



SUSTAINABILITY

REPORT

#GESSIWELLNESSFORNATURE

GESSI THE PRIVATE WELLNESS COMPANY



**FOR GESSI, SUSTAINABILITY
MEANS RESPONSIBILITY.**

A commitment we make every day to respect
people, the environment, and our land.
As if we were one big family.

To you, dear reader...

Today, sustainability is a word we use to challenge the future as if it could protect us, but if we look back at its original meaning, that of supporting and enduring change, I immediately see in it the mission based on which Gessi is founded. A passion for beautiful and well-made things, a love of nature and the land, and respect for people, especially women, who outnumber the men in the company, and who form the basis of our values and actions. Our determination and commitment to achieving a better world brings home to us our social, environmental, and economic responsibilities. And these are the drivers of our task, which we carry out with care and humility, so that the company can keep improving while continuing to distinguish itself, and without losing sight of its roots, which are planted deep in our forests and in the friendships that bind us.

I am therefore proud to introduce to you the world of Gessi.

Happy reading!

———— **GIAN LUCA GESSI**

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GISSI THE PRIVATE WELLNESS COMPANY

A COMPANY

Our story



WE ARE STEEPED IN AND IMBUED WITH BEAUTY

and have decided to reproduce it in our products. This was how the concept of Private Wellness was born. Because true luxury is ourselves and the time we choose to dedicate to our Wellbeing.

— GIAN LUCA GESSI

Gessi is a family story

Umberto Gessi's insights were the first spark. Gian Luca Gessi's innovations have created a clear, innovative, visionary company identity with its feet firmly planted on the ground and an international vocation. The future is a story still to be written, with the ideas, passion, and expertise of Nicolò and Emanuele. Gessi is thus a family history spanning three generations. Or perhaps we should say Gener-Actions, in the sense of people capable of 'generating actions', aiming to ensure sustainable production, an increasingly family-friendly place, a future that sees us as increasingly conscious of our duties.



For us, Gessi is one **BIG FAMILY**

with whom we share the most beautiful moments in life. We have tied this dream to an industrial vision that will continue to be our guiding star.

— NICOLÒ GESSI

Quality and respect for people, for work, for products, for history, and for territory.

A perfect mix of beauty and innovation, of research and technology. Of craftsmanship and manual skills. Following a North Star, Private Wellness, because true luxury is the time we dedicate to our Well-Being. Not only an excellence of Made in Italy production, but a concept truly Made in Gessi. Exclusive objects for furnishing, beautiful to use or even just to look at. In the bathroom, kitchen, outdoors. So that wellness becomes an intimate moment, but also one to be shared with those you love. From a family story, the story of many families. Those of the great house of Gessi.

OUR ROOTS

BASIS FOR OUR GROWTH

Welcome Gessi

From an insight and vision of Umberto Gessi and his son Gian Luca. A small workshop, but already an incredible dream on the horizon.

Diverso makes its Debut

The first iconic Made in Gessi product could only be called Diverso. Already a manifesto, an idea of style and design.

This is it!

Inauguration of the new production center. Low environmental impact, high technological value. With the qualities of a beautiful, functional, cozy home.

Casa Gessi Milan

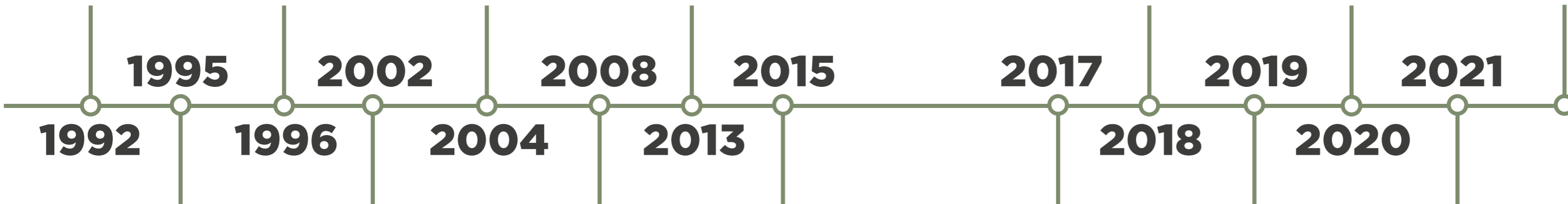
Innovative and fashionable products. And so, a gauntlet to the fashion capital. In the heart of the Fashion District. Viale Manzoni 16, between the Duomo and Via Montenapoleone.

Casa Gessi Dubai

A design boutique a stone's throw from the Burj al Arab tower. A lay temple combining striking aesthetics and architecture.

Casa Gessi London

A 17th-century courthouse designed in the Palladian style. The Old Sessions House at Casa Gessi in Clerkenwell.



TODAY 2022

ORIGINI The new shape of colour

Origins: where it all began. Beyond time and space, in search of forms in their purest and most authentic dimension. To express a new way of conceiving Wellbeing. Origni explores the emotional dimension of color that places the personality of the person at the center.



New Plant

A different home for Gessi. Blended in with its surroundings, a precursor of the company's vision and objectives.

Rettangolo arrives

Recognizable, innovative, functional and immediately appealing. Rettangolo is timeless, a shape that never ceases to fascinate.

Private Wellness

Research, technology, materials at the service of design products of the highest quality. The culture of Wellbeing is born in the most intimate rooms of the home.

Casa Gessi Singapore

A new 'home' also in the East. All around, skyscrapers, modern cathedrals that all look the same. Instead, Gessi chose a Victorian building.



Metal - fabric

The new iconic Made in Gessi line is both beauty and strength. Design and sustainability. A unique and original metalwork with unusual textures and patterns.

HI-FI The sound of wellness Venti20

Wellness has a precise soundtrack. And it is the one of Gessi's HI-FI products. Perfect synergy between technical content, art and culture.

The return of the 'Roaring Twenties'. An extraordinary era that inspired a collection which draws inspiration from the past to look to the future. With energy, optimism, and joy. Retro notes dosed with care, eliminating nostalgic replicas, enhancing the iconic style and playful essence.

made in Italy



Conceiving, developing, and building a company here means finding people with whom to share a certain idea of beauty.

It is Made in Italy, it has become Made in Gessi.

The Gessi products seem to come from the land. There can be no serial production, just a close focus on originality. Because being surrounded by so much wonder is an opportunity, but also a responsibility. Responsibility to create products capable of charming and amazing owners, users and admirers alike. Combining aesthetic research and high technological quality.

For Gessi, embodying Made in Italy means having the ability to stand out. To glimpse different horizons. To anticipate changes. Even daring to tread untrodden paths.



We have combined technical expertise with aesthetics.
WE ARE ARTISANS, for me this is Made in Italy.

— LUCA

Born surrounded by the beauty of Italy

Surrounded by its monuments, villages, and mountains. Then there is creativity, mastery, craftsmanship, innovation, inventiveness, and an innate sense of aesthetics. All qualities that create such wonder.

It is in the heart of Valsesia that Gessi has shaped his project, which would never have been the same if he had imagined it far from here. It draws inspiration, tradition, and culture from the land. And a certain attitude to its savoir-faire.

made in GESSI

PARCO OUR HOME, GESSI TODAY

The beating heart
of the Gessi world
is a park.

Thousands of trees embrace the plant. Becoming arteries that branch out into the heart of Valsesia. Synapses linking the production process with the surrounding nature. They resemble communicating vessels: one draws lifeblood from the other. And vice versa. Created with extreme respect for its natural surroundings, Parco Gessi is designed as the company's house. A house built by mixing hospitality, shared commitment, and common goals.

The passion of two people gave birth to a family. And from one family an even bigger one was born, a company. An integrated community within a park.



PARCO GESSI

encompasses and enhances the identity of a success story, ours. Aesthetics, design, innovation, quality, functionality, essentiality.

GIAN LUCA GESSI

800,000
m²

TOTAL
SURFACE AREA

60,000 m²
of indoor
space

40,000 m²
of production
space

7,000 m²
of offices and
showrooms

The COLORS of Valsesia

The shades of green in Parco Gessi are reminiscent of Monet's paintings. That skillful use of color and its gradations.

Forest, mint, moss, pine, emerald greens. This is how Parco Gessi absorbed the Valsesia pantons. The trees in the park, their varieties so full of nuances, recall the colors of sustainability. Of life, of the world that regenerates itself.



THE COLORS OF THE PARK

had to be those of the nature of the place, its woods, plants, rocks.

GIAN LUCA GESSI

Respecting history and nature

Here, the red porphyry on the hills of Serravalle was transformed into raw material. Thus, the shape of the plant followed the contours of the surrounding mountains. A profile that gently rises within the park. Like a hill set along the hairpin bends of Valsesia. Perfectly integrated in nature.

Where history and innovation co-exist. The entire plant is built with recycled materials. On the roof, there are thousands of photovoltaic cells. Four hectares and one of the most innovative and advanced 'energy-generating roof' systems in Italy.

10,745
tons of CO₂
saved in the
four-year period
2019-2022

22%
self-produced
energy in 2022



Waiting for the seasons to change.
Falling leaves, dry branches and then with each spring a new rebirth.
Choosing to plant an orchard in the heart of Parco Gessi means leaving a lesson behind. That of nature, which knows how to wait for the arrival of a new season, and needs care, attention, time to bear new fruit.
Cherries, blueberries, pears, persimmons, grapes. Varieties of fruit and colors for every time of year.

NATURE gives us its fruits...

YOU JUST HAVE TO KNOW HOW TO WAIT



THIS IS HOW WE'D LIKE TO GIVE THANKS

for the beauty we have inherited. Our way of giving back with gratitude what has been gifted to us.

— **GIAN LUCA GESSI**





APIARY: PROTECTING THE EARTH'S BIODIVERSITY

Parco Gessi was born to be inclusive. To welcome and host. Plants, flowers, fruits. And bees. Twenty beehives provide a safe home for over 600,000 bees.

20
HIVES

Their industriousness resembles that of the people who work in Gessi. One small step every day to produce beauty. Bees are the ultimate symbol of the importance of safeguarding the planet's biodiversity.

They are responsible for 70 per cent of the pollination of all living plant species on the Planet and provide about 35 per cent of the world's food production.

70%
pollination

PARCO GESSI IS THEREFORE ALSO A HOME FOR BEES. A SMALL CONTRIBUTION TO THE FUTURE OF THE PLANET.

35%
of world food
production

Ambassador in the world of **excellence, uniqueness, and style**

All the excellences of Made in Italy are part of the prestigious Altagamma Foundation, which has been bringing together a careful selection of the top brands of Italian cultural and creative high industry since 1992.

Gessi, with its international vocation, brings the Italian lifestyle to the world and joins Altagamma on the strength of its values: aesthetic vocation, flair, creativity, original quality of production, relationship with the artistic and cultural roots of the territory, focus on people and relationships.

A personal vision of lifestyle that Gessi has incorporated into the concept of the home and its most private spaces.



Welcome GESSI

An even more significant accolade considering that Gessi has been included among the excellences of the design sector, with this motivation:

— “ —

By creating the Private Wellness sector and lifestyle, Gessi has developed a consistent business model that upholds the values of excellence and sustainability. With integrated production within a zero-impact park and with sales branches and Casa Gessi showrooms all over the world, the company is today an undisputed benchmark in the design world and a global brand. ”

WHAT ALTAGAMMA IS



ETHICS

The driver of our everyday actions

“ETHICAL VISION IS A TENDENCY INDUCED BY OUR HABITS AND STRENGTHENED THROUGH PRACTICE”

The Aristotelian vision has been embodied in the corporate philosophy of the Gessi family, which, from the very beginning, has chosen to stake everything on non-negotiable values: care, reliability, moral integrity, humility. In a word, Ethics. Ethics thus creates value for the company, in its relations with all stakeholders, to which Gessi is an absolutely reliable partner over time.

Ethics is ingrained in the company's DNA. And every day we learn from our education, from the environment, from our respect for people. It becomes a habitus, a custom and a natural way of acting.

1. Since 2013, Gessi has implemented an Organization, Management and Control Model to prevent offenses by directors, managers, employees, and collaborators who adhere to the Code of Ethics and Conduct.

2. Since 2013, Gessi has appointed a Supervisory Board (SB) composed of external professionals to supervise the application of the document. This has led to the establishment of various procedures:

- **PUBLIC ADMINISTRATION RELATIONS PROCEDURE**
Maximum transparency, timeliness, collaboration. Keywords for Gessi's corporate philosophy.
- **SPONSORSHIP, HOSPITALITY AND GRATUITY PROCEDURE.**
General principles to be respected by all employees.
- **WHISTLEBLOWING MANAGEMENT PROCEDURE**
Receipt, analysis and handling of reports.

GESI and GOVERNANCE

The Company's Governance

The Company's governance is structured based on the traditional management and control model and is composed of the following bodies:

- THE BOARD OF DIRECTORS
- THE BOARD OF AUDITORS

The Board of Directors is composed of the following four members:

- Gian Luca Gessi - Chairman
- Andrea Vaudano
- Paolo Girolodi
- Tommaso Maria Giovanni Ubertazzi



Gessi is a company bound to a vision. **RESPECT, VALUES, TERRITORY**: these principles guide our daily actions.

— GIAN LUCA GESSI

The Board of Auditors monitors the compliance with the law and the articles of association, as well as the principles of good management and in particular the adequacy of the organizational, administrative and accounting structure.

The Board is composed of the following members:

- Mr. Stefano Cravero
- Mr. Piergiorgio Valente
- Mr. Luciano Zanetta

The Supervisory Body is composed of:

- Mr. Umberto Delzanno, lawyer
- Mr. Emiliano Nitti, lawyer
- Mr. Marco Pochintesta, engineer

The Financial Statements are audited by Deloitte & Touche Spa.



two.

