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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



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 an idea of style and design. on the horizon.

Diverso makes its Debut

The first iconic Made in Gessi product could only be called Diverso. Already a manifesto,

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.



1995

2002

2008

2015

1992 1996 2004

2013



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.

Casa Gessi Dubai

A design boutique a stone's throw from the Buri 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.



2021 2017 2019 2020 2018



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.

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. Origini explores the emotional dimension of color that places the personality of the person at the center.

GESSI 9 SUSTAINABILITY REPORT



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

OUR HOME,

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 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 TOTAL SURFACE AREA

TT 8 481 ... OFFICE OF THE PARTY OF THE PART

60.000 m²

offices and nowrooms





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...

YOUJUST HAVE TO KNOW HOW TO WAIT







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

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, Cessi 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.

ALTAGAMMA IS























GESSI 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 Giroldi
- 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.

GESSI Gessi S.A. Gessi Beijing **Business** Consulting Ltd Gessi North America Co. Gessi Singapore PVT Ltd Gessi UK Ltd Gessi Spain S.L.U. Gessi HK Ltd Gessi India Plc Gessi Germany **GMBH**







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



CASA GESSI **SHOWROOMS**

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



- 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

BRANCHES

CASAG

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.





CASAGESSI DUBAI

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

CASAGESSI RIYADH

In the heart of Saudi Arabia, Gessi did not choose the city of Rivadh at random. Its name in fact comes from the Arabic word 'rawda', 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.

GESSI 31 30 SUSTAINABILITY REPORT

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





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.







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.













FOR US SUSTAINABILITY IS CULTURE.

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

ALESSANDRO



TECHNOLOGY AT THE SERVICE of people

Today, a large company must keep up with the times. This 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





Processes are the result of innovation

Because everything can be rethought from 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



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

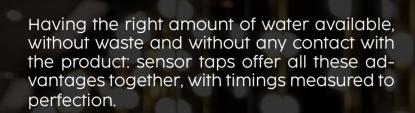
REDUCE OUR IMPACT ON THE PLANET.



ALESSANDRO

DURING A 5
MINUTE
SHOWER

50 LITERS



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.









REDUCING 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



CONSUMPTION WITH MISTING EFFECT Made in Gessi

liters

liters

WATER **SAVED IN** 5 minutes

of misting

TAPS WITHOUT FLOW **REDUCER**

1tap



liters of water per minute



TAPS WITH FLOW REDUCER Made in Gessi

••••

liters of water per minute

1 million taps produced by Gessi

4 liters of water saved per

4,000,000 = 2liters saved

Olympic swimming pools



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.







