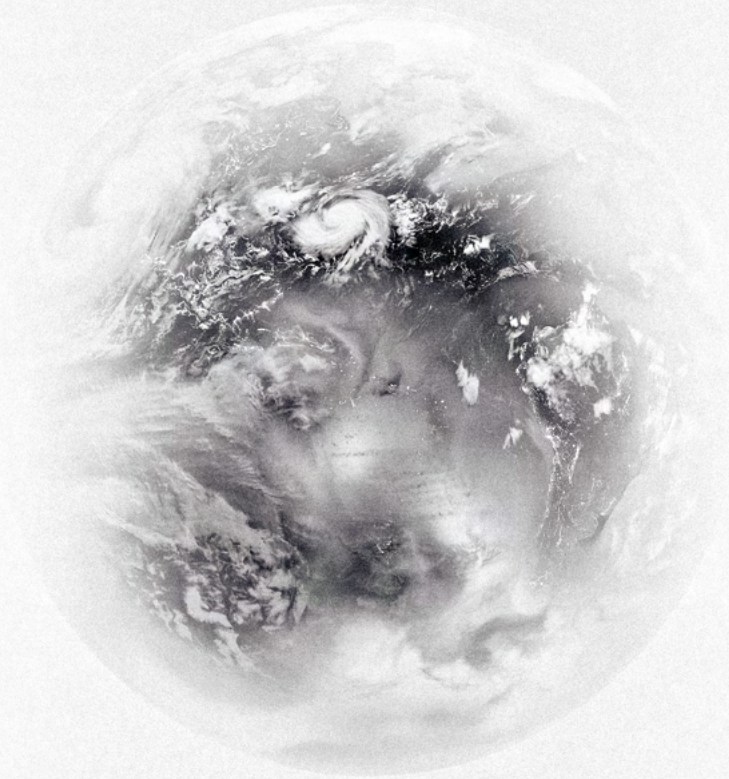


SUSTAINABILITY PROJECT



Rimadesio

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OUR COMMITMENT



NEW HQ

UNDER CONSTRUCTION

PROJECT BY

ACPV ARCHITECTS

The Sustainability Project is the document through which, since 2018, we have gathered, measured and shared data and results. We call it a project because, for us, sustainability is an open process, built over time through continuity, development and dialogue. The notion of responsibility guides the way we translate decisions into concrete effects. Each of our products is created to last, to optimise the use of materials and to fit within a logic of circularity. Design combines its aesthetic dimension with the ability to generate quality, wellbeing and value over time.

The same principle guides production. Since 2006 we have invested in the elimination of solvents from paints; since 2008 in the production of solar energy.

Today the journey continues through renewable sources and advanced systems, in line with Industry 5.0, to reduce consumption and impact. 2025 marks the first year of full operation of the new photovoltaic plant and the evolution of our production facilities.

Responsibility also means attention to people and to the local area. We invest in welfare, continuous training, health and safety at work, with the aim of improving the wellbeing of those who work with us. We value a short supply chain of suppliers in Italy, we support the local area and we adopt an organisational model based on ethics and integrity.

We know that our path is built through relationships. Collaborators, dealers, suppliers and partners are an active part of it. This document, updated in July 2026, is a tool for awareness. It allows us to interpret the work carried out, understand our impacts and identify the areas in which to improve.

The image accompanying this page, referring to the new headquarters under construction, gives concrete form to this vision: the relationship between human beings and the environment, between production and landscape, between company and local area. A place that recounts the journey undertaken and makes visible what still lies ahead of us.

Davide Malberti, CEO
Luigi Malberti, CFO
Rimadesio SpA

ABOUT RIMADESIO

Founded in 1956 as an artisanal furniture business specialising in glass processing, in 2026 Rimadesio celebrates its 70th year of activity. Today it is an internationally recognised name in the Italian design industry.

The company's journey is founded on the ability to interpret the evolution of living styles and contemporary behaviours through continuous research, technological innovation and constant attention to the environment and to people.

The Rimadesio collection, developed with designer Giuseppe Bavuso and continuously updated, includes systems for dividing spaces, doors, walk in closets and furnishing solutions. A wide-ranging array of materials and finishings allows a high level of customisation, integrating glass and aluminium into coherent, long-lasting solutions for contemporary living.

From the design idea to the selection of materials and components, through to the definition of details, every phase of the process reflects criteria of excellence that define the identity of the product.

