

A person wearing a light-colored poncho and a hat is walking away from the camera through a dense forest of tall, thin trees. The forest floor is covered in green moss and ferns. The lighting is soft, suggesting a misty or overcast day.

**NOVA VISION**  
MAKING FUTURE

# **SUSTAINABILITY REPORT 2021**







# Sustainability Report 2021

# INDEX

<i>Letter to stakeholder</i>	4
Highlights 2021	8
Methodological note	10

<b>1. Identity</b>	<b>12</b>
1.1 Novavision Group	12
1.2 Our 100% Italian story	14
1.3 Worldwide presence	16
1.4 Our values	16
1.5 Code of thics	18
1.6 Strategy and business model	19
1.7 Innovation, research and development	20
1.8 Certifications and qualifying management systems	22
<b>2. Responsible governance</b>	<b>24</b>
2.1 Governance	26
2.2 Structure and corporate bodies	27
2.3 Organizational set-up	28
2.4 Sustainability and value creation	30
2.5 Stakeholders map and ways of involvement	34
2.6 Materiality and contribution to SDGS	36
2.7 Sustainability policy and goals	38
<b>3. Economic capital</b>	<b>41</b>
3.1 Economic performance	42
3.2 Supply chain profile	45
3.3 Selection and qualification of suppliers	46
3.4 Responsible procurement	49



<b>4. Human capital</b>	<b>50</b>
4.1 Human capital	52
4.2 Personnel	54
4.3 Turnover	56
4.4 Diversity and equal opportunities	56
4.5 Training and development novavision academy	58
4.6 Smart working	58
4.7 Health and safety	60
4.8 Welfare	61
<b>5. Social and relational capital</b>	<b>63</b>
5.1 Products and brands	64
5.2 Strategies and market positioning	66
5.3 Customer experience	68
5.4 Product quality and safety	70
5.5 Project novacert	74
5.6 Novavision community involvement	76
5.7 Social initiatives	78
<b>6. Natural capital</b>	<b>80</b>
6.1 Environmental policy and management system (ems)	82
6.2 Environmental assessment	83
6.3 Energy efficiency	83
6.4 Use of the water resource	84
6.5 Management of chemicals	85
6.6 Atmospheric emissions	86
6.7 Waste management	86
6.8 Project Gaia	87
<b>Table of GRI contents</b>	<b>91</b>



# Letter to stakeholder



**Danilo Crapelli**  
CEO NOVAVISION GROUP



## Dear readers,

I am delighted to once again present you the Novavision Group Sustainability Report, now in its second edition, a sign of the commitment to continue on the path of sustainability, which has now become an imperative for all companies.

This Sustainability Report represents a non-financial reporting of a voluntary nature that we intend to progressively match to the the Financial Statements, a tangible sign of the will of Novavision Group S.p.A. to embark on a virtuous and sustainable path, which for the Company translates into the transparency and correctness of its work and, above all, into the creation of value for all the subjects with whom it operates.

The Report is aimed at our people, suppliers and partners, but also customers who wish to know in detail about the activities that we have been carrying out for over 30 years for the creation of integrated communication systems, electro-medical and electro-esthetic devices, dermocosmetic products and training in the field of esthetic medicine and professional treatments dedicated to women's intimate health.

For Novavision, Sustainability represents an opportunity to express its own value identity, based on the values of respect for our world, respect for Customers and Partners, reliability and innovation, and developing projects related to the world of culture, volunteering and environmental protection, making sustainability the basic strategic orientation, capable of generating further value for present and future generations.

Although 2021 was another year characterized by a still complex health scenario determined by the Covid-19 pandemic, the economic results as at 31 December 2021 show substantial stability confirmed by net operating revenues of € 7.4 million, of which € 4.7 million generated in Italy. The loss, amounting to approx. € 177 thousand, was determined by the share of investments in the marketing sector and the decline in turnover from China.

In a context further complicated by the resumption of inflation and by the difficulties in supplying raw materials and energy resources, to which the issues of ecological transition and international equilibrium must be added, within a geopolitical framework presenting numerous elements of fragility, we launched two new devices on the market (Dafne and Anika) in the women's intimate health sector and we renewed the certifications of all our devices until the end of 2023. At the same time, we started new commercial collaborations and partnerships to enter new markets, mainly Africa and India.

Innovation is a fundamental strategic aspect of medium and long-term growth. Each phase of analysis, development, design and production takes place within the company structure, where specialized personnel, alongside an ethics

**For Novavision, Sustainability represents an opportunity to express its own value identity, based on the values of respect for our world, respect for Customers and Partners, reliability and innovation, and developing projects related to the world of culture, volunteering and environmental protection, making sustainability the basic strategic orientation, capable of generating further value for present and future generations.**



committee composed by doctors, engineers and technicians, are dedicated to the study and construction of new high-performance machinery and the continuous improvement of existing platforms. 35 technologies are the exclusive property of the company.

In 2021 we invested approx. 634 thousand euros (8.6% of turnover) in research and development programs aimed at the presentation of new equipment on the market in all sectors, and at developing new ones, to strengthen our presence in the field of medicine esthetics and the 'intimate care' sector.

Further essential elements are also local presence, regular participation in international events, trade fairs and congresses, and a constant focus on the market. Our presence in economically and culturally heterogeneous markets requires a tailor made approach to every need.

Novavision Group S.p.A. is a 100% Italian company in which style, design and a taste for beauty, which have made our country famous throughout the world, blend harmoniously with the use of cutting-edge materials and technologies, to meet customer needs through complete, reliable and technologically advanced solutions.

In 2021, through our subsidiary Novabee, we donated 7,000 tampons to the NGO "Operatori Sanitari Nel Mondo", which were then shipped to the Democratic Republic of Congo.

Finally, through the Gaia project, we continue to draw further inspiration from the concept of beauty and pay due attention to the protection and safeguard of the environment and the planet Earth.



“

We have never stopped focusing on quality and innovation, high technology and safety. Those are our distinctive factors, together with efficient sales and after-sales services, and with the training we provide with the Novavision Academy and the many Webinars aimed at our specialists, distributors and end users.

”



# HIGHLIGHTS 2021

- 35 YEARS OF ACTIVITY
- 100% ITALIAN PRODUCTION
- 35 PATENTED TECHNOLOGIES
- 25 COUNTRIES- WORLDWIDE PRESENCE
- 223 DEVICES MANUFACTURED
- 7,1 MLN € TOTAL REVENUES
- 4,7 MLN € REVENUES FROM ITALY
- 2,8 MLN € ESTHETIC DIVISION
- 4,3 MLN € RETAIL DIVISION
- 2,3 MLN € DISTRIBUTED ADDED VALUE
- 4,6 MLN € VALUE OF SUPPLIES
- 90% SHARE OF SUPPLIERS FROM ITALY (74% FROM Lombardy)
- 633.827 € INVESTMENTS IN R&D
- NUMBER OF EMPLOYEES: 42
  - % WOMEN INCIDENCE: 50%
  - % WOMEN MANAGER: 33,3%
- 396 TOTAL TRAINING HOURS (7,69/EMPLOYEE)
- 209 HSE TRAINING HOURS (HEALTH, SAFETY, ENVIRONMENT): 209
- 1.117,2 GJ ENERGY CONSUMPTION
- 1.265 MC WATER CONSUMPTION
- 132,2 TON MANAGED WASTE





# Methodological Note

This Sustainability Report reports the company's performance, to the extent necessary to ensure an understanding of its activity, its results and the impact of the product itself on the issues deemed relevant, with reference to the year 2021 (from 1 January 2021 to December 31 2021).