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

STRICT GUIDELINES

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



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

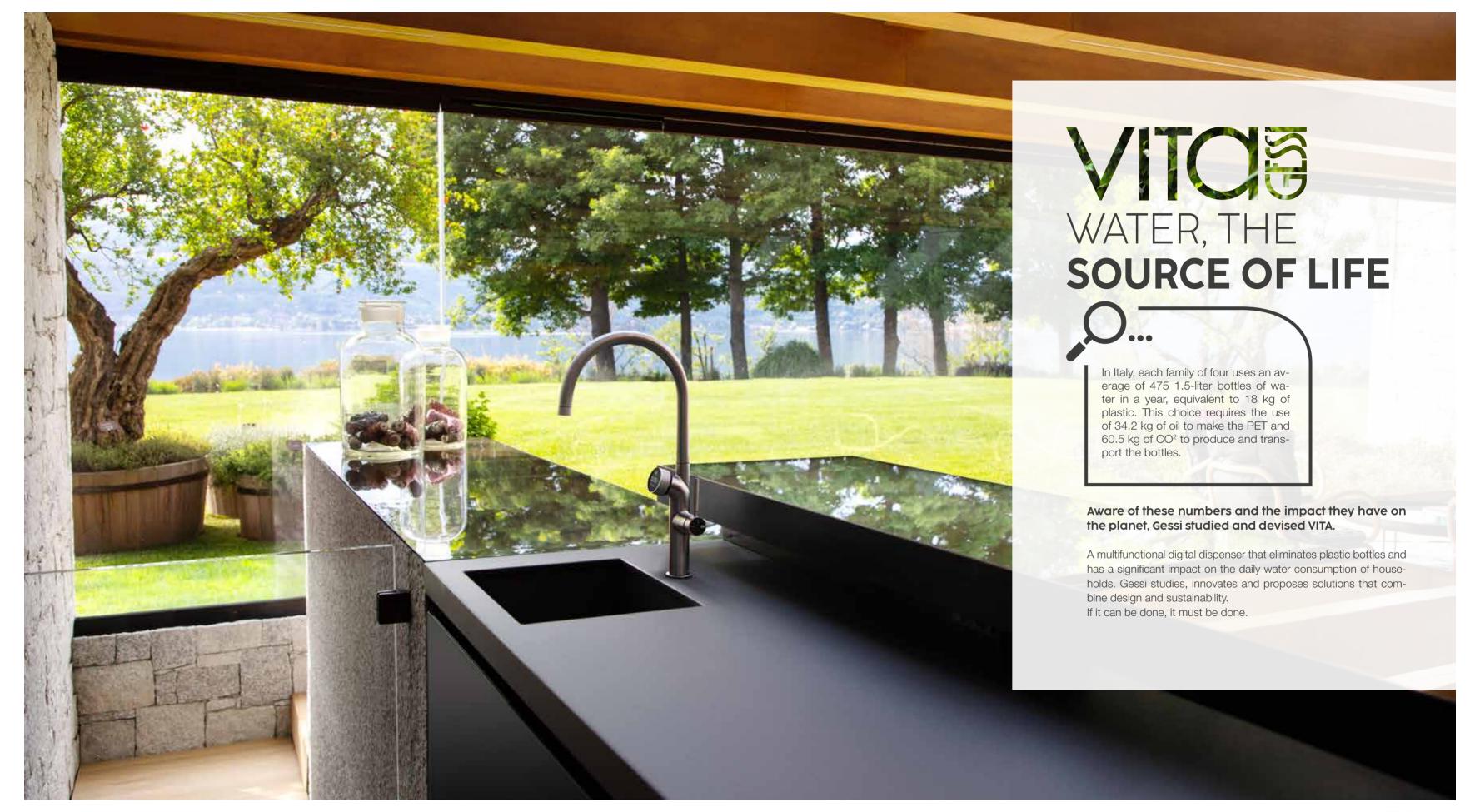
of all the tools to reduce paper consumption.