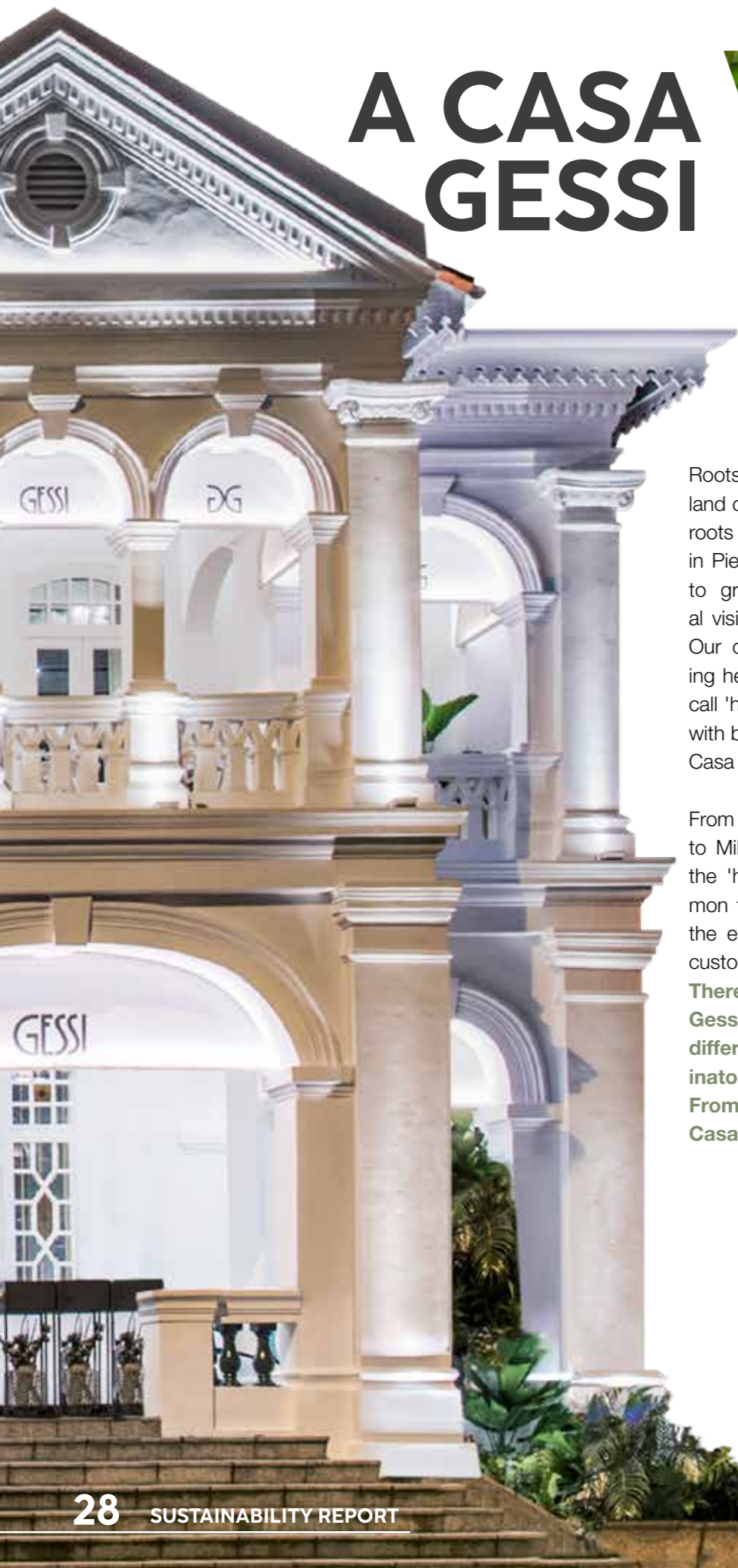
GISSI ITALY WORLD



We were born in the **GREEN HEART OF VALSESIA**, but we like to take our family values with us all over the world. This was why we really wanted the Casa Gessi: to have a place to call “home” even on the other side of the globe.

— GIAN LUCA GESSI

A CASA GESSI WORLDWIDE



Roots are important, they represent the land of origin, history, tradition. Gessi's roots are firmly planted within its park in Piedmont. A fertile ground in which to grow an increasingly international vision and vocation over the years. Our original home remains the beating heart, but we can have a place to call 'home' in many parts of the world, with branches and offices and with our Casa Gessi showrooms.

From London to Singapore, from Dubai to Milan, there are no boundaries for the 'houses' made in Gessi. A common thread links them all: respect for the environment, culture, values, and customs of the local communities.

There are no two identical Casa Gessi showrooms. Every place is different, but the common denominator is the same: sustainability. From Italy to the world, welcome to Casa Gessi!



CASA GESSI SHOWROOMS

- Parco Gessi
- Milan
- Singapore
- Dubai
- Riyadh
- Lohne
- London

BRANCHES

- Beijing
- Germany
- Hong Kong
- India
- Russia
- Switzerland
- Spain
- Shenzhen
- Shanghai
- Singapore
- UK
- USA

SHOWROOMS

- Belgium and Luxembourg
- Dubai
- France
- Japan
- Mexico
- The Netherlands
- Poland
- Romania
- Sweden
- Thailand
- Vietnam



CASAGESSI

From Italy to the world

Every Casa Gessi is unique. In terms of location, style, objects, design. Every Casa Gessi is sustainable.

Because the attention paid to the products and a focus on the environment always go hand in hand.



IN OUR "HOUSES"

we convey values, thoughts, collections, and creations accompanied by the strength of our brand: respect for the environment, the local territory and its people.

NICOLÒ GESSI

8 PROFESSIONALS, CREATIVE MINDS, DESIGNERS

who hatch houses
Made in Gessi in every part of the world.

PARCO GESSI

The home where it all began. Where the idea became design, and the design a recognizable brand.



CASAGESSI DUBAI

The Gessi showroom, 1,000 square meters of unique design cues and ideas, is located not far from the spectacular sail-shaped Burj al-Arab tower. A box of wonders, where the most intimate living spaces are created and reinvented.

CASAGESSI RIYADH

In the heart of Saudi Arabia, Gessi did not choose the city of Riyadh at random. Its name in fact comes from the Arabic word 'rawdā', meaning garden. A garden-house for Gessi in a modern, futuristic city.



COMING SOON

CASAGESSI NEW-YORK

The spotlight is on the North American market. So Gessi decided to open a house in the 'city that never sleeps'. In New York, another example of the Gessi philosophy, a new place to call home. A new world to discover.

An old cinema, just a stone's throw from Via Montenapoleone and Milan's fashion district, is creatively transformed by Gessi into a fascinating place with a renewed identity. Casa Gessi Milan, **with 1500 square meters of floor space, is the largest Gessi showroom in the world.** A metaphor for Milanese life, inside, its sober and elegant entrance reveals an explosion of energy: colors, lights, water features. The most immersive Gessi experience there is.

Spanning several levels overlooking a hall for exclusive events, Casa Gessi Milan does not stray far from the DNA of its host city. On the contrary. Its walls covered with plants - we are in the city of the Vertical Forest, after all! - thrive thanks to a lighting system that stimulates photosynthesis.

Nature, almost an urban rainforest, is complemented by swimming pools, waterfalls from the ceiling, multi-sensory LED panels and Gessi products. Here, Gessi's collections can be seen and touched, and for ad-hoc consultations with a tailor-made approach, visitors to the Gessi Project Boutique can visualize solutions and combinations at a glance.

1500 m²
the world's largest
Gessi space

200 m²
of indoor swimming pool
with water recycling and
purification system



CASA GESSI MILAN

NEWS 2022

And if the foodie within gets his or her way, the elegant bar - new for 2022 - and the private garden overlooking a park provide a privileged destination for those escaping the chaos of the metropolis.

CASA GESSI LONDON

An 18th-century Palladian-style courthouse leaves closing arguments and sentences in the past, coming back to life as Casa Gessi London. And becoming proof of how the brand's products are 'at home' in any context. The three floors of the Old Sessions House - a bright 500 m² showroom - blend an authentic British spirit contaminated by Italian creativity. And those who enter find a sensory experience of great emotional impact.

500 m²
of
SHOWROOM



Barrel vaults, exposed brick walls, grilles and niches preserved for over 300 years, plus modern exhibition displays and a light and water show - an essential element in every Casa Gessi. But the city can be hectic and, to recharge your batteries, you can switch from water to fine cocktails. Those prepared by the barmen of the Gessi 'Libertà' lounge and bar, located inside the showroom.

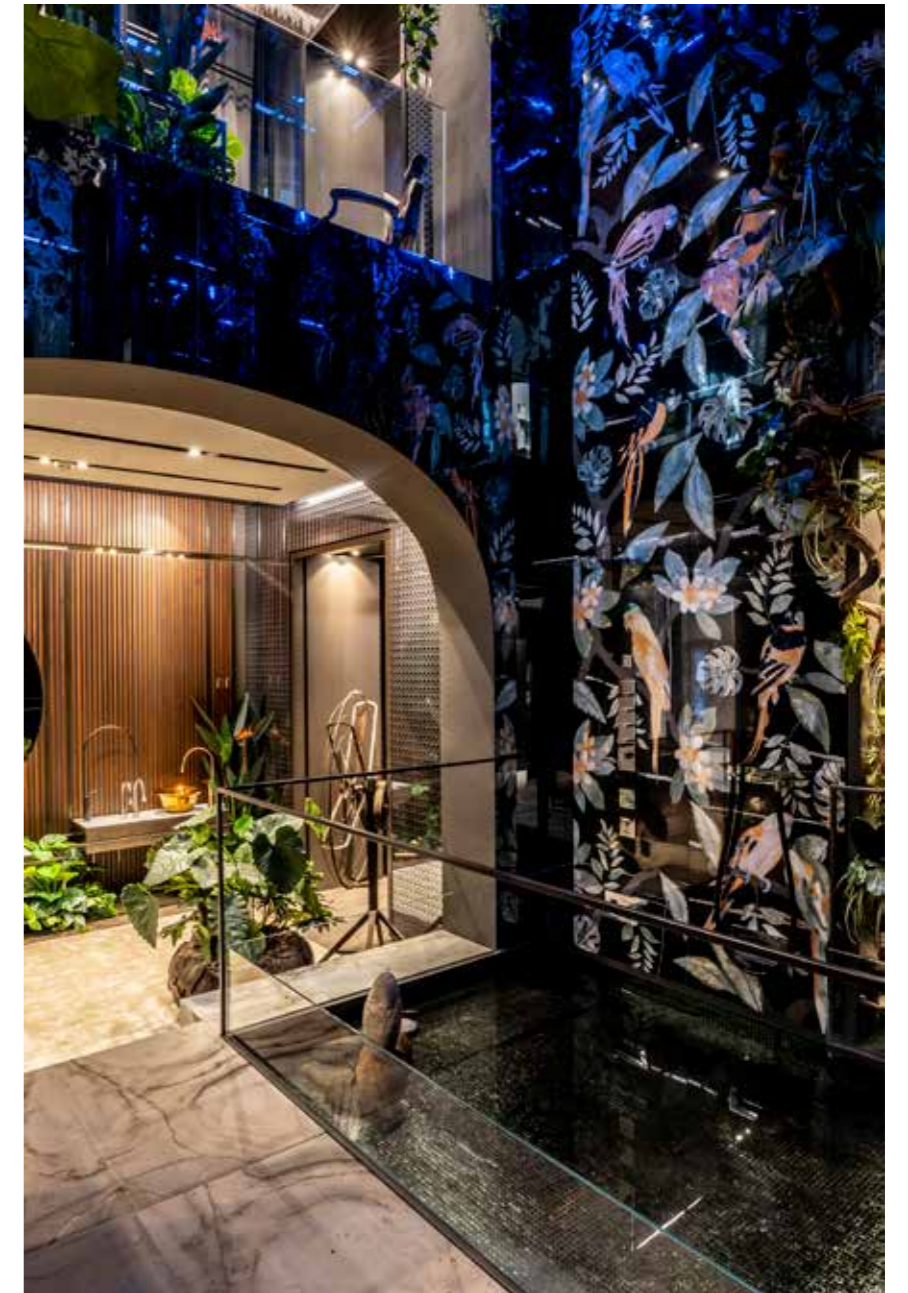


CASA GESSI SINGAPORE

An oasis of tranquility amidst the modern skyscrapers of an astonishing metropolis. Nestled in the heart of the city and overlooking the central Penang Road, Gessi House Singapore found its ideal location in a Victorian building. Over 700 square meters that soon became a reference point for architects, interior designers, and contractors from all over the world.

In addition to the Gessi products, here, the setting also leaves you speechless: waterfalls rain down from the sky, shielded by a six-meter high wall decorated with colorful marble mosaics. And the nuances of the most authentic Asia merge with Gessi's creations, giving each other a new dimension, a dreamlike place beyond all time and place.

700m²
of
SHOWROOM



three.

S U S T A I N A B I L I T Y F O R G E S S I



**FOR US SUSTAINABILITY
IS CULTURE.**

Results are achievable when everyone understands what the right path is and goes in the same direction.

ALESSANDRO

SUSTAINABILITY

according to

GESSI

In Gessi, the word sustainability recurs frequently. But not because it is fashionable or because the consumer today is much more attentive and aware than he used to be.

Here, at Gessi, sustainability is a real philosophy, it is the holistic and widespread corporate culture, which aims to involve the entire supply chain and pervade the people who are part of it.

Sustainability is not only about the environment. The subject is much broader than this, and also includes issues such as the health and safety of workers, maintaining high quality standards, and respect for ethics.