The production structure is organised across two sites in Giussano, in the area north of Milan, where product development, manufacturing and strategic activities are concentrated. An integrated set-up, rooted in the local area and geared towards the direct control of processes.

The supply chain is strongly localised: 97% of suppliers are in Lombardy and 78% of purchasing value is generated by Lombard suppliers. A configuration that reflects the choice to prioritise proximity, quality and consolidated relationships.

THE COMPANY

YEAR OF FOUNDATION

1956

OPERATIONAL HEADQUARTERS:
GIUSSANO, VIA FURLANELLI 96



SUBSIDIARY COMPANIES:
RIMADESIO UK LTD., LONDON OFFICE / RIMADESIO USA INC., NEW YORK OFFICE / RIMADESIO FRANCE SAS,
PARIS OFFICE / RIMADESIO CHINA LLC, SHENZHEN OFFICE



HIGHLIGHTS

2025 TURNOVER (€ MILLIONS)

88

FLAGSHIP STORE

6

TOTAL EMPLOYEES

337

MONOBRAND SHOWROOMS

84

MARKETS

84

EXCLUSIVE RETAILERS

615

MILESTONES

1956

Francesco Malberti and Luigi Riboldi found Rima Vetraria in Desio.

1961

Opening of the first plant in Desio, in via Tagliabue.

1968

First participation in the Salone del Mobile.

1988

Relocation of the production site to Lissone and opening of the first aluminium processing plant.

1989

Start of the collaboration with designer Giuseppe Bavuso.

1999

Relocation of the production site to Giussano. Total surface area: 8,000 sqm.

2006

Inauguration of the Giussano showroom.

2012

Opening of the Milan Flagship store.

2018

Expansion of the Giussano headquarters. Total surface area: 27,000 sqm.

2020

Opening of the London Flagship store.

2022

Opening of the New York Flagship store.

2023

Expansion of the Giussano headquarters. Total surface area: 33,300 sqm.

2024

Opening of the Paris Flagship store.

2024

Start of construction of the new Rimadesio HQ.

2025

Opening of the Miami Flagship store.

2026

Opening of the Shenzhen flagship store.
Coming soon

A HISTORY OF INNOVATION

- 2006** **ECOLORSYSTEM PROJECT FOR GLASS**
Rimadesio is the first company in Italy to use exclusively eco-friendly water-based paints. Ecolorsystem is the name that distinguishes the exclusive collection of Rimadesio lacquered glasses, painted in the two dedicated company plants.
- 2008** **SOLAR ENERGY**
Rimadesio is the first company in the furniture sector to install a large-scale photovoltaic system, consisting of 1,664 panels capable of producing a total output of 382.72 kWp. Subsequent expansions, carried out in 2012 and 2016, brought the company's system to a total of 5,242 photovoltaic panels, capable of producing electricity with an output of 1,270 kWp. It is the largest photovoltaic system in the furniture sector in Italy.
- ECOLOGICAL PACKAGING**
Rimadesio installs a fully automated ecological packaging plant with a dedicated warehouse. Made from 80% recycled material, the packaging is in turn 99% recyclable and compliant with European Directive 94/62/EC: weight and volume reduced to a minimum, absence of hazardous materials and complete recoverability of the packaging.
- 2012** **ENERGY CONTROL**
Software is installed to monitor the electricity consumption of offices and production facilities.
- 2015** **PROGETTO ECOLORSYSTEM PER L'ALLUMINIO**
The growing demand for uniformity between the finishings of the various components leads the company to install a new painting plant for aluminium which, as for glass, involves the exclusive use of water-soluble paints.
- AIR CONDITIONING**
A new heating and air conditioning system for offices and showrooms is installed at the Giussano headquarters. The system is based on a heat pump powered by electricity, a significant part of which is produced by the company's photovoltaic system.
- 2016** **PRODUCTION STRUCTURE**
The 4,800 sqm roof of the new production building is renovated with insulation and special waterproofing membranes. Primary objectives: reduction of consumption and consequent energy saving.
- 2017** **LIGHTING**
50% of the entire production area is equipped with low-impact LED lights. The project was completed in 2018 with the conversion of all the lighting equipment in the production department.
- ENERGY STORAGE**
The company implements the first industrial-scale storage system in Europe. The batteries have a maximum output of 237 kWh and allow 45,000 kWh to be stored per year. It is the largest storage system in Europe connected to an industrial photovoltaic plant. Objective: to internally manage the energy produced by the company's photovoltaic systems.
- GREEN MOBILITY**
Rimadesio installs a charging station that manages the energy produced by the company's photovoltaic system: it is the starting point of a programme to convert the company's transport vehicles to 100% electric and hybrid power. With the 333,000 km travelled since they entered service, Rimadesio's current 7 electric vehicles have avoided the emission of 42 tonnes of carbon dioxide into the atmosphere.
- ECOLORSYSTEM 4.0 PROJECT FOR GLASS**
A new plant for the Ecolorsystem painting of glass is installed. The investment, as envisaged in the Impresa 4.0 protocol, involves highly computerised machinery, capable of communicating with the company's production system.