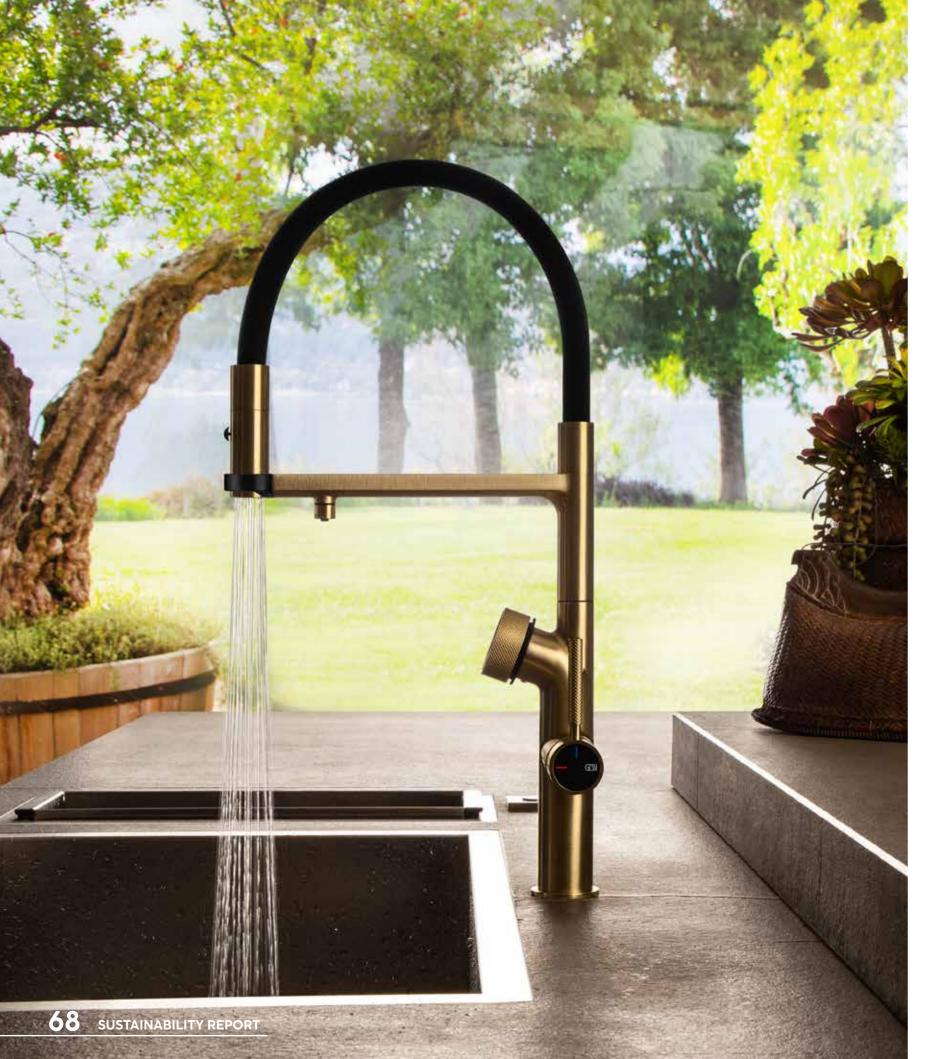
- ALESSANDRO











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.





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

Agrowth that GENERATES VALUE

An international presence, a strong and solid territorial base, and significant brand reinforcement. In 2021, 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 2021, net revenue reached EUR 152 million, an increase of 37% compared to 2020.

152
million euro in revenue to 2020

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.

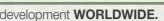
Investing

- TO GROW STRONGER

Growth and recognition of the Gessi brand.



Roots in **ITALY**,





76% WORLD



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:

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



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:

QUALITY

FOCUS ON THE ENVIRONMENT

FINANCIAL

SAFETY AT WORK

> SHARING OF THE COMPANY CODE **OF ETHICS**

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

Total number of suppliers whom are in Italy

64% vith an economic value of EUR 66 million

THE IMPACT OF MANPOWER ON **PRODUCTION**

supply chain traceable to a craft sector

Purchases by geographical area in 2021



FOCUS on the

environment

In 2021, Gessi started a project to replace

50 per cent of the virgin material of its bubble wrap bags with recycled prod-

The polyurethane foam and bubble polyethylene of some packaging items have been

REPLACED WITH RECYCLED PAPER

Gessi introduced

Environmental Social and Governance

criteria to assess the quality of its suppliers

OUR SUPPLIERS

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

MARCO

SUSTAINABILITY REPORT





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



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 WITH-OUT 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.

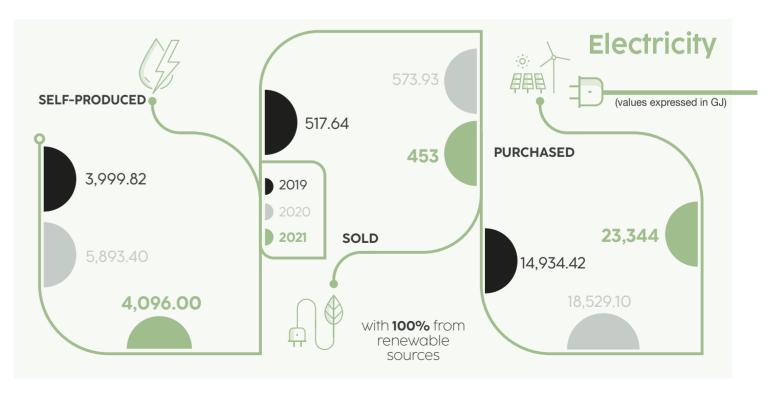
Gessi believes in the goal of reducing its ecological footprint.

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

- O ENVIRONMENTAL MANAGEMENT SYSTEM
 UNI ISO 14001:2015
- O QUALITY UNI ISO 9001:2015
- O 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.

