DOMUS LINE
LIGHTSTYLE

SUSTAINABILITY REPORT 2025

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2025 at a glance

ENVIRONMENTAL
2025 results

On-site renewable energy generation:

51.5% of the electricity consumed is self-generated from photovoltaic systems, with Scope 2 emissions reduced to zero.

Carbon footprint measurement:

for the second consecutive year, Scope 1, 2 and 3 emissions were measured.

Circular economy:

reduction in hazardous waste and consolidation of Lean processes.

SOCIAL
2025 results

People at the centre:

92 employees, 61% female employment and 10 nationalities represented.

Health and safety:

only one workplace accident was recorded, which was analysed and followed by corrective actions, alongside ongoing training to strengthen a culture of prevention.

Training and development:

an average of 24 training hours per employee.

GOVERNANCE
2025 results

Stakeholder engagement:

structured engagement through a dedicated questionnaire.

Ethics, transparency and accountability:

governance supported by the organisation, management and control model (MOG 231), the Code of Ethics and anti-corruption initiatives.

Whistleblowing:

zero reports received through the dedicated reporting channel.

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Letter to Stakeholders

Dear stakeholders,

for us, the sustainability report is not only a reporting document, but also an opportunity for transparent and informed dialogue with all of you — employees, customers, suppliers, partners, institutions and local communities — who contribute every day to the growth and development of Domus Line.

We operate in a context where technological innovation, the energy transition and social responsibility are increasingly interconnected. Against this backdrop, sustainability has become the guiding principle behind our strategic, product and management decisions. For us, being sustainable means designing lighting solutions that combine energy efficiency, people's well-being and respect for the environment, while also fostering a corporate culture built on ethics, safety and the development of skills and expertise.

Throughout the year, we continued to strengthen our commitment across several areas:

- environmental, by improving production processes, reducing waste and optimising the use of resources;
- social, by strengthening welfare, training and inclusion policies;
- economic, by investing in research, digitalisation and new technologies to deliver increasingly high-performing products.

We recognise that sustainability is not a destination, but an ongoing journey shaped by everyday decisions. Every achievement is the result of a shared commitment: from the people who work with us, to our customers who value the quality and reliability of our products, and the partners who support us with their expertise and trust.

Looking ahead, we intend to continue along this path with the same sense of responsibility and commitment to innovation that have always characterised Domus Line. We will continue to invest in sustainable technologies, safe and engaging working environments, and relationships based on trust, transparency and mutual value. In 2026, we will once again measure our carbon footprint (CFP), offset Scope 1 and Scope 2 emissions calculated on the basis of the CFP assessment through the purchase of certified carbon credits, and update our ESG rating.

We would like to express our sincere thanks to everyone who is part of our ecosystem. Your collaboration, trust and ongoing dialogue are the driving force behind our efforts to build, day by day, a more responsible, sustainable and future-oriented business model.

Eliano Chiesurin
Chairman and Chief Executive Officer
Domus Line S.r.l.

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Methodological note

This document is the second edition of the sustainability report of Domus Line S.r.l. (NACE code 27.40) and has been prepared on a voluntary basis, with the aim of transparently reporting on the company's performance and commitments in relation to environmental, social and governance matters.

The reporting scope covers Domus Line S.r.l. only, with its registered office at Via Maestri del Lavoro 1, 33080 Porcia (PN), Italy, with another company site located nearby. Although the company operates primarily in Italy, with a branch in Germany and one in Mexico, and exports to more than seventy countries across five continents, the report has deliberately been prepared on an individual basis. This approach ensures consistency and clarity in the presentation of the company and the data reported.

The reporting period runs from 1 January to 31 December 2025, in line with the financial reporting year. The document has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), developed by EFRAG (European Financial Reporting Advisory Group) for non-listed small and medium-sized enterprises and applicable at the end of the 2025 financial year. While forming part of the broader European sustainability reporting landscape, alongside the Corporate Sustainability Reporting Directive (CSRD), the VSME standard has been specifically designed for undertakings that are not subject to mandatory sustainability reporting requirements, with the aim of:
supporting small and medium-sized enterprises (SMEs) in measuring and communicating their environmental, social and governance (ESG) performance and impacts;
enhancing transparency towards customers, banks, investors and value chain partners;
facilitating comparability with information reported by larger undertakings subject to sustainability reporting requirements under the CSRD.

To provide as comprehensive a picture as possible of the company's ESG performance, the preparation of this report has taken into account both the basic module and the comprehensive module of the VSME standard. Although not required by the standard, an impact materiality assessment was conducted for the previous edition of the sustainability report, with the support of specialised consultants, to identify the impacts generated by the organisation on people and the environment. For this edition, it was not considered necessary to update the assessment, as no significant changes occurred in the relevant internal or external context. Domus Line nevertheless remains committed to reviewing the materiality assessment should circumstances arise that may significantly affect the impacts and/or priorities previously identified. For this edition, with the aim of guiding the company's strategy towards shared value creation, we engaged our stakeholders through a questionnaire addressing the outcomes of the materiality assessment, in order to assess the alignment between the company's priorities and those perceived by external stakeholders.

To facilitate navigation of the report, the section "Guide to the report: where to find VSME information" provides a list of the disclosures required by the standard, together with the page reference to the chapter in which each disclosure is addressed.
The collection of the information underlying this report was supported by dedicated software designed to ensure data traceability and comparability over time, with the direct involvement of the relevant operational functions. Data completeness and reliability were strengthened through a two-level validation process: an initial data collection phase involving the relevant operational functions, followed by a final review by the HSE function to ensure the consistency and robustness of the information reported. All information collected is disclosed in this sustainability report, with the sole exception of the names of strategic customers and suppliers, which are treated as confidential and sensitive information. The report has not been subject to external assurance.

For further information or clarification, please contact sustainability@domusline.com or visit the company's official website.

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1. About Domus Line

Domus Line designs and manufactures lighting fixtures and control systems for the furniture sector. Its products embody the company's identity and reflect its vision, values and commitment to using light as a driver of technological and functional innovation. In 2025, the company recorded turnover of €29,700,929 and a balance sheet total of €19,969,303.

The company's headquarters and production site are located in Italy, supported by a branch in Germany and one in Mexico, while its commercial presence extends internationally, with exports to more than seventy countries across five continents.

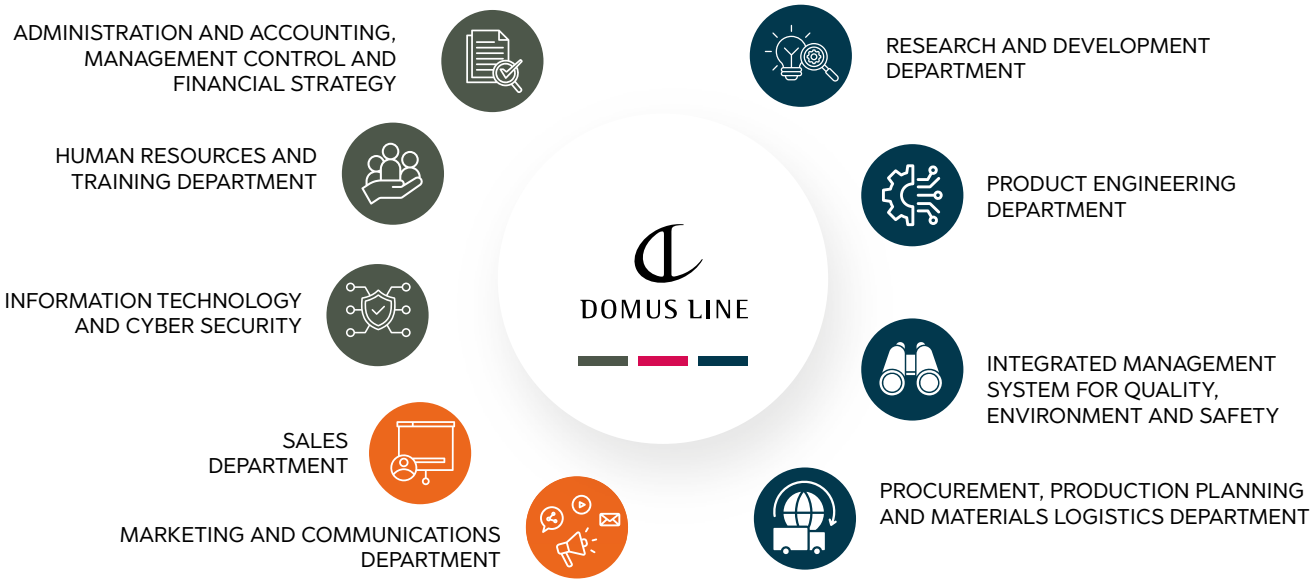
The furniture systems for which Domus Line's solutions are designed are enhanced by lighting that goes beyond the traditional boundaries of domestic spaces, helping to create comfortable and functional environments. Research, innovation, design, reliability, safety, sustainability, integrity in business relationships and protection of the brand's reputation are the values that distinguish Domus Line and are reflected in both its products and business decisions.

A commitment to innovation, sustainability and quality guides Domus Line's day-to-day activities, while the company also seeks to play a leading role in shaping policies and guidelines for the sector as a whole. We actively promote good practices in energy and lighting efficiency, with the aim of combining global environmental well-being with living comfort and the health and safety of people. Domus Line's mission is to place technology and style at the service of furniture lighting, continuously investing in change to enhance its offering and contribute to the development of the sector.

1.1 The Domus Line Group

The Domus Line Group is one of Europe's leading industrial players in the manufacture of lighting fixtures, power supply systems and control solutions for the furniture and furnishing systems sector. As the parent company, Domus Line coordinates and manages the companies within the Group, supported by a managerial structure organised into the functions shown in the following chart.

The parent company oversees the foreign subsidiaries Domus Line Deutschland GmbH, based in Melle, Germany, which is dedicated to serving the German furniture industry market, and Domus Line Internacional, based in Toluca, Mexico. The two foreign subsidiaries operate with clearly defined business missions, have operational autonomy and ensure a market presence tailored to the specific needs of their respective local markets.



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1.2 The history of Domus Line

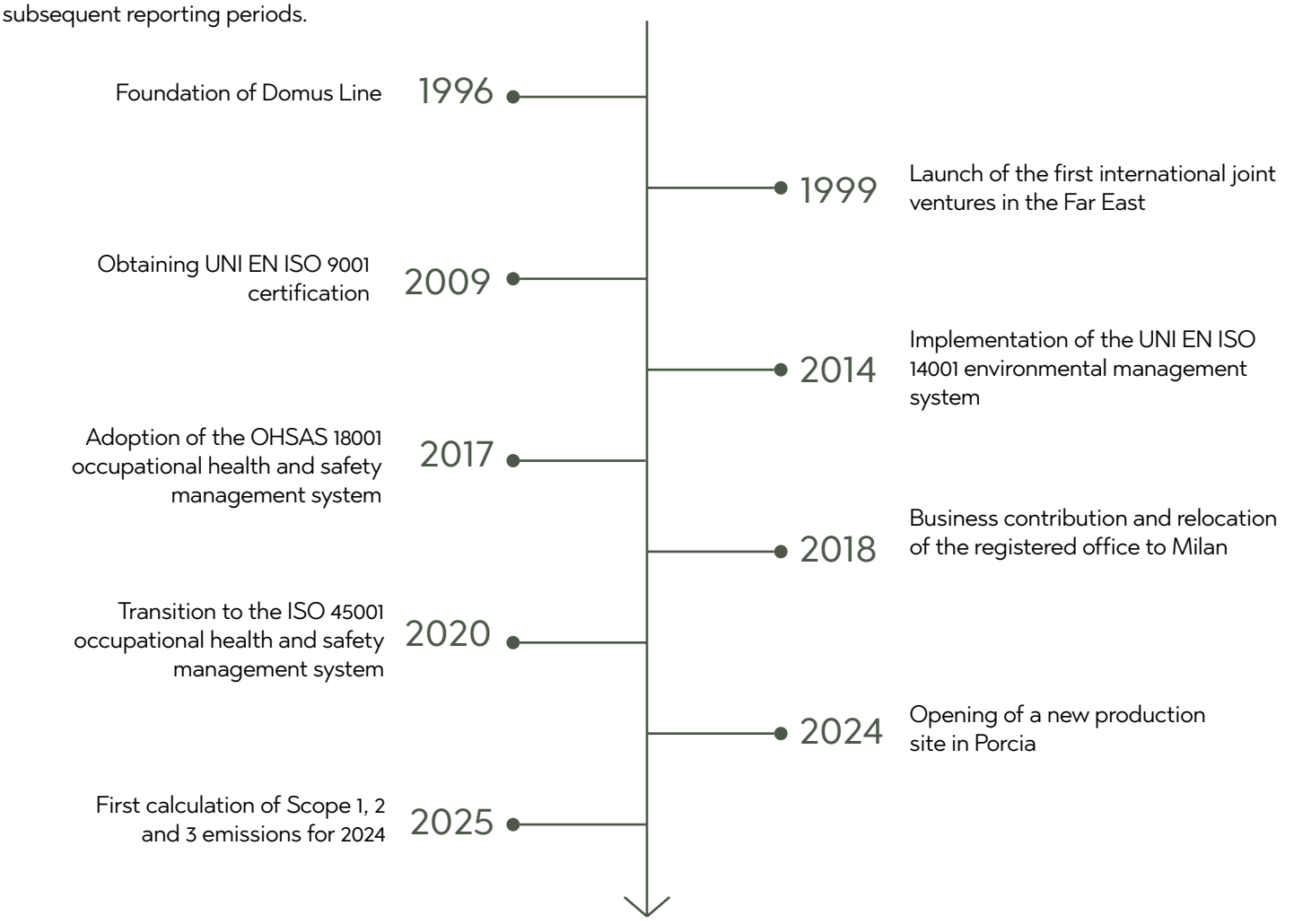
Domus Line was established in 1996, building on the experience of a group of lighting industry professionals, with the aim of creating a modern, dynamic industrial company with a strong international market focus. Over the years, the company has strengthened its position in the production of furniture lighting solutions and expanded its presence in international markets.