A HISTORY OF INNOVATION

2018

RIMADESIO PLASTIC FREE

Rimadesio defines a programme for the progressive reduction of plastic across its premises, in its products and in the production cycle. This programme provides for the use, wherever possible, of recycled plastic; the replacement with alternative materials such as recycled cardboard for packaging; the disposal of cellophane through a quality recycling process. Currently, the elimination of polystyrene from the production cycle and its replacement with 100% recycled cardboard elements avoids the annual use of 9.7 tonnes of petroleum-derived material.

2019

ECOLOGICAL AND AUTOMATIC PACKAGING

In order to further reduce cardboard waste, Rimadesio invests in a new automatic packaging line, which joins the one inaugurated in 2008. While the first was dedicated to panels, the second allows the packaging of the bulkier components: chests of drawers, cabinets, shelves, complements and furnishing elements. The packaging, made from 80% recycled material, complies with European Directive 94/62/EC. The new plant, as envisaged in the Impresa 4.0 protocol, communicates directly with the company network, receiving all the information necessary for the production process.

ECOLORSYSTEM 4.0 PROJECT FOR ALUMINIUM

Rimadesio installs a further plant for the Ecolorsystem painting of aluminium. The investment, as envisaged in the Impresa 4.0 protocol, involves highly computerised machinery, capable of communicating with the company's production system.

2020

CORPORATE WELFARE AND GREEN MOBILITY

From January 2020, the company decides to provide a monthly bonus to every employee who travels to work by electric car, on foot, by bicycle or e-bike. The aim is to encourage the adoption of green habits at all company levels, intended to reduce urban traffic and polluting emissions through a mobility incentive. In addition, employees can charge their electric/hybrid cars free of charge by connecting to the 8 charging points installed in the headquarters' car parks. The charging stations are entirely powered by the solar energy produced by the company's photovoltaic system.

2022

WATER RESOURCE SAVING

Rimadesio installs a new plant for the purification and recycling of wastewater from glass processing, with the aim of drastically reducing mains consumption and the related industrial discharge. The new closed-loop system involves a micro-filtering activity that returns water that can be reused in the same processing operations, with constant quality control according to the highest safety criteria.

A HISTORY OF INNOVATION

2023

SI RATING

Rimadesio obtains its first SI Rating® ("Sustainability Impact Rating") Score following an analysis of corporate sustainability according to the ESG (Environment, Social, Governance) criteria and alignment with the UN Sustainable Development Goals (SDGs).

Among the results that emerged, excellent performances were recorded in: Community Development (88%), Working Conditions (81%) and Code of Conduct (93%).

SUSTAINABLE MOBILITY

Rimadesio has acquired six Tesla Model 3 cars with 100% electric propulsion. This new investment, combined with the installation of 10 latest-generation charging stations, makes it possible to harness the energy produced by the company's photovoltaic system, consisting of 5242 solar panels capable of generating a power output of 1.27 MWp. Rimadesio's objective is the complete conversion to electric power of its entire fleet of company cars and vans.

4.0 EFFICIENCY FOR GLASS

A 4.0 technology glass processing plant, fully automated and integrated, has been installed at the new production site. The system manages the in-line unloading and sorting of the sheets, robotic cutting, waterjet processing and tempering, ensuring efficiency and safety of the processes.

The overall investment for the plant exceeds 10 million euros and consolidates the role of the new production structure as an advanced technological hub. The system also integrates solutions for the purification and recycling of process water, contributing to the reduction of mains water consumption to as little as 2% of production requirements.

