activities are entrusted to the supervisory board, which is appointed with criteria of autonomy and independence. in addition to specific periodic training, the approach adopted includes a whistleblowing procedure for reporting misconduct in order to provide employees and third parties with confidential channels for raising concerns or violations of the procedure itself, without fear of retaliation, discrimination or disciplinary action.

at the operational level, the adopted **quality management system**<sup>5</sup> is a key asset to ensure activities are fully aligned with the company's strategy, with a view to continuous improvement. integration with business processes helps to consolidate organizational, technological and behavioural arrangements.

#### procurement and supply chain

Viabizzuno carefully selects and purchases materials and components directly, either from in-house design or from commercial supply, including custom light sources, custom-made aluminum extrusions, electronic boards, turned parts and other items.

design and prototyping activities are carried out in-house. as a result, subcontractors who carry out machining or assembly are very important. processing activities include specific treatments on components, such as anodizing, painting, galvanizing, antiquing and various coatings. the assembly activities involve sub-assemblies or finished products, according to drawings, sheets, specifications and instructions provided by Viabizzuno.

assembled products are then delivered to Viabizzuno's central warehouse or to external logistic facilities.

in order to optimize the purchasing process beyond technical and quality specifications, Viabizzuno adopts the **partnership charter**, which defines the principles to which suppliers of goods and services and contractors must align, in their direct activities, in their contractual relations with their possible sub-suppliers or sub-contractors and, in general, in the creation and management of their respective value chains. in the pre-qualification process all suppliers are invited to complete a questionnaire concerning human and labor rights, respect for the environment and business integrity.

<sup>4</sup> **board of directors:** 7 members, 1 female member

<sup>5</sup> **management systems:** ISO 9001

## sustainability report 2025

### society

#### society human capital development

Viabizzuno relies on qualified and motivated employees, which increased by 15% compared to 2024, with 96% of employees hired under permanent contracts. an inclusive work environment – where diversity, plurality and professionalism are an essential part of the company's culture and values – represents a key driver of group's growth. the proportion of women stands at 47%, in line with the previous year, while the share of women in management positions increased from 14% in 2024 to 16% in 2025, in line with its commitment to gender equality. the gender pay gap, which has not been fully addressed, remains limited, amounting to 17%. following the employee climate survey, a series of initiatives were launched which, starting in 2024, contributed to a reduction in employee turnover. in order to foster the professional growth of employees, Viabizzuno maintains a high level of training activities, aimed mainly at the development of industry-specific technical skills, but also of values and strategic ones such as those related to sustainability. notably, these include english language courses open to all employees, in-depth courses on software used in lighting design, time management courses focused on developing soft skills; all these courses were organized during working hours. additionally, Viabizzuno shares its expertise with future generations through collaborations with leading universities.<sup>6</sup>

#### health, safety and well-being

Viabizzuno promotes the health, safety and well-being of all employees by creating and maintaining safe and comfortable working environments as an essential condition for the well-being and professional growth of its people. the management approach adopted is aligned with applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. the commitment to safety is demonstrated by the reduction in the injury frequency rate, which decreased from 7.2 in 2024 to 4.5 in 2025.

#### product stewardship, market, and community relations

Viabizzuno works, designs, manufactures, researches and innovates, trains staff and has been creating its own design philosophy for years to establish itself day by day not only as an industrial but also as an ethical design reality. Viabizzuno's strength lies in working for custom design, finding solutions that did not exist before, integrating light with architecture and thus creating an image recognizable worldwide for its formal integrity and thought at the same time. Viabizzuno becomes a philosophy of life, a thought to follow for architects and designers around the world, an image with which to identify, a style.

Viabizzuno lighting solutions are dedicated to the commercial and residential segments, both indoor and outdoor. Viabizzuno offers a full range of lighting solutions, which includes architectural lighting, decorative lighting, lighting integrated into furniture, furniture with integrated lighting, and wired systems.

a key differentiator from competitors is Viabizzuno's ability to offer innovative solutions to fully meet all customer needs, assisting them as a single point of contact in the lighting project, both directly and indirectly.

the quality management system is certified to iso 9001 standards.<sup>7</sup>

customer data collected through the group's websites are processed in accordance with the applicable european regulation 679/2016 (GDPR).