In 1999, Domus Line launched its first joint ventures in the Far East, strengthening its international outlook from the early stages of its development. Porcia has remained the centre of the company's operations, where Domus Line continues to invest in research and development and production. Direct control over the main stages of the value chain, an efficient warehouse, a flexible organisation and an extensive sales network enable the company to ensure product availability, timely deliveries and technical and commercial support across international markets.

The consolidation of the company's organisational structure has been accompanied by the progressive strengthening of its internal management systems. In 2009, Domus Line obtained UNI EN ISO 9001 certification; in 2014, it implemented an environmental management system compliant with UNI EN ISO 14001; and in 2017, it adopted the OHSAS 18001 standard for occupational health and safety, which was replaced by ISO 45001 in 2020.

In 2018, the corporate structure evolved through the contribution of the business to a new company, which retained the Domus Line name but was assigned a new VAT number. The registered office was transferred to Milan, while the operational headquarters and all production activities remained firmly based in Porcia. In 2024, the company further strengthened its local presence by opening a new operating site in Porcia, designed to improve operational efficiency.

In 2025, Domus Line calculated its greenhouse gas emissions for the 2024 reporting year for the first time, covering all three scopes defined by the GHG Protocol. This measurement provides the basis for structured monitoring of the company's climate impact in subsequent reporting periods.



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1.3 Integrated expertise

Our ability to operate through an integrated system of expertise is built on design, rapid prototyping, product testing and compliance, technical consultancy, and marketing, sales and after-sales support services.

Custom design: we provide a custom design service for lighting fixtures, power supply systems and control systems, coordinating activities through three-dimensional design software and virtual preview images.

Rapid prototyping: we carry out rapid prototyping to effectively assess potential critical issues, product appearance and functionality, with the aim of achieving a high-quality result and reducing time to market.

Testing and compliance: before being placed on the market, each product undergoes thorough safety and performance testing in accordance with the directives, standards and regulations applicable in international markets.

Technical and regulatory consultancy: a team with extensive industry experience provides our industrial and commercial partners with technical consultancy aimed at researching and developing the most suitable lighting, power supply and control solutions, in compliance with the legislative and regulatory requirements of the target markets.

Sales support: an extensive network of sales representatives and an international back office provide commercial support to each customer in identifying appropriate strategies and planning sales support activities, defining detailed programmes and monitoring results.

Marketing and communications support: we provide a service that supports customers in planning and developing activities related to the promotion of our products and services. The aim is to increase their visibility, strengthen their reputation and support the achievement of business objectives through tailored strategies and appropriate tools.

After-sales support: we provide assistance in response to specific questions or requests and in managing complaints or issues related to products or services. We also provide technical support to installers during system configuration and installation through guides, manuals and explanatory videos. In addition, we manage the repair or replacement of defective products and updates to our applications.

1.4 Ethics and values

Research, innovation, design, reliability, safety, sustainability and ethics are the pillars on which Domus Line's identity is built, and they are reflected throughout every stage of the product life cycle: from concept and development to production, sales and after-sales support.
In the way it builds relationships with employees, suppliers and partners, the company places integrity and collaboration at the centre, considering them essential to fostering shared growth among all stakeholders involved.
These principles are reflected in products that use light as a driver of technological and functional innovation, with the aim of contributing to people's well-being and environmental protection.

PURPOSE

Anticipating the present to illuminate the future.

VISION

Innovating to anticipate forms, functions and needs.

MISSION

Putting technology and style at the service of furniture lighting, while continuously investing in innovation to enhance our offering and contribute to the development of the sector.

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1.4.1 Code of Ethics

Domus Line's Code of Ethics sets out the principles and values that guide the company's responsible conduct. Its provisions apply to employees, collaborators, corporate representatives and all third parties with whom we maintain business relationships. Its key principles include:

Regulatory compliance: compliance with the laws in force in each country in which we operate is an essential requirement for anyone acting on our behalf.

Transparency and integrity: every business decision must be based on honesty and fairness, while avoiding conflicts of interest.

Care for our people: we promote a working environment that supports equal opportunities, respect for diversity and the professional development of each individual.

Environmental and social responsibility: we are committed to protecting the environment, ensuring safe working conditions and respecting human rights.

Accounting integrity and internal controls: the accuracy and transparency of economic and financial transactions are supported by a structured internal control system.

The Code also safeguards the confidentiality of information and the protection of personal data and includes measures to prevent money laundering. Any person who fails to comply with its principles is subject to a disciplinary system that provides for measures proportionate to the seriousness of the violation. We are committed to continuously promoting awareness of the Code, both internally and among our external partners, to ensure that its principles are understood and applied by all parties involved. Strict compliance with the Code of Ethics provides the foundation for all company activities, at every level of the organisation, and supports a transparent, fair and responsible working environment. The company's values complement the principles set out in the Code of Ethics and guide day-to-day activities towards innovation, sustainability and a people-centred approach. Adherence to these values enables us to go beyond regulatory compliance and place collective well-being at the heart of decision-making.

1.4.2 Values

ETHICS

This is our approach to people. It stems from the commitment to building professional relationships based on shared values such as honesty, openness and active listening. These values foster empathy, understood as the ability to recognise and value each person's individual characteristics and diversity.

FOCUS ON PEOPLE

Ethics and empathy foster a focus on each individual as a whole. Domus Line promotes a healthy and stimulating working environment in which each person's time and contribution are respected and valued.

GROWTH

Growth means continuously improving, developing skills and strengthening professional relationships based on dialogue and collaboration, including across different generations.

SUCCESS

Success is understood as a shared outcome that combines company performance with people's well-being. The results achieved strengthen trust, creativity and corporate identity, while providing the foundation for future objectives.

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2. Our business model

Domus Line operates in the furniture lighting sector, with a business model in which innovation and sustainability are key drivers of competitiveness and differentiation. Research and development enable the company to offer technologically advanced solutions focused on energy efficiency and responsible design. The model integrates product design, efficient management of production processes and environmental responsibility, creating value for customers, communities and the local area.

POSITIVE IMPACTS	NEGATIVE IMPACTS
Domus Line's lighting systems are designed with particular attention to the product life cycle. Production uses electricity from renewable sources and, where possible, recycled components. Domus Line ensures a product life of approximately four years of continuous operation. From a social perspective, the company's strong focus on people promotes well-being through welfare initiatives and the recognition of merit. Domus Line's governance approach is guided by ethical principles in both internal and external relationships. The company's presence in the local area contributes to the development of the local socio-economic fabric by creating employment opportunities and enabling employees to benefit from welfare services available across the region. Finally, Domus Line's lighting products follow a human-centred approach, designed to meet people's needs and improve the quality of their everyday lives.	The use of Domus Line products involves energy consumption, although the products are designed to ensure high energy efficiency. The overall impact, however, depends on the electricity mix used by the end customer: the higher the share of renewable energy, the lower the associated impact. In addition to energy consumption, the transport and use phases of the product also generate CO_2 emissions. These impacts are further influenced by end-of-life management: if the product is not disposed of correctly, environmental risks may arise.

KEY PARTNERS	KEY ACTIVITIES	VALUE PROPOSITION	CUSTOMER RELATIONSHIPS	CUSTOMER SEGMENTS
The partners that enable Domus Line to bring its value proposition to market include suppliers in the Far East, Italian extrusion companies and external partners involved in the development of software and sensors. Inbound logistics is mainly road-based, resulting in environmental impacts related to greenhouse gas (GHG) emissions and air pollutants. For suppliers located in the Far East, due diligence and monitoring procedures are still at an early stage of development. The company has already established a local presence, with two representatives responsible for carrying out appropriate on-site checks. Domus Line is committed to strengthening its supplier monitoring system in these areas over the coming years. Within a framework of mutual support, the local community also plays an important role by providing local skills and workforce resources, while in turn benefiting from the social responsibility initiatives promoted by Domus Line.	Domus Line's main production activities include aluminium cutting and processing, assembly and wiring. These are complemented by manufacturing activities carried out by external suppliers. Alongside production, the company carries out a range of support activities that are essential to its overall success. These include marketing, careful supplier selection, research and development (R&D), and activities focused on managing and strengthening customer relationships. All these activities are supported by a multidisciplinary team that makes a significant contribution to the company's success. The company's activities are overseen by the board of directors, which adopts a managerial rather than owner-led approach, recognising people's commitment and talent through a merit-based system that rewards performance.	Domus Line's ability to develop easy-to-use products that add value to the furniture components in which they are integrated is what makes our value proposition distinctive. Each product is carefully designed to ensure reliability and long-lasting performance. Attention to both customers and end consumers is a key pillar of our offering, supported by a comprehensive range of services including: - sales support; - marketing and communications; - technical consultancy; - after-sales support. Domus Line provides tailor-made solutions that enable customers to reduce the value of inventory held in stock and create value, while ensuring timely delivery within 10 days of the order. We provide furniture manufacturers and retailers with in-depth technical training, enabling them to clearly communicate product features and the benefits offered to end consumers. To support installation activities and ensure transparency towards the end customer, each product is provided with labels containing information on Domus Line as the manufacturer, the furniture manufacturer and the product's final destination. Our products reflect a strong focus on environmental responsibility throughout their life cycle: - the electricity used at our production sites comes from renewable sources, partly self-generated through photovoltaic systems and partly purchased; - each product is designed to balance aesthetics, lighting comfort and energy efficiency; - environmental impact is further reduced through the intelligent use of the product, enabled by remote controls and connected applications.	Customer relationships are at the heart of Domus Line's approach, with the aim of fully meeting customer needs. To achieve this, the company maintains close contact with designers and provides customers with comprehensive training and support. Training covers not only product features and optimal use, but also customs-related guidance to facilitate the sale of products in international markets. Once Domus Line lighting systems reach end customers' homes, they are partly recyclable and recoverable thanks to their ease of disassembly.	Furniture manufacturers that are customers of Domus Line operate in the mid-to-high-end segment of the furniture market and require highly customised products. They are complemented by furniture component distributors, which typically require more standardised solutions together with technical training and support. Once installed in the end customer's living environment, the product also acquires significant social value, as it contributes to lighting spaces used for social interaction and everyday life. Light becomes an element that adapts to different times of the day and to people's moods, in harmony with the circadian rhythm. Design is an essential feature of the product, as it not only enhances the individual lighting fixture but also improves the overall furniture element in which it is integrated, adding both aesthetic value and functionality to the space.

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KEY RESOURCES	CHANNELS
The key resources that drive value creation at Domus Line are its people. The company's cultural diversity represents an added value for the organisation, enriching the team with different experiences and perspectives. Employees' professional skills, which are often complementary and integrated, are supported by the digitalisation of logistics and production processes, helping to optimise and accelerate business operations. With regard to material resources, metals and semiconductors are among the most significant inputs, as they form the basis of the lighting systems designed and manufactured by the company.	The channels through which Domus Line delivers value to end customers include internal managers, sales agents and distributors specialised in furniture components. Logistics is based mainly on road and sea transport, with only limited use of air freight. The company's constant focus on customers enables it to build strong and long-lasting relationships, offering innovative and customised solutions and moving beyond the role of a local supplier to establish itself as a global partner capable of operating across international markets.
COST STRUCTURE	**REVENUE STREAMS**
The cost structure is balanced between fixed and variable costs.	Revenue streams are stable and based on the order backlog.

ENVIRONMENTAL	SOCIAL	ECONOMIC

2.1 LEAN methodology and production efficiency

The production of furniture lighting fixtures at Domus Line requires constant attention to quality and efficiency throughout every stage of the production cycle. This approach is guided by Lean methodology, a management model focused on eliminating waste (muda) and optimising workflows, with the aim of increasing efficiency, containing costs and improving product quality. Its core principles are the effective use of time, the elimination of non-value-adding activities and continuous improvement (Kaizen). When applied in practice, these principles result in lean production, with streamlined workflows, lower operating costs and higher final product quality.

The adoption of Lean methodology has significantly improved the efficiency of our production processes. Each stage of the production cycle has been reviewed to maximise the value delivered to customers while reducing processing times and the resources used. The introduction of just-in-time techniques has also improved inventory management by reducing excess stock and increasing the company's responsiveness.

A key pillar of this strategy is the automated warehouse, which has transformed the way we manage internal logistics and the flow of goods within the production site. The system enables real-time monitoring of inventory levels and more efficient replenishment of raw materials, reducing the risks associated with overstocking or shortages.

Automating inventory management also helps minimise human error, speed up responses to production requirements and ensure the continuous availability of materials without generating surplus stock and related waste. The result is a steady and controlled flow of materials that reduces machinery downtime and improves overall efficiency, enabling us to deliver high-quality solutions more quickly and at competitive costs, while remaining fully committed to sustainability and the efficient use of resources.

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The production cycle consists of the following stages:

1 GOODS RECEIVING

The warehouse receives components (metal parts, plastic components and electronic boards), semi-finished products and wiring from external suppliers.

2 MACHINING OPERATIONS

Components are stored in dedicated areas and subsequently transferred to the machining department, where plastic and metal profiles are cut and aluminium profiles undergo machining operations such as milling and drilling, using manual, semi-automatic and fully automated equipment.

All machining operations are carried out dry, without the use of oils or emulsions. Cleaning materials used during this stage are handled under the supervision of authorised personnel and are accompanied by the relevant safety data sheets.

3 ASSEMBLY

Components and semi-finished products received from external suppliers are stored after incoming inspection and made available to the assembly department for production order processing, where assembly and wiring activities are carried out using suitable equipment.

Soldering equipment, supported by the relevant data sheets and instruction manuals, is used at workstations equipped with localised, closed-loop fume extraction systems. Dedicated filters eliminate the need for external exhaust stacks. At this stage as well, the cleaning materials used are handled under the supervision of authorised personnel and are accompanied by the relevant safety data sheets.

4 FINISHED PRODUCT SHIPPING

Once final testing, packing and packaging have been completed, the goods are transferred to the shipping warehouse, where final packaging is carried out, including pallets wrapped in heat-shrink film.

After the final checks, the products are placed in the designated outbound goods area, awaiting loading onto transport vehicles.

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3. Management System and Product Certifications

Commitment to quality is a constant feature of our activities and is reflected in a continuous improvement approach across all areas of the organisation. To support this commitment, our integrated management system complies with the following international standards:

- **ISO 9001:2015**, for quality management;
- **ISO 14001:2015**, for environmental management;
- **ISO 45001:2018**, for occupational health and safety management.