TECHNOLOGY AT THE SERVICE of people

Today, a large company must keep up with the times. This is why research, at Gessi, never stops. And it is continuously directed towards increasingly sustainable choices and actions. That lead to increasingly lower water and energy consumptions. But without ever losing the pleasant, relaxing feel of the authentic 'wellness experience'.

THE CHALLENGE FOR GESSI TODAY IS ALL ABOUT TECHNOLOGY. The commitment and the results achieved are also certified by a long series of quality and product conformity certificates. **BECAUSE TELLING US THAT WE CREATE VALUE IS IMPORTANT, BUT IT IS EVEN MORE IMPORTANT IF IT IS RECOGNIZED BY OTHERS.**



OUR GOAL
is to improve people's quality
of life through our products.

— LUCA

CERTIFICATIONS

Customer satisfaction, quality and product safety are paramount for Gessi.

The certificates, issued by the world's most renowned certification bodies, are essential, because aesthetics, safety and ethics are inseparable.



- Gessi is a member of GBC

Green Building Council Italia, a non-profit association that promotes a holistic approach to the design and construction of healthy, energy-efficient buildings with a low environmental impact, recognizing virtuous performances in key areas of human and environmental health.



Gessi is a combination of **PASSION, COMMITMENT, VISION, AND HARD WORK**: these are the values rooted in our people and the company.

— PAOLO

INNOVATIVE PROCESSES FOR HIGH QUALITY

Processes are the
result of innovation

Because everything can be rethought from a more sustainable perspective. Gessi studies technologies to make processes more efficient. It then adds culture and the ability of people to grasp them and make them their own. With everyone's help - especially those who can think outside the box - the best and most innovative solutions can be found.

ETHICAL DESIGN:

the real challenge for the
creatives of the future

A focus on the environment starts with the design. Long before a product reaches the market. And when the design meets new technology, zero-impact production processes can be conceived. Because functional, green design can also be extremely beautiful.



Today the company has an
extra responsibility: to make
young people believe that a
BETTER FUTURE IS POSSIBLE.

— ALESSANDRO



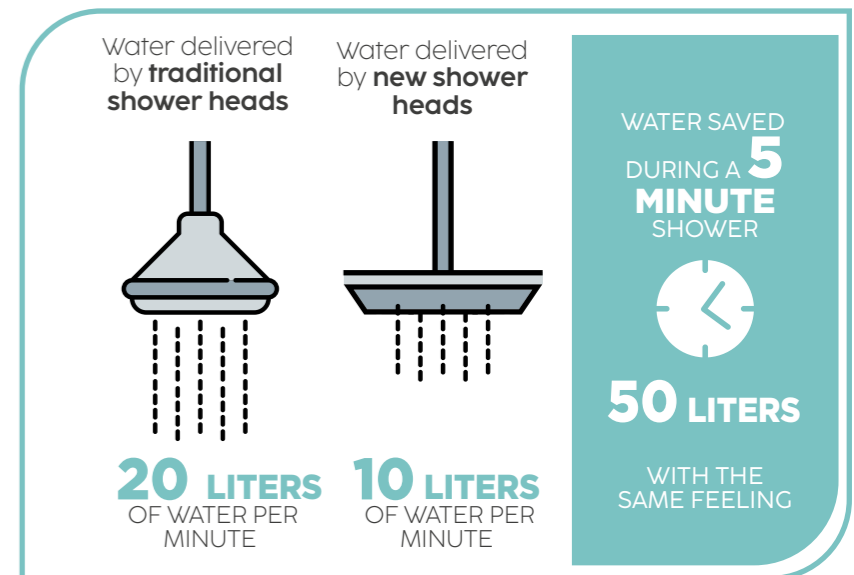
HI-FI DESIGN without waste

Its mood is vintage and its appeal playful, but with Hi-Fi Eclectic it feels like stepping back in time, to the 1990s, a decade that, thanks to stereos, marked a turning point in music history. The retro industrial style of the knobs, knurled and round, invites you to turn up the volume. To listen to music that brings everyone together: the relaxing, or energizing, sound of flowing water.



We have developed specific nozzles that reduce the amount of water used and limit the formation of limescale. We are constantly studying and experimenting with new solutions to **REDUCE OUR IMPACT ON THE PLANET.**

ALESSANDRO



NO TOUCH SENSOR))) TAPS

Having the right amount of water available, without waste and without any contact with the product: sensor taps offer all these advantages together, with timings measured to perfection.

Elegance, safety, sustainability, and technology - they work with infrared radiation - go hand in hand. **MAXIMUM QUALITY WITH MAXIMUM WATER SAVINGS. AND ALL IN ONE GESTURE.**



Our products are **BEAUTIFUL AND SUSTAINABLE**, a great way to make people aware of water consumption.

ALESSANDRO

REDUCING WATER CONSUMPTION

Without water, Gessi products would have no reason to exist. This is why, if it is true that water is a sacred commodity for everyone, in Gessi it becomes even more so. And the respect accorded to this resource is also a priority. Every effort we make is directed towards saving a precious element.

AVERAGE WATER CONSUMPTION IN THE SHOWER

16 liters  per minute


CONSUMPTION WITH MISTING EFFECT Made in Gessi

4 liters  per minute

60 liters 

WATER SAVED IN  **5 minutes** of misting

TAPS WITHOUT FLOW REDUCER

 **9** liters of water per minute

1 tap

4 4 liters of water saved per minute

TAPS WITH FLOW REDUCER Made in Gessi

 **5** liters of water per minute

1 million taps produced by Gessi

4,000,000 = **2** liters saved Olympic swimming pools

CRAFTSMEN, FROM THE VERY BEGINNING

Manual skills, culture, know-how, Made in Italy and a DNA built on manufacturing: these are the pillars on which our production is based. Essential ingredients for achieving the quality and creativity that characterize our collections. And the most modern craftsmanship requires specialization. Everyone at Gessi is specialized in their own specific role: this is the strength of Made in Italy production.

Many processes are still only performed manually: at Gessi, the manufacturing identity is 100% alive and well.



When we talk about **CRAFTSMANSHIP**, we are ultimately talking about people.

— LUCA

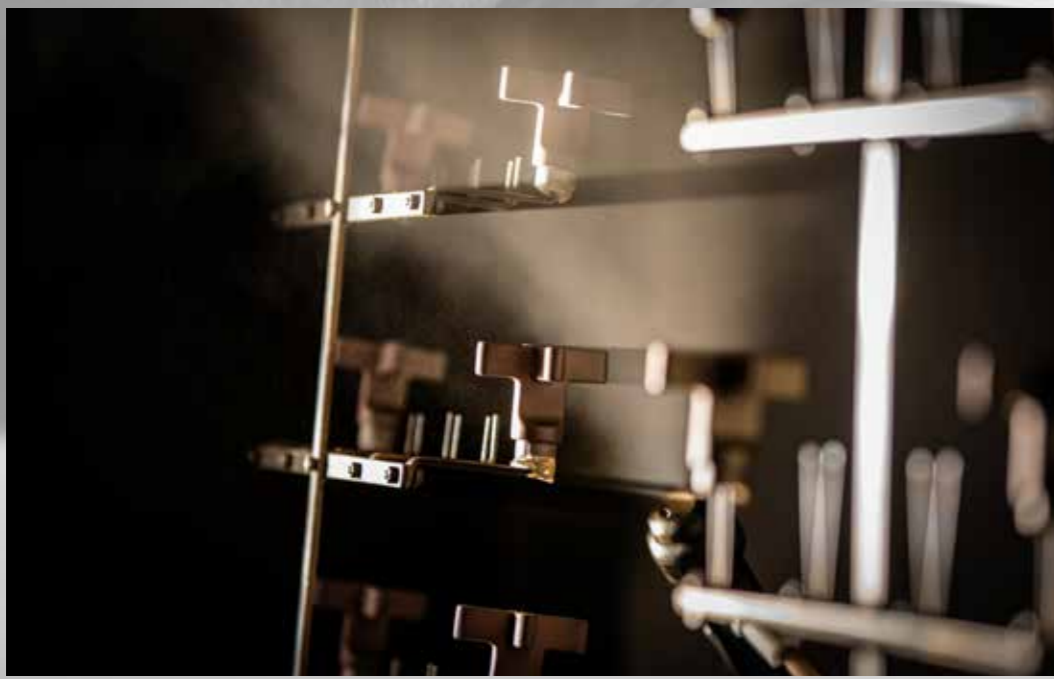
ANTI-BACTERIAL PAINTS

Customer safety is one of Gessi's top priorities. One of the many innovations implemented to achieve this goal are the antibacterial paints that coat the products. Making them safe and hygienic.



THE PAINT USED

on cars is less durable than the paint used on the products Made in Gessi.



THE PVD PROCESS

To ensure quality and sustainability, PVD (Physical Vapor Deposition) technology is increasingly being used, combining aspects of strength and resistance with biocompatibility.

It is a treatment, also used in fine watch-making and jewelry, that ensures high surface hardness, colorfastness, resistance to wear, scratches, rubbing and corrosion. As well as being non-toxic and hypo-allergenic.



THE PVD COATING

is generated by evaporating metals in a vacuum chamber without causing any environmental impact.

Our aim is to move towards increasingly eco-friendly processes.

— ALESSANDRO

FINISHES

Every process, including finishing, is designed to be as environmentally friendly as possible. Because the better the products, the better people's experiences will be. This is also why Gessi applies antibacterial solutions to the paintwork: to make the product completely safe and hygienic.



HIGH QUALITY TEXTURES

In the hands of skilled craftsmen, metal loses its proverbial coldness and can be shaped to take new forms and serve new functions. And its surfaces, previously only smooth and sinuous, become palettes on which to designers can unleash their boundless creativity, taking inspiration from seemingly distant worlds, such as fashion or jewelry, to create decorations that would once have been unthinkable. Introducing the GESSI metal-fabric:

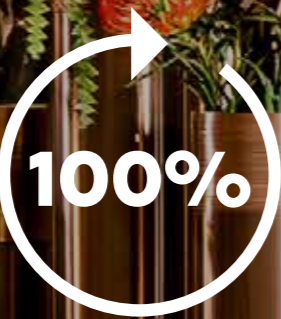
TRAME 'dresses' steel with the patterns of precious yarns.

INTRECCIO 'steals' from the world of fashion.

MECCANICA 'recalls' shiny industrial effects.

CESELLO 'embraces' the typical techniques of the highest goldsmith's art.

And the same finishes also cross over into the living area, thanks to the new collection of GESSI HOME DECOR vases, which pick up their same motifs and details.



recyclable

Steel can be regenerated and recycled to infinity, reducing the consumption of natural resources.



GESSI



Sustainable PACKAGING

Everything at Gessi moves in a sustainable direction, from the ethical design to the packaging, which has been reduced to minimize its impact on the environment.

For example, polystyrene has been replaced by cardboard, which is not only more sustainable but also optimizes space and allows more items to be introduced.



PACKAGING

STRICT GUIDELINES

The 'Packaging Guidelines', implemented in 2020 and updated in 2021, guide packaging procedures aimed at minimizing the environmental impact of packaging.

POLYSTYRENE
reduced by
30%

We have invested heavily in finding new and more sustainable solutions: the use of polystyrene has been reduced by about 30%, estimated at about 3,000 kg.

And because sustainability is a journey, Gessi follows its products all the way to the end customer, even giving guidance on how to dispose of the packaging of its products.

Each box has a QR code that links to a web page providing notes on the proper disposal of each product.



The aim IS THE DIGITALIZATION
of all the tools to reduce paper consumption.

— ALESSANDRO

BACK TO THE...

ORIGINI

Origeni made its debut at the Salone del Mobile in Milan in June 2022. During the 60th edition of the fair, Gessi was invited to participate in the new S. Project pavilion, dedicated to companies offering design products and advanced solutions for focusing on and respecting the environment.

This led to the creation of the most open, inclusive, responsible, and sustainable Gessi Space ever. Over 900 square meters revolving around a large tree. Then more soft lines, plants, natural materials, and an architecture designed to embrace visitors. In a grand combination of beauty and nature, sustainability, and culture.

900 m²
of stand



Our personality, our way of being, are some of the most important things we have. And Gessi knows this only too well. This is why it created Origini, five triads, each of which is associated with a different color profile.

Origini is Gessi's new collection, a true return to the archetypal shapes and materials of the past, completely reinterpreted in a contemporary key. Blends of colored pigments, metals and finishes are available in an infinite number of combinations, which can be modulated according to the person's taste and imagination.

INNOVATIVE MULTI- FUNCTIONAL

Gessi also innovates in the kitchen, the center of all the living spaces, where the objects that belong there become life companions. They must therefore be beautiful, crafted with meticulous attention to detail and sustainable, to give us the wellbeing we need to live.