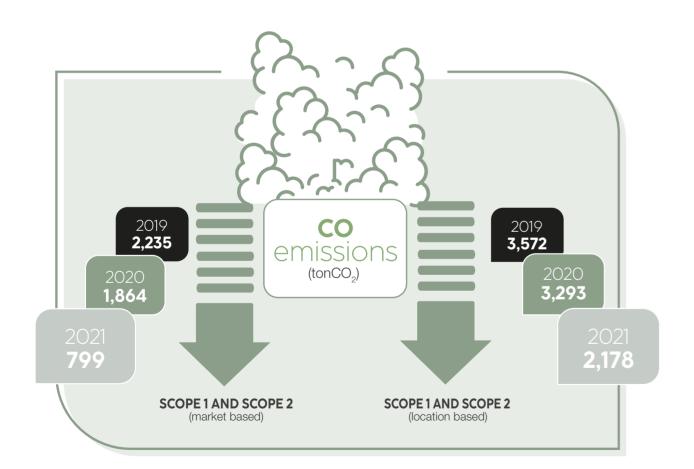




GREEN ENERGY Investing to improve.

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.



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

TONS PER YEAR

CO²
SAVED

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.



SERTIFICATIONSZero 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:

- **O 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.
- O WELL (Well Building Standard).
 It defines the welfare standards of the occupants of a building.





Innovative air flow and recycling system

Objective:

TO CONSTANTLY LOWER THE **TEMPERATURE INDOORS.**

As a result, chimnevs with cooler air flows were created and the power consumption dropped from 150

150 kw **15**kw

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°.



TWOFOLD RESULT:

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



OWATER.A resource to be protected

For Gessi, water, the bearer of balance and Wellbeing, 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.



withdrawn from the consortium aqueduct

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.

X

The real difference for us is in the way we make our products. And

the RESPECT WE HAVE FOR

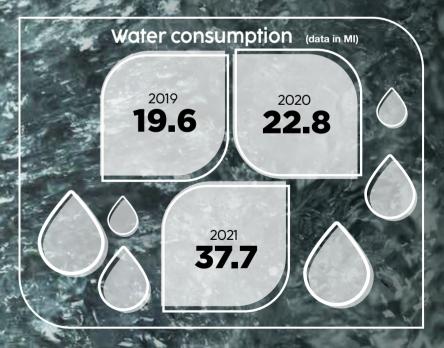
WATER, in every form, and however it is used.

- GIAN LUCA GESSI

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.







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





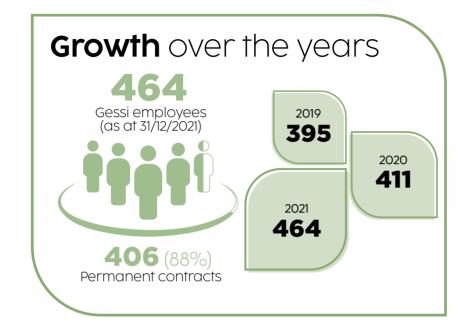


WELFAREARULE

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

- **O RECRUITMENT**
- **O INDUCTION**
- **O ONBOARDING**
- O FOLLOW UP

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





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



CORPORATE WELFARE

In 2021, we gave each employee EUR 750 in the form of goods and services. In 2022, our employees received EUR 200 in petrol coupons.



GESSI Card

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





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.

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.

2021

hours of training provided by Gessi

12,967

— X

THE EVOLUTION OF THE COMPANY

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

LAURA

2020
hours of training provided by Gessi
1,500

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.

3,100

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

O 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 ENVIRON-MENTAL 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.

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:

- Risk analysis and context assessment
- 2 Management Review



100 SUSTAINABILITY REPORT

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.