2024

HEADQUARTERS - START OF WORKS / ACPV ARCHITECTS

Rimadesio's new headquarters in Giussano originates from the regeneration of an existing industrial area and its transformation into an integrated system that redefines the relationship between production, landscape and community. Designed by ACPV Architects Antonio Citterio Patricia Viel, the project evolves the production site into a campus that combines manufacturing areas with spaces dedicated to training, socialising and wellbeing, in a model of open and relational contemporary industry.

REDUCTION OF CONSUMABLES

The company has eliminated the use of paper and synthetic cloths in the production departments, introducing alternative solutions aimed at reducing waste and environmental impact.

SI RATING

Rimadesio has increased its SI Rating (Sustainability Impact Rating), reaching the "Bronze" level and improving performance across all ESG areas. Among the most significant results: Environmental Management System (82%), Community Relations (97%), Ethics (91%).

EFFICIENCY OF PRODUCTION PROCESSES

Thanks to an initial investment of approximately €85,000, the company has equipped its aluminium painting plants with automated mixing systems, with an estimated saving of around 3,000 litres of paint per year and an 87% reduction in waste.

2025

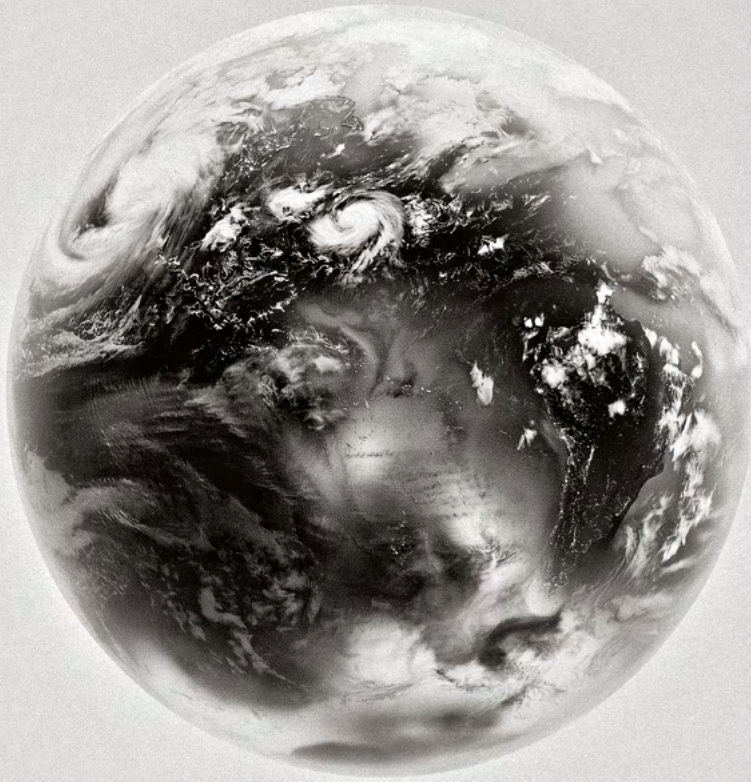
INDUSTRIAL TRANSITION - GLASS PAINTING

The new glass painting plant at the production campus represents one of the most advanced interventions in the sector, carried out in accordance with the requirements of the Transition 5.0 Plan, which promotes industrial investments oriented towards energy efficiency. The plant enables a measurable improvement in consumption and has allowed access to the maximum level of incentive provided for, on an overall investment of 3.8 million euros.

RENEWABLE ENERGY - PHOTOVOLTAIC SYSTEM

In 2025, the 2.6 MWp photovoltaic system installed on the roof of the new production site, consisting of 5,395 panels, became fully operational. During the year it produces over 2.6 million kWh of renewable energy, avoiding approximately 1,200/1,300 tonnes of CO2 based on the reference energy mix.

OUR PLANET



Respect for the planet has always been a structural component of the Rimadesio approach. Environmental responsibility is expressed along the entire supply chain: from product development to production, through to the management of resources and waste. The use of materials such as aluminium and glass, both 100% recyclable, is integrated with a production model oriented towards circularity and the recovery of materials throughout all processing stages.

Over time, the company has developed an industrial system based on efficiency and technological innovation. The production of energy from solar sources through photovoltaic systems and the progressive increase in installed capacity contribute to reducing the need for energy from conventional sources. 2025 marks the first year of full operation of the new photovoltaic system. The management of production processes evolves through Industry 4.0 and 5.0 technologies, with a focus on energy efficiency, reduced consumption and resource optimisation.

Glass processing systems with latest-generation technologies and the recycling of industrial water reinforce this approach. Waste management completes the circular model, with high levels of aluminium and glass recovery and recycling.