The Sustainability Report is a fundamental tool for interacting with our Stakeholders, promoting dialogue and opportunities for mutual improvement and growth.

Novavision Group S.p.A. considers the Sustainability Report one of its primary tools for managing and reporting on activities and results in the social and environmental sphere, as well as a fundamental tool for information and dialogue with all those with whom it relates directly or indirectly.

In addition to the results and achievements, the Report outlines the principles and values that shape Novavision Group S.p.A. activities and its future goals.

Particular importance was placed on the initiatives implemented during 2021, which demonstrate the company's commitment to sustainability and the creation of shared value, and the results achieved in these areas.

The perimeter of social and environmental data and information includes the company Novavision Group S.p.A. as sole shareholder, operating in the following offices:

- **Registered office in Via di Porta Vercellina n. 9, 20123 Milan (MI) - Italy**
- **Local Unit in Via dei Guasti, 19, 20286 Misinto (MB) - Italy**
- **Local Unit in Via dei Guasti, 29, 20826 Misinto (MB) - Italy**
- **Local Unit in Nuova Poggioreale, 60 80143 Naples (NA) - Italy**

The perimeter does not include subsidiaries, associates and parent companies: Guangzhou Haozhi Biological Technology Co. Ltd and Guangzhou Haoyun Biological Technology Co. Ltd, as well as Novabee Srl, the latter established in October 2020. Novavision Group S.p.A. it has no branch offices.

The following technical-methodological references have been adopted for this Sustainability Report:

- the "Global Reporting Initiative Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI);
- the guiding principles and content elements provided for by the International Integrated Reporting Framework (hereinafter also "IIRF" or "IR Framework") issued by the International Integrated Reporting Council (IIRC) and updated in January 2021;
- the "Standard GBS 2013 - Principles for drafting the social report" prepared by the Study Group for the social report (GBS), for the preparation of the statement for the determination and distribution of the added value.

The collection and consolidation of the information and data reported here took place through a Sustainability Accounting Plan, prepared in the second half of 2021 with the involvement of the Management. The process of identifying and defining the relevant issues was assessed by examining the various company issues, and analyzing data and documents relevant to sustainability and that affect the expectations and decisions of the company business and stakeholders.

The Report is divided into the following chapters: 1. Identity; 2. Responsible Governance; 3. Economic Capital; 4. Human Capital; 5. Social and Relational Capital; 6. Natural capital. These chapters are preceded by the Letter to Stakeholders.

The 'Identity' chapter contains a description of the Company, in terms of: market and global presence, ethics and values, strategy, R&D activities, management systems and certifications.

The 'Responsible Governance' chapter includes information relating to: governance, shareholding structure, corporate bodies and organizational set-up. It also contains a description

of the Company's strategic approach to sustainability and the stakeholder map, defined by directly involving the CEO and a number of managers of the various organizational units and various company representatives, thus arriving at a census of the subjects who interact with the Company. Each identified category presents particular interests and expectations, and their opinions are collected through specific dialogue and involvement initiatives. Finally, the same chapter contains the issues considered relevant for the Company and the contribution made with respect to the SDGs (Sustainable Development Goals), and the commitments undertaken by the Company as set out in the Policy and Objectives Declaration document drawn up by the Management.

The 'Economic Capital' chapter contains a mention of economic performance (total revenues, revenues by division and revenues by geographical area) and the calculation and distribution of added value. The same chapter contains information on the profile of the supply chain, the methods of selecting and qualifying suppliers, the characteristics of procurement and the impact on Italy and the territory.

The 'Human Capital' chapter focuses on the Company's human resources, detailing the management criteria, the quality and safety of the working environment, training activities to develop people's talent and creativity, and attention to inclusion and equal opportunities.

The chapter 'Social and Relational Capital' describes the products, brands and services offered by the various business units, the strategy and market positioning, the customer experience, the quality and safety features of the products, with particular regard to electro-medical and electro-esthetic devices. The main marketing events and main social initiatives (VisionS project for the promotion of art and culture in all its forms, membership to FAI-Fondo Ambiente Italia) are also shown the same chapter.

Finally, the chapter 'Natural Capital' describes the environmental policy and management system, the organization's energy consumption, the use of water resources, the management of chemicals, emissions into the atmosphere and waste management. Emphasis is also placed on the Gaia project, launched by the Company with the intention of undertaking various initiatives and partnerships in its sustainability path.

The document is widely distributed to all Stakeholders of Novavision Group S.p.A. through publication on the Company's institutional website <https://www.novavision.net/> and distribution and presentation to all employees.

**Sustainability means telling your identity, based on the values of ethics and responsibility, health and safety, solidarity.**



# 1. Identity

## 1.1 NOVAVISION GROUP

Novavision Group S.p.A. is a 100% Made in Italy company with a highly technological profile, market leader for over 25 years in the production of advanced biotechnology equipment for esthetic medicine and professional esthetics, and high quality dermocosmetic.

Founded in 1986 in Misinto in the Brianza manufacturing district, the company began its business with the production of video projectors and electronic boards, diversifying its business from the end of the 1990s into two distinct Business Units: Biotech and Novaretail (formerly Retail & Contract).

The Biotech division, which includes Novaclinical, Novaestetyc and IO 'Skincare, develops electro-medical equipment, dermocosmetic products and training in the field of esthetic medicine and professional treatments. The Novaretail division (formerly Retail & Contract) operates in the field of integrated communication systems: shop in shop, emotional islands, corners, display walls, multimedia displays and applied electronics.



The background of the entire page is composed of various line-art illustrations of human faces and figures in different poses, some looking up, some down, some in profile, and some with hands near their faces. These drawings are rendered in a simple, elegant line style.