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#### <sup>6</sup> from Viabizzuno's vision

*"... the pride of our work has to be the pride of all our team, all over the world. we praise our team, as it was us who created it, but also as it is on our side, it attends us, it supports us without overtopping. people with enthusiasm, not exaltation. each individual has a unique value, is part of a symphonic poem. by forming a team one needs to focus on different and multifaceted skills. a designer has not one face only: it might be a cook, athlete, teacher, architect, sculptor or painter...and surely a dreamer with dirty hands from work."*

*Viabizzuno has the face of these people.*

<sup>7</sup> **process and product quality:** ISO 9001

## sustainability report 2025

### environment

#### low-carbon transition

Viabizzuno's carbon footprint<sup>8</sup> assessment shows that 99% of its scope 3 ghg emissions come from the product usage phase, which already operates at the technological limits of energy efficiency and product lifespan. to further reduce its carbon footprint, the company focuses its lighting projects on conserving and regenerating existing installations and products. this approach not only minimizes environmental impact but also drives innovation and enhances quality in the lighting sector.

in 2024, logistics optimization led to a 33% reduction in product and components shipments, lowering both operational costs and environmental impact.

additionally, Viabizzuno runs entirely on 100% renewable electricity, sourced through solar self-generation and the purchase of guarantees of origin, effectively eliminating scope 2 emissions.

during 2025, Viabizzuno committed to the Science Based Targets initiative (SBTi), defining short- and long-term CO<sub>2</sub> emission reduction targets; this engagement is currently under validation.

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<sup>8</sup> **carbon footprint** according to **ghg protocol**

scope 1 - direct emissions from use of fuels

scope 2 - indirect emissions from use of electricity

scope 3 - other indirect emissions along the value chain, e.g., from raw materials used, upstream or downstream logistics, use of sold products and end-of-life options

# sustainability report 2025

## esg performance

		2021	2022	2023	2024	2025
<b>governance</b>						
	code of ethics		in process	yes	yes	yes
	sustainability policies		in process	yes	yes	yes
governance and integrity	board gender diversity	% of women in board of directors	0%	0%	14%	13%
	model 231		in process	yes	yes	yes
	supplier code of conduct		in process	yes	yes	yes
	incidents of non-compliance	ethics, hse, societal, market, and others	0	0	0	0
<b>society</b>						
people, contracts and turnover	employees		160	170	234	269
	women	#	77	83	109	127
	men		83	87	125	142
	contract	% of permanent contracts	100%	91%	90%	96%
	new hires rate	% new hires on total employees	25%	24%	42%	10%
	leavers rate	% leavers on total employees	16%	18%	15%	8%
gender	women	% of total employees	48%	49%	47%	47%
	in managerial positions	% of total managers and middle managers	13%	13%	14%	16%
	gender pay gap		45%	41%	34%	17%
	managers		0%	0%	0%	0%
	middle managers	% difference between men's and women's average pay compared with men's average pay		15%	15%	10%
	white collars		0%	19%	18%	5%
health & safety	blue collars		14%	16%	18%	17%
	frequency rate	# of work injuries per million hours worked	8,92	2,6	7,2	4,5
	lost days	# of workdays lost to injuries	31,0	0,0	14,0	106,0
human capital development	severity rate	# of lost day per thousand hours worked	0,14	0,0	0,0	0,2
	training	average training hours per employee	16,0	14,6	12,0	12,9
	performance review	% of employees with formal performance review	0%	0%	36%	26%
<b>environment</b>						
materials	raw materials	tons	0	0,00	492,84	579,22
	of which renewable	%	0	0,00	0,37	0,37
	of which recycled	%	0	0,00	0,00	0,00
	packaging materials	tons	0	0,00	0,00	0,00
	of which renewable	%	0	0,00	0,00	0,00
	of which recycled	%	0	0,00	0,00	0,00
ghg emissions and energy	ghg emissions		60.892	71.266	199.145	165.120
	scope 1	tons of co <sub>2</sub> equivalent	255	373	597	334
	scope 2		0	0	0	0
	scope 3		60.637	70.894	198.548	164.786
	ghg intensity	tons of co <sub>2</sub> equivalent per million € revenues	1.010	1.011	2.943	2.222
	energy consumption	gj (thermal and electric)	6.852	5.717	7.454	7.691
water	of which renewable	% of renewable energy	45%	49%	40%	46%
	energy intensity	gwh (thermal & electric) per million € revenues	114	81	110	104
	emissions to water	tons of priority hazardous substances	0,00	0,00	0,00	0,00
waste	hazardous waste	tons of hazardous waste	0,00	2,06	2,40	1,43
	hazardous waste	tons of hazardous waste per million € invested	0,00	0,04	0,1	0,03