The use of fully recyclable materials and packaging contributes to reducing the overall impact. The combination of research, innovation and investment translates environmental responsibility into a continuous path of improvement, supported by concrete and verifiable data.

CIRCULARITY

100%

RECYCLABILITY OF ALUMINIUM AND GLASS, THE MAIN MATERIALS USED BY RIMADESIO IN THE COMPANY'S PRODUCTION CYCLE.

998_{ton}

ANNUAL CONSUMPTION OF ALUMINIUM USED IN PRODUCTION PROCESSES.

159_{ton}

ALUMINIUM WASTE PRODUCED IN A YEAR AND ENTIRELY SENT FOR RECYCLING, OF WHICH 142 TONS SENT DIRECTLY FOR TRANSFORMATION INTO NEW EXTRUDED PROFILES.

89.4%

ANNUAL SHARE OF PRODUCTION WASTE SENT FOR RECYCLING OR RECOVERY RESULTING FROM THE VARIOUS PROCESSING STAGES.

99.9%

PERCENTAGE OF NON-HAZARDOUS WASTE PRODUCED IN 2025.



CIRCULARITY

552_{ton}

GLASS WASTE PRODUCED IN A YEAR AND ENTIRELY SENT FOR RECYCLING.
GLASS, THROUGH A MELTING PROCESS AT 1600°C, CAN BE REUSED ENDLESSLY.

156,297_{sqm}

ANNUAL CONSUMPTION OF GLASS USED IN PRODUCTION PROCESSES.

80_%

RECYCLED MATERIAL PRESENT IN THE PACKAGING OF THE FINISHED PRODUCT.

175,000_{Kg}

TOTAL WEIGHT OF ANNUAL CARDBOARD WASTE SELECTED, TREATED WITH A DEDICATED PLANT AND TRANSFORMED INTO COMPACT BALES DESTINED FOR THE PRODUCTION OF HIGH-QUALITY RECYCLED PAPER, WITH A 2% REDUCTION COMPARED TO THE PREVIOUS YEAR.

ENERGY EFFICIENCY

10,637

TOTAL NUMBER OF PHOTOVOLTAIC PANELS INSTALLED AT THE GIUSSANO HEADQUARTERS AND THE NEW HEADQUARTERS, SINCE 2023. THE SYSTEM REACHES A TOTAL CAPACITY OF 3.92 MWP.