**NOVA VISION**  
M A K I N G F U T U R E

**NOVA CLINICAL**  
M A K I N G F U T U R E 

**NOVA ESTETYC**  
M A K I N G F U T U R E 

**NOVA RETAIL**  
M A K I N G F U T U R E 

**io**  
SKINCARE  
BIOTECH FORMULA

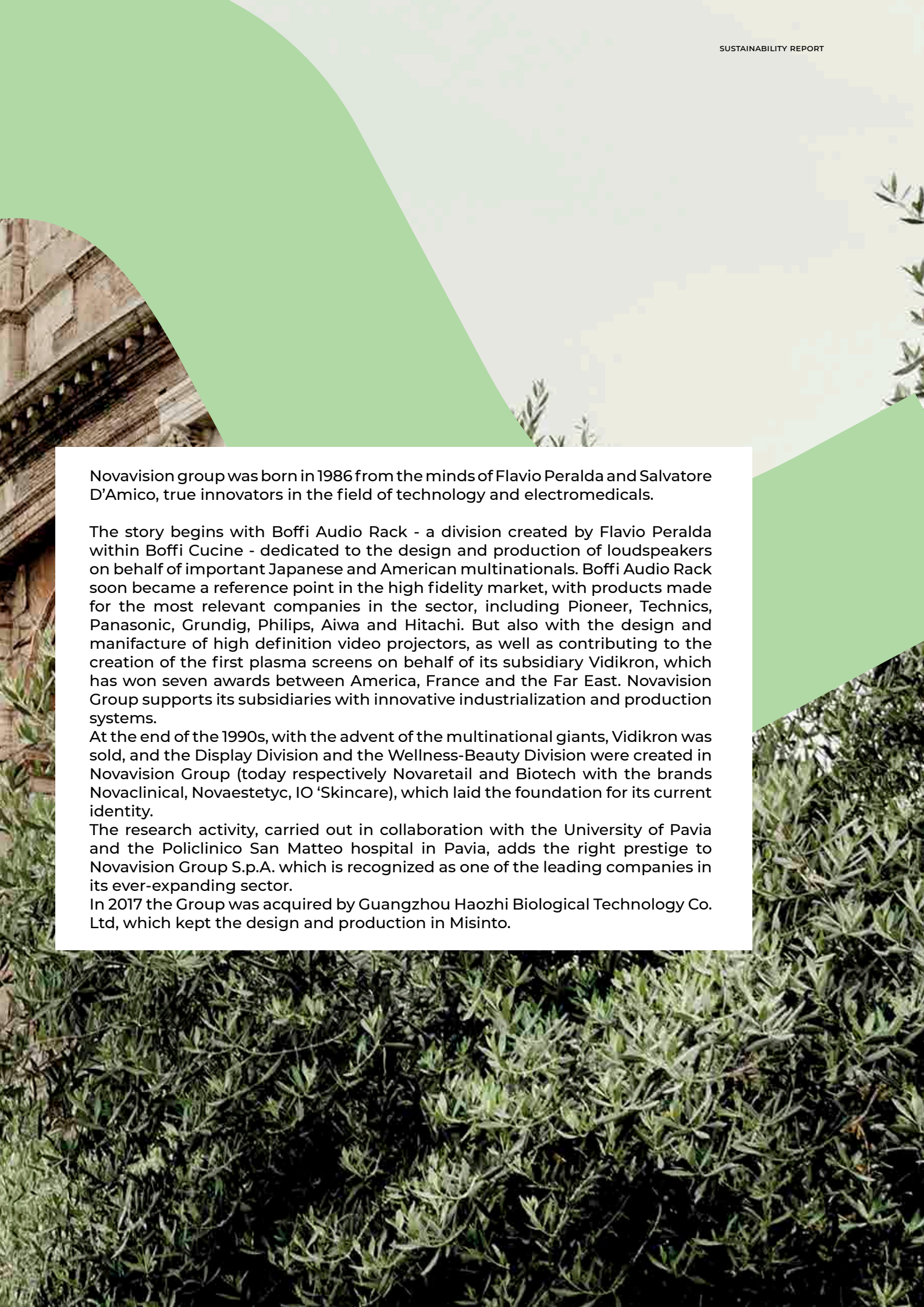


## **1.2 OUR 100% ITALIAN STORY**

**Novavision Group S.p.A. is a 100% Italian company in which all the style, design and taste for beauty that have made our country famous throughout the world, blend harmoniously with the use of cutting-edge materials and technologies.**







Novavision group was born in 1986 from the minds of Flavio Peralda and Salvatore D'Amico, true innovators in the field of technology and electromedicals.

The story begins with Boffi Audio Rack - a division created by Flavio Peralda within Boffi Cucine - dedicated to the design and production of loudspeakers on behalf of important Japanese and American multinationals. Boffi Audio Rack soon became a reference point in the high fidelity market, with products made for the most relevant companies in the sector, including Pioneer, Technics, Panasonic, Grundig, Philips, Aiwa and Hitachi. But also with the design and manufacture of high definition video projectors, as well as contributing to the creation of the first plasma screens on behalf of its subsidiary Vidikron, which has won seven awards between America, France and the Far East. Novavision Group supports its subsidiaries with innovative industrialization and production systems.

At the end of the 1990s, with the advent of the multinational giants, Vidikron was sold, and the Display Division and the Wellness-Beauty Division were created in Novavision Group (today respectively Novaretail and Biotech with the brands Novaclinical, Novaestetyc, IO 'Skincare'), which laid the foundation for its current identity.

The research activity, carried out in collaboration with the University of Pavia and the Policlinico San Matteo hospital in Pavia, adds the right prestige to Novavision Group S.p.A. which is recognized as one of the leading companies in its ever-expanding sector.

In 2017 the Group was acquired by Guangzhou Haozhi Biological Technology Co. Ltd, which kept the design and production in Misinto.



## 1.3 Worldwide presence

Thanks to an efficient distribution network, Novavision Group exports its electromedical equipment to over 25 countries around the world (China, Middle East, Europe, Russia, South America and Australia), and is currently the exclusive owner of 35 technologies, with original patents and made in Italy style.



## 1.4 Our values

Respect for our world, reliability, innovation and respect for customers and partners represent the essential values that best express the purpose of Novavision Group.



### Respect towards customers and partners

Respect towards the interests of our customers and partners.



## Respect for our world

Social responsibility, environment, safety, quality.



## Innovation

Constant innovation and improvement



## Reliability

The reliability of our products and services



## 1.5

# Code of Ethics

In September 2019, Novavision Group S.p.A. adopted the Code of Ethics, currently in its first edition.

The Code of Ethics:

- defines the fundamental ethical principles to which Novavision Group S.p.A. is inspired in the pursuit of its objectives and interests, and the observance of which is considered essential for the proper conduct of company activities and to protect the reliability, reputation and image of the company;
- establishes the rules of conduct and the commitments to be respected by those who, for various reasons, collaborate with Novavision and the methods of communication, dissemination, control and monitoring of the Code of Ethics itself.

The principles and provisions of this Code of Ethics are examples of the general obligations of diligence, fairness, loyalty and moral integrity, which qualify the fulfillment of work performance and behavior in the workplace.

The principles and provisions of the Code are binding for Directors, for all persons linked by employment relationships with the Company and for all those who work for the Company regardless of the relationship, even temporary, that links them to it.



## 1.6

# Strategy e business model

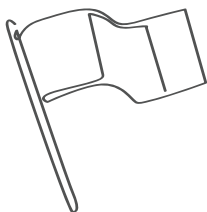
Novavision Group S.p.A. was born with the idea of using technological innovation and the quality of all-Italian design to offer a valid response to the growing demand of health and beauty professionals, and companies that want to engage in high-impact communication.