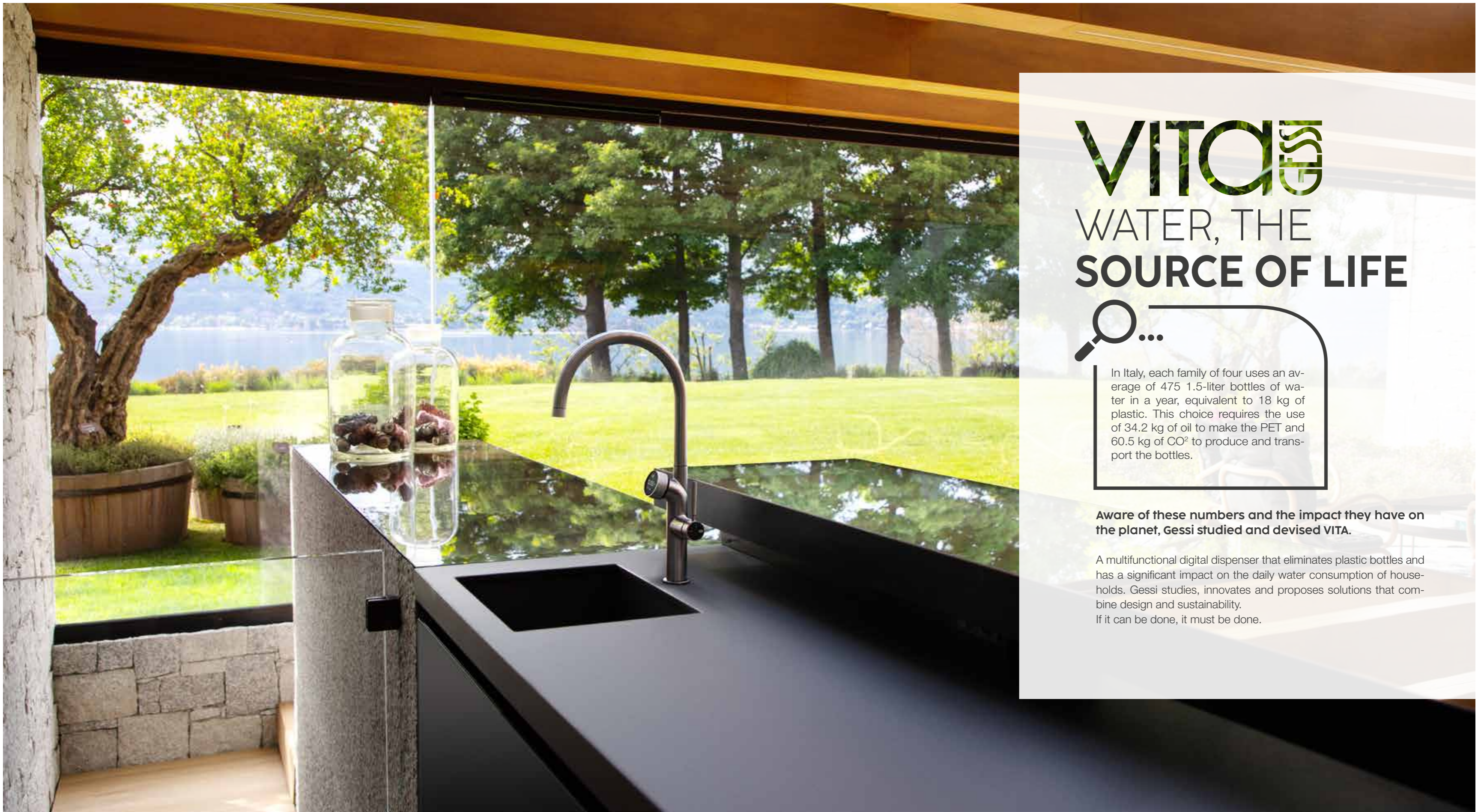
GESSI

WELLNESS *for* NATURE



EXPERIMENTING FASCINATES US
Especially when our products can help reduce waste.

EMANUELE GESSI



VITA GESSI

WATER, THE SOURCE OF LIFE



In Italy, each family of four uses an average of 475 1.5-liter bottles of water in a year, equivalent to 18 kg of plastic. This choice requires the use of 34.2 kg of oil to make the PET and 60.5 kg of CO² to produce and transport the bottles.

Aware of these numbers and the impact they have on the planet, Gessi studied and devised VITA.

A multifunctional digital dispenser that eliminates plastic bottles and has a significant impact on the daily water consumption of households. Gessi studies, innovates and proposes solutions that combine design and sustainability. If it can be done, it must be done.



Innovation rushes forward, at top speed. And this is how what, until now, had been a simple but indispensable water dispenser, instead becomes a masterpiece of technology. The new digitally controlled VITA kitchen dispenser is like a hub for the water used in the kitchen.



One device provides water in all its variations: filtered at room temperature, chilled, sparkling with 3 different levels of carbonation. Or boiling, if you need to cook quickly, perhaps when friends drop in unexpectedly, and some 'extra' work in the kitchen is required. Because we can skimp and save on just about everything, but not on having the people we love around us.

four.

ECONOMIC RESPONSIBILITY



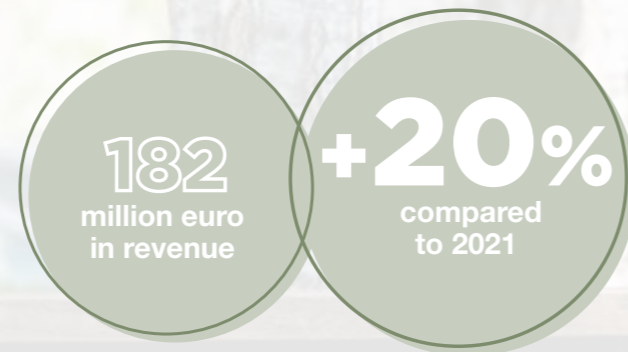
Over the years, we have worked hard to build a strong and recognizable brand. Allowing us to generate profit to reinvest in creating **NEW SUSTAINABLE GROWTH.**

— ALESSIO

A growth that GENERATES VALUE

An international presence, a strong and solid territorial base, and significant brand reinforcement. In 2022, Gessi upheld its position as a leading company in the fields of **design, technology and sustainability**. Three pillars that resulted in an even more significant growth.

In 2022, net revenue reached EUR 182 million, an increase of 20% compared to 2021.



Gessi's strategy, built on three assets, continues as follows:

Investing – TO GROW

New industrial plants, technology, research and development, marketing.

Investing – TO BE THERE

Participation in the major international trade fairs to publicize the company's new creations and initiatives.

Investing – TO GROW STRONGER

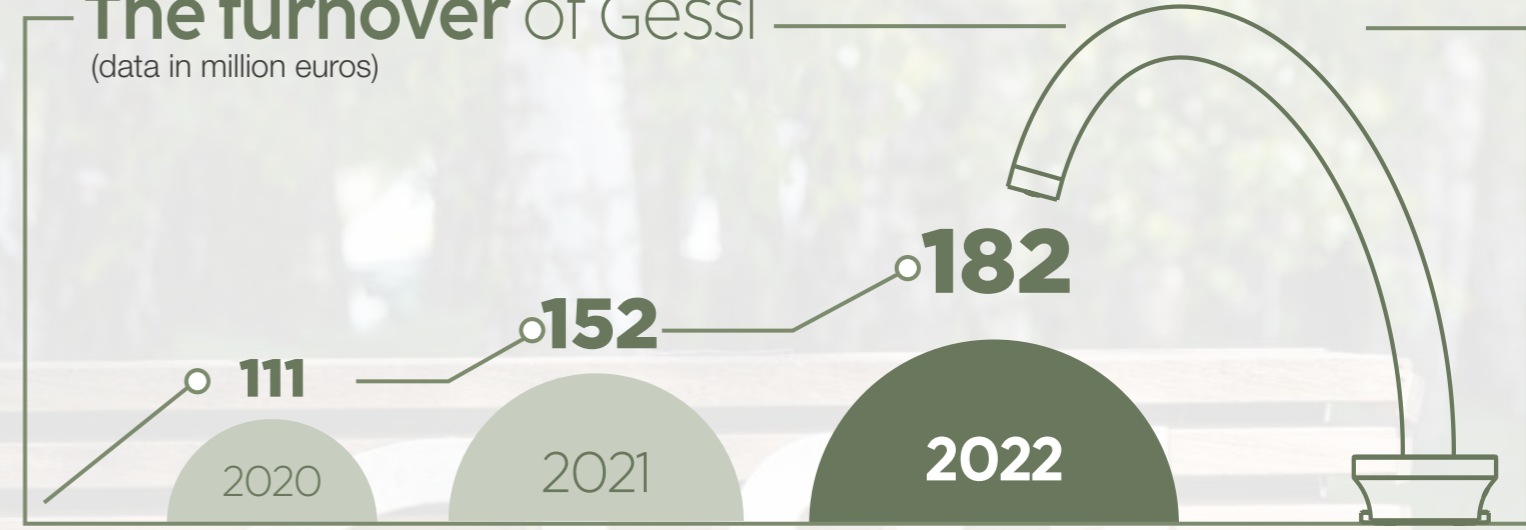
Growth and recognition of the Gessi brand.

REVENUE 2022 THE PROPORTIONS

Roots in ITALY, development WORLDWIDE.



The turnover of Gessi (data in million euros)



A.E.O.

You spell it A.E.O., you read it Authorized Economic Operator. A certification - issued by the Customs Agency - that can make a difference in the market. **Synonymous with reliability, compliance with standards, product safety.** These are the main advantages:

- FASTER, MORE EFFICIENT SHIPMENTS
- PRIORITY TREATMENT OF SHIPMENTS
- ACCREDITATION AS A CREDIBLE COMMERCIAL PARTNER
- COMPLIANCE WITH CUSTOMS REQUIREMENTS
- FINANCIAL SOLVENCY

Value generated and DISTRIBUTED BY GESSI

GESSI's commitment to monitoring performance and evaluating the objectives achieved, with a view to continuous improvement, characterizes the model for creating and distributing shared value.

Through the performance of business activities, the Company generates positive impacts for the benefit of stakeholders and the territory in which it operates: from the creation of jobs to the distribution of economic value along the supply chain of goods and services, up to the payment of taxes and duties.

In 2022, the value generated **increased by about 20% over the previous year**, of which the percentage of value distributed to Stakeholders is about 81%, while 19% is retained (i.e., intended to cover depreciation and increase equity reserves).

The subdivision of distributed value shows that **suppliers and personnel are the categories of stakeholders to which the largest share of distributed value is allocated (74% and 19% respectively in 2022)**.

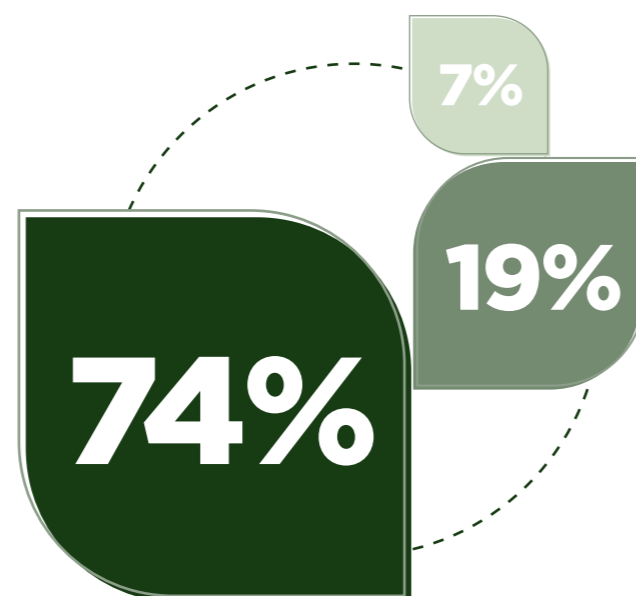
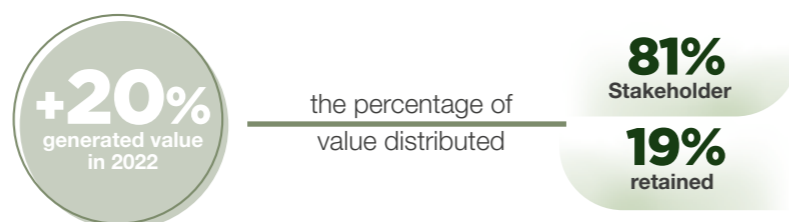
The other categories of stakeholders to which the Company distributes value are the financiers, the territory, the shareholders and the Public Administration. Specifically, the economic value distributed to the territory is related to donations and sponsorships, which in recent years have been provided in support of local initiatives.

The value generated and distributed represents the difference between revenues and costs incurred for:

- the purchase of goods and services – remuneration of suppliers – represented by operating expenses and other costs;
- human capital – remuneration of personnel;
- taxes and duties – remuneration to the Public Administration;
- interest rates - remuneration to financiers - represented by financial burden.

For this purpose, GESSI decided to measure its economic value generated and distributed, according to the reclassification of the income statement, monitoring the Company financial strength and the distribution of the value generated to the main Stakeholders and/or reinvested in order to promote business growth.

THE ECONOMIC VALUE GENERATED BY GESSI IN 2022 AMOUNTED TO APPROXIMATELY 196.2 MILLION EUROS, COMPARED TO ALMOST 159.8 MILLION EUROS DISTRIBUTED.