3,900,000 kWh

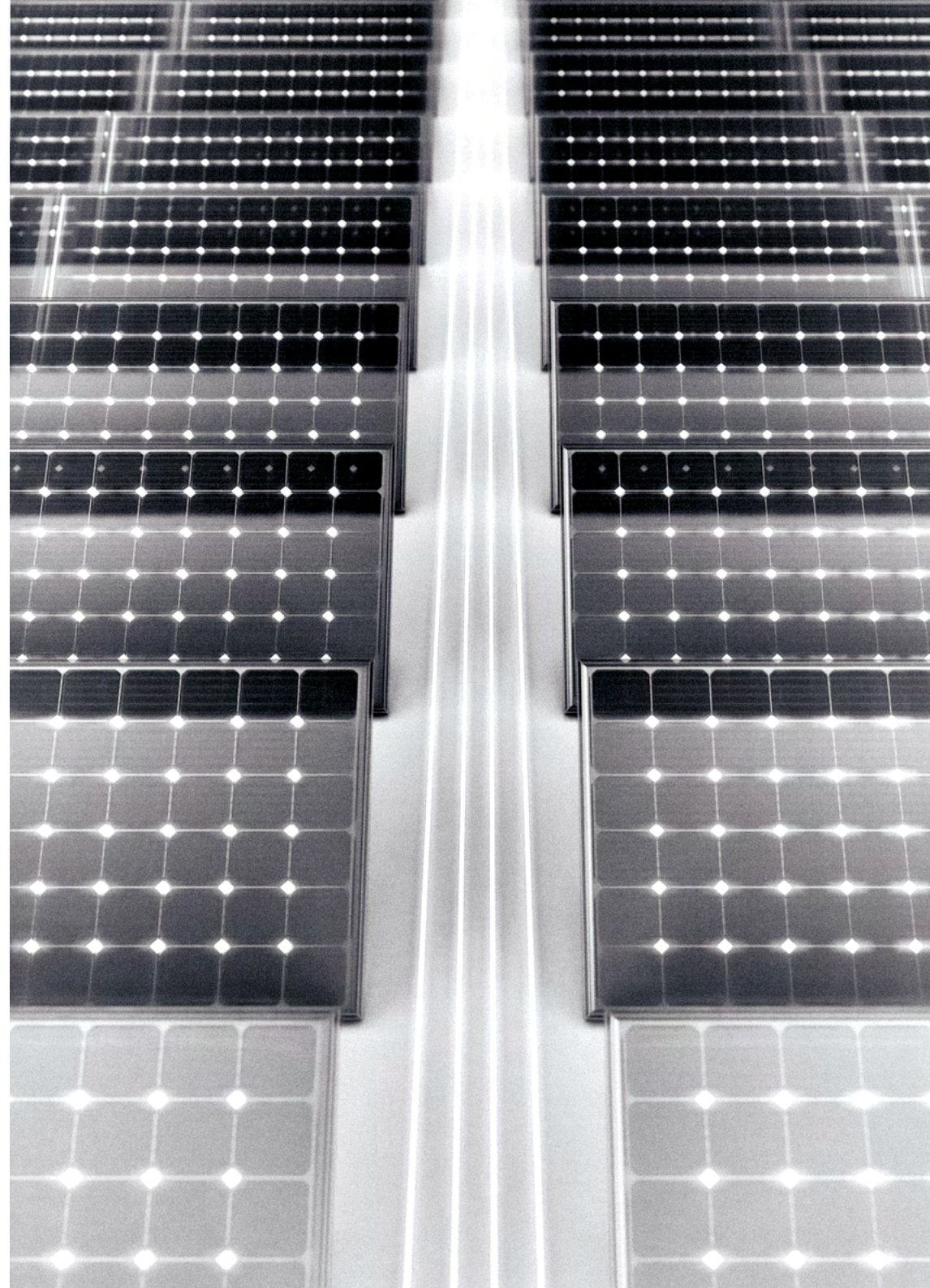
SOLAR ENERGY PRODUCED ANNUALLY (REF 2025).

3,920 kWp

TOTAL CAPACITY OF THE PHOTOVOLTAIC SYSTEMS.

3,280,000 kWh

ENERGY CONSUMED ANNUALLY (REF 2025).





FACTS AND FIGURES

EMISSIONS

838_{ton}

ESTIMATE OF CARBON DIOXIDE AVOIDED ANNUALLY.

-60%

AVERAGE DIFFERENCE IN EMISSIONS RECORDED FROM PRODUCTION PROCESSES COMPARED TO THE REGULATORY LIMITS FOR POLLUTANTS.

WATER SAVING

2%

CONSUMPTION OF MAINS WATER REQUIRED FOR THE GLASS PROCESSING DEPARTMENT COMPARED TO PRODUCTION NEEDS, THANKS TO THE NEW 4.0 TECHNOLOGY PLANT FOR THE PURIFICATION AND RECYCLING OF WASTEWATER.



SUSTAINABLE MOBILITY

70%

SHARE OF THE FULL ELECTRIC VEHICLE FLEET OUT OF THE TOTAL COMPANY FLEET, IN AN INCREASE OF +85% COMPARED TO 2022.

+20%

GROWTH IN THE NUMBER OF FULL ELECTRIC VEHICLES IN 2025 COMPARED TO THE PREVIOUS YEAR.

10

CHARGING STATIONS AVAILABLE FOR ELECTRIC VEHICLES SERVING INTERNAL AND EXTERNAL STAFF, UNCHANGED COMPARED TO THE PREVIOUS YEAR.

24%

PROPORTION OF EMPLOYEES PARTICIPATING IN THE ENVIRONMENTAL WELFARE PROGRAMME, WHICH PROVIDES FINANCIAL INCENTIVES LINKED TO SUSTAINABLE MOBILITY BEHAVIOURS.