Certification and related surveillance activities are carried out by SQS (Swiss Association for Quality and Management Systems), an independent certification body accredited within IQNet (The International Certification Network).

Through this system, we ensure the quality of our processes, high performance and operational efficiency at every level of the organisation. The system enables us to assess and manage risks in a structured manner, strengthen our commitment to environmental protection and pollution prevention, design products with a lower environmental impact, and reduce the consumption and waste of natural resources. It also includes a detailed assessment of the direct and indirect impacts associated with climate change, full compliance with occupational health and safety and accident prevention requirements, and the promotion of a safety culture that actively involves all employees in prevention activities. The expected outcomes are a reduction in workplace accidents and incidents, improving the quality of the working environment and increasing employee engagement and motivation.

3.1 Governance and control system

Domus Line has established a framework of formal policies to translate its commitment to responsible business conduct into concrete and shared commitments across all levels of the organisation:

- the **Integrated Policy** addresses climate change, pollution and the circular economy, together with the protection of workers' health and safety and the assurance of quality for end customers;
- the **Whistleblowing Policy** promotes responsible and transparent business conduct by providing workers with a safe and protected reporting channel;
- the **Organisation, Management and Control Model** pursuant to Legislative Decree 231/2001 oversees corporate accountability and the prevention of unlawful conduct.

Overall responsibility for the implementation of practices, policies and initiatives supporting the transition towards a sustainable economy lies with the chairman of the board of directors and chief executive officer, who provides strategic direction and coordinates implementation activities in line with the commitments and objectives defined by the organisation.

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TOPIC	RELEVANT POLICY	ACTION TO IMPLEMENT COMMITMENTS	OBJECTIVE OF THE ACTION	PERSON RESPONSIBLE FOR THE ACTION
Climate change	Integrated Policy	Installation of a photovoltaic system to partially cover energy needs	Achieve and maintain zero emissions associated with energy consumption	ESG Specialist & Product Certification
Pollution	Integrated Policy	Launch of the process to purchase electric vehicles for the company fleet and install free charging stations at the production site	Reduce greenhouse gas emissions from the company fleet	Fleet Manager
Circular economy	Integrated Policy	Reduction of waste through the Lean approach, recovery of incoming primary packaging and purchase of packaging containing recycled content	Reduce waste and use materials and packaging containing recycled content while maintaining optimal performance	ESG Specialist & Product Certification
Own workforce	Integrated Policy	Pursuit of the “zero injuries” objective through the occupational health and safety management system certified to ISO 45001, continuous monitoring of a dedicated set of indicators, periodic review of the risk assessment document, worker involvement through the safety committee, and specific risk assessments	Achieve the zero injuries objective	QHSE Manager
Consumers and end users	Integrated Policy	Sale of high-energy-efficiency LED strips	Reduce product energy consumption	Product Manager
Business conduct	MOG 231	Training on the organisation, management and control model pursuant to Legislative Decree 231/2001	Prevent corruption	QHSE Manager

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3.2 Integrated policy

Domus Line's integrated quality, environmental and occupational health and safety policy guides the company's conduct and management decisions towards sustainability and the full satisfaction of interested parties. From this perspective, the company systematically measures customer satisfaction, environmental impacts and occupational health and safety performance, adopting a medium- and long-term approach.

Domus Line ensures full adherence to the ethical and social principles set out in its Code of Ethics and compliance with applicable legislation concerning products, the environment, occupational health and safety, and working conditions. The company is committed to identifying the actions required to protect the environment and prevent pollution of soil, water and air, adopting dedicated procedures to monitor the impact of its activities on the ecosystem. With regard to occupational health and safety, the company works to prevent occupational injuries and diseases through a risk assessment system aimed primarily at eliminating risks and, where this is not possible, reducing them to a minimum through technical, organisational and protective measures. Consultation and active participation of workers and their representatives on health and safety matters are also ensured.

Domus Line aims to act as a partner capable of addressing customer needs and challenges, rather than merely as a supplier of goods and services. The company continuously invests in the development of its people's skills and considers suppliers an integral part of the production process, actively involving them in environmental protection and occupational health and safety.

The performance of the integrated management system is systematically monitored with the aim of achieving continuous improvement. As part of the periodic management review, the company defines its strategic objectives and related targets. The policy is made available to all employees, collaborators and interested parties through the company website and is signed by the chairman of the board of directors, who is responsible for its implementation.

3.3 Organisation, management and control model

Domus Line's Organisation, Management and Control Model, adopted pursuant to Legislative Decree No. 231 of 8 June 2001, is designed to prevent the risk of offences being committed in the interest or for the benefit of the company, whether by senior management (executives and directors) or by persons in subordinate positions.

The Model consists of a General Section — which defines its fundamental components, including the Code of Ethics, the Supervisory Body (OdV), the disciplinary system and the procedures for updating the Model — and a series of Special Sections, each dedicated to the prevention of a specific category of offence provided for under the Decree, including offences against the Public Administration, cybercrime and environmental offences.

The Supervisory Body, which operates autonomously and independently of the governing body, is responsible for monitoring the implementation and effectiveness of the Model and proposing any necessary updates. To this end, it receives reports concerning breaches of the Model or unlawful conduct through a direct and confidential channel, consisting of dedicated email and postal addresses, which requires the reporting person to be identified. Separate from this channel is the whistleblowing system provided for under Legislative Decree 24/2023, which also allows anonymous reports to be submitted through a dedicated portal. Its operational management is entrusted to an internal reporting officer appointed by the company, while the Supervisory Body retains an overall supervisory role over the functioning of the system. In both cases, reporting persons are protected against any form of retaliation, and the confidentiality of their identity is guaranteed throughout the reporting process.

Finally, the Model provides for a structured disciplinary system, with measures proportionate to the seriousness of the breach, applicable to employees as well as to the company's directors and statutory auditors.

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3.4 Whistleblowing policy

Domus Line's whistleblowing policy governs the process for submitting, receiving, assessing and managing reports concerning breaches of national or European Union law that may affect the public interest or the integrity of the company. The policy was adopted in accordance with Legislative Decree no. 24 of 10 March 2023, which implements EU Directive 2019/1937 on the protection of persons who report breaches of Union law.

Persons who submit a report, referred to as whistleblowers, are protected against any form of retaliation, with confidentiality guaranteed in relation to both their identity and the content of the report. This protection also extends to facilitators, colleagues working in the same professional context, and persons connected to the whistleblower through close personal or family relationships. These reporting mechanisms are available not only to employees, but also to collaborators, self-employed workers, consultants, volunteers, trainees, shareholders and members of the company's corporate bodies.

Reports may concern unlawful conduct relevant under Legislative Decree 231/2001, breaches of the organisation, management and control model, or conduct that may adversely affect the environment, product safety, public health or the financial interests of the European Union, including fraud, corruption and environmental offences. Reports may be submitted in writing or orally, including anonymously, through the dedicated online platform or, upon request, through a direct meeting with the person responsible for managing internal reports. Where the internal reporting channel is not available or effective, the policy also provides for the possibility of using an external reporting channel managed by the Italian National Anti-Corruption Authority (ANAC) or, in specific circumstances, making a public disclosure. Each report is handled with due care and confidentiality. The whistleblower receives an acknowledgement of receipt and feedback on the actions taken within the timeframes established by applicable legislation. The policy is available to all relevant parties through the company website and intranet, and information and support can be provided throughout the reporting process.

3.5 Product certifications

With regard to product compliance, the conformity of our lighting fixtures, power supply systems and control systems is ensured through Global Market Access (GMA), the comprehensive certification programme we developed to facilitate their sale in markets worldwide. The programme comprises a complete set of certifications, enabling us and our industrial and commercial partners to export products while avoiding customs barriers or, in more critical cases, restrictions preventing market entry. This is complemented by specific expertise in international market access, which translates into a dedicated advisory service on export requirements, tailored to the certifications required in each country.

The certifications included in our GMA system cover the main markets and regulatory frameworks worldwide: from the European Union and the EFTA area to the United Kingdom, from the United States and Canada to Asian markets — including Japan, Korea, China and India — as well as the Eurasian Customs Union and Australia and New Zealand. Each certification confirms, in accordance with the technical standards applicable in the relevant market, the electrical and electronic safety of our products. In some cases, certification is a mandatory requirement for market access; in others, it represents a voluntary quality mark recognised by independent third-party certification bodies.

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4. Sustainability roadmap

Domus Line supports the principles of the United Nations Global Compact, the international initiative that encourages companies to adopt sustainable and socially responsible policies and to transparently disclose the progress achieved.

Within this framework, we strengthen our commitment by aligning our activities with the United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda. These goals guide our actions across several areas, including promoting a culture of sustainability, responsible supply chain management, preventing corruption, engaging our people, continuously improving occupational health and safety, supporting technological innovation, and monitoring customer satisfaction and trust. We are also committed to maintaining an ongoing dialogue with local communities and reducing the environmental impacts of our activities, contributing to climate change mitigation.

Our ambition is to integrate environmental, social and governance (ESG) matters across all business functions, embedding them into our business model and process management, while also promoting them within the community and in our relationships with all stakeholders.

Stakeholder engagement plays a central role in Domus Line's management approach, with particular attention to responsible development and occupational health and safety. The ESG committee periodically brings together sustainability representatives to share updates, assess critical issues and define corrective actions and continuous improvement initiatives.

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4.1 The roadmap

Sustainability is one of the pillars of the company's strategy. To guide its development, Domus Line has defined a roadmap structured around three key tools:

| CARBON FOOTPRINT

We measure the total amount of greenhouse gas emissions generated directly and indirectly by our activities. With the support of specialist consultants, we have developed a methodology for calculating both the product carbon footprint and the organisational carbon footprint, the latter in line with the GHG Protocol. The results will enable us to identify where and how to take action to reduce our impact. In the short term, residual Scope 1 and Scope 2 emissions will be offset through the purchase of carbon credits on the voluntary carbon market.

| SUSTAINABILITY PLAN

This strategic document sets out objectives, actions and measures to reduce our environmental, social and economic impacts over the 2026–2028 period, with initiatives focused on energy efficiency, emissions reduction, the circular economy and social well-being. It guides the integration of sustainability into day-to-day operations and strategic decision-making.

| SUSTAINABILITY REPORT

This is the tool through which we transparently report on our initiatives, performance and objectives in the environmental, social and economic areas — from emissions reduction and resource management to respect for human rights and value creation for the community. It is our main reporting tool for assessing our impacts and strengthening stakeholder trust.

4.2 ESG rating

Domus Line periodically assesses its sustainability performance in order to monitor progress and identify areas for improvement. For this purpose, the company relies on the support of industry experts and the Ecomate platform, which provides companies with a questionnaire comprising more than 200 multiple-choice questions, structured around three ESG areas and eleven thematic modules:

- environment, energy, waste and mobility for the environmental area;
- business ethics, occupational health and safety, and social responsibility for the social area;
- transparency, economics, products and innovation for the governance area.

Based on the responses provided, a dedicated algorithm assigns a score to each area. The overall score, ranging from 0 to 100, is then converted into a letter rating associated with a sustainability risk level.

To ensure the reliability of the assessment, Domus Line uploaded the required supporting documentation to the platform. Ecomate analysts verified the consistency between a selection of the responses provided and the corresponding supporting evidence before issuing the final rating.

For transparency towards our stakeholders, we note that **Ecomate** is included in the public list of entities that have notified ESMA (European Securities and Markets Authority) of their intention to continue operating in the European Union and to submit an application for authorisation as an ESG rating provider pursuant to Regulation (EU) 2024/3005 on the transparency and integrity of ESG rating activities, fully applicable from 2 July 2026.

For 2025, our ESG rating stands at **72/100**, **corresponding to class AA and a very low sustainability risk level**. Among the eleven modules assessed, the strongest areas identified were waste management and occupational health and safety, with the latter achieving the highest score of all modules, followed by innovation and transparency. The areas where the assessor recommends that we continue our improvement efforts are mainly the products and environment modules.

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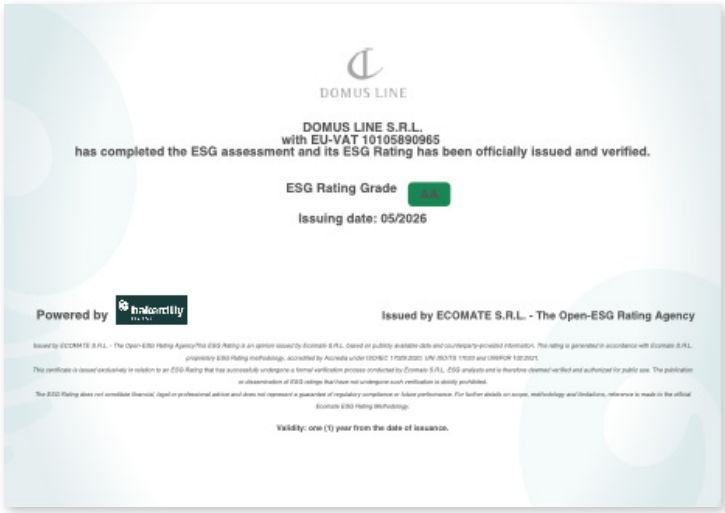

DOMUS LINE

DOMUS LINE S.R.L.
with EU-VAT 10105890965
has completed the ESG assessment and its ESG Rating has been officially issued and verified.