The goal is to contribute to the improvement of the quality of life by offering medical devices, beauty equipment, dermo-cosmetic products, and integrated communication systems.

To this end, the company has combined the style, design, quality and beauty that characterize Italy, with research and innovation, materials and technologies, to meet customer needs through complete solutions. The ability to develop and apply new tools that meet the needs of our users, is the most important aspect of our work. The R&D department plays a key role in improving existing technology, introducing cutting-edge equipment and creating Novavision brand patents.

Novavision is a leader in esthetic medicine devices based on the emission of energy using innovative technologies that allow a safe interaction with humans, to restore mental and physical well-being in a population whose average age is constantly increasing.

The growth of Novavision Group S.p.A. is characterized by 6 main strategic factors: international growth and expansion, a rigorous 'Made in Italy' approach, organizational efficiency which translates into organizational capacity, the corporate culture oriented towards social responsibility and relations with the various stakeholders, and a focus on design and innovation.



### Made In Italy

Medical devices, beauty equipment and dermocosmetic products, rigorously made in Italy, manufactured in the Misinto (MB) plant



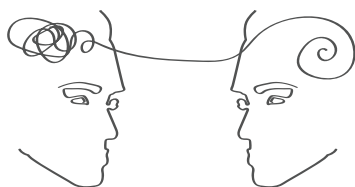
### International expansion

International Growth and expansion



### Excellence

Quality and excellence in our products and solutions, the result of knowledge and experience in biomedical technologies



### Execution

Organizational efficiency and close coordination between the Production Department and the Sales and Marketing Center



### Innovation

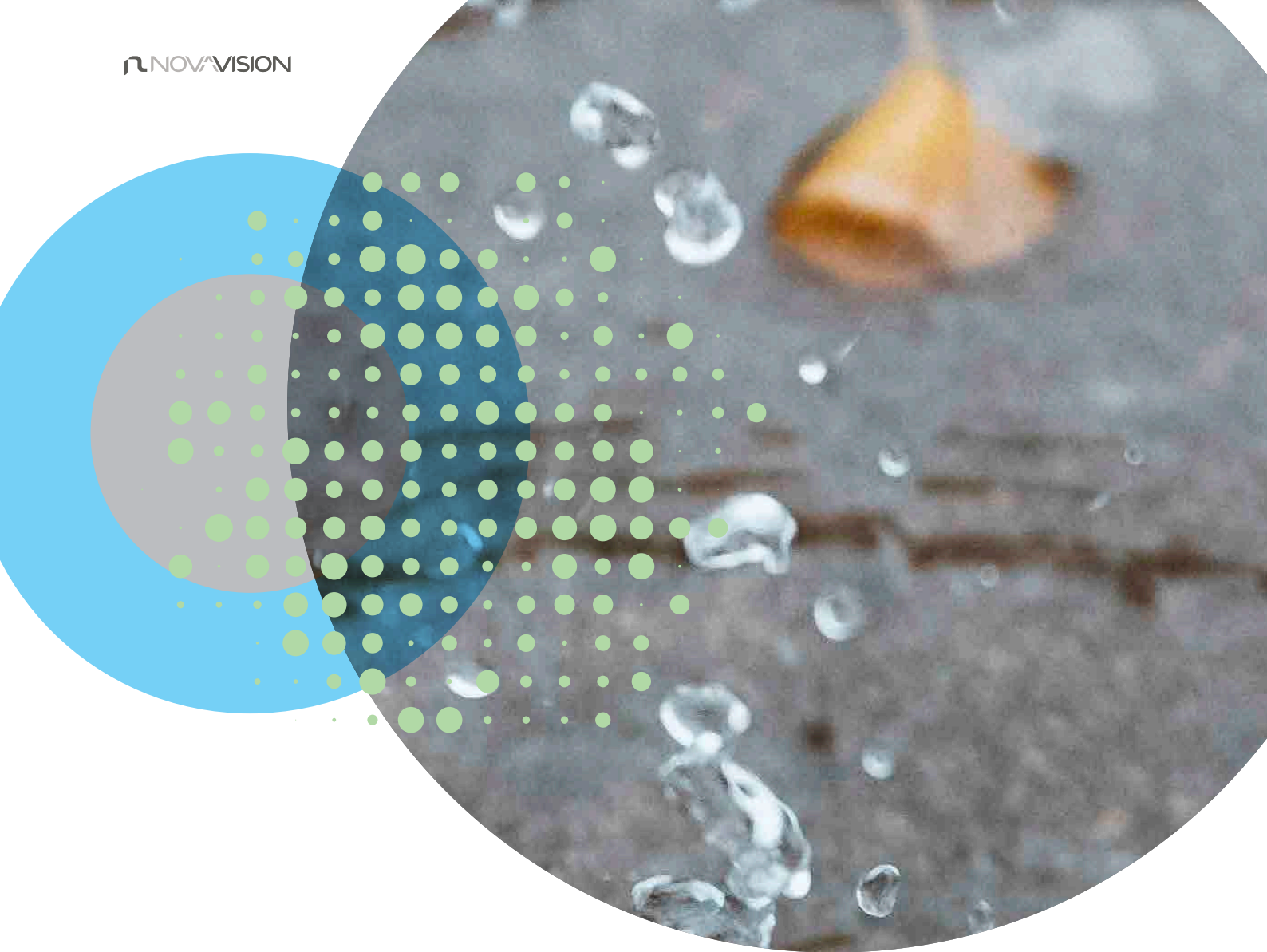
Focus on product innovation and business-related R&D activities



### Sustainability

Culture and corporate identity oriented towards relations with the local territory, the community and all our stakeholders





## 1.7 Innovation, research and development

As a leading company in the sector, we are always striving for improvement and innovation. The constant desire to innovate, the cutting-edge technological approach, the drive to achieve excellence and set goals, are the elements that distinguish us and have allowed us to consolidate our position on the national and international plane. For this reason, we believe it is essential to continue to work, to perfect existing technologies and to always create new ones, promoting constant investment in the Research and Development fields.

At the heart of this process of continuous growth and innovation are our people, Novavision employees, whom we consider a strategic asset. We can count on an excellent team of biomedical and electronic engineers, with high professional profiles in continuous training, to conduct studying, designing and developing activities for new technologies. The specific skills of our team allow us to tackle all the ambitious projects we have set out, which aim to meet the needs of an increasingly competitive and constantly evolving market.

During 2021, the Company carried out research and development activities at the Misinto plant, engaging in the study, design and development of innovative systems and equipment. In particular, the projects<sup>1</sup> illustrated in the figure have been realized.

<sup>1</sup>The research and development activities fall within the eligibility criteria provided for by Law 160/2019, for which the Company avails itself of the tax credit provided for by the same Law 160/2019

**For the development of the projects,  
the Company incurred R&D costs in  
2021 totaling approximately  
€633,827.**

### **Project 1**

Study, design and development activity aimed at the creation of an innovative system for data collection and subsequent predictive analysis based on the Internet of Things technology.