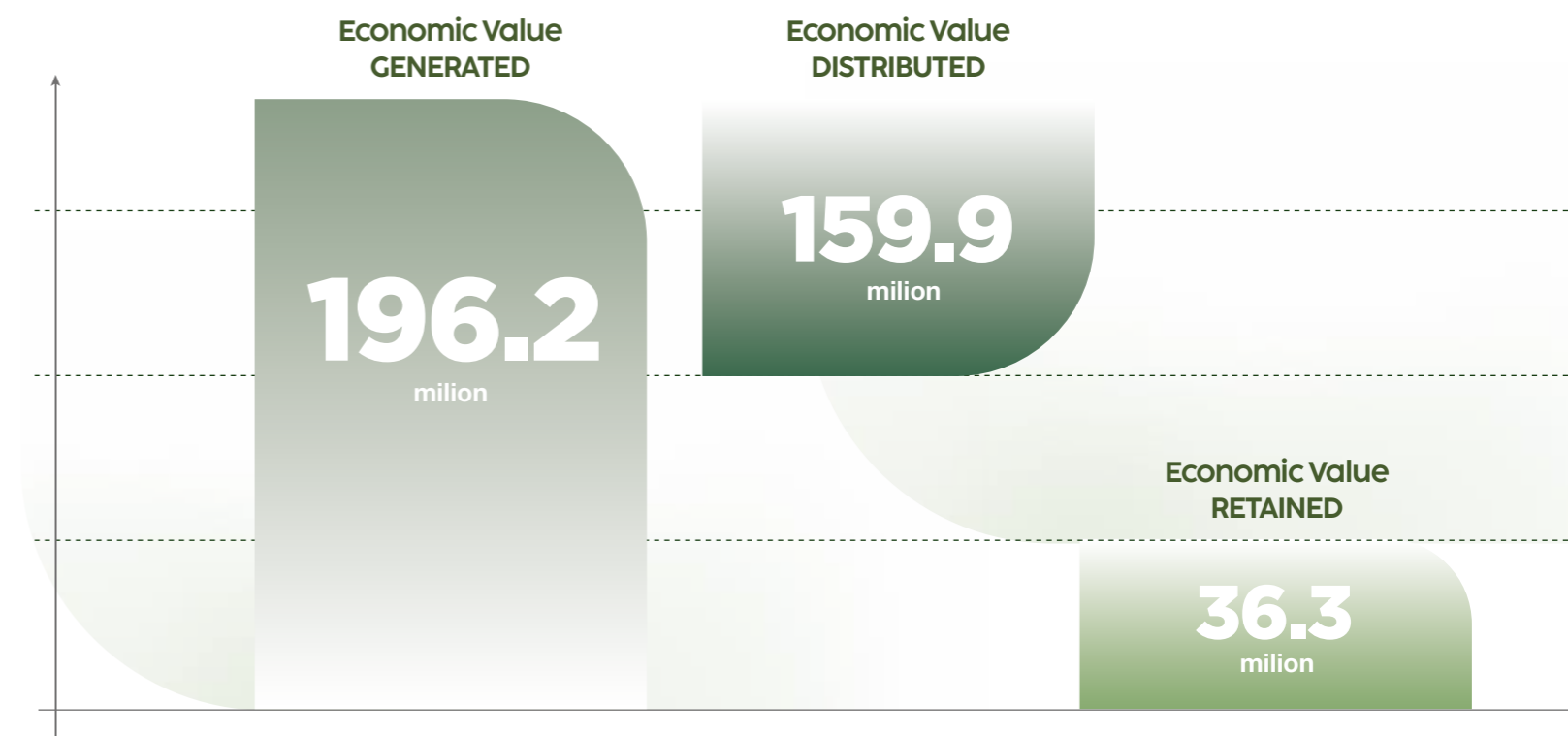


- Value distributed to suppliers and other operating expenses
- Personnel remuneration
- Public Administration remuneration

Schedule for determining the economic value generated, distributed and retained by GESSI

GRI 201-1: Direct economic value generated and distributed

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2020	2021	2022
	'000 euro	'000 euro	'000 euro
ECONOMIC VALUE GENERATED	117,399	164,097	196,221
ECONOMIC VALUE DISTRIBUTED	101,462	158,615	159,886
ECONOMIC VALUE RETAINED	15,936	5,482	36,335



The importance of our SUPPLIERS

THE GESSI METHOD – a responsible approach to every kind of processing we do - involves all the stages of our design and production activities. This same approach is also required of our suppliers.

There were five parameters required by Gessi:

1. **QUALITY**
2. **FOCUS ON THE ENVIRONMENT**
3. **FINANCIAL STABILITY**
4. **SAFETY AT WORK**
5. **SHARING OF THE COMPANY CODE OF ETHICS**

IN
2022
GESSI consolidated the evaluation of its suppliers according to
ESG
criteria
– Environmental Social and Governance –



OUR SUPPLIERS
are our partners. We demand the same attention from them as the attention we ourselves pay to our work.

MARCO

After an initial evaluation of the suppliers, they are monitored with precise parameters:

- delivery **PERFORMANCE**
- non-conformity **EVALUATION**
- **FOCUS** on the environment
- **PROBLEMS IN MATERIALS** of the finished product

848

Total number of suppliers whom are in Italy

96%

with an economic value of EUR 71 million

63%

in PIEDMONT

70%

THE IMPACT OF MANPOWER ON PRODUCTION



supply chain traceable to a craft sector

Purchases by geographical area in 2022



FOCUS on the environment

Also in 2022, GESSI confirms its commitment to the environment. In fact, the project to replace the virgin material of bubble bags with 50 per cent recycled product has been continued.



The polyurethane foam and bubble polyethylene of some packaging items have been REPLACED WITH RECYCLED PAPER

five.

ENVIRONMENTAL RESPONSIBILITY



We have a strong desire to give back some of what we have received. We perceive the importance of tackling **SOCIAL AND ENVIRONMENTAL ISSUES.**

— GIAN LUCA GESSI

Respect for the ENVIRONMENT: THE GESSI METHOD

SINAPSI: In 2022, an electricity production programme was installed. SINAPSI allows constant and precise monitoring of the amount of energy produced, self-consumed and fed into the grid. All the data collected is examined and reported in the monitoring and control plan to be delivered to the bodies responsible for verifying compliance with the parameters required for the Integrated Environmental Authorisation.

Having a continuous reading of consumption and energy produced allows for greater control of the system and a greater guarantee for proper operation.

The indicator used to assess human consumption of natural resources against the Earth's capacity to regenerate them is called the **ECOLOGICAL FOOTPRINT**.



Today, the planet needs 18 months to regenerate the resources we use in a year.

WE CANNOT WAIT ANY LONGER. The time has come to act, to actively make a commitment. Everyone, every company, doing their part. **AS GESSI DOES.**

Gessi has decided to make environmental sustainability a cornerstone of its corporate philosophy.

GESSI HAS ESTABLISHED THAT IT IS POSSIBLE TO CREATE PROFIT WITHOUT NEGLECTING THE IMPACT OF EVERY BUSINESS ACTIVITY ON THE ENVIRONMENT AND THE USE OF ENERGY RESOURCES. THIS IS WHY GESSI PROCESSES AND PRODUCTS ARE SUSTAINABLE.

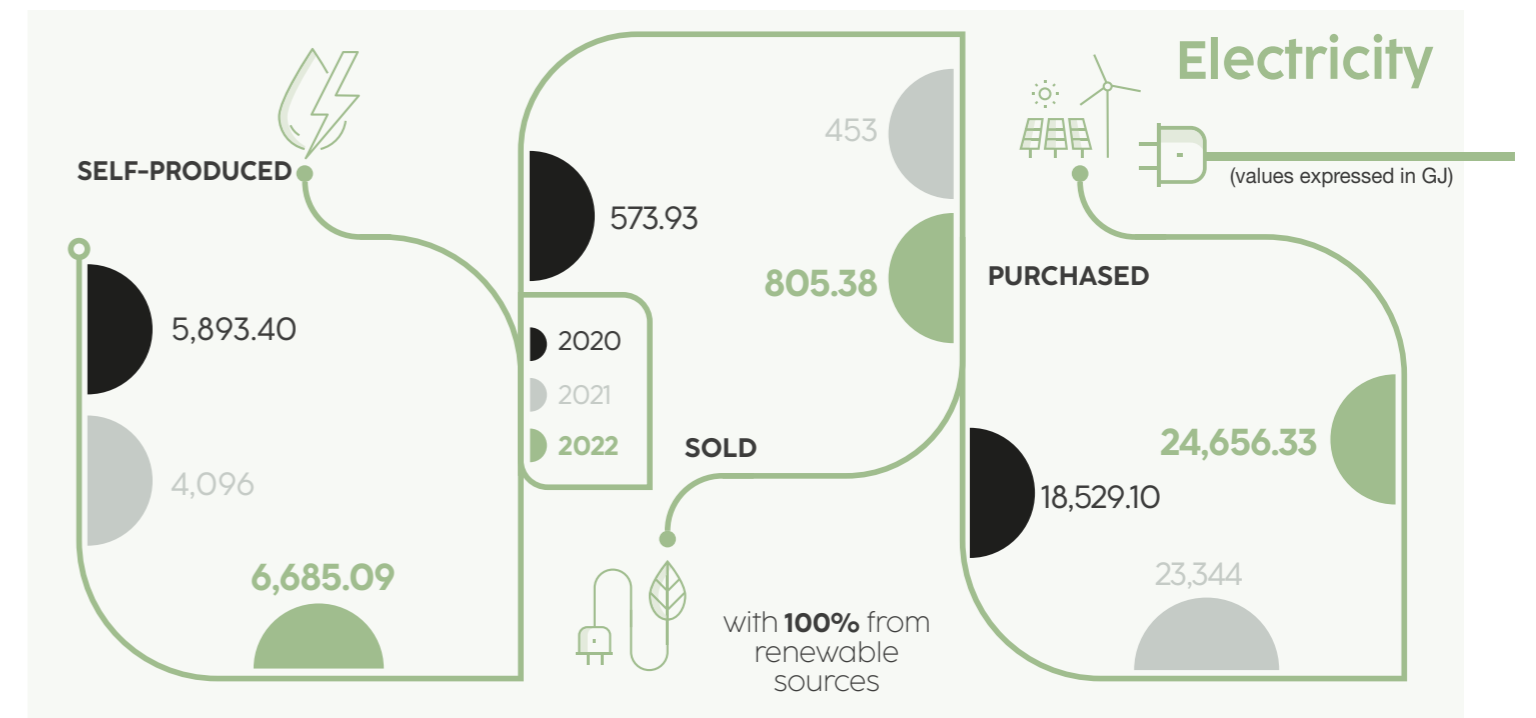
Gessi believes in the goal of **reducing its ecological footprint.**

With concrete facts. Like the certifications obtained over the years:

- ENVIRONMENTAL MANAGEMENT SYSTEM
UNI ISO 14001:2015
- QUALITY
UNI ISO 9001:2015
- HEALTH AND SAFETY AT WORK
UNI ISO 45001:2018

A.I.A. INTEGRATED ENVIRONMENTAL RESPONSIBILITY

Gessi has had it since 2007: it acknowledges the production plant's compliance with the environmental requisites.



GREEN ENERGY

Only renewable sources

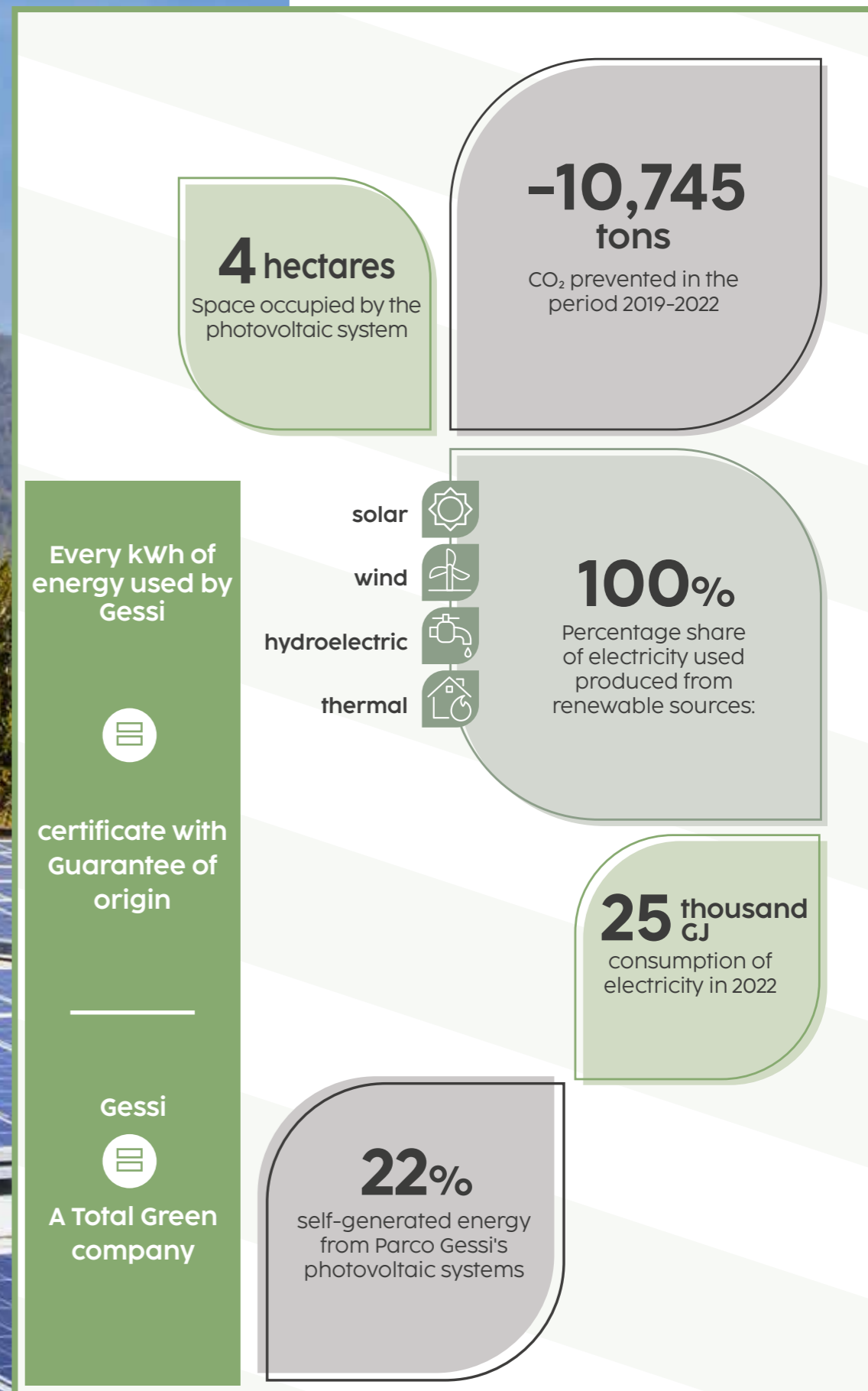
Clear objectives for Gessi: reducing consumption, reducing emissions.