ESG Rating Grade AA

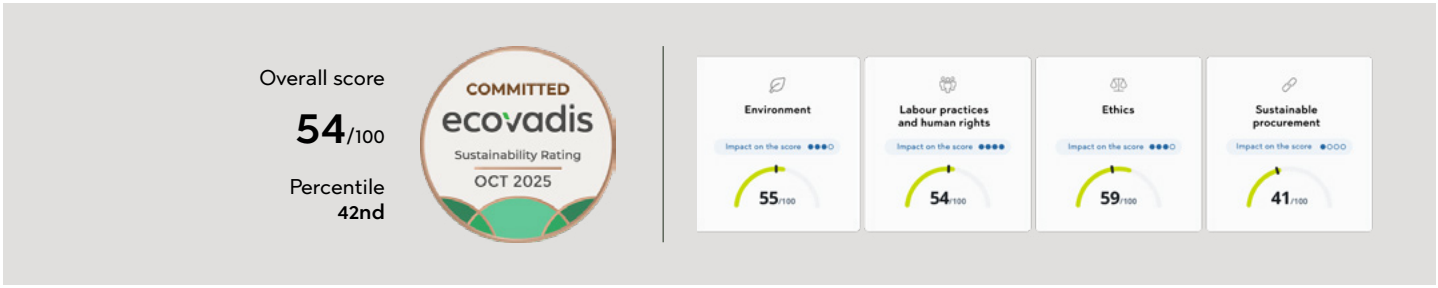
Issuing date: 05/2026

Powered by

Issued by ECOMATE S.R.L. - The Open-ESG Rating Agency

Validity: one (1) year from the date of issuance.

In addition to the ESG rating process described above, Domus Line is also assessed by **EcoVadis**, one of the most widely used corporate sustainability assessment platforms globally, used by thousands of companies to evaluate their own sustainability practices and those of their supply chains.
In the EcoVadis assessment, Domus Line achieved **a score of 54/100**, **placing the company in the 42nd percentile among organisations assessed globally**. Based on this score, Domus Line was awarded the "Committed" badge, a recognition granted to companies that achieve a minimum score of 45 points and have embarked on a structured approach to sustainability management.



It is important to note that the EcoVadis scorecard reflects the situation in the year preceding the assessment. For Domus Line, 2024 was primarily dedicated to planning and defining the initiatives needed to strengthen our ESG performance. In the next assessment, covering 2025 and conducted in 2026, we expect our score to improve as a result of the activities already implemented during the year, starting with the calculation of our 2025 carbon footprint covering Scope 1, Scope 2 and Scope 3 emissions, and the product life cycle assessment (LCA), both of which are described in the following chapters of this report. Our objective for the coming years remains clear: to progressively improve our score by consolidating and expanding the sustainability journey we have undertaken.

The same attention to the European regulatory framework described in relation to our ESG rating also applies to the EcoVadis assessment. Regulation (EU) 2024/3005 on the transparency and integrity of ESG rating activities, applicable from 2 July 2026, places ESG rating providers operating in the European Union under the supervision of ESMA (European Securities and Markets Authority). As explicitly indicated by EcoVadis[1], its assessments fall within the scope of the Regulation as ESG ratings, regardless of whether they are used for sustainable finance purposes or supply chain due diligence. Under the transitional regime applicable to providers already operating in the market, EcoVadis is proceeding through the authorisation process with ESMA. The review process is expected to be completed around May 2027. As of the date of this report, EcoVadis has not yet been formally authorised under the new Regulation and is therefore in the transition phase towards full European regulatory supervision. Domus Line will continue to monitor this process closely as a company assessed through the EcoVadis platform.

1 Source: https://ecovadis.com/it/trust-center/esma/?active-tab=frequently-asked-questions

4.3 Materiality assessment

The materiality assessment enables Domus Line to identify the positive and negative impacts that its activities may have on people and the environment and to determine the sustainability matters that are a priority for the company.

In the previous edition of the Sustainability Report, with the support of expert consultants, Domus Line conducted an impact materiality assessment aimed at identifying the sustainability matters relevant to the business and defining priority areas for action. As no significant changes occurred in the internal or external context during 2025, the assessment has been confirmed for the current edition and will be updated should circumstances arise that could affect the identified impacts or their relative priority.

The process was structured into four stages:

Context analysis: we reviewed our ESG rating, including the strengths and areas for improvement identified through the assessment, and complemented this with an analysis of ESG market trends and a sector benchmark comparison.

Impact mapping: we developed a list of actual and potential positive and negative impacts relating to each of the three sustainability dimensions — environmental, social and governance — and linked each impact to the specific sustainability matter to which it relates.

Impact prioritisation: we involved various internal company representatives in assessing each impact against three parameters, measured on a scale from 1 to 4 (low, medium-low, medium-high, high):

- scale, understood as the severity of a negative impact or the significance of a positive impact;
- scope, meaning the extent of the impact in terms of the people, geographical areas or markets affected;
- for potential impacts, the likelihood of the event actually occurring.

Impacts — and the sustainability matters associated with them — that reached a "high" level of significance were considered material.

Development of the materiality matrix: we developed the materiality matrix, a visual tool summarising the significance of each sustainability matter assessed for our company.

For this edition, the company supplemented the process with a questionnaire addressed to its stakeholders, aimed at assessing the degree of alignment between the priorities identified by the company and those perceived by external stakeholders.

The following page presents the materiality matrix, confirmed for 2025 and supplemented with stakeholder feedback, together with the sustainability matters identified as material as a result of the assessment.

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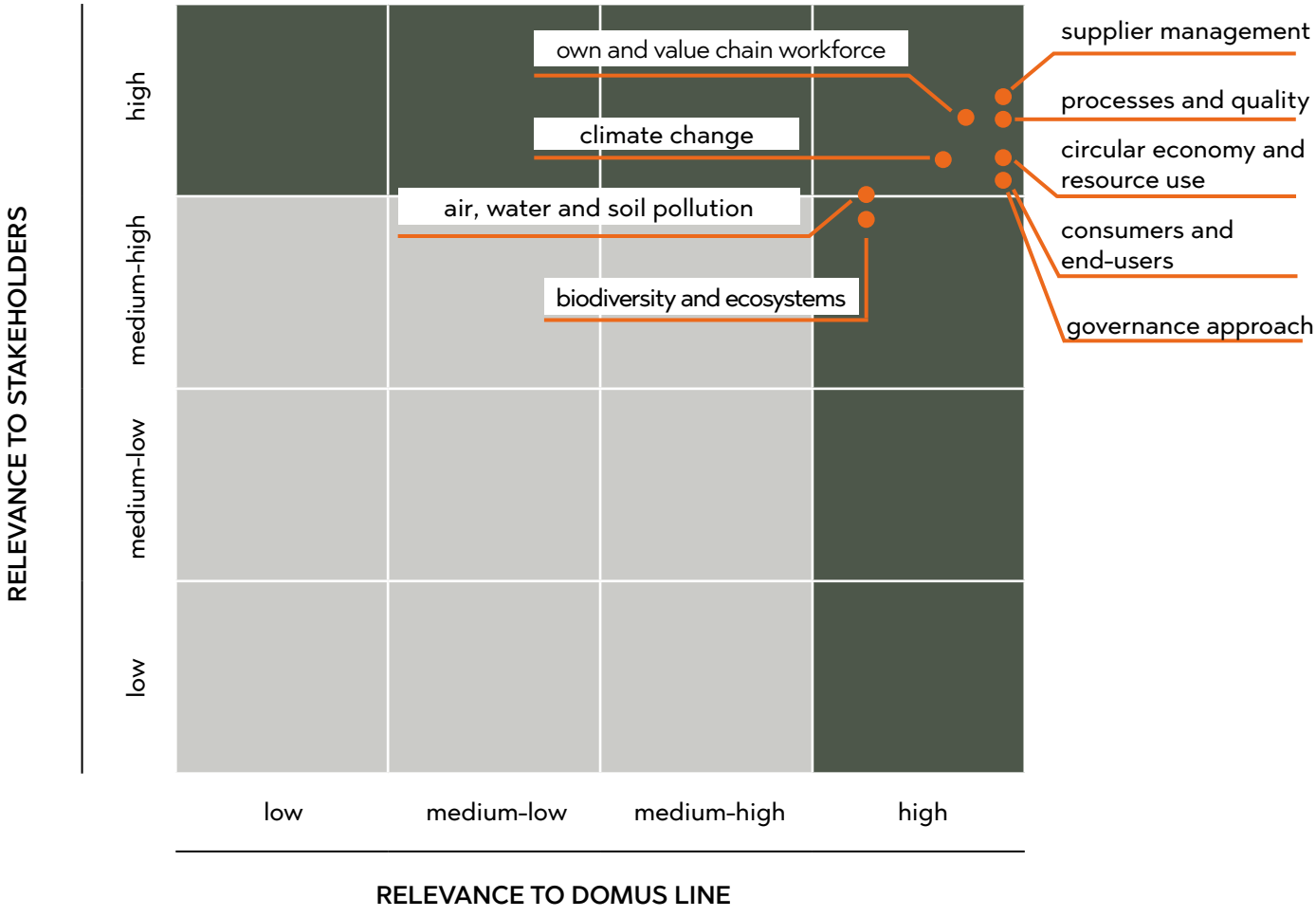
The materiality matrix



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TOPIC	TYPE	IMPACT DESCRIPTION	ORIGIN
Climate change	actual positive impact	Reduction in GHG emissions through the use and self-generation of renewable energy	Own operations
	actual positive impact	Reduction in energy consumption by end-users thanks to the energy efficiency of the product	Own operations & downstream value chain
	actual negative impact	GHG emissions across the value chain and lack of offsetting through carbon credits	Own operations & upstream and downstream value chain
Air, water and soil pollution	actual negative impact	Water pollution caused by Far East suppliers carrying out surface treatments (painting/ coating)	Upstream value chain
Biodiversity and ecosystems	actual negative impact	Potential impact on biodiversity and ecosystems in metal extraction countries	Upstream value chain
Circular economy and resource use	actual positive impact	Reduction of end-of-life environmental impacts thanks to product disassemblability and recyclability	Downstream value chain
Own workforce & value chain	actual positive impact	Equity and inclusion, supported by a pay equity system and the presence of women in positions of responsibility within the production area	Own operations
	actual positive impact	Attention to ergonomics and occupational risks through the LEAN methodology and ISO 45001	Own operations
	actual positive impact	Employee well-being, supported by a structured welfare system and initiatives promoting work-life balance, including an earlier finishing time for production staff (4:30 p.m.)	Own operations
	actual positive impact	A climate of trust and well-being, in which people feel valued and work better together, fostered by mutual respect	Own operations

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TOPIC	TYPE	IMPACT DESCRIPTION	ORIGIN
Consumers and/or end-users	actual positive impact	Improved quality of life for end-users through lighting products that enhance comfort, well-being and the usability of spaces	Downstream value chain
	actual positive impact	Enabling customers to plan their production and final delivery with the assurance of delivery within 10 days of the order	Downstream value chain
Governance approach	actual positive impact	Building trust through an ethical and responsible governance approach, the adoption of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, and the whistleblowing system	Own operations
	actual positive impact	Innovation and competitiveness strengthened through investment in R&D and the protection of intellectual property	Own operations
	actual positive impact	Open and transparent dialogue between management and employees	Own operations
Supplier management	actual positive impact	Timely payment of invoices	Own operations
Processes and quality	actual positive impact	Operational efficiency through the adoption of LEAN methodologies	Own operations
	actual positive impact	Product quality ensured by the ISO 9001-certified management system	Downstream value chain

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4.4 Stakeholder mapping and engagement

Listening to the people and organisations we engage with on a daily basis is an essential step in ensuring that our sustainability priorities are aligned with the actual expectations of those who are directly or indirectly affected by our activities.
For this edition of the Sustainability Report, with the support of expert consultants, we launched a structured process to identify, classify and engage our stakeholders, inspired by the principles of the AA1000 Stakeholder Engagement Standard (AA1000SES).

The process was structured into two stages:
1. stakeholder mapping: aimed at identifying and classifying the stakeholders relevant to Domus Line;
2. stakeholder engagement: aimed at gathering their expectations and assessing their alignment with the company's priorities.

4.4.1 Stakeholder Map

In line with the requirements of the AA1000 Stakeholder Engagement Standard (AA1000SES), the mapping process began with the definition of a clear purpose and scope, shared during a workshop involving the ESG & Product Certification and QHSE functions. The scope covers the entire Domus Line S.r.l. organisation, including its Italian headquarters, international sales network, supply chain, B2B customers, indirect end-users and environmental impacts throughout the product life cycle.

To identify and classify stakeholders, we used two complementary tools, also assessing each stakeholder against criteria such as dependency, responsibility, tension, influence and diverse perspectives, as recommended by the Standard.
The first tool is a concentric-circle map, which places each stakeholder within one of four areas according to their level of proximity to the company:

- direct – internal: people and functions within Domus Line;
- direct – external: stakeholders with a direct contractual, commercial or institutional relationship with the company;
- indirect – external: stakeholders who influence or are influenced by our activities without having a direct and ongoing relationship with the company;
- environment: the broader natural, social, regulatory and intergenerational context.

The second tool is an influence/dependency matrix, which enabled us to assess both the extent to which each stakeholder can influence our activities and the extent to which they are, in turn, affected by our decisions, thereby helping us define engagement priorities. The process led to the identification of six main stakeholder categories:

Governance and internal people — Board of Directors, managers and employees: stakeholders directly internal to the organisation who contribute to defining, managing and implementing the company's strategy.

Customers and sales network — B2B customers, agents, competitors and product users: they represent Domus Line's direct reference market and influence market positioning, perceived quality, business continuity and expectations.

Suppliers and value chain partners — suppliers, partners, industrial complex stakeholders and trade associations: stakeholders directly linked to the company's ability to design, manufacture, innovate and manage impacts throughout the value chain.

Institutional, financial and control system — supervisory bodies, public authorities, banks and insurance companies: they influence compliance, access to financial resources, risk management, authorisations and the company's reliability.

Community and local area — schools, research institutions, local communities and the media: stakeholders connected with social capital, reputation, education and training, innovation and the company's local roots.

Environment and future stakeholders — the environment and future generations: stakeholders that cannot be directly consulted or personally represented, but which are central to the assessment of the environmental and intergenerational impacts generated by our activities.

The priorities and topics identified through the materiality assessment guided the next stage of the process, dedicated to the active engagement of our stakeholders, as described in the following section.