### **Project 2**

Prototype study, design and development activity aimed at the creation of innovative equipment for tissue heating through use of electromagnetic waves based on IoMT.



### **Project 3**

Prototype study, design and development activity aimed at the creation of an innovative electrostimulator for the improvement of muscle tone and recovery based on IoMT and BT.



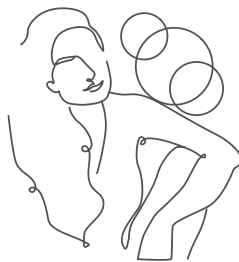
### **Project 4**

Prototype study, design and development activity aimed at the creation of an innovative system for treatment of adipose tissue pathologies and peripheral microcirculation.



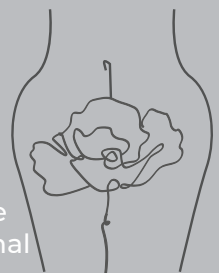
### **Project 5**

Prototype study, design and development activity aimed at the creation of an innovative device for controlled CO2 delivery used in specific fibrous septa treatment.



### **Project 6**

Prototype study, design and development activity aimed at the creation of an innovative regenerative technology for vulvo-vaginal treatment.





## 1.8 Certification and qualifying management system

In our daily work, we take note of the continuous technological evolution of products and applications, of the specific needs of the Customer and of the market, and we want to promote "Quality" as one of the strategic objectives to be achieved and continuously improved, together with profit and good management of the Organization.

We have therefore decided to implement our Integrated Management System (IMS) by means of the Single Manual, considering the latter an integral part of the corporate culture in an objective form, able to disseminate and preserve the experiences of our organization.

We are convinced that the Integrated Management System (IMS) is a necessary and qualifying element as well as a strategic factor to maintain and consolidate our position in the reference market, but above all, management must be the tool to achieve, maintain and enhance the objectives with better efficiency.

The Novavision Group S.p.A. Single Manual applies to all the main processes of the organization and it is also integrated, for the development of detail, by the basic documentation such as Management Procedures and Operating Instructions.

Novavision Group S.p.A., in accordance with UNI EN ISO 9001, identifies the object of its activities as:

- **"Design and development, manufacture and technical assistance of electro-esthetic and electro-medical devices; design and manufacture of displays for point-of-sale and G.D.O. displays; provision of training service for the products/devices manufactured; marketing of cosmetic products; logistics and installation service for G.D.O. points of sale."**

Novavision Group S.p.A., in accordance with UNI EN ISO 13485, identifies the object of its activities as:

- **"Design and development, manufacture and technical assistance of electro-medical equipment and accessories for therapeutic applications in the dermatological, gynecological and physiotherapy fields."**

Novavision Group S.p.A., in accordance with the UNI EN ISO 14001 standard, identifies the object of its activities as:

- **"Design and development, manufacture and technical assistance of electro-esthetic and electro-medical devices through the stages of assembly, testing and shipping. Design and manufacture of point-of-sale and G.D.O. displays through assembly, testing and shipping. Marketing of cosmetic products. Logistics and installation service for points of sale and G.D.O."**

Novavision Group S.p.A. is also currently compliant with the applicable requirements of Directive 93/42 / EU, pending alignment with the provisions of Regulation (EU) 2017/745 which repealed the aforementioned Directive and the European Community's Rolling Plan, for the following types of Devices Doctors:

- **Radiofrequency device;**
- **Device for carboxytherapy;**
- **Fotobiostimulation and electrostimulation device;**
- **Device for incoherent light treatment;**
- **Device for sonication treatment.**

May 26, 2021 is the formal date from which the full applicability of **Regulation 2017/745<sup>2</sup>** has expired, however there is a derogation period in which devices compliant with Directive 93/42 / EU can continue to be legitimately placed on the market (legacy devices), at the latest until May 26, 2024.

<sup>2</sup> EU regulation 2017/745 aims to raise standards of product quality and safety while creating a sustainable, innovation-friendly legislative framework that positions the EU as the guarantor of overall health and the smooth functioning of the internal market in the medical device field.

For Novavision Group, the aforementioned exemption ends on 09 October 2023, i.e. upon expiration of the Certificate\_KIWA\_MED-31145. Regulation (EU) 2017/745 provides, among others, some potential critical aspects worthy of attention such as:

- **Provisions on the execution of Clinical Investigations on Devices and accessories within the European Union;**
- **Increase Patient Safety by introducing stricter procedures for conformity assessment (ensuring that unsafe or non-compliant Devices are not placed on the market) and post-marketing surveillance;**



In this regard, Novavision Group S.p.A. has decided to start the associative process with Confindustria Medical Devices (<https://www.confindustriadm.it/>), in order to have an additional qualified professional partner who can guide the Organization in the correct application of the aforementioned Regulation. Membership as an Ordinary Member was approved by Confindustria Medical Devices on November 8, 2021.



## 2. RESPONSIBLE GOVERNANCE





## 2.1 Governance

Our corporate governance system is based on the ‘traditional’ organizational model and is developed in accordance with the regulations in force and applicable to the sector. We also take into account the best practices obtainable from the comparison at national and international level.

SHAREHOLDERS' MEETING	BOARD OF MANAGEMENT	BOARD OF STATUTORY AUDITORS	BOARD OF DIRECTORS	FINANCIAL REPORTING OFFICER
Composed by the shareholders of Novavision S.p.A., it expresses the company's will, deliberating in the manner and on the matters provided for by the Law and the Articles of Association, in ordinary and extraordinary form.	Together with the Board of Statutory Auditors, it is the body at the top of the Company's governance. It is vested with all powers for ordinary and extraordinary administration, except for those that the law explicitly attributes to the Shareholders' Meeting..	Its task is to monitor compliance with the law, the Articles of Association and the principles of proper administration of the Company.	It consists of the front line of the organisation. It has the task of monitoring projects and making appropriate decisions.	Is responsible for the preparation of the company's accounting documents.

### Main bodies of governance

The office of Chief Executive Officer has been held since March 28, 2018 by Danilo Crapelli, who also holds the position of General Manager, with the power to supervise, coordinate and implement all the activities related to the fulfillment provided for by the regulations in force regarding hygiene, safety and protection of the health of workers in the workplace, environmental impact, hygiene and safety of food products, as well as, more generally, all fulfillments provided for the production, purchase and distribution of all products manufactured, purchased and marketed by the Company.

The Board of Directors of Novavision Group S.p.A. also operates through the Managing Director and the directors with representation.

Given the size of the Company and the members of the Board of Directors, the latter has not deemed it necessary, to date, to set up internal committees with proposing or advisory functions, such as: Appointments Committee, Remuneration Committee, Internal Control Committee.

The Board of Directors reserves the right to provide for the establishment of these Committees in the future, should the need arise in relation to the size of the Company.