On the horizon, a great goal:
TO BE ENERGY AUTONOMOUS.



When we talk about energy we talk about **GREEN ENERGY**. Sustainability is the path we want to pursue.

— MASSIMILIANO

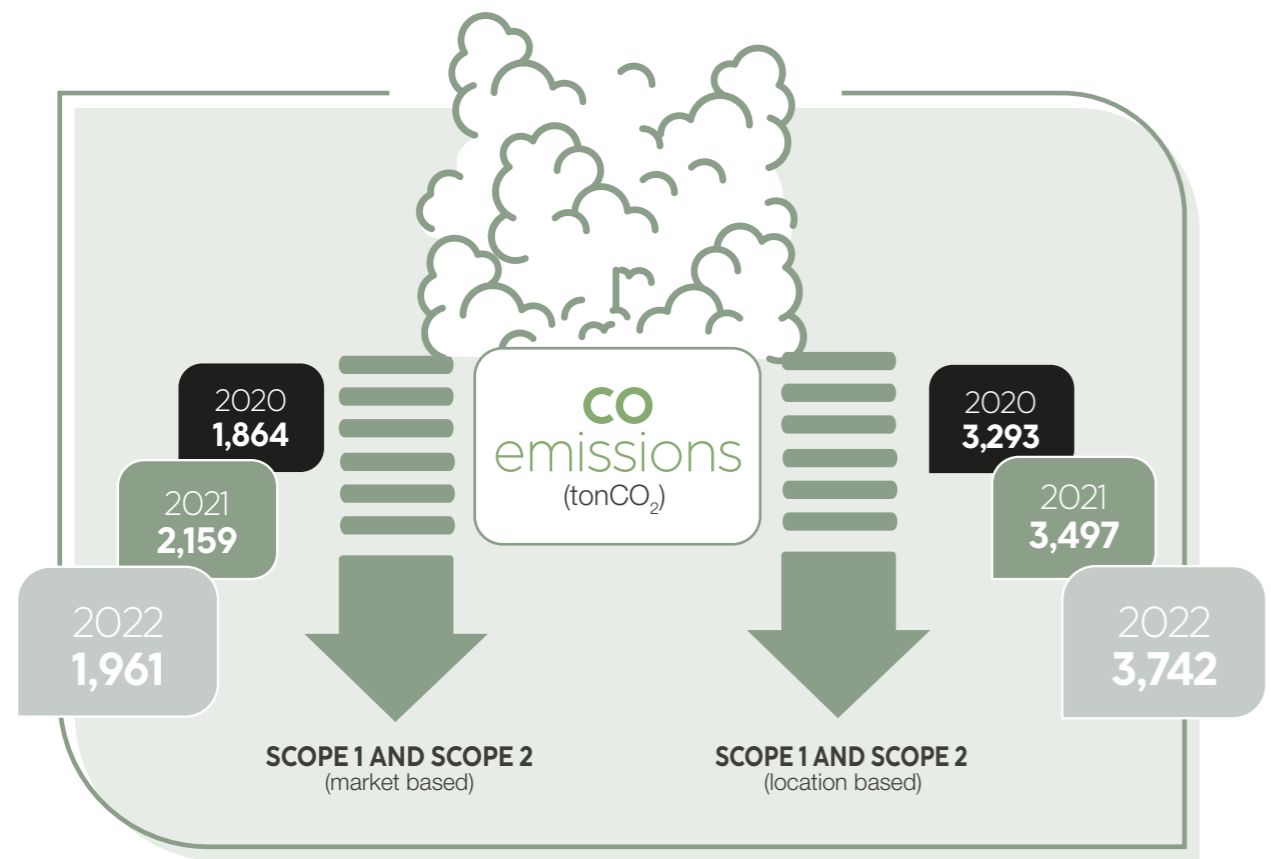


GREEN ENERGY

Investing to improve.

1 REDUCTION of emissions

By producing electricity internally, **GESSI CHOSE TO LOWER THE IMPACT OF ITS EMISSIONS.** Over the past three years, the trend has been steadily decreasing.



2 MAPPING of compressed air

In a large company, a compressor system that - for example - consumes 500 kW for 8,000 operating hours per year creates an energy consumption of 4 million kWh.

GESSI INVESTED BY PURCHASING A NEW HIGH-EFFICIENCY COMPRESSOR

7.14 of **CO²**
TONS PER YEAR **SAVED**

3 PURCHASE of Green Gas

Gessi has chosen a clear path. **TO INCREASINGLY PUSH FOR THE PURCHASE OF DECARBONIZED GAS, KNOWN AS GREEN GAS.**

According to the IGU (International Gas Union) Global Gas Report, governments and industry should develop strategies in which natural gas and decarbonized gas could play a key role in the global energy transition. Gessi has already made a clear, unambiguous choice. To focus only on green gases.

4

A FLEET OF CARS that is increasingly green



In the heart of the Parco Gessi there are TWO NEW LAST-GENERATION STATIONS FOR RECHARGING ELECTRIC CARS.

Available for employees and external guests to use. Perfectly integrated in a setting of industrial eco-architecture.

DG
Gessi proposes a **SUSTAINABLE LIFESTYLE** to its employees, suppliers, and guests. Inside and outside the company.

— MASSIMILIANO

5

CERTIFICATIONS Zero Emissions

It is possible to build and design with one goal in mind: ZERO IMPACT.

This is how Gessi designs and expands its Park, with the aim of obtaining two innovative certifications:

- **LEED** (Leadership in Energy and Environmental Design). From saving energy and water to reducing CO₂ emissions, it defines the entire life cycle of the building, from design to construction.
- **WELL** (Well Building Standard). It defines the welfare standards of the occupants of a building.

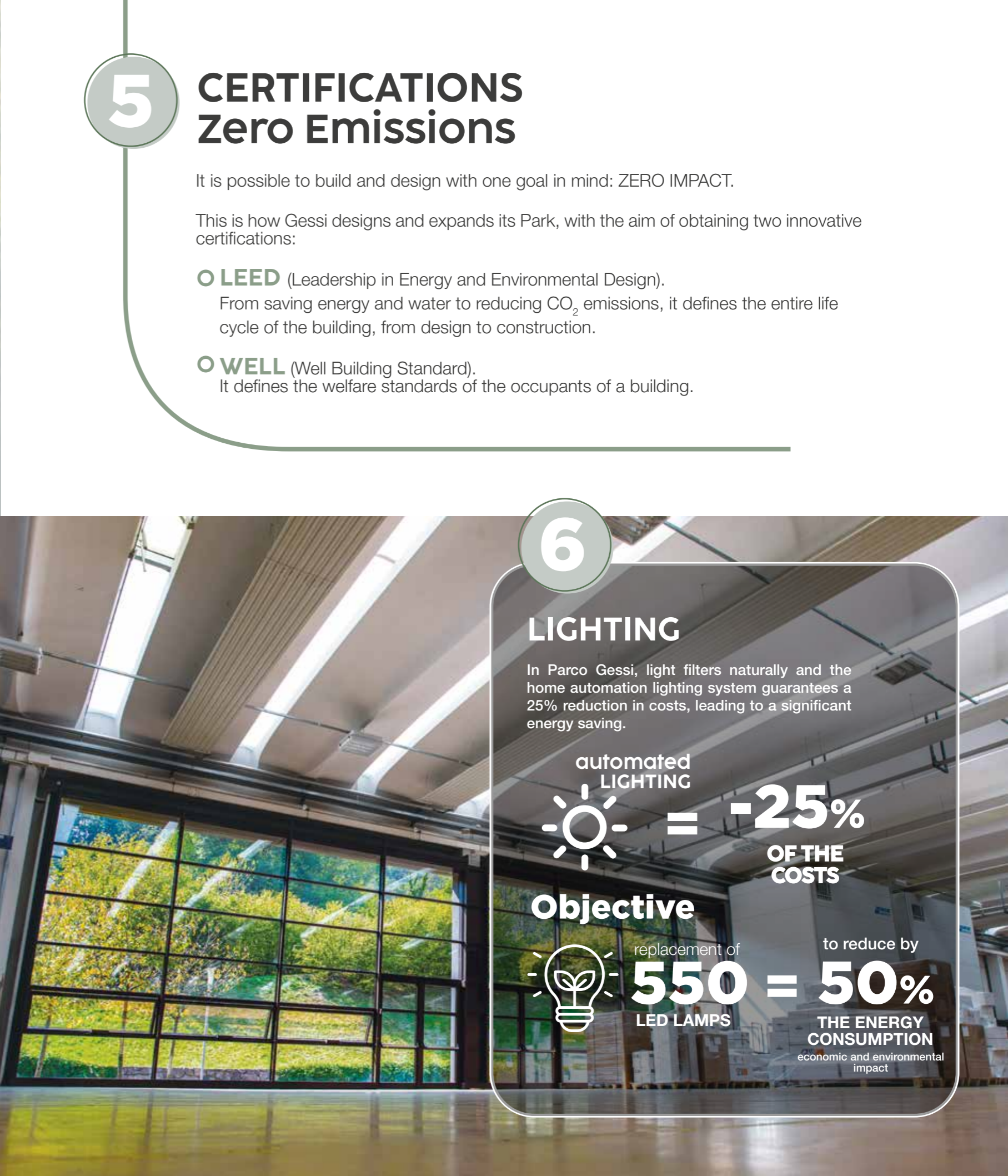
6

LIGHTING

In Parco Gessi, light filters naturally and the home automation lighting system guarantees a 25% reduction in costs, leading to a significant energy saving.

automated LIGHTING = **-25%** OF THE COSTS

Objective replacement of **550** LED LAMPS = **50%** to reduce by THE ENERGY CONSUMPTION economic and environmental impact



7 AIRCONDITIONING



Innovative air flow and recycling system

Objective:

TO CONSTANTLY LOWER THE TEMPERATURE INDOORS.

As a result, chimneys with cooler air flows were created and the power consumption dropped from 150 to 15 kW.

150 kw → 15kw

In the galvanic treatment area there are four furnaces with a constant temperature of 120°. Thanks to insulation solutions and vacuum working, the temperatures were lowered to 80°.

4 FURNACES AT CONSTANT TEMPERATURE 120° → 80° THANKS TO INSULATION AND VACUUM SOLUTIONS

TWOFOLD RESULT:

- More comfortable working environments in the production department
- Significant savings in the energy component

8

vertical WAREHOUSES

Gessi's vertical storage is already an excellent example of efficiency and organization.

But more can be done. A software capable of calculating the precedence of our orders is currently on our drawing board.

EXPECTED ENERGY SAVING:

30% - 40% compared to the current quota



WITH A VERTICAL DEVELOPMENT, THE REDUCTION OF THE LAND REQUIRED TO HOST THE WAREHOUSE IS ALSO REMARKABLE.

WATER.

A resource to be protected

For Gessi, water, the bearer of balance and Well-being, is a fundamental element. Every one of our designs is geared towards the enhancement and appreciation of the fluid element.

Gessi ensures the quality of water, its proper management, from withdrawal to discharge, as well as the reduction of waste and the mitigation of the generated environmental system.

- 1. The **WATER** used by Gessi is
- 1. **WITHDRAWN** from the consortium aqueduct
- 2. **CAPTURED** by drainage trenches
- and is **USED FOR:**
 - irrigation
 - toilet waste systems
 - fire extinguishing

THE WATER USED IS CONSTANTLY MONITORED, with the aim of recovering and reusing the water resources.



The real difference for us is in the way we make our products. And the **RESPECT WE HAVE FOR WATER**, in every form, and however it is used.

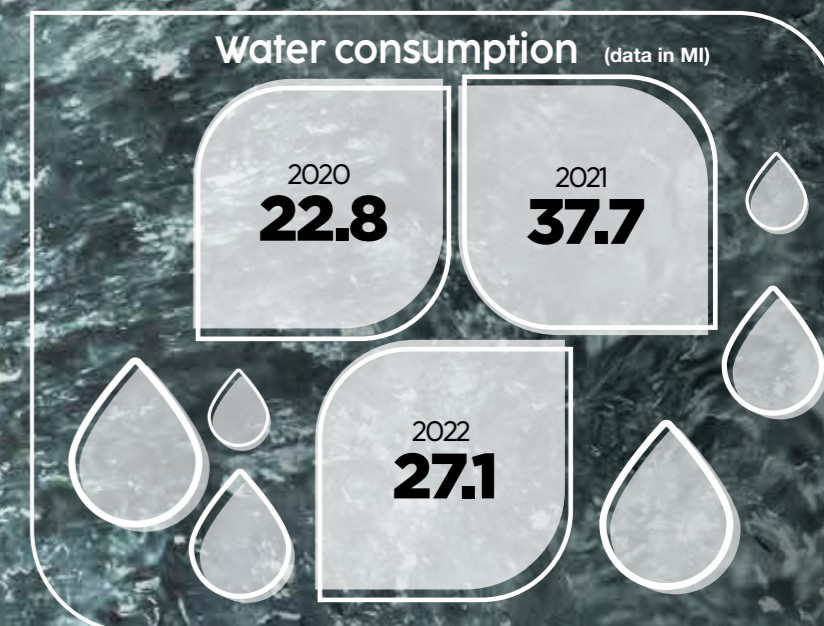
— GIAN LUCA GESSI

2

These are the activities that involve the most water:

- **THE GALVANIC PLANT**, which uses a resin cleaning system that allows the filtration of 6 m³/h and the subsequent immediate recycling of the water, which does not have to be discharged.
- **THE INSPECTION AND TECHNICAL TESTING SYSTEM** is powered by a system of machines that recover water and bring it to the temperature required for reuse

In the post-machining cleaning, we chose to use **ALCOHOL WASHES**, with a considerable saving of water.