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Stakeholder map

ENGAGEMENT CHANNEL INDIRECT – EXTERNAL

- Direct contact
- Meetings
- Website
- Trade fairs
- Social media
- Email
- Industry portals
- Webinars and events

ENGAGEMENT CHANNEL DIRECT – EXTERNAL

- Website
- Sales agents
- Customer satisfaction survey
- Trade fairs
- Email
- Telephone
- Direct contact
- Social media
- Audits and questionnaires
- Trade association newsletters
- Events and workshops
- Web portals

ENGAGEMENT CHANNEL DIRECT – INTERNAL

- Email
- Digital noticeboard
- Telephone
- Team meetings
- Internal newsletter
- Questionnaires
- Website
- Whistleblowing channel
- Direct contact

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4.4.2 Stakeholder engagement

Once our stakeholders had been identified and classified, we moved on to the active engagement phase, with the aim of gathering their views directly on the sustainability topics most relevant to Domus Line and assessing their alignment with our strategic priorities.

We conducted a structured questionnaire, available in Italian and English, distributed via a direct link to external stakeholders and through a physical QR code to production employees. The questionnaire achieved an overall response rate of 30% and involved employees, customers and the sales network, suppliers and value chain partners, as well as public bodies and financial institutions. Respondents were asked to assess both the perceived relevance of, and their level of awareness of, our initiatives relating to our 18 environmental, social and governance impacts.

By comparing these two parameters, we were able to determine, for each topic, whether our communication is already effective, whether it should be strengthened, or whether it concerns issues that currently receive a lower level of attention from stakeholders.

The results also represented an important contribution to the development of the materiality matrix presented in the previous sections, incorporating the external perspective of stakeholders into the validation of Domus Line's priority ESG topics.

The analysis highlighted several key messages. The first concerns the central role of people: well-being, occupational health and safety, and a climate of trust were confirmed as the most strongly felt priorities across all stakeholder groups, achieving some of the highest relevance scores in the entire questionnaire. This further supports the direction we have taken in relation to human capital.

Alongside these topics, product quality, on-time delivery and the governance tools we have adopted — the Organisational Model pursuant to Legislative Decree 231/2001, the Code of Ethics and the whistleblowing channel — are also recognised and valued, particularly by our institutional and business partners.

Environmental topics, from climate change and product end-of-life management to value chain sustainability, are perceived as increasingly relevant by our stakeholders, particularly international customers and institutional stakeholders. This confirms the direction we have taken and encourages us to pursue our efforts in this area with even greater determination.

The questionnaire also provided valuable insight into our communication. While it is generally perceived as adequate, stakeholders expressed a clear expectation for greater frequency, concreteness and transparency, particularly in relation to the measurable results of our ESG journey. The topic that stakeholders are most interested in learning more about is the well-being of the people who work with us — an area in which we already have a great deal to communicate.

The majority of stakeholders also identified the annual Sustainability Report as their preferred channel for receiving updates, to be complemented by more frequent communications for those who wish to stay informed on a more regular basis.

Listening to our stakeholders is not the end of the process, but the beginning of a dialogue that we intend to continue over time. The results of this first engagement cycle will help shape both our strategic priorities and the way we communicate our sustainability journey: providing regular updates, communicating achieved results in a concrete way, and paying particular attention to the topics — starting with employee well-being and value chain sustainability — that our stakeholders have asked us to explore in greater depth.

Several stakeholders also expressed their willingness to be contacted again for the next stages of the process. We see this as a sign of trust that we intend to foster by actively involving them in the next phases and in future editions of the Sustainability Report.

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ENGAGEMENT IN NUMBERS

30%
overall response rate

5
stakeholder groups engaged

18
ESG impacts assessed

2
survey languages (IT and EN)

WHAT MATTERS MOST TO STAKEHOLDERS

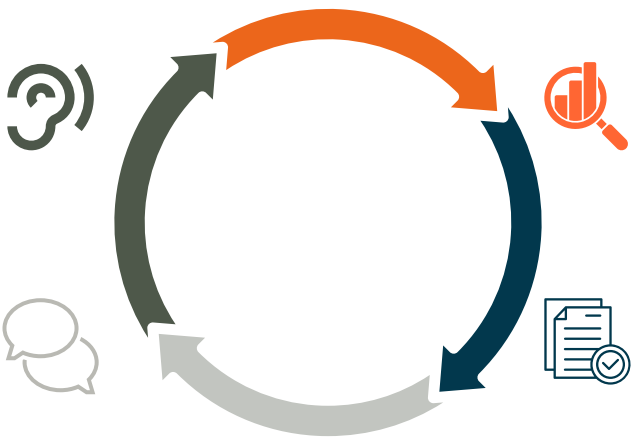
PEOPLE
Well-being, safety and a climate of trust

PRODUCT
quality and on-time delivery

GOVERNANCE
Organisational Model 231, Code of Ethics and Whistleblowing

ENVIRONMENT
growing focus on environmental topics, particularly among international customers and institutions

THE LISTENING CYCLE



LISTEN
stakeholder questionnaire distribution

ANALYSE
in-depth assessment of the relevance and awareness of each topic

ENGAGE
ongoing dialogue and communication

INTEGRATE
integration into ESG strategy and communication

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4.5 2026–2028 Sustainability plan

The 2026–2028 Sustainability Plan is the strategic document that guides Domus Line's ESG direction over the next three years, linking the material impacts identified through the materiality assessment with the company's medium-term business objectives.

The Plan was developed on the basis of each material topic identified through the materiality assessment. For each topic, Domus Line defined concrete improvement actions with specific timelines, assigning responsibility for each action and one or more KPIs to monitor progress. The implementation status of these actions is reviewed periodically by the company, ensuring that the Plan remains a living management tool rather than simply a strategic guidance document.

For 2026, the company has defined nine commitments to pursue as part of an ongoing journey focused on responsibility, innovation and shared value.

PEOPLE

1. Employee initiatives.
2. Mapping employee needs to promote carpooling.
3. Employee climate survey.

CLIMATE AND ENERGY

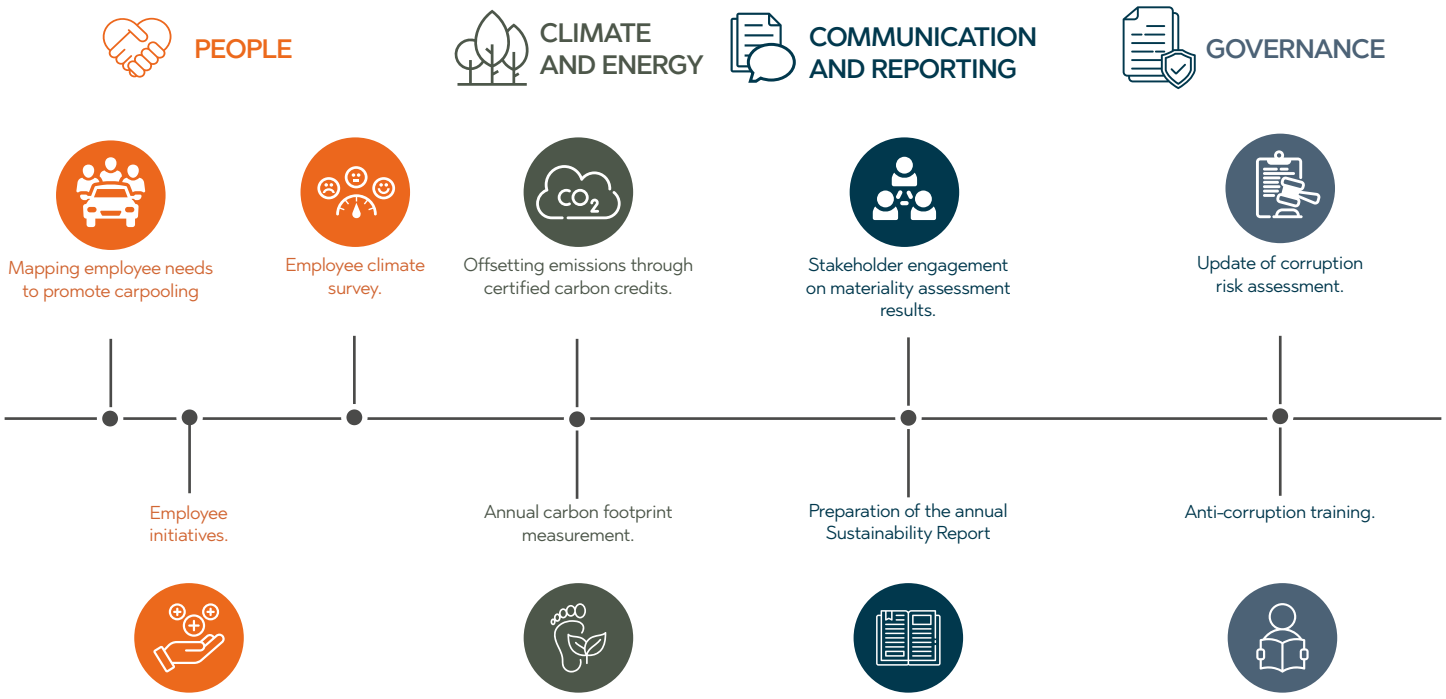
4. Offsetting emissions through certified carbon credits.
5. Annual carbon footprint measurement.

COMMUNICATION AND REPORTING

6. Stakeholder engagement on materiality assessment results.
7. Preparation of the annual Sustainability Report.

GOVERNANCE

8. Update of corruption risk assessment.
9. Anti-corruption training.



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5. Environmental

Creating economic value without placing an additional burden on the environment is a commitment that guides concrete actions, not merely statements of principle. Our environmental management system, certified to ISO 14001, supports us in continuously monitoring and improving the environmental impact of our activities, promoting the efficient use of resources and the progressive reduction of waste and emissions.

Certification is not an end in itself, but a tool that enables us to integrate environmental protection into every stage of our production processes, combining economic growth with responsibility towards the planet.

5.1 LEAN methodology and environmental impact reduction

Among the tools supporting this commitment, the LEAN methodology plays a key role. While its primary objective is to eliminate activities that do not generate value — such as idle time, overproduction and waste — one of its most valuable environmental benefits is the structural reduction in resource consumption: fewer materials used, less waste to manage and less energy required for each unit produced.

In practical terms, this translates into more responsible management of raw materials and more efficient use of energy throughout the production cycle. The automated warehouse, a key element of our LEAN strategy, also provides environmental benefits that go beyond logistics efficiency. By reducing the need for storage areas that require heating, cooling and lighting, and by optimising material flows in real time, it helps limit unnecessary internal transport and the associated CO2 emissions.

The following sections explore how this commitment translates into concrete actions in the areas of energy, climate change, water resources, circular economy and biodiversity.

5.2 Climate change, energy and emissions

Optimising our production processes and carrying out every activity with respect for the environment is a daily commitment for Domus Line. Our sector is not among those with the highest direct impact on the climate, but we recognise that inadequate management could still contribute to global warming, with consequences both for the planet and for our company's competitiveness.

5.2.1 Climate risk assessment

For Domus Line, sustainability goes beyond reducing our day-to-day environmental impact. It also involves taking a long-term perspective that enables us to anticipate and manage climate-related risks. Climate change may generate tangible risks for our operations, supply chain and long-term competitiveness, which we believe must be addressed in a structured manner. We have therefore identified the main climate-related and natural risks relevant to our activities, together with the strategies needed to mitigate them:

- **Changes in climate and temperature**: the area where our production site is located is characterised by seasonal climate variability. Rising temperatures associated with climate change could affect energy availability and operational efficiency, particularly during the warmer months.
- **Flooding and extreme weather events**: Friuli Venezia Giulia is a region subject to significant rainfall. An increase in precipitation could expose the production site to flooding and infrastructure damage if these risks are not adequately monitored and managed.
- **Drought and declining groundwater levels**: the region has experienced a gradual decline in groundwater levels, due both to climate change and to the consumption of water resources. As our activities rely on the responsible use of water for domestic and sanitary purposes, any constraints on water availability could affect operational continuity and productivity.
- **Seismic events and geological risks**: the Porcia area is also exposed to seismic activity. Although the level of risk is not considered high, we believe it is important to maintain an adequate level of preparedness for natural events that could affect our facilities and operations. In accordance with national regulatory requirements, we have put in place mandatory insurance coverage for catastrophic events, including floods and earthquakes.

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5.3 Energy

Domus Line is committed to promoting the responsible use of energy. For 2025, the reporting scope of our environmental metrics relating to energy and greenhouse gas emissions includes the headquarters at Via Maestri del Lavoro 1 in Porcia and the facility used as a warehouse. Since 2025, energy consumption has been monitored through dedicated software, enabling us to analyse data by source, time band and period, and to promptly identify consumption peaks, inefficiencies and opportunities for improvement.

Over the years, we have taken concrete steps to reduce our dependence on non-renewable energy sources. This journey began in 2022 with the installation of our first photovoltaic system on the roof of the building housing the AutoStore automated warehouse. Since January 2023, we have monitored its energy generation, self-consumption and electricity fed into the grid. In March 2025, we commissioned a second photovoltaic system, this time on the roof of the production facility, further strengthening our strategy for renewable energy self-generation and energy performance monitoring.

In 2025, 100% of the electricity used by Domus Line came from renewable sources: 51.5% was self-generated through our photovoltaic systems, while the remaining 48.5% was purchased with Guarantees of Origin. The increase in the share of self-generated electricity compared with the previous year mainly reflects the commissioning of the second photovoltaic system, confirming the direction taken in our energy transition.

2025	from renewable sources		from non-renewable sources	total
	self-generated	purchased from the grid		
Electricity	105 MWh	112 MWh	**	217 MWh
LPG fuel	**	**	4,307 m^3	4,307 m^3
2024	from renewable sources		from non-renewable sources	total
	self-generated	purchased from the grid		
Electricity	85 MWh	191 MWh	**	276 MWh
LPG fuel	**	**	3,603 m^3	3,603 m^3

Table: Energy consumption

The comparison between the two years highlights two distinct trends. In terms of electricity, total consumption decreased from 276 to 217 MWh (-21.3%), while self-generated electricity increased both in absolute terms (from 84.63 to 105 MWh) and, above all, as a share of total consumption (from 30.7% to 48.5%), mainly due to the commissioning of the second photovoltaic system. At the same time, electricity purchased from the grid decreased significantly, from 191 to 112 MWh. LPG consumption, however, increased from 3,603 to 4,307 m^3 (+19.5%).