## 2.2 Structure and corporate bodies

Novavision has the legal form of S.p.A. with a single shareholder, and starting from 12 March 2019 the Company is subject to management and coordination activity by the single shareholder Guangzhou Haozhi Biological Technology Co. Ltd, located at Yong An Avenue, 63 in the Huangpu district in Guangzhou, Guangdong - China.

BOARD OF DIRECTORS <sup>(1)</sup>	
PRESIDENT	YONGLIN XIAO
DIRECTOR	TENGHUI HUANG
CHIEF EXECUTIVE OFFICER	DANILO CRAPELLI

(1) The Board of Directors was renewed on April 28, 2021, as the mandate conferred on the members of the BoD expired on December 31, 2020.

BOARD OF AUDITORS	
PRESIDENT	FILIPPO VERZINI
STATUTORY AUDITOR	FEDERICO MOTTOLA
DEPUTY AUDITOR	ROBERTO POLIDORO

AUDITING COMPANY	
	BDO Italia S.p.A

MANAGER RESPONSIBLE FOR PREPARING THE FINANCIAL REPORTS	
	Stefano Donini

In 2021, the breakdown by gender of the members belonging to the corporate bodies previously described remained unchanged.

COMPOSITION OF CORPORATE BODIES BY TYPE OF QUALIFICATION	2021			2020		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
BOARD OF DIRECTORS		3	3		3	3
BOARD OF AUDITORS		3	3		3	3



## 2.3 Organizational set-up

The organizational model adopted by Novavision Group S.p.A. is based on three main requirements:

**1.**

Distribute and allocate objectives and responsibilities among managers;

**2.**

Grouping units in order to allow the best use of resources and to meet customers' needs more effectively, differentiated by products and markets;

**3.**

Choosing the most appropriate integration and control mechanisms, as well as the most useful organizational arrangements to ensure the effective functioning of the entire structure.

The development guidelines of the organizational model are based on macro-processes that operate in an integrated manner with the ultimate aim of meeting market needs:

**1.**

Industrial process ensured by the Retail Operation and Production Departments, within which there are respectively the Logistic and Project Management units, and the Production Operation, Testing, Warehouse, Production Warehouse, Logistic Warehouse units, all characterized by efficiency, optimization and time-to-market objectives.

**2.**

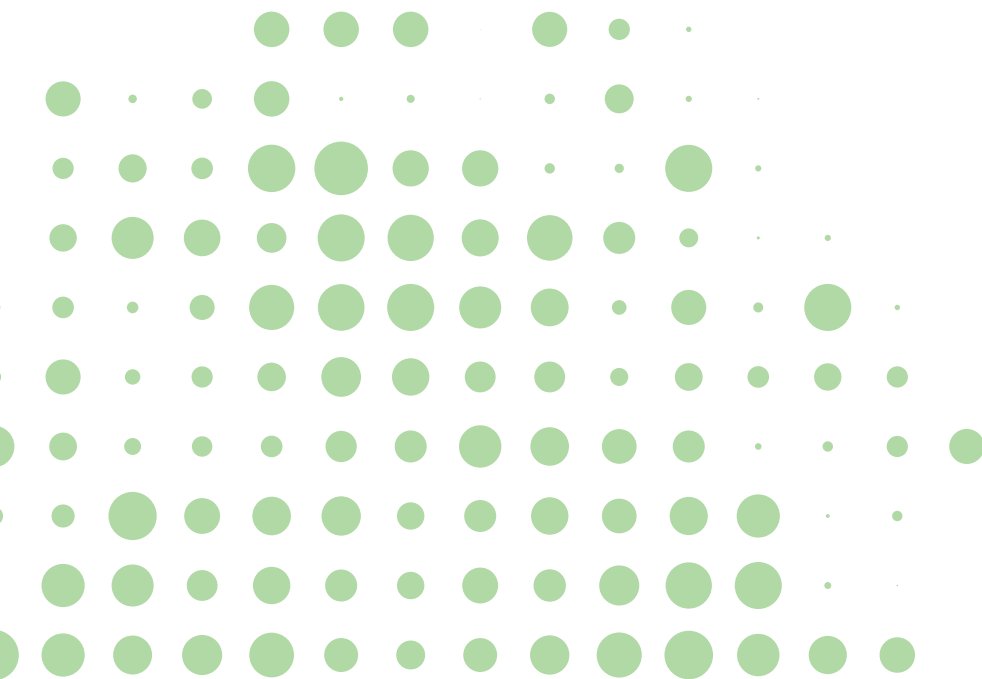
Market and customer management process (C.C.O. Novaretail, Innovation & Business Development, C.C.O. Biotech, C.M.O.), characterized by an organization by line of business and distinguished by objectives of effectiveness, customer satisfaction, growth and marginality.