The word 'six.' is rendered in a large, lowercase, sans-serif font. The letters are filled with a vibrant green leaf pattern, likely basil. The 'i' has a circular dot above it, and the 'x' has a circular dot below it, both also filled with the same leaf pattern.

S O C I A L R E S P O N S I B I L I T Y



We strive to create an environment and context conducive to the **DEVELOPMENT OF OUR PEOPLE** and the cultivation of the talents that join Gessi.

— LAURA

What is a company WITHOUT PEOPLE?

What would a company be like without the people in it? It's impossible to imagine.

The value everyone brings, their experience, professionalism and their individual soft skills are all building blocks that contribute to the development of our business. Which grows and is enriched also thanks to the skills of each individual.

But, in order to do their best, the people in the company must feel good. Everyone, with no exceptions. At work, they must find a hospitable, welcoming, stimulating, healthy environment. And, if possible, also one that is aesthetically beautiful. They must feel as if, when they look up from their work, they see a park, an exquisite, full of light and color.

THE CODE OF ETHICS

At Gessi, there is maximum focus on the wellbeing of those who work in all sectors, with a view to promoting inclusiveness and combating all forms of discrimination based on ethnic, trade union or political affiliation, religion, gender, sexual orientation, as also stated in black and white in the Code of Ethics. And here there is no room for compromise.



73%

local workers in the company's foreign branches

DIVERSITY

a value from time immemorial

We try not to always and only look at things with the same eyes. We need other points of view, different angles, new perceptions.

Diverse thinking is an added value that contributes to a globally competitive company. This is why diversity is considered a value at Gessi. And here it is interpreted in its most positive sense: uniqueness.

But how do we bring out the uniqueness of each person and make it available to the business and their colleagues? **By creating contexts that engage people and stimulate dialog, which, at Gessi, is constant and aimed at creating a new corporate culture. Open, positive, nuanced.**



IN GESSI WE ACCOMPANY ALL NEW ENTRANTS FROM THE ONBOARDING STAGE. This is challenging, because we hire 100-120 people per year, but it is our goal and we are determined not to lose sight of it.

— LAURA

GENDER IDENTITY

Gender diversity is also promoted at Gessi. As at 31.12.2022, 42% of our workforce were women. A high value considering that the company belongs to the manufacturing sector. Which is statistically characterized by a greater male presence.

50%
IN 2022
THE PERCENTAGE OF
WOMEN EMPLOYED

**WOMEN
HIRED
IN 2022**

**MEN
HIRED
IN 2022**



Promoting THE NEW GENERATIONS

Saying that young people are the future might sound like a cliché. But never before has it been so real and very practical: generational change brings new ideas, new strengths, new skills. Especially considering the ever more rapidly evolving field of technology.

The young men and women who join Gessi find a family atmosphere, and a professional but friendly and dynamic environment. A place where they feel good and where it is pleasant to work. And thanks to the network forged over the years, our dialog with schools, universities and their students is always ongoing. They look to Gessi as a happy place, an environment they aspire to join.

98%

of our traineeships are confirmed with an employment contract.



WE WANT TO SEND A POSITIVE MESSAGE: there is a future, it exists, you just have to build it. For us, hiring a young person is like embarking on a journey: an interesting experience, where every individual makes their own path.

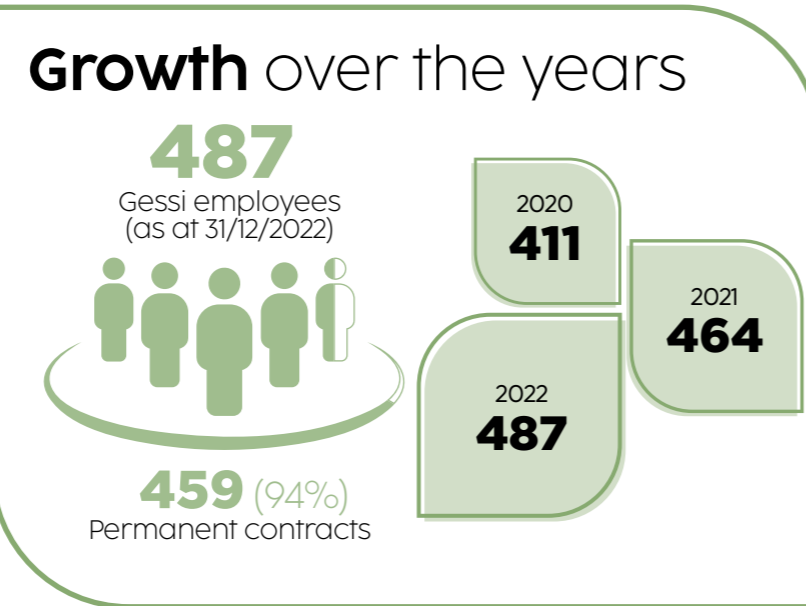
— LAURA

WELFARE A RULE

The employee's wellbeing starts even before he/she joins the company. As early as the recruiting and interview stages. **The entire recruitment process is precise and structured and consists of four steps:**

- RECRUITMENT
- INDUCTION
- ONBOARDING
- FOLLOW UP

Each stage is characterized by dialog, both to understand the needs of our workers and to ensure mutually appealing contractual frameworks.



1. A practical HELP

The company strives to promote the physical and mental wellbeing of its employees in every way.

It implements many initiatives aimed at easing the practical life of those working in Gessi. **For example, on request and free of charge, the company prepares the documents for employee's tax returns, ISEE form and their children's university fees.**

2. CORPORATE WELFARE

In 2022, employees received EUR 200 in petrol coupons.

3. GESSI Card

With the Gessi Card, our employees have access to special rates and discounts with various businesses in the area.



We move with **FLEXIBILITY**, because the requirements of the people who work for us change. Those who become parents know this only too well.

— LAURA



4. Mens sana in corpore sano

And to make the time our employees spend at the company more enjoyable, Gessi has set up sports facilities - such as a football pitch and a volleyball court - and organizes yoga classes in Parco Gessi. For moments of relaxation, which encourage team building among colleagues, there is an outdoor relaxation area with loungers, table football and table tennis.

Recognizing and developing SKILLS

Discovering the peculiarities, background, and skills of each individual.

And so stimulating the individual to search for other, hidden talents they may have by stepping out of their 'comfort zone'. Trying out new paths, new activities, new ideas and maybe even new roles.

At Gessi, training, in addition to competence development objectives, aspires to create a collaborative, pleasant, inclusive and integrated working environment. We do not follow a didactic lecture model but an experiential skills development model aimed at leaving people with emotions that can last over time as well as creating real networking between colleagues.

TRAINING

Never to stop growing, learning, and being amazed is the prerogative of all children. But the real challenge would be to be able to maintain this positive and curious momentum into adulthood. Continuous training pursues this goal and, at Gessi, it is not only articulated based on the special aspects of one's role, but also on the development of their soft skills.



THE EVOLUTION OF THE COMPANY

has led us to create new roles, new positions and open up new geographical areas.

— LAURA

2022 average training hours per person provided by Gessi

150

2021 average training hours per person provided by Gessi

120

HEALTH AND SAFETY PRIORITY OBJECTIVES

Every company activity is bound to a strict protocol with a single goal:

PROTECTING THE HEALTH AND SAFETY OF OUR EMPLOYEES. IN EVERY ACTIVITY OF WORKING LIFE.

UNI ISO 45001:2018

This is Gessi's standard for a certified health and safety management system.

Aware of the role played by every employee in fostering respect for and the dissemination of good health and safety practices, Gessi attaches great importance to training courses.

4,082

hours dedicated to the specific safety training - 1,200 of which are compulsory and the rest are optional -

87%

on knowledge of the safety systems in place achieved by staff after an external test

THE COMPANY WORKS TO IMPLEMENT

all the actions useful to mitigate the probability of occurrence of negative events. Two specific documents are drawn up each year:

1. Risk analysis and context assessment
2. Management Review



In 2022, 6 cases accidents at work were recorded. The accident index is 5.91 in 2022. Also in 2022, in line with 2020-2021, no cases of professional illnesses were recorded.

AUTOMATED WAREHOUSE

A new training cycle was devised for the 21 people who use it, implementing safety features.

NEW DEFIBRILLATORS

Added in Gessi 1 with related training courses. An additional defibrillator was purchased and donated to the Serravalle community.

ASSESSMENT OF ENVIRONMENTAL ASPECTS

Collection of data and indicators to assess the company's environmental impact with regard to the limits in force, on issues such as emissions, noise, fire prevention.



GESSI IS AN EFFICIENT COMPANY.

In the field of safety, we leave no stone unturned. And everything we do is implemented as efficiently as possible; this leads to concrete results.

— ANDREA

THRIVING IN AND WITH THE TERRITORY

Gessi has always believed in the importance of bonding with the territory.

Not only by developing all the production in Valsesia, but also by helping to support the activities of local non-profit and other organizations there. Concrete projects to maintain the beauty of the area and the quality of local life.

CLEANING UP MONTEROSA

Restoring the pristine slopes of the mountains. “Monterosa Pulita” is a project that was launched in 2002 which Gessi immediately joined. The main activities performed:

- cleaning the bed and banks of the River Sesia
- clearing the Monterosa glacier of debris and rubbish
- cleaning a historic landfill site in the Otro valley areas

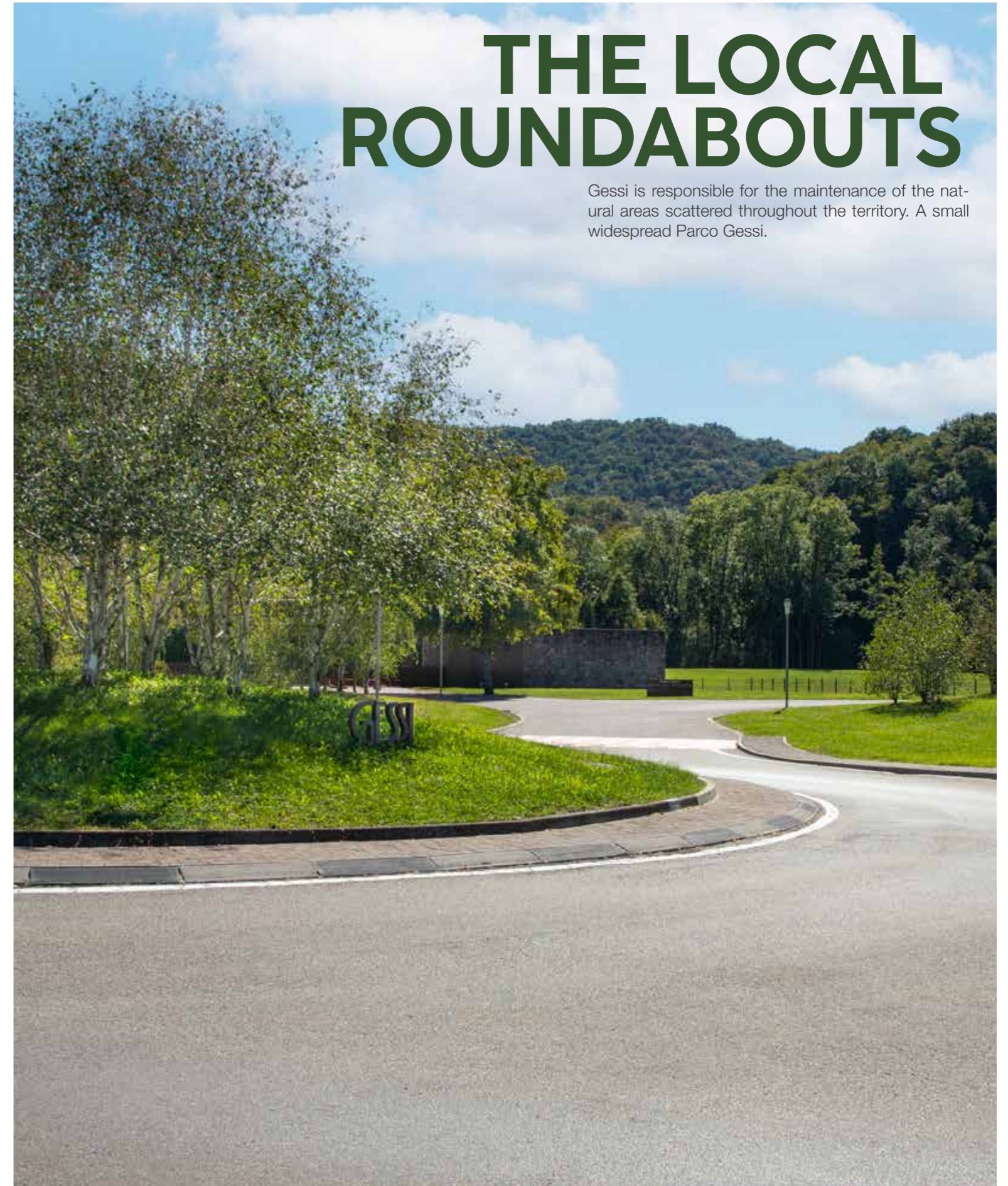


THE CAT TRAILS

Combining a passion for mountain biking and a love of the area, the “I Sentieri dei Gatti” association was created to promote the landscape of Gattinara. A project devised to make the Valsesia hills known as a safe place to cycle and enjoy the beautiful panorama of the vineyards. Gessi has participated in the association's initiatives from the very beginning.

THE LOCAL ROUNDABOUTS

Gessi is responsible for the maintenance of the natural areas scattered throughout the territory. A small widespread Parco Gessi.