In addition to using renewable energy for our production activities, our photovoltaic systems also supply the charging stations for electric vehicles, which are available free of charge to employees and visitors. This initiative complements our commitment to promoting more sustainable forms of transport, together with the gradual replacement of our company vehicle fleet with hybrid and fully electric vehicles. All lighting systems at our facilities use LED technology, significantly reducing energy consumption, while heating and cooling systems have been replaced with high-efficiency solutions integrated with building automation controls to optimise resource use. In our production areas, we have installed air-recovery climate control systems that maintain a stable indoor environment while limiting energy consumption. The offices have also been further insulated to reduce heat loss in winter and heat gain in summer.

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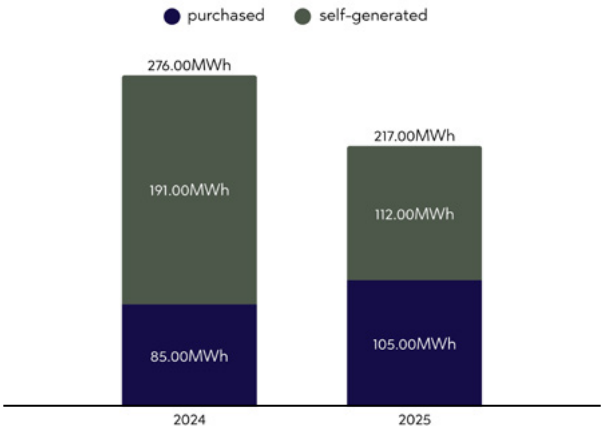
Our internal logistics also reflects this commitment. In our warehouses, we have replaced a significant proportion of traditional shelving with the AutoStore storage and retrieval system, reducing the energy consumption associated with electric forklifts while improving safety in material handling. Finally, to promote sustainable mobility and reduce commuting, we continue to provide all employees with a free in-house canteen service, thereby also helping to reduce emissions associated with private transport. Taken together, these actions demonstrate how innovation at Domus Line can be effectively combined with responsibility towards the environment and the community.

	2024	2025	Δ
Electricity from renewable sources	276,000 kWh	217,000 kWh	-21.38%
Revenue	26,021.643 €	29,700,929 €	+14.14%
Energy intensity per unit of revenue	0.011 kWh/€	0.007 kWh/€	-31.12%
Units produced	2,093,248 units	2,363,508 units	+12.91%
Energy intensity per unit produced	0.13 kWh/unit	0.092 kWh/unit	-30.37%

Table: Energy intensity

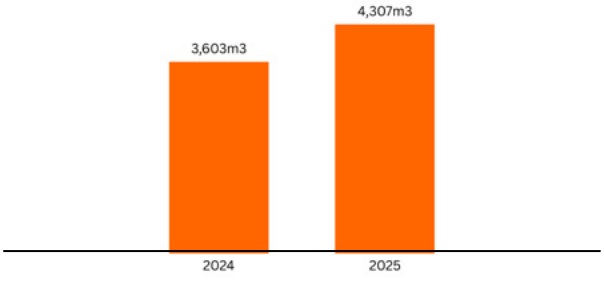
ENERGY MIX

2024 -2025



ELECTRICITY CONSUMPTION

100% from renewable sources



LPG FUEL CONSUMPTION

Metric monitored as part of the energy efficiency programme

2022
first photovoltaic system

01/2023
start of monitoring

03/2025
second photovoltaic system

PHOTOVOLTAIC JOURNEY

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The analysis of energy intensity confirms the efficiency improvements achieved by Domus Line in 2025. While production increased by 12.91% (from 2,093,248 to 2,363,508 units), electricity consumption from renewable sources decreased by 21.38%, from 276,000 kWh to 217,000 kWh. This trend shows a clear decoupling between production growth and energy demand: the company is producing more while consuming less energy in absolute terms.

This is also reflected in the intensity indicators: the ratio of electricity consumption to revenue decreased from 0.011 kWh/€ to 0.007 kWh/€ (-31.12%), while energy intensity per unit produced improved even more significantly, falling from 0.13 to 0.092 kWh/unit (-30.37%).

5.4 Carbon Footprint

Accurately measuring greenhouse gas (GHG) emissions is the first step towards effectively managing Domus Line's environmental impact. For 2025, we once again calculated our corporate carbon footprint with the support of expert consultants and in accordance with the Greenhouse Gas Protocol (GHG Protocol), the internationally recognised framework for measuring and reporting corporate GHG emissions. The GHG Protocol distinguishes between three scopes:

- **Scope 1**: includes direct emissions from sources owned or controlled by the company, such as fuel combustion in company vehicles or facilities.
- **Scope 2**: includes indirect emissions associated with purchased or acquired energy consumed by the company, such as electricity and heating.
- **Scope 3**: includes all other indirect emissions generated across the value chain, from supplier-related transportation to the use of sold products by customers and their end-of-life treatment.

These three scopes enable us to assess our emissions comprehensively, considering not only those generated directly by our operations but also those arising throughout the upstream and downstream value chain and from the use of our products.
When calculating its corporate carbon footprint, Domus Line considered all Scope 3 categories defined by the GHG Protocol across the value chain, excluding only those that are not applicable to its activities, such as emissions from franchises, as Domus Line does not operate through a franchise model.

	2024		2025		
	tCO_2e	%	tCO_2e	%	Δ
Scope 1	99.25 tCO_2e	0.08	81.45 tCO_2e	0.07	-17.9%
Market-based Scope 2	0.07 tCO_2e	0.00	0.00 tCO_2e	0.00	-100.0%
Scope 3	126,816.90 tCO_2e	99.92	113,984.76 tCO_2e	99.93	-10.1%
Total	126,916.22 tCO_2e		114,066.21 tCO2e		-10.1%

Table: Scope 1, 2 and 3 emissions

In 2025, total GHG emissions decreased by 10.1% compared with the previous year, with improvements across all three scopes. Scope 1 emissions, generated mainly by LPG combustion at our facilities and fuel consumption from the company vehicle fleet, decreased to 81.45 tCO2e (-17.9%).

Scope 2 emissions amounted to 0.00 tCO2e under the market-based method, thanks to 100% of purchased electricity being covered by Guarantees of Origin. Under the location-based method, which reflects the average electricity grid mix, emissions would instead amount to 25.19 tCO2e. This figure is reported for transparency, in accordance with the GHG Protocol.

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The residual Scope 1 and Scope 2 emissions for 2024, amounting to 99.31 tCO2e, were offset through the purchase of carbon credits on the voluntary carbon market, with the support of a specialised sustainability solutions partner. The project supported — not developed directly by Domus Line, but selected and made available by the partner — involves solar power generation in Madhya Pradesh, India, through the Mahindra photovoltaic park.

The initiative contributes to the country's energy transition by increasing renewable energy generation and reducing dependence on fossil fuels. It was developed in consultation with local communities, also creating employment opportunities, and the associated carbon credits are certified under the Verified Carbon Standard (Verra). The project also contributes to several United Nations Sustainable Development Goals, including Goal 7 (Affordable and Clean Energy), Goal 8 (Decent Work and Economic Growth), Goal 11 (Sustainable Cities and Communities) and Goal 13 (Climate Action).

For 2025, Domus Line is committed to offsetting its residual Scope 1 and Scope 2 emissions by supporting a new carbon offset project, identified with the assistance of the same partner and currently being selected.

Scope 3 emissions remain the most significant component of our carbon footprint, amounting to 113,984.76 tCO2e (99.93% of total emissions), down 10.1% compared with 2024. An analysis by category clearly shows where our impact is concentrated:

	2025 (tCO2e)	%
Use of sold products	76,367.37	67.00
Purchased goods and services	36,728.05	32.22
Upstream transportation and distribution	494.41	0.43
Employee commuting	90.59	0.08
End-of-life treatment of sold products	80.17	0.07
Business travel	68.77	0.06
Capital goods	152.78	0.13
Downstream transportation and distribution	1.46	0.00
Waste generated in operations	1.16	0.00
Total	113,984.76	100.00

Table: Scope 3 emissions breakdown

The use of sold products by end-users represents the most significant component of Scope 3 emissions. The main area for action is therefore the energy efficiency of lighting products throughout their life cycle. A further significant component is purchased goods and services, which reflects the impact of the supply chain.

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To normalise total emissions data and make it comparable over time, we also monitor emissions intensity relative to production volumes:

	2024	2025	Δ
Scope 1	99.25 tCO2e	81.45 tCO2e	-17.9%
Scope 2 location-based	0.07 tCO2e	0.00 tCO2e	-100.0%
Scope 3	126,816.90 tCO2e	113,984.76 tCO2e	-10.12%
Total	126,916.22 tCO2e	114,066.21 tCO2e	-10.12%
Revenue	26,021,643 €	29,700,929 €	+14.14%
Emissions intensity per unit of revenue	0.0049 tCO2/€	0.0038 tCO2/€	-21.26%
Units produced	2,093,248 units	2,363,508 units	+12.91%
Emissions intensity per unit produced	0.06 tCO2/unit	0.048 tCO2/ unit	-20.40%

Table: Emissions intensity

The improvement in this indicator (-20.4%) confirms that the reduction in emissions is not due solely to lower production activity, but reflects genuine progress in the efficiency of our business model.

We will continue to invest in ecodesign, energy efficiency and product innovation to maintain this trajectory, with the aim of establishing increasingly precise quantitative emissions reduction targets in future editions.

For the coming years, Domus Line aims to keep emissions intensity per unit produced below the level recorded in the previous year.

Recognising that the company may eventually reach a level of residual emissions that cannot be further reduced, Domus Line will, at that stage, commit to assessing potential strategies for offsetting Scope 3 emissions.

Image: Certificate of offsetting for Scope 1 and Scope 2 emissions for 2024

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5.4.1 Home-to-work commuting

Our commitment to reducing emissions extends beyond the boundaries of our facilities to include the daily commuting of the people who work with us. In 2025, we conducted a survey among employees on their home-to-work commuting habits to understand how they travel each day, which modes of transport they use and how willing they would be to adopt shared mobility solutions such as carpooling.

The survey results will enable us, where possible, to identify the most favourable conditions for promoting carpooling among colleagues travelling along similar routes, with the aim of reducing the number of private vehicles on the road and, consequently, the environmental impact associated with employee commuting.

To support this initiative, we formally appointed a company Mobility Manager, whose role is to develop and update the Home-to-Work Travel Plan (PSCL), promote and coordinate alternative mobility solutions — including public transport, carpooling, car sharing, walking and cycling, and remote working — and monitor employees' commuting habits over time, including through periodic surveys.

5.4.2 Life Cycle Assessment (LCA)

In 2025, with the support of a specialist consultant, Domus Line conducted its first Life Cycle Assessment (LCA) study on a sample of products from its catalogue, with the aim of identifying the stages of the product life cycle in which the largest share of the carbon footprint is generated, from raw material extraction through to final disposal. The results were not validated by an independent third party and should therefore be considered a preliminary internal assessment.

The analysis distinguishes between two assessment boundaries: the cradle-to-gate footprint, which considers emissions generated from raw material extraction up to the point at which the finished product leaves our facilities — including materials, packaging, suppliers and internal production processes — and the cradle-to-grave footprint, which extends the assessment to all subsequent stages, from distribution to the customer through product use and end-of-life disposal.

In all cases analysed, the product use phase — namely the energy consumed during operation — accounts for by far the largest share of the overall footprint, exceeding 80% of the total. This confirms that the greatest opportunity for environmental improvement lies in increasing energy efficiency during the use phase rather than in production, and further supports Domus Line's strategic focus on LED technologies and low-consumption solutions. As regards the share of impacts associated with production, the main contributing factors are plastic materials and electronic components. For products containing aluminium parts, the analysis also identified further improvement potential through an increase in recycled content.

Product	Cradle-to-gate footprint	Cradle-to-grave footprint	Share of use phase
SMALLY	0.41 kgCO2e	26.24 kgCO2e	98%
LADY	18.46 kgCO2e	114.65 kgCO2e	84%
APEX	1.44 kgCO2e	124.67 kgCO2e	99%

Table: products LCA

5.5 Pollution and biodiversity

In 2025, Domus Line continued to address its environmental responsibilities related to emissions to air, water and soil through a proactive approach. With regard to air emissions, the company does not operate any production-related systems that generate direct atmospheric emissions. The only monitored emission points are those associated with heating systems, for which full compliance with applicable regulations is ensured.

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With regard to water discharges, Domus Line adopts a multi-stage treatment system. Blackwater and greywater from sanitary facilities are first treated in an Imhoff tank and subsequently in a wastewater treatment unit consisting of an aeration chamber and a sedimentation chamber. The treated wastewater is monitored and filtered through an inspectable siphoned chamber before being discharged into the public sewer system. The Imhoff tanks undergo periodic maintenance by Domus Line to ensure their proper operation over time. Rainwater is managed through separate drainage systems. Rainwater from the building roofs flows directly into the public drainage system, while runoff from paved outdoor areas first passes through two oil separation tanks before entering the network. Following these treatment stages, wastewater from all companies located in the Porcia Ovest industrial area ultimately passes through a shared settling basin before being discharged into the Rio La Guzza watercourse.

Soil management also follows a preventive approach. Domus Line continuously monitors its activities and manages industrial waste safely and efficiently in order to prevent any form of contamination. Activities carried out at the Porcia site do not generate significant sources of pollution to air, water or soil. Furthermore, the site is located within an industrial area outside areas protected for their ecosystem value. No significant impacts on local fauna and flora have therefore been identified.
Attention is instead focused on the initial stages of the upstream value chain associated with metal extraction and processing. Domus Line's two production units in Porcia occupy a total area of 1.2321 hectares, resulting in land being unavailable for the development of local fauna, of which 11,431 m^2 consists of impervious surfaces.

Plant	area
Unit 1	0.9854 hectares
Unit 2	0.2467 hectares
Total	1.2321 hectares

Table: Plant surface area

Land use	area
Total impervious area	11,431 m^2
Total nature-oriented area on site	2,464 m^2
Total land use	13,895 m^2

Table: Land-use metrics

5.6 Water management

Domus Line's sites are located in Friuli Venezia Giulia, a region that, according to the World Resources Institute[2], falls within an area of medium-high water stress. Domus Line does not use water in its production processes: water is used exclusively for domestic and sanitary purposes, with total water withdrawals amounting to 1,020 m3 in 2025. As water is not consumed in the production cycle but used only for domestic purposes, water withdrawals are assumed to be equal to water discharges.