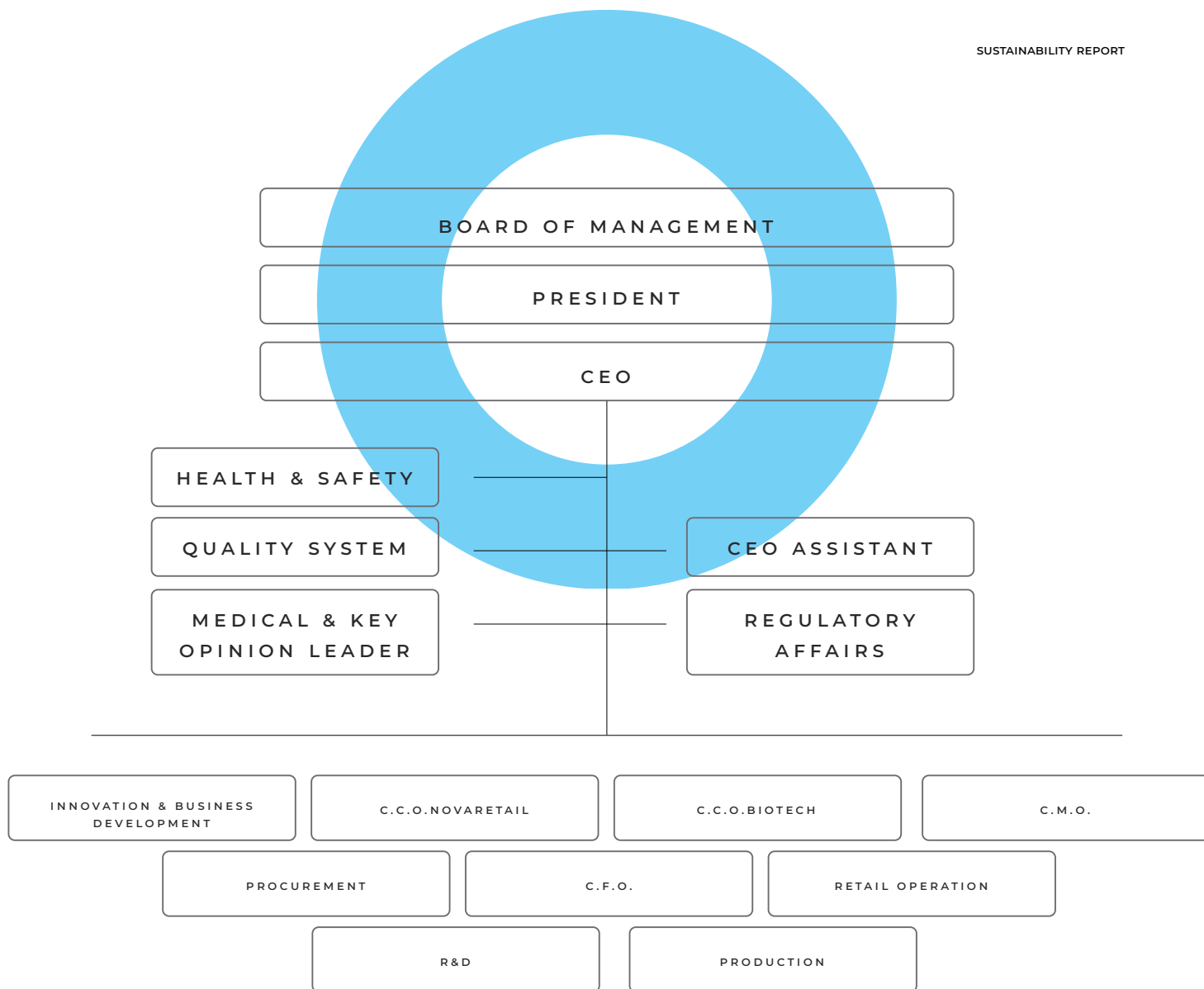
**3.**

Central processes or central line functions (Health & Safety, Quality System, Regulatory Affairs, Medical Key & Opinion Leader), which oversee certain processes and ensure consistent integration between the industrial process and the Markets and Customers management process.

**4.**

The Corporate Processes that oversee or supervise the support and staff processes (CFO, Procurement and R&D). Therefore, the organizational model takes the form of the organizational structure shown below.





**NOTE: THE AFOREMENTIONED ORGANIZATIONAL STRUCTURE IS UPDATED AS AT MAY 2022**



## 2.4 Sustainability and value creation

### Approach

We have a strong and rooted culture of values and a natural interest for social issues, and we have always paid close attention to the following key issues: product quality and safety, product innovation, operational efficiency, managing the relationship with suppliers and partners, enhancing human capital, protection of health and safety in the workplace, paying attention to the needs of national and international customers and the impact of our activities on the environment.

Over time, we adopted a suitable approach to responsibly manage the entire organization, in order to prevent risks, ensure soundness and sustainable growth for the organization, in a collaborative environment with all stakeholders.

For us, sustainability represents the opportunity to express our identity and therefore to collect in an organic way the elements that are already present in our company, and which we intend to communicate to the Stakeholders and the Community. For us, sustainability must translate into the assumption of responsibility towards all our stakeholders, being linked to innovation, represent a competitive lever to support the growth and value of the company and, above all, express itself in concrete actions and initiatives to produce positive effects on people and the environment.



### RESPONSIBILITY

Assuming responsibility towards  
the group's stakeholders



### INNOVATION

Sustainability as an innovation  
accelerator



### CONCRETE ACTIONS

Concrete actions and initiatives to  
produce positive effects on people  
and the environment



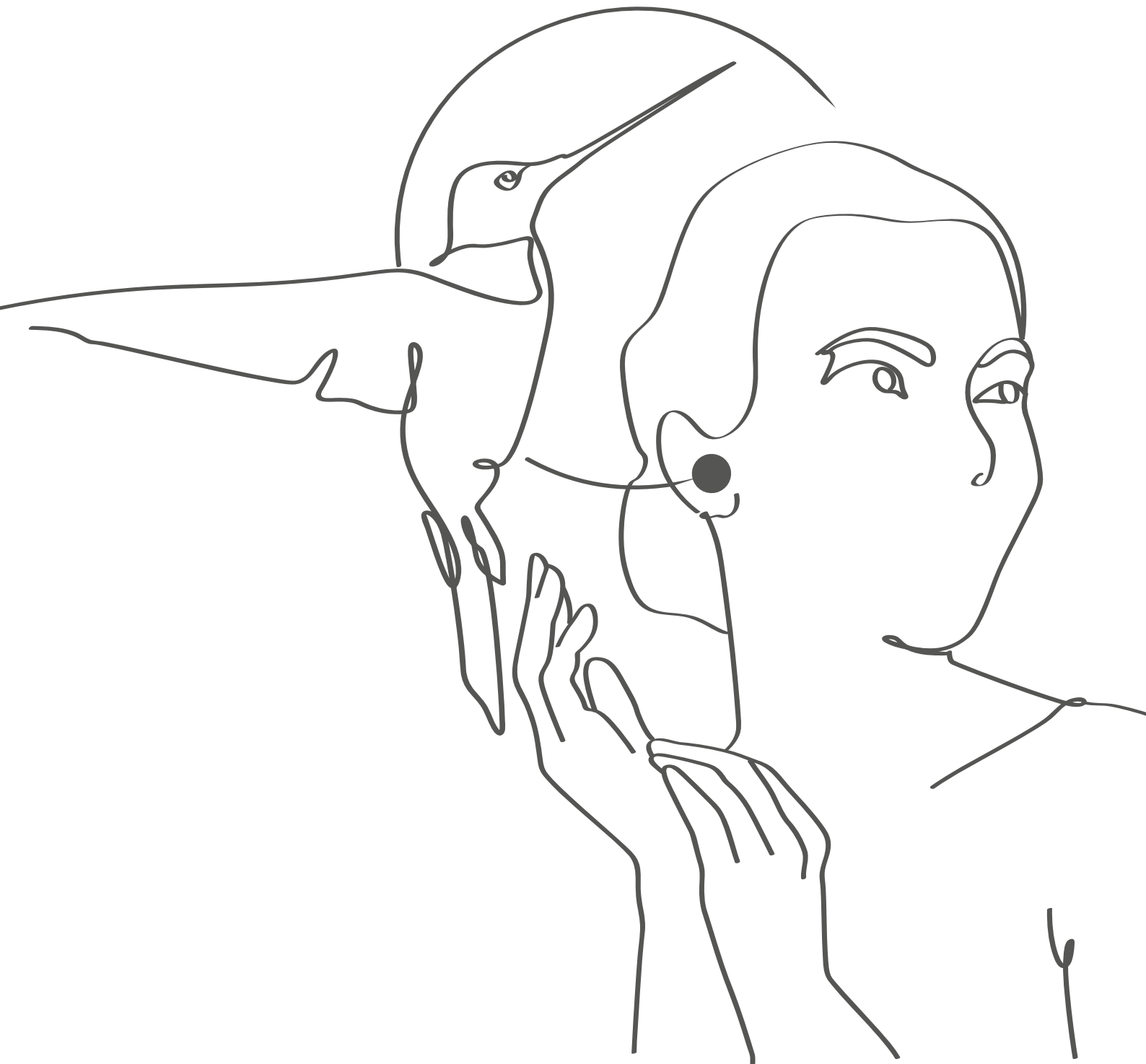
### POTENTIAL FOR GROWTH

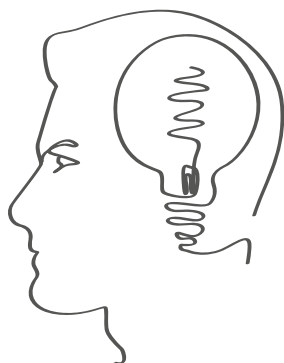
Sustainability as a competitive lever  
to sustain company growth and  
value



## STRATEGIC ORIENTATION

Our sustainability strategy, as represented in the following figure, is based on the following 4 pillars: the adoption of responsible business practices, the empowerment of our collaborators and suppliers, the creation of valuable relationships with the community and the many stakeholders in the area, and finally the protection and preservation of the environment.