VALSESIA TEAM VOLLEY

Sport, with its values - commitment, sacrifice, team work, self-sacrifice - is ingrained in Gessi's corporate philosophy. This is why the company decided to become the main sponsor of Valsesia Team Volley, the volleyball team of Borgosesia. Giving many young people the opportunity to approach sport in a healthy way.



LENDING THE ARCIMBOLDI A HAND

Gessi has always supported and encouraged an idea of sustainability as a commitment to protect and promote not only the physical and natural environment in which people live, but also their psychological and cultural dimensions.

This is why the company contributed to a project that aimed to reopen the **Arcimboldi Theatre in Milan**. Gessi created **7 of the 17 dressing rooms and bathrooms of Roberto Okabe's new restaurant Finger's**, in line with the restyling of the **Teatro alla Scala foyer in 2019**. Gessi is therefore present - with its innovative design - in Milan's two great temples of theater.



created
7
DRESSING ROOMS

&

NEW
BATHROOMS
in the Foyer
Restaurant



seven.

RESPONSIBILITY FOR THE FUTURE



**WE HAVE A
LONG-TERM VISION**

Our ambition is to grow and innovate. And we can do this thanks to our idea of sustainability that guides our everyday choices.

— GIOVANNI

VISION 2031

THE FUTURE ACCORDING TO GESSI

You can choose to wait for events to happen. Or you can choose to be the protagonist of your own future. Gessi chose the second path.

We must have the ability to hold our head high, look far ahead and imagine the future. With a long-term time horizon. This is why Gessi's strategic plan looks to 2031. With clear pillars and visions:

- BRAND GROWTH
- NEW TECHNOLOGIES
- GREEN PROCESSES
- RESEARCH AND DEVELOPMENT
- PEOPLE AND TRAINING
- MARKETING AND CULTURE
- DEVELOPMENT OF NEW MARKETS, SUCH AS NORTH AMERICA
- NEW HEADQUARTERS
- INDUSTRY 4.0 PLAN
- NEW CASA GESSI SHOWROOMS IN NEW YORK, PARIS, MADRID, AMSTERDAM



GESSI

CULTURE OF A PRESENT THAT LOOKS TO THE FUTURE

In the coming years, Gessi wants to improve its impact on the quality of life of people and the areas in which it operates. Development and economic growth are inseparably connected to responsibility and sustainability.



We drew up a **10-YEAR BUSINESS PLAN.**

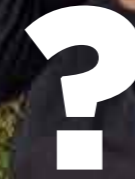
A long-term horizon in line with our ambition and our goals

GIOVANNI



objective:

Sustainable GROWTH
CAGR ~ +10%
by 2031



HOW TO ACHIEVE THIS:

4 strategic lines

that can be linked to the 17

GOALS OF THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

Considering the expected growth over the next decade, Gessi's targets for achieving the SDGs are:

3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	15 LIFE ON LAND

GROWING FOR OURSELVES AND FOR OTHERS

OUR PERSONAL CONTRIBUTION TO THE SDGs

Goal
1

DIGITIZATION

Initiatives undertaken:

- Replacing the CRM with Microsoft tools
- Digitization of all paper documents
- New business apps and systems for the HR area
- Updating the website for product coding and marketing activities



Goal
2

HUMAN CAPITAL DEVELOPMENT

Initiatives undertaken:

- New recruitments
- Partnerships with the territory and local institutes to develop training and capital development programs
- Increasingly advanced welfare plans



Goal
3

TECHNOLOGY AND INNOVATION IN PRODUCTION

Initiatives undertaken:

- New machinery for Industry 4.0 to reduce consumption and increase safety
- Digitization
- Research and Development Projects

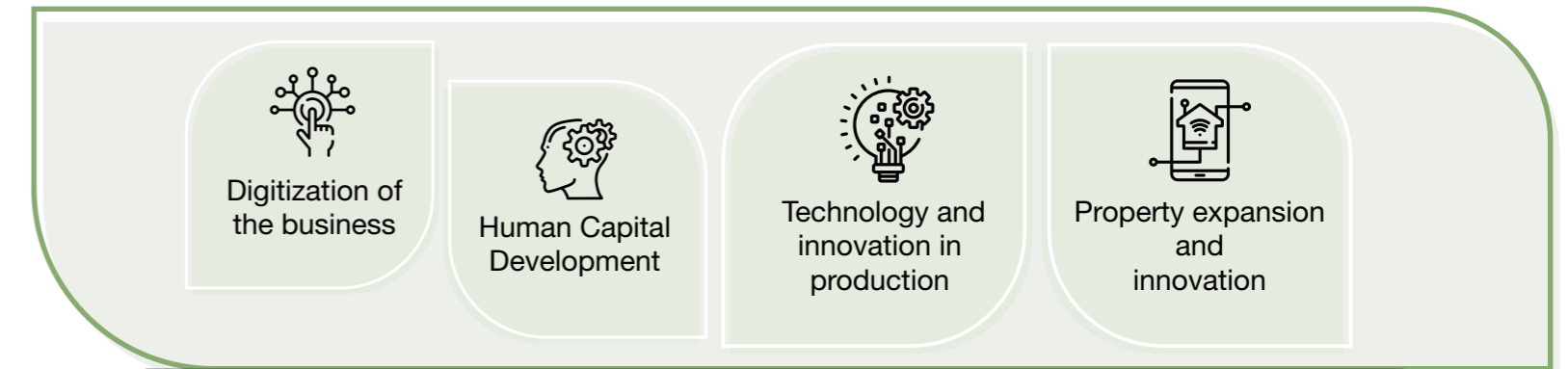


PROPERTY EXPANSION AND INNOVATION

Goal
4

Initiatives undertaken:

- New buildings to aim for LEED and WELL certification
- The new Casa Gessi in Serravalle Sesia as Headquarters
- Redevelopment of the territory and the neighboring woodland areas



Contribution to the Sustainable Development Goals priority SDGs



..... Indirect link
— Direct link

Eight.

METHODOLOGICAL NOTE



When it comes to Gessi, we are seen as an example, a **MODEL TO FOLLOW**. Ours is a story of credibility and connection to the territory and to Valsesia.

— ALESSANDRO

STAKEHOLDERS:

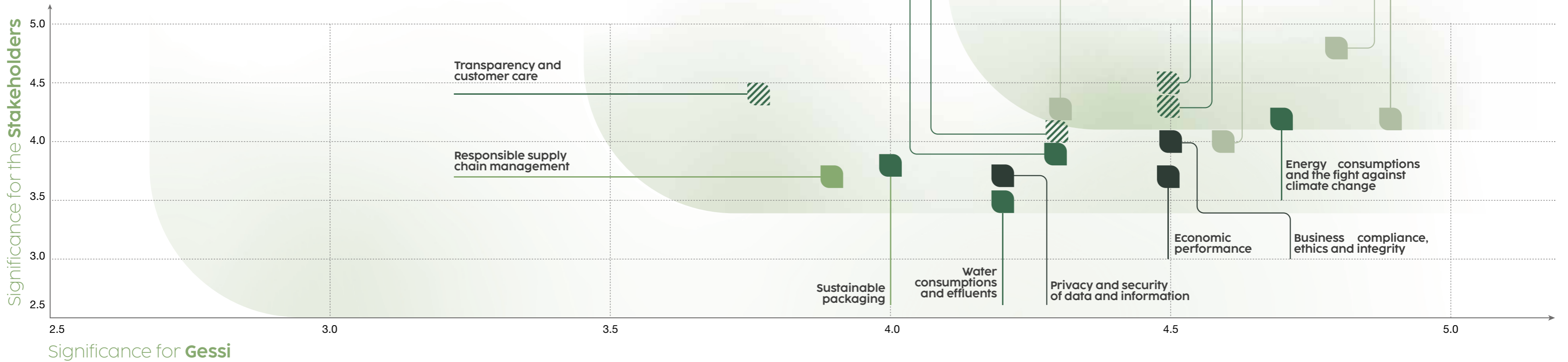
OUR COMMITMENT FOR YOU

Customers, institutions, universities, local communities, media, territory, suppliers, business partners, workers, and their families. We could sum up Gessi's stakeholders in one word: the Planet. Because Gessi feels - in its daily work - a sense of responsibility towards everyone living on this Earth.

This has led to the creation of the Third Sustainability Report, which describes what has been achieved in the year 2022 and offers a vision of all that Gessi plans to achieve in the near future. It is our story, but it describes everything we are doing for the environment. In our own small way, a big step.

The Report has been prepared by reporting on a selection of the **"Global Reporting Initiative Sustainability Reporting Standards"** (GRI-Referenced claim) defined in 2021 by the Global Reporting Initiative (GRI)

The data and information used refer to the period between 1 January 2022 and 31 December 2022 and, where relevant, data for previous years have been provided for the purpose of comparison.



The careful materiality analysis carried out on the most relevant issues related to sustainability has enabled the identification of the key points for Gessi and the Stakeholders. These data are crossed to create the Materiality matrix, a very meaningful infographic, almost a manifesto for Gessi; a round table and also a vision of the future that helps define the sustainability goals and strategy. Sustainability and vision: two mainstays of the Gessi philosophy

- Environmental and energy-related responsibility
- Corporate responsibility
- Responsibility for people
- Responsibility for products and customers
- Governance and economic responsibility

GRI Content INDEX

INDICATOR	PARAGRAPH	NOTES
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Declaration of use GESSI S.p.A. reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

GRI 1 used GRI 1 - Fundamental Principles - 2022 version

GRI 2: GENERAL DISCLOSURE (2021)

GRI 2-1	Organizational details	GESSI – The private wellness company GESSI – Italy World	-
GRI 2-2	Entities included in the organisation's sustainability reporting	The Sustainability Report refers to Gessi S.p.A.	-
GRI 2-3	Reporting period, frequency and contact point	Stakeholders our commitment for you	-
GRI 2-4	External assurance	-	This document is the third sustainability report of GESSI S.p.A.
GRI 2-5	Assurance esterna	-	This document is not subject to external Assurance
GRI 2-6	Activities, value chain and other business relationships	GESSI – The private wellness company GESSI – Italy World Social responsibility Economic responsibility	-
GRI 2-7	Employees	Social responsibility	-
GRI 2-8	Workers who are not employees	Social responsibility	-
GRI 2-9	Governance structure and composition	GESSI – The private wellness company	-
GRI 2-22	Statement on sustainable development strategy	Letter to stakeholders	-
GRI 2-23	Policy commitments	GESSI – The private wellness company	-
GRI 2-27	Compliance with laws and regulations	-	There were no instances of non-compliance with laws and regulations in 2022
GRI 2-29	Approach to stakeholder engagement	Stakeholders our commitment for you	-
GRI 2-30	Collective bargaining agreements	Stakeholders our commitment for you	All employees (100%) are covered by collective bargaining agreements

GRI 3: DISCLOSURES ON MATERIAL TOPICS (2021)

GRI 3-1	Process to determine material topics	Stakeholders our commitment for you	-
GRI 3-2	List of material topics	Stakeholders our commitment for you	-

TOPIC-SPECIFIC DISCLOSURES

ECONOMICO

GRI 3: DISCLOSURES ON MATERIAL TOPICS (2021)

GRI 3-3	Management of material topics	Economic responsibility	-
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GRI 201: ECONOMIC PERFORMANCE (2016)

GRI 201-1	Direct economic value generated and distributed	Economic responsibility	-
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GRI 204: PROCUREMENT PRACTICES (2016)

GRI 204-1	Proportion of spending on local suppliers	Economic responsibility	-
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GRI 205: ANTI-CORRUPTION (2016)

GRI 205-3	Confirmed incidents of corruption and actions taken	-	No incidents of corruption were established during 2022
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INDICATOR	PARAGRAPH	NOTES
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ENVIRONMENTAL

GRI 3: DISCLOSURES ON MATERIAL TOPICS (2021)

GRI 3-3	Management of material topic	Environmental Responsibility	-
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GRI 303: WATER AND EFFLUENTS (2018)

GRI 303-3	Water withdrawal	Environmental Responsibility	-
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GRI 305: EMISSIONS (2016)

GRI 305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility	-
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GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility	-
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SOCIAL

GRI 3: DISCLOSURES ON MATERIAL TOPICS (2021)

GRI 3-3	Management of material topic	Social responsibility	-
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GRI 403: OCCUPATIONS HEALTH AND SAFETY (2018)

GRI 403-1	Occupational health and safety management system	Social responsibility	-
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GRI 403-2	Hazard identification, risk assessment, and incident investigation	Social responsibility	-
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GRI 403-5	Worker training on occupational health and safety	Social responsibility	-
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GRI 403-9	Work-related injuries	Social responsibility	-
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GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)

GRI 405-1	Diversity in governing bodies and among employees	Social responsibility	-
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GRI 416: CUSTOMER HEALTH AND SAFETY (2016)

GRI 416-2	Incidents of non-compliance concerning health and safety impacts of products and services	-	During 2022, there were no incidents of non-compliance concerning impacts on the health and safety of products and services
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GRI 417: MARKETING AND LABELING (2016)

GRI 417-3	Cases of non-compliance concerning marketing communications	-	In the course of 2022, thanks to GESSI's commitment to quality management, no incidents of non-compliance concerning marketing communications or health and safety impacts of products and services were identified
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GRI 418: CONSUMER PRIVACY (2016)

GRI 418-1	Proven claims of customer privacy breaches and data losses	-	In 2022, no proven claims of customer privacy breaches and data losses were registered
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The illustrations and descriptions in this catalogue and in the seller's printed materials may not correspond exactly to the products: the details and measurements herein should be considered indicative and are subject to change without advance notice. Any mistakes or misprints in this catalogue shall not give rise to complaints.



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