The company's water discharges mainly originate from three sources: rainwater, wastewater from washbasins and the canteen area, and wastewater from sanitary facilities. As described in the previous section, each flow follows a dedicated treatment process:

- rainwater passes through the company's oil separation tanks before reaching the shared drainage network;
- wastewater from washbasins and the canteen area is treated through dedicated inspection chambers;
- wastewater from sanitary facilities passes through Imhoff tanks and subsequently through aeration tanks located within the company premises, both of which are regularly maintained by Domus Line.

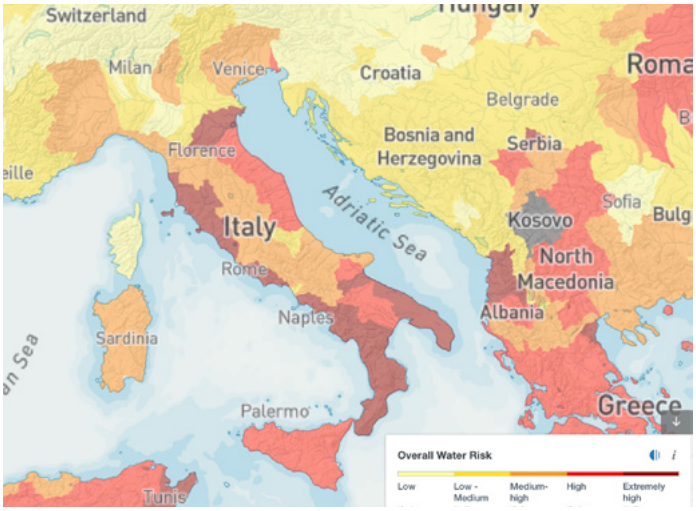

Image: Water-stressed areas (Source: World Resources Institute, Aqueduct Water Risk Atlas: https://www.wri.org/aqueduct)

[2] World Resources Institute, Aqueduct Water Risk Atlas: https://www.wri.org/aqueduct

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To ensure continuous monitoring of the quality of discharged water, an external company collects wastewater samples every three months, which are then analysed by a specialised laboratory. The results are submitted to the Technical Office of the Municipality of Porcia, ensuring consistent and transparent monitoring over time.

5.7 Circular economy

The circular economy moves beyond the linear "take, make, use and dispose" model by promoting the reuse, repair, recycling and regeneration of materials and products. Domus Line integrates these principles into its business activities and monitors developments in the relevant European regulatory framework.

The application of circular economy principles begins at the design stage. Lighting products are developed to ensure durability and, where applicable, to facilitate the separation of components at the end of their life, supporting their recovery and recycling. This applies, for example, to electronic components and metal structures, which are designed to be easily disassembled. Where technically feasible, Domus Line also gives preference to recyclable materials and/or materials containing recycled content. The same approach guides our packaging choices: plastic components contain at least 30% recycled material, while paper and cardboard are made from 100% recycled material, thereby reducing the use of virgin natural resources. Reuse currently applies only to primary packaging, both inbound and outbound.

Our commitment to circularity extends across the entire organisation. Domus Line has eliminated single-use plastics within the company, providing each employee with a reusable stainless-steel bottle and installing free water refill stations. The introduction of 100% recyclable paper cups for hot drinks is also under way. In production, investments in more efficient processes help reduce waste and optimise the use of raw materials.

For Domus Line, the circular economy is not only a response to environmental challenges, but also a tangible opportunity for innovation, efficiency and improved product quality — a way to create shared value with customers, suppliers and society while contributing to a more resilient and sustainable economy over the long term.

CIRCULAR ECONOMY AT DOMUS LINE

PRODUCTS DESIGNED TO LAST
We design lighting products to provide a long operational lifespan, minimising maintenance requirements and reducing the need for replacement.

EVERY COMPONENT CAN BE RECYCLED
Each product is designed to be easily disassembled, allowing every component to be readily recycled at the end of its life.

SMART USE OF RECYCLED MATERIALS
Where possible, we use plastic components made from recycled polymers. The cardboard used for packaging is 100% recycled.

COMPLIANCE WITH EUROPEAN REGULATIONS
We are committed to complying with EU regulations on ecodesign (ESPR) and the management of waste electrical and electronic equipment (WEEE).

PRODUCTION AND LOGISTICS OPTIMISATION
Advanced production and logistics planning, together with the use of automated warehouses, helps reduce waste, optimise space and eliminate errors.

USE OF RENEWABLE ENERGY AND ZERO WASTE
Our energy needs are primarily met by our photovoltaic systems, while the remaining electricity comes from certified renewable sources. The use of LED lighting and high-efficiency systems helps reduce overall energy consumption.

ELIMINATION OF SINGLE-USE PLASTICS
We provide employees with reusable stainless-steel bottles and use only recycled paper cups. Free water refill stations and hot drinks are also available.

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5.8 Waste management

In addition to our commitment to product design and end-of-life management described in the previous chapter, Domus Line pays equal attention to the waste generated by its day-to-day production and office activities. This waste is managed through an integrated and traceable system in compliance with applicable environmental regulations.

Since September 2017, the collection and disposal of municipal waste generated by offices, changing rooms, the canteen and sanitary facilities have been entrusted to the local waste management service provider. Following the introduction of the new classification of municipal waste in 2021, Domus Line adapted its practices for waste generated in production and logistics areas, managing it as special waste and sending it to authorised facilities for recovery or disposal. To optimise this process, the company introduced dedicated compactors for paper, cardboard and plastic, reducing both storage volumes and the number of transport operations required.

To support this system, Domus Line is required to register with RENTRI (National Electronic Register for Waste Traceability), the digital platform that replaced the previous paper-based register and waste identification form system. Data are submitted correctly to RENTRI in accordance with formalised company procedures, while the related information is also retained through legally compliant digital archiving, in accordance with applicable regulations. This approach ensures full traceability and regulatory compliance and provides the basis for the results reported in the following table.

In 2025, the total amount of waste managed by Domus Line increased by 27.09% compared with 2024, rising from 59.321 to 75.394 tonnes. This increase was higher than the growth in production over the same period (+12.91% in units produced): the ratio of waste generated to units produced therefore rose from 0.028 to 0.032 kg/unit.

The increase was almost entirely attributable to non-hazardous waste, which rose by 27.49%, from 59.106 to 75.354 tonnes, while hazardous waste decreased significantly in absolute terms, from 0.215 to 0.040 tonnes (-81.40%). However, a change in its treatment should be noted: in 2024, all hazardous waste was sent for recycling or reuse, whereas in 2025 the entire amount (0.040 tonnes) was disposed of without recovery. The share of non-hazardous waste sent for disposal also increased, from 2.5% to 4.8% of the total. As a result, the overall recovery rate — recycling and reuse as a share of total waste — stood at 95.2% in 2025, slightly down from 97.5% in 2024. While this remains a strong result, these trends — waste volumes growing faster than production, an increasing share of waste sent for disposal, and no recovery of hazardous waste — represent an area for improvement on which Domus Line intends to focus in the coming years.

	2024			2025			
	Recycling or reuse	Disposal	Total	Recycling or reuse	Disposal	Total	Δ
Non-hazardous waste	57,638 kg	1,468 kg	59,106 kg	71,754 kg	3,600 kg	75,354 kg	+27.49%
Hazardous waste	215 kg	0 kg	215 kg	0 kg	40 kg	40 kg	-81.40%
Total	57,853 kg	1,468 kg	59,321 kg	71,754 kg	3,640 kg	75,394 kg	+27.09%

Table: Waste by type and destination

	2024	2025	Δ
Total waste	59,321 kg	75,394 kg	+27.1%
Units produced	2,093,248 units	2,363,508 units	+12.91%
Total waste per unit produced	0.028 kg/unit	0.032 kg/unit	+12.56%

Table: Waste generated per unit produced

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6. Social

People are a central element of Domus Line's organisational model. The company recognises and values the contribution of each employee, promoting a working environment focused on personal and professional growth and on achieving shared results.

Our corporate values place people at the centre, with relationships based on mutual respect. This commitment is reflected in continuous investment in the development of our employees' skills through training and development programmes that strengthen their professional expertise while enabling the company to remain competitive in a constantly evolving market.

We also believe that diversity and inclusion are essential values. We are committed to building a working environment in which different perspectives can coexist and where every person feels respected and valued for who they are. These principles form the foundation of our corporate culture, together with the belief that people's physical and mental well-being is essential to both their individual success and that of the company. For this reason, we promote work-life balance and provide practical tools and initiatives to support a healthy working environment.

6.1 Protection of human rights and human dignity

Domus Line adheres to the principles of the ETI Base Code, promoted by the Ethical Trading Initiative — an alliance of companies, trade unions and NGOs committed to protecting workers' rights worldwide — which is structured around nine core principles.

These standards apply not only to the companies within the group but also across the entire national and international value chain. With regard to freedom of association, employee engagement takes place through periodic meetings with the Workers' Health and Safety Representative (RLS); to date, there are no trade union memberships within the company.

Domus Line's Code of Ethics places respect for fundamental human rights and the dignity of every individual at the heart of the company's conduct. The company safeguards the freedom, personal dignity and privacy of every employee, promoting a working environment based on equality, inclusion and mutual respect. Discrimination, harassment or offensive behaviour of any kind is not tolerated, nor is conduct based on differences in sex, ethnicity, nationality, religion, opinions, age or personal circumstances. Likewise, Domus Line firmly condemns all forms of exploitation, human trafficking and violence, in full compliance with national legislation and internationally recognised ethical principles. Non-discrimination is addressed extensively in the Code of Ethics, which recognises diversity as a source of enrichment and innovation and commits the company to ensuring equal opportunities for professional development, free from any form of racial, cultural, ideological or religious discrimination.

The Special Section of the Organisation, Management and Control Model specifically addresses offences relating to racial discrimination and xenophobia and refers in full to legislation prohibiting the dissemination of ideas based on racial or ethnic hatred, incitement to violence and participation in organisations that promote discrimination. Such conduct may under no circumstances be committed or tolerated in the course of company activities. The Model requires all its recipients to comply with the principles of the Code of Ethics, strengthening prevention through training, internal controls and supervision.

As a further element of this system, since 2024 Domus Line has operated a whistleblowing channel in accordance with Legislative Decree 24/2023. The channel enables all stakeholders — including employees, communities, end customers and workers in the value chain — to report, safely and confidentially, any potential rights violations or conduct contrary to the company's ethical principles. No reports have been received through this channel since its introduction.

Each year, the company also carries out internal monitoring of respect for human rights, the prevention of child and forced labour and the prevention of discrimination. With regard to human rights due diligence across the value chain, risk assessments are carried out through self-declarations and annual internal audits. During the 2025 reporting period, Domus Line identified no cases of severe human rights violations within its own workforce in relation to child labour, forced labour, human trafficking, discrimination or other comparable forms of misconduct. With regard to the value chain, Domus Line is not aware of any confirmed incidents involving workers in the supply chain, affected communities, consumers or end-users.

The independent Supervisory Body, established pursuant to Legislative Decree 231/2001, provides ongoing oversight of compliance with the Model, further demonstrating Domus Line's continued commitment to promoting an ethical, respectful and sustainable working environment based on the central role of people and the value of human relationships.

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THE 9 PRINCIPLES OF THE ETI BASE CODE

The principles promoted by the Ethical Trading Initiative to support fair, safe and decent work.

1

FREELY CHOSEN EMPLOYMENT

No forced or compulsory labour

2

FREEDOM OF ASSOCIATION

Trade union dialogue and collective bargaining are respected

3

HEALTH AND SAFETY

Safe, hygienic and appropriate working conditions

4

NO CHILD LABOUR

Protection of children and compliance with the minimum working age

5

ADEQUATE REMUNERATION

Fair wages aligned with the cost of living

6

SUSTAINABLE WORKING HOURS

Working hours must not be excessive

7

EQUAL TREATMENT

No discrimination in access to employment, career development or working conditions

8

REGULAR EMPLOYMENT

Clear, regular and compliant employment relationships

9

HUMAN DIGNITY

No cruel, abusive or inhumane practices

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6.2 People and organisation

As of 31 December 2025, Domus Line's workforce consisted of 92 employees with employment contracts, supported during the year by 8 temporary agency workers; no self-employed workers were recorded. Compared with 2024, when the company had 96 employees, 2025 ended with a slight reduction in headcount (-4 people, equal to -4.2%), affecting the male and female workforce in broadly similar proportions.

At Domus Line, diversity is a strength: different ages, cultures and genders enrich the company's perspective. In 2025, women continued to represent a significant share of the workforce at 61% (in line with 60.4% in 2024), while more than 16% of employees were under the age of 30 and 10 different nationalities were represented. Women are particularly well represented in assembly activities, where precision and attention to detail contribute to product quality and reliability. At management and executive level, women account for 20% of roles, a figure we continue to monitor closely, particularly in senior positions. There are currently no women on the Board of Directors.

At Domus Line, individual merit and commitment are recognised in a tangible way. We believe in meritocracy not as competition between colleagues, but as recognition of each person's abilities and of the contribution that every individual makes to the collective success of the organisation.