### **ADOPTING RESPONSIBLE BUSINESS PRACTICES**

Responsible governance  
Integrity and Business Ethics  
Operational efficiency  
Economic growth and financial strength  
Management of extra-financial risks



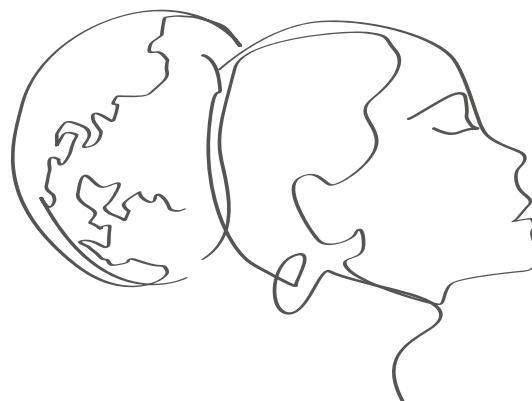
### **BUILDING CONSTRUCTIVE RELATIONSHIPS WITH THE COMMUNITY AND THE REGION**

Culture-Business Dialogue  
Promoting 'Made in Italy'  
Novavision Community involvement  
VisionS



### **EMPOWERING OUR PEOPLE AND SUPPLIERS**

Staff development and involvement  
Health and Safety at Work  
Product quality and excellence  
Responsible sourcing  
Profitable relations with our partners



### **PROTECTING AND SAFEGUARDING THE ENVIRONMENT**

Reducing the environmental impacts of company activities  
GAIA project  
Efficient use of energy resources  
Reducing CO2 emissions

## 2.5 Stakeholder map and ways of involvement

Relationships with people and organizations that are directly or indirectly involved in our activities represent a great value for us, in terms of trust and collaboration that stimulate continuous improvement and implementation of projects of common interest.

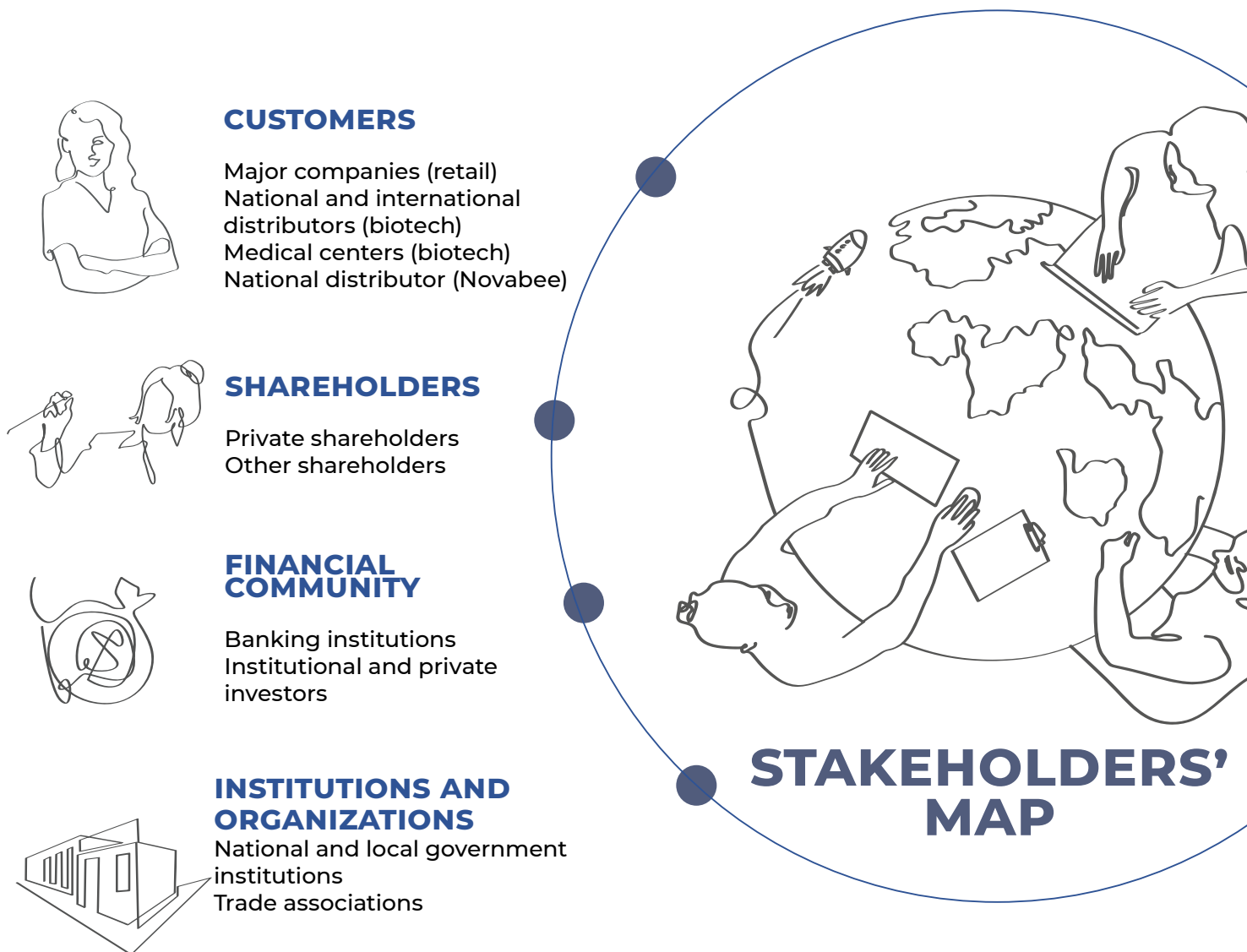
Stakeholders are those who have legitimate expectations and interests towards us, or who can influence the operations of the group companies.

We maintain regular dialogue relationships and discussion with our stakeholders. Contacts take place in various ways and with different frequency depending on the categories concerned.

There are two types of stakeholder engagement methods:

- initiatives specifically organized in view of the preparation of this Sustainability Report;
- opportunities for meeting related to the usual practices of discussion and collaboration, regardless of the present reporting activity.

The following figure shows the detailed map of Novavision Group's stakeholders.