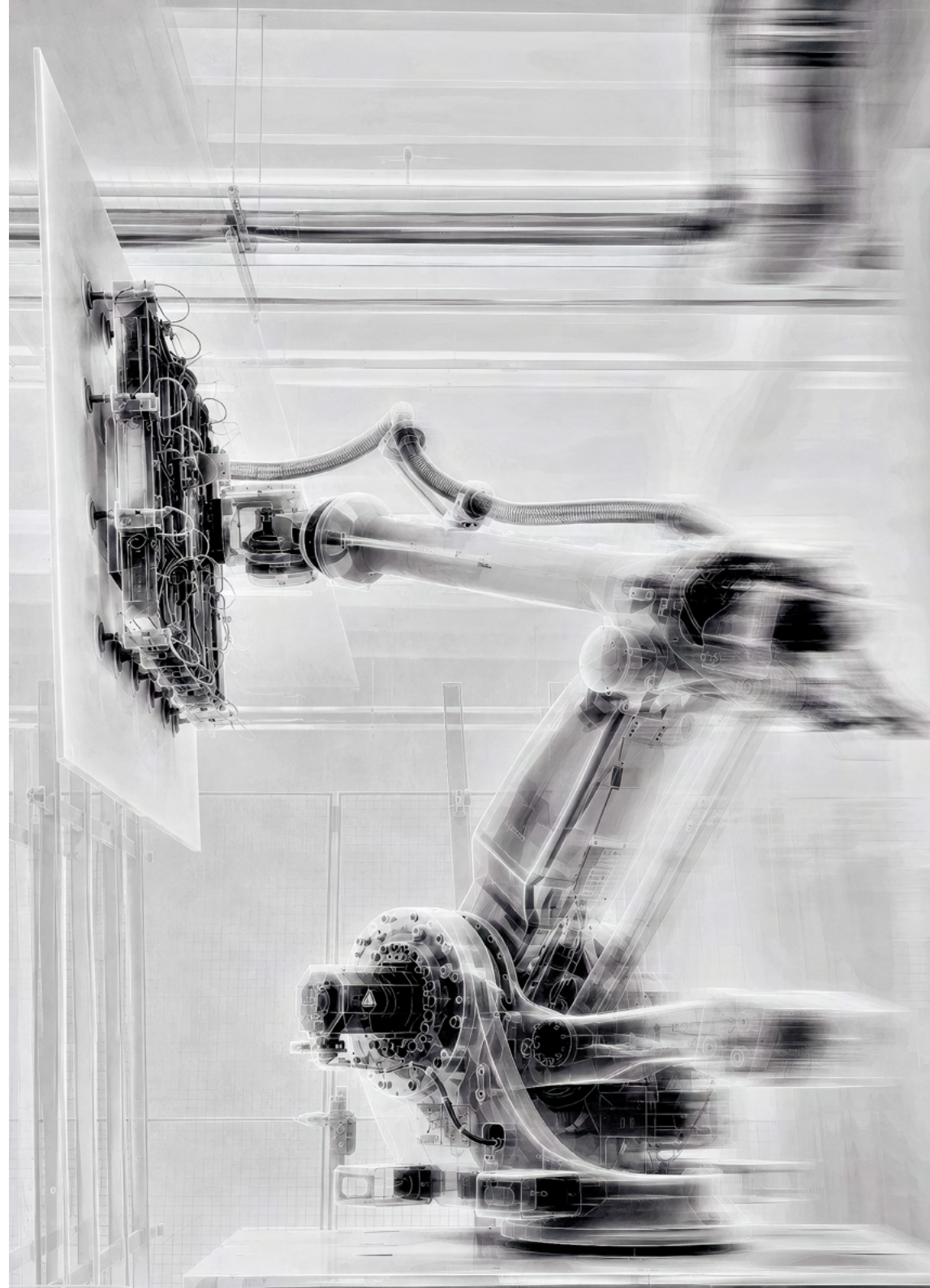
+50%

INCREASE IN THE VALUE OF THE MONTHLY BONUS PAID TO EMPLOYEES WHO USE ELECTRIC CARS FOR THEIR HOME-TO-WORK COMMUTE.

INVESTMENTS

16,800,000€

TOTAL VALUE OF THE ECONOMIC INVESTMENT INTENDED TO HAVE A POSITIVE IMPACT ON THE ENVIRONMENT.





OUR PEOPLE

For Rimadesio, people represent a central element of its business model, the driving force behind its activities and a decisive factor in its evolution. The attention devoted to those who work within the company translates into policies oriented towards employment continuity, the enhancement of skills and professional growth.

Within this path, training plays a fundamental role as a tool for development and sharing, while health and safety at work remain essential principles, supported by a constant commitment to prevention and to improving working conditions.

This is complemented by an articulated corporate welfare system, designed to support people and their families, promoting well-being, balance and quality of life.

The progressive evolution of the company's composition reflects an organisation in continuous development, capable of welcoming new skills and perspectives.