	2024				2025			
	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total
Male	8	14	13	**38**	9	14	12	**36**
Female	5	50	6	**58**	6	41	10	**56**
Total	13	64	19	**96**	15	55	22	**92**

Table: Employees by gender and age (headcount as at 31 December 2025)

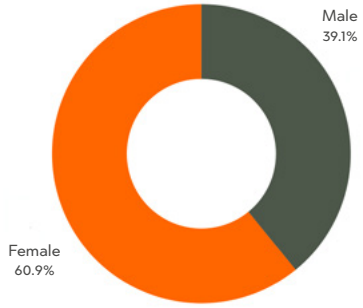

Chart: Employees by gender as at 31 December 2025

	2024	2025
Fixed-term	**22**	6
Permanent	**74**	86
Total	**96**	92

Table: Employees by contract type (headcount as at 31 December 2025)

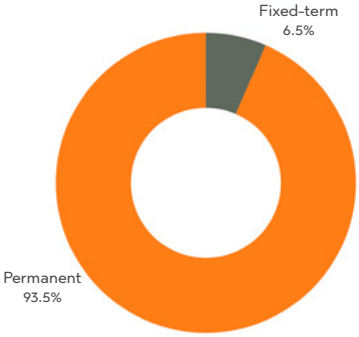

Chart: Employees by contract type (headcount as at 31 December 2025)

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The comparison between the two years highlights a significant change in the contractual composition of the workforce: fixed-term contracts decreased from 22 to 6 (from 22.9% to 6.5% of total headcount), while permanent contracts increased from 74 to 86 (from 77.1% to 93.5%). Therefore, despite a slight reduction in overall headcount during the year, Domus Line significantly strengthened employment stability for its employees, which we consider one of the most relevant people-related achievements of the year.
All employees are covered by the applicable National Collective Labour Agreement (CCNL) and can benefit from a range of company welfare initiatives designed to improve quality of life and promote a comfortable and welcoming working environment, including performance bonuses, fringe benefits, a free canteen, beverage and water dispensers, and electric vehicle charging stations. These initiatives are complemented by local welfare measures aimed at creating shared value between the company and the local community: employees can use their welfare credit directly with local businesses, thereby contributing to the economic development of the area. Pay adjustments are implemented through annual contractual increases, and 100% of employees receive remuneration equal to or above the applicable contractual minimum. There are therefore no employees paid below the relevant minimum threshold, and no corrective actions are required in this respect.
The gender pay gap — calculated as the difference between the average hourly remuneration of men and women, expressed as a percentage of men's average hourly remuneration — stands at 30.31%. This figure decreases to 22.68% when executives, a category currently composed entirely of men, are excluded from the calculation.

In 2025, the "Healthy Food" project continued, promoting a healthy and mindful lifestyle through the Domus Line Bistrot. The fully renovated space is bright and functional and offers a menu featuring balanced dishes and high-quality ingredients. The project integrates the catering service into the company's welfare and well-being policy.

A further example of our focus on employee well-being is working-time flexibility: production shifts end at 4:30 p.m., giving employees more quality time to devote to their personal and family lives. This approach is consistent with our governance philosophy, according to which people should feel well at work while also having sufficient time for what they value outside the workplace.

Training remains a key pillar of our employee development policies. In 2025, female employees received an average of 18 hours of training per person, compared with an average of 39 hours for male employees. This reflects a tangible commitment to employees' professional development, while the gap between the two figures is an aspect that Domus Line intends to monitor in the coming years to help ensure equal development opportunities for women and men.

The employee turnover rate — calculated as the number of employees leaving during the reporting period divided by the average number of employees — increased from 7% in 2024 to 8.79% in 2025.

6.3 Health and safety

Protecting occupational health and safety is a fundamental principle and an ongoing commitment for Domus Line, fully integrated into the company's sustainability strategy and corporate culture. The company regards safety not only as a regulatory requirement, but also as an ethical and social value that reflects respect for people and for the workforce as a whole.
The Integrated Quality, Environment and Safety Policy, which forms part of the ISO 45001-certified integrated management system, sets out the company's approach to occupational health and prevention, ensuring compliance with national and international regulations through a system aligned with Legislative Decree 81/08 and the highest industry standards.

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With this approach, Domus Line is committed to:

- preventing occupational accidents and illnesses through continuous risk assessment, the elimination or reduction of potential exposure, and the implementation of effective technical, organisational and training measures;
- ensuring healthy and comfortable working environments through periodic monitoring of noise, indoor climate, lighting, ergonomics and equipment safety, together with the correct labelling and management of chemicals used, in compliance with the European CLP and REACH Regulations;
- actively involving workers and their representatives, encouraging direct participation in health and safety decision-making processes and promoting a shared culture of prevention;
- investing in training as an essential tool for prevention and individual responsibility;
- working with suppliers and partners to extend good occupational health and safety practices throughout the value chain.

SAFETY AT DOMUS LINE

PREVENTION

OF OCCUPATIONAL ACCIDENTS AND DISEASES THROUGH CONTINUOUS RISK ASSESSMENT AND EFFECTIVE MEASURES TO ELIMINATE POTENTIAL CAUSES.

HEALTHY WORKING ENVIRONMENTS

WITH REGULAR CHECKS ON NOISE, INDOOR CLIMATE, LIGHTING, ERGONOMICS AND EQUIPMENT SAFETY.

EMPLOYEE INVOLVEMENT

TO PROMOTE ACTIVE PARTICIPATION IN HEALTH AND SAFETY DECISION-MAKING.

EMPLOYEE TRAINING

A KEY TOOL FOR PREVENTION AND INDIVIDUAL RESPONSIBILITY.

SUPPLIER COLLABORATION

TO EXTEND GOOD HEALTH AND SAFETY PRACTICES ACROSS THE VALUE CHAIN.

he company's risk assessment, documented in the Risk Assessment Document (DVR) and its related annexes, is the main tool through which we identify, analyse and manage potential hazards to workers' health and safety. It is based on a continuous, systematic and participatory process aimed not only at ensuring regulatory compliance, but also at continuously improving working conditions.

The approach is based on a quantitative method using a Risk Index (RI), calculated according to the likelihood and severity of potential harm. This enables us to establish priorities for action and plan targeted preventive measures. Even risks considered "acceptable" remain subject to periodic monitoring and review, supported by improvement plans and short- and medium-term objectives. Every day, we work to create a healthy, safe and positive working environment in which every employee can work with confidence, awareness and peace of mind. The redesign of internal logistics has reduced the use of forklifts, making material handling safer. To limit noise exposure, mechanical machining centres have been relocated to a plant with a dedicated layout, while offices have been soundproofed.

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We also pay particular attention to protecting interns and trainees through careful assessment of their tasks and working conditions, excluding any activities involving significant exposure to chemical, physical or biological risks. Assessments also cover ergonomic, organisational and psychological factors — including work-related stress — and ensure that young workers are always supervised by experienced personnel, receive appropriate training and are provided with the necessary personal protective equipment (PPE).

In this area, the assessment carried out using the INAIL methodology for work-related stress risk, covering all homogeneous employee groups within the company (office staff, production and warehouse), confirmed a non-significant level of risk across the entire organisation — a result that reflects the quality of the working environment and work organisation.

Continuous training remains a key pillar of the company's health and safety system. All employees regularly attend mandatory training on occupational health and safety, fire prevention and first aid, as well as periodic refresher courses on operating procedures and the correct use of PPE. Specific training programmes are also provided for new hires, interns and employees undergoing training, with the aim of fostering awareness and a strong sense of individual responsibility.

Health and safety at Domus Line is a participatory process. Consultation with workers and their representatives is an integral part of the management system, and every report or concern raised is carefully assessed. To support this approach, the company keeps overtime below 5% of total annual working hours, continuously monitors for the absence of discrimination, workplace bullying or other forms of aggression among employees, provides a dedicated reporting channel, and actively promotes employee well-being through a range of healthcare and social care services, sports partnerships and dedicated welfare initiatives.

Domus Line's commitment to occupational health and safety is based on an integrated strategy and the active participation of its people. In 2025, one workplace accident and no occupational diseases were recorded; the incident was analysed and led to the implementation of specific improvement measures. Protecting workers is a shared responsibility and an essential component of the company's sustainable development model.

6.4 Local and professional communities

Domus Line maintains strong ties with the local area and the professional community in which it operates. The company regularly participates in national and international trade fairs, which provide valuable opportunities for dialogue with customers, partners and industry professionals, enabling us to share knowledge, present the latest innovations in furniture lighting and strengthen business and collaborative relationships.

In 2025, Domus Line took part in two of the industry's leading international events:

Interzum, held in Cologne from 20 to 23 May, one of the most important events for the furniture supply and manufacturing industry, where the company previewed new collections and lighting solutions;
SICAM, held from 14 to 17 October, where Domus Line presented innovative systems designed for seamless integration into increasingly connected smart home projects, supporting professionals across the industry.

Another key pillar of our dialogue with the professional community is continuous customer engagement. Domus Line collects and analyses feedback and reviews received through different communication channels, with the aim of identifying recurring issues and implementing timely corrective actions. This continuous improvement approach enables us to offer solutions that are increasingly aligned with market needs and with the values of quality and reliability that distinguish the Domus Line brand.

At the same time, the company continues to support sponsorship initiatives and charitable projects benefiting local non-profit organisations, demonstrating its social commitment through support for social welfare, cultural, artistic and sporting initiatives. Domus Line intends to further strengthen this commitment by developing new and more structured partnerships with charities and local associations.

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6.5 Partnerships and associations

Domus Line participates in a network of industry associations, international certification bodies and sector organisations. These relationships support development, innovation and ongoing technical and regulatory dialogue.

In terms of industry associations, Domus Line is a member of:

- **ASSIL**, the Italian National Association of Lighting Manufacturers, whose member companies generate combined global revenue of €2.9 billion, accounting for more than 65% of the total turnover of the Italian lighting sector, and employ more than 8,000 people.
- **LightingEurope**, the European lighting industry association, which represents companies and sector associations and promotes efficient lighting practices.
- **Confindustria Alto Adriatico**, which represents more than 1,300 companies across 14 industry supply chains, accounting for tens of thousands of employees in the industrial sector.

Domus Line also collaborates with:

- **Ecolight**, the consortium responsible for the collection and treatment of waste electrical and electronic equipment (WEEE), batteries and accumulators in accordance with Italian legal requirements, and **EAR (Stiftung Elektro-Altgeräte Register)**, the German national register that enables us to comply with the obligations set out in the ElektroG, the German legislation governing the placing on the market, take-back and disposal of electrical and electronic equipment.
- **CEI, the Italian Electrotechnical Committe**e, responsible at national level for standardisation in the electrotechnical, electronics and telecommunications fields, and directly represented within the corresponding European (CENELEC) and international (IEC) organisations.
- **EnabLED**, Licensing Program for LED Luminaires and Retrofit Bulbs, an agreement that gives us access to more than 650 patented inventions and a portfolio of over 4,600 granted patents worldwide, shared by more than 1,700 licensee companies globally.
- **UL (Underwriters Laboratories)**, an independent organisation that develops safety standards and testing procedures for products, materials, components and equipment.

This network of institutional, technical and commercial relationships promotes dialogue with industry operators and contributes to strengthening product quality, safety and sustainability throughout the value chain.

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7. Governance

With the aim of achieving concrete, relevant and measurable results, Domus Line adopts a governance approach based on a holistic view of its processes, taking into account not only economic aspects but also environmental and social considerations. Strengthening governance in relation to sustainability matters also requires a commitment from management and ownership to ensure not only ethical conduct and accountability, but also transparency.

As part of our integrated quality, environmental and occupational health and safety management system, we periodically conduct audits and management reviews to assess process effectiveness, the adequacy of procedures and the performance of key indicators. This enables us to promptly identify and address inefficiencies and non-conformities, while also supporting the maintenance and renewal of our ISO certifications.

Through a clear corporate policy and in accordance with the specific requirements of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, we ensure that senior management and managers operate according to high standards of ethics, transparency, compliance and sustainability. The entire organisation is subject to periodic audits carried out by a collegial Supervisory Body, two-thirds of whose members are external professionals — two legal experts — and one-third an internal member with expertise in corporate organisation, risk management and internal auditing. Supporting this oversight framework, since 2024 Domus Line has also operated a whistleblowing channel compliant with Legislative Decree 24/2023, enabling employees, suppliers, customers and other stakeholders to confidentially and securely report potential violations or conduct inconsistent with the company's ethical principles. This further strengthens the Supervisory Body's ability to promptly identify potential issues.

In 2025, the monitoring activities carried out by the Supervisory Body identified no significant irregularities or non-conformities, confirming the overall effectiveness of Domus Line's control system.

With regard to the composition of the company's governing bodies, there are currently no women on the Board of Directors.

In line with the principles of sustainability and social responsibility, Domus Line does not fall within the categories of companies subject to exclusion from EU Paris-aligned Benchmarks under Article 12(1) and (2) of Commission Delegated Regulation (EU) 2020/1818. We do not operate in sectors related to fossil fuels, controversial weapons or the cultivation and production of tobacco, nor have we been identified as being in violation of the United Nations Global Compact principles or the OECD Guidelines for Multinational Enterprises, or as significantly harming the environmental objectives of the EU Taxonomy. More broadly, the company neither carries out nor finances activities related to the production or trade of controversial weapons, tobacco or other products that may have negative impacts on health, human rights or the environment. This approach reflects a governance model focused on transparency, legality and full consistency with the company's ethical values.

Strong economic performance is essential to ensure business continuity and create long-term value, enabling investment in innovation, service development and human resources while supporting growth and competitiveness. For this reason, Domus Line considers economic resilience a fundamental component of its sustainability strategy. In accordance with applicable legal requirements, Domus Line's governance structure includes a Board of Statutory Auditors, with supervisory and inspection powers, including auditing activities. Its oversight includes assessing the company's operations and verifying the adequacy of its organisational arrangements and the proper management of its business activities. As further confirmation of its commitment to legality and transparency, in 2025 Domus Line received no convictions or fines for corruption or abuse of office.

We value our relationships with all stakeholders, paying particular attention to responsible development and workers' health and safety. The sustainability representatives who form the ESG Committee are periodically involved in meetings, updates and information-sharing activities. These assessments enable the company to take corrective action in response to any issues identified through stakeholder feedback and, above all, to develop actions aimed at continuous improvement.

To manage generational transition in a structured manner, Domus Line has launched the "Domus Line 2030" organisational transformation project with the support of specialised professionals. The project provides for clearer areas of responsibility, greater delegation of authority and the identification of key roles for each manager. Strengthening the management structure supports the implementation of the 2026–2028 Sustainability Plan and the continuity of the company's environmental, social and economic commitments.

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Below is the list of disclosure requirements set out in the VSME Standard in force as at 31 December 2025, together with the section and page where each disclosure can be found.

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Baker Tilly Hidra Srl SB supported Domus Line Srl in the collection and structuring of sustainability data.

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