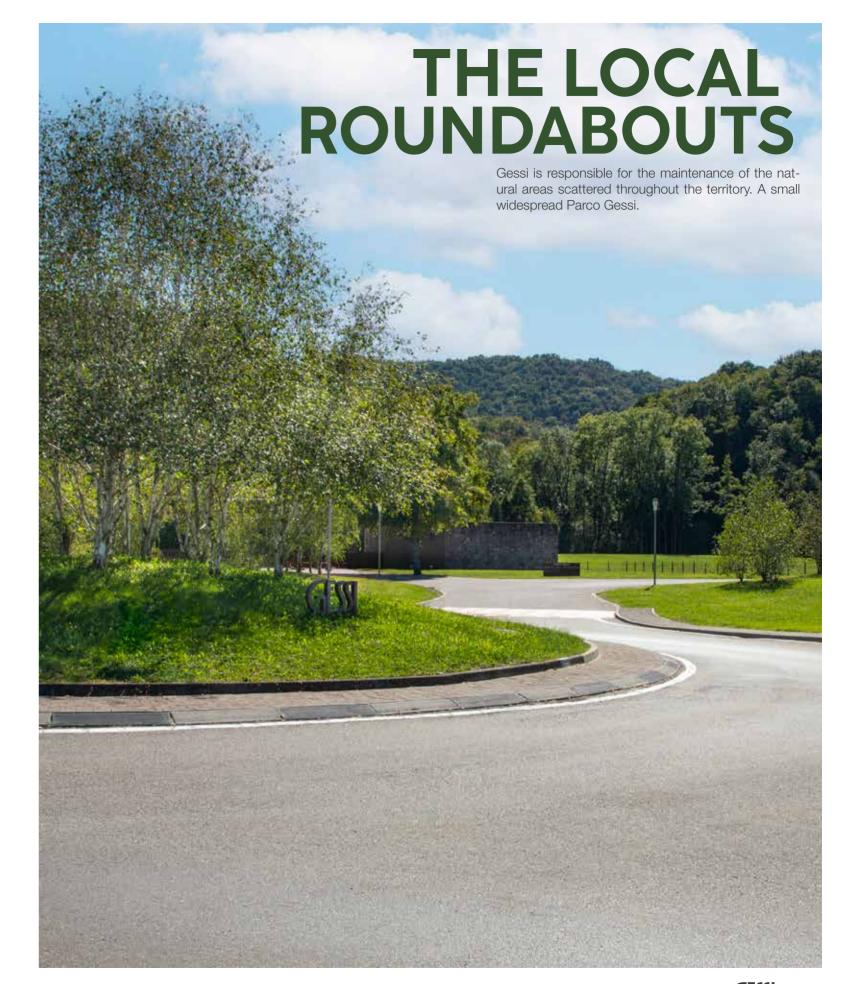
CLEANING UP MONTEROSA

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:

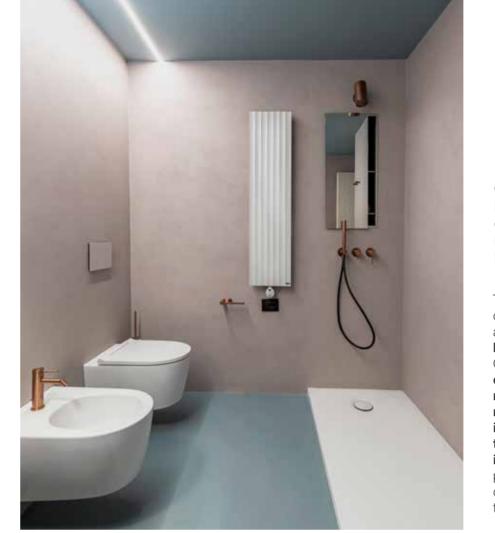
- O cleaning the bed and banks of the River Sesia
- clearing the Monterosa glacier of debris and rubbish
- cleaning a historic landfill site in the Otro valley areas





102 SUSTAINABILITY REPORT





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.







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

— GIOVANNI

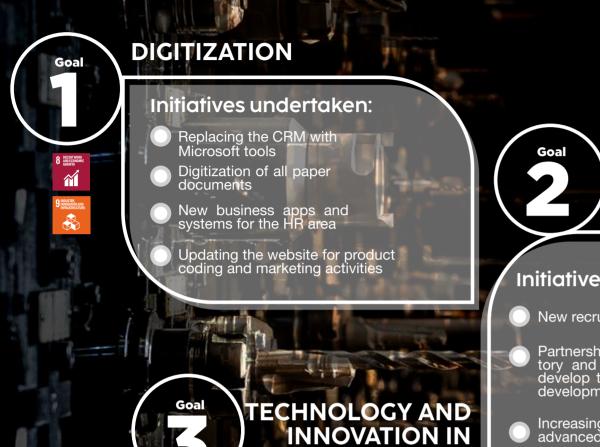






GROWING FOR OURSELVES AND FOR OTHERS

OUR PERSONAL CONTRIBUTION TO THE SDGS



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

Initiatives undertaken:

PRODUCTION

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

PROPERTY EXPANSION AND INNOVATION



8 DECENT WORK AND ECONOMIC GROWTH

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



Digitization of the business







Property expansion and innovation

Contribution to the Sustainable Development Goals priority SDGs





√=>





.... Indirect link

Direct link





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.

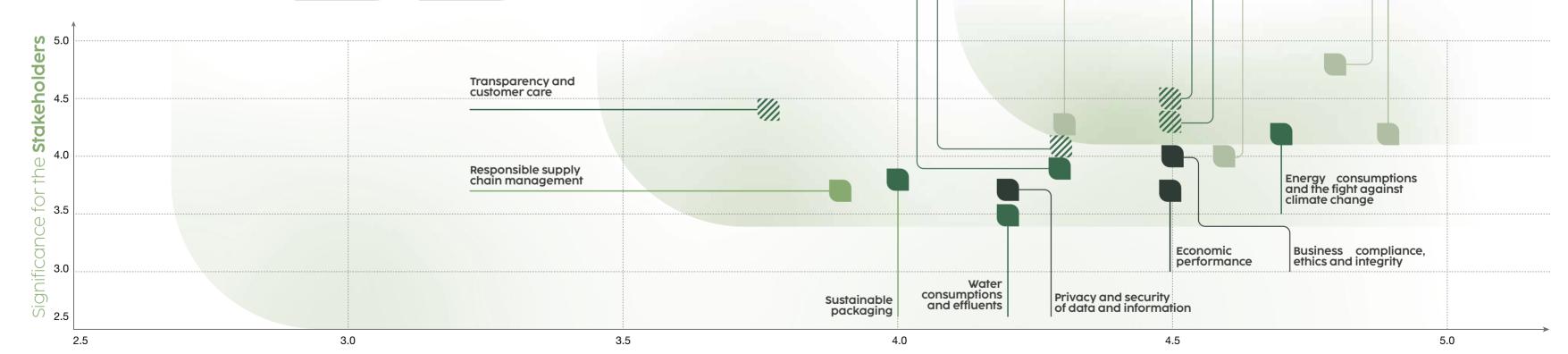
This has led to the creation of the Second Sustainability Report, which describes what has been achieved in the year 2021 and offers a vision of all that Gessi plans to achieve in the near future. It is our story, but it describes everything we are doing for the environment. In our own small way, a big step.

The Report was prepared by reporting on a selection of the "Global Reporting Initiative Sustainability Reporting Standards" defined in 2016 - and subsequent updates - by the Global Reporting Initiative (GRI).

The data and information used refer to the period between 1 January 2021 and 31 December 2021 and, where relevant, data for previous years have been provided for the purpose of comparison.

Significance for **Gessi**

1 January 2021 31 December 2021



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

Responsibility

Quality,

product

safety and Made in Italy

Culture of a present

Employee wellness,

engagement and development

that looks to the future

for people

Responsibility

for products

and customers

Governance

and economic

responsibility

Impact on wellness

and on quality of life

Workers' health

and safety

vision: two mainstays of the Gessi philosophy

responsibility

Diversity, Equal opportunities and

discrimination

prevention

Environmental

responsibility

and energy-related

Responsible waste

Development

communities

of the local

and value

Innovation, research and

development

creation

management

and circular

economy

GRI Content INDEX

INDICATOR

PARAGRAPH

NOTES

GRI 101: REPORTING PRINCIPLES (2016) GRI 102: GENERAL INFORMATION (2016) ORGANIZATION PROFILE

	Name of organization	GESSI – The private wellness company	-	
	Activities, brands, products, and services	GESSI – The private wellness company	-	
GRI 102-3	Location of head office	GESSI - Italy World	-	
GRI 102-4	Location of business	GESSI - Italy World	-	
GRI 102-5	Ownership and legal form	GESSI – The private wellness company	-	
	Markets served	GESSI - Italy World	-	
	Size of the organization	GESSI – The private wellness company	-	
GRI 102-8	Information about the employees and other workers	Corporate responsibility	-	
GRI 102-9	Supply chain	Economic responsibility	-	
GRI 102-10	Significant changes to the organization and its supply chain	GESSI – The private wellness company	-	
	External Initiatives	-	To date, GESSI has not adhered to any external ESG codes or principles.	
STRATEGY				
GRI 102-14	Statement by the Chairman and CEO	Letter to Stakeholders	-	
ETHICS AND I	NTEGRITY			
GRI 102-16	Values, principles, standards, and norms of behavior	GESSI - The private wellness company	-	
GOVERNANCI	E			
GRI 102-18	Governance Structure	GESSI – The private wellness company	-	
STAKEHOLDE	RINVOLVEMENT			
GRI 102-40	List of stakeholder groups	Methodological note	-	
GRI 102-41	Collective bargaining agreements	-	All employees (100%) are covered by collective bargaining agreements	
	Identification and selection of stakeholders	Methodological note	-	
GRI 102-43	Ways of involving stakeholders	Methodological note	-	
REPORT PARAMETERS				
GRI 102-46	Definition of report content and scope of topics	Methodological note	-	
	List of material topics	Methodological note	-	
	Review of information	-	This document is the second sustainability report of GESSI S.p.A.	
	Changes in reporting	-	This document is the second sustainability report of GESSI S.p.A.	
	Reporting Period	Methodological note	-	

GRI 102-51	Date of most recent report	-	This document is the second sustainability report of GESSI S.p.A.		
	Reporting Frequency	Methodological note	-		
	Contact details for inquiries regarding the report	Methodological note	-		
	Statement on reporting in accordance with GRI Standards	Methodological note	-		
	GRI Table of Contents	Selection of GRI Standards	-		
	External Assurance	-	This document is not subject to external Assurance		
TOPIC-SPECIFIC DISCLOSURES					
GRI 204: procurement practices					
GRI 204-1	Proportion of spending on local suppliers	Economic responsibility	-		
GRI 205: anti-	corruption (2016)				
GRI 205-3	Established incidents of corruption and actions taken	-	No incidents of corruption were established during 2021.		
GRI 303: Wate	r and wastewater (2018)				
GRI 303-3	Water withdrawal	Environmental responsibility	-		
GRI 305: emissions (2016)					
GRI 305-1	Direct GHG emissions (Scope 1)	Environmental responsibility	-		
GRI 305-2	Indirect GHG emissions and energy consumption (Scope 2)	Environmental responsibility	-		
GRI 307: environmental compliance (2016)					
GRI 307-1	Non-compliance with environmental laws and	-	There were no instances of non-compliance with environmental laws and regulations in 2021.		
GRI 403: occu	GRI 403: occupational health and safety (2018)				
GRI 403-1	Occupational health and safety management system	Corporate responsibility	-		
	Hazard identification, risk assessment and accident investigation	Corporate responsibility	-		
	Worker training in occupational health and safety	Corporate responsibility	-		
	Injuries in the workplace	Corporate responsibility	-		
GRI 405: diversity and equal opportunities (2016)					
GRI 405-1	Diversity in governing bodies and among employees	Corporate responsibility	-		
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)					
GRI 416-2	Incidents of non-compliance concerning health and safety impacts of products and services	-	During 2021, there were no incidents of non-compliance concerning impacts on the health and safety of products and services.		
GRI 417: MARK	ETING AND LABELING (2016)				
GRI 417-3	Cases of non-compliance concerning marketing communications	-	In the course of 2021, 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.		
GRI 418: CONSUMER PRIVACY (2016)					
GRI 418-1	Proven claims of customer privacy breaches and data losses.	-	In 2021, no proven claims of customer privacy breaches and data losses were registered.		
GRI 419: SOCIOECONOMIC COMPLIANCE (2016)					
GRI 419-1	Non-compliance with social and environmental laws and regulations	-	In 2021, no episodes of non-compliance with social and environmental laws and regulations were identified.		