Rimadesio also extends its commitment to the community of its local area, supporting over time social, cultural and sporting initiatives that strengthen the bond with the context in which it operates.

In the sporting field, since 1994 Rimadesio has been a sponsor of the Aurora Desio basketball club, an organisation that involves teams across different categories and age groups, an expression of shared values such as respect, responsibility and team spirit. Through the Talking About meeting-event format held in its international flagship stores, Rimadesio also promotes moments of discussion on cultural and design themes, helping to foster an open dialogue between different disciplines, visions and experiences.

COMPANY WORKFORCE

337

NUMBER OF RIMADESIO EMPLOYEES.

96%

EMPLOYEES HIRED ON PERMANENT CONTRACTS.

+10%

INCREASE IN THE FEMALE PRESENCE WITHIN THE COMPANY.

32%

EMPLOYEES HIRED UNDER 30 YEARS OF AGE.



COMPANY WORKFORCE

39_y4_m

AVERAGE AGE OF STAFF.

33_y7_m

AVERAGE AGE OF NEWLY HIRED STAFF.

+62%

INCREASE IN NON-MANDATORY TRAINING HOURS PROVIDED TO STAFF IN 2025.

50%

PERCENTAGE OF TRAINING HOURS PROVIDED TO FEMALE STAFF.

100%

STAFF INVOLVED IN PROJECTS DEDICATED TO CANCER PREVENTION AND FLU VACCINATION.

-80%

DECREASE IN THE INJURY SEVERITY INDEX ACROSS ALL WORKERS IN 2025 COMPARED TO THE PREVIOUS YEAR.

1,900,000€

TOTAL VALUE PROVIDED SINCE 2020 FOR THE CORPORATE WELFARE PLAN, AIMED AT ENHANCING THE WELL-BEING OF EMPLOYEES AND THEIR FAMILIES.

COMMUNITY AND TERRITORY

7

NON-PROFIT SPORTS BODIES AND ASSOCIATIONS FUNDED IN THE LOCAL AREA.



CADMI: ASSOCIAZIONE CASA DI ACCOGLIENZA DELLE DONNE MALTRATTATE MILANO



FAI: FONDO AMBIENTE ITALIANO



FONDAZIONE FRANCESCA RAVA PER L'INFANZIA E L'ADOLESCENZA (MILANO)



OPERA SAN FRANCESCO PER I POVERI (MILANO)



LILT: LEGA ITALIANI PER LA LOTTA CONTRO I TUMORI (MONZA E BRIANZA)



COMITATO MARIA LETIZIA VERGA PER LA CURA E LO STUDIO DELLA LEUCEMIA DEL BAMBINO (MONZA)



AURORA PALLACANESTRO (MONZA E BRIANZA)



OUR RULES

Sustainability is an integral part of Rimadesio's identity and runs transversally through all planning, production and control processes.

The Code of Ethics and the Organisational Model pursuant to Legislative Decree 231/2001 form the basis of the company's corporate governance system. They define the criteria, responsibilities and conduct that guide business activities, accompanying their evolution in the name of fairness, integrity and transparency.

The Code of Ethics brings together the references that govern daily work, helping to give coherence to decision-making processes, professional growth and relationships with collaborators, suppliers and dealers.

Within this framework, training represents an essential tool for consolidating awareness and strengthening the principles that guide corporate life.

This system helps to build relationships founded on trust, coherence and quality, extending its impact along the entire value chain.

CORPORATE GOVERNANCE

200

HOURS OF TRAINING PROVIDED TO WORKERS ON THE ORGANISATIONAL MODEL PURSUANT TO LEGISLATIVE DECREE 231/2001.

174

HOURS OF TRAINING PROVIDED TO WORKERS ON PRIVACY AND PERSONAL DATA PROTECTION.

1,000

HOURS PROVIDED WITHIN THE CYBER SECURITY COURSE.

SUPPLY CHAIN

97%

SUPPLIERS LOCATED IN ITALY.

78%

SUPPLIERS LOCATED IN LOMBARDY.

95%

VALUE OF PURCHASES FROM SUPPLIERS IN ITALY.

78%

VALUE OF PURCHASES FROM SUPPLIERS IN LOMBARDY.

Concept and graphic project: Juma

P. 20, 23, 24, 28, 31, 32, 36, 39, 43

AI generated images and render images.

UPDATE

July 2026

Printed on paper made from

100% recycled fibres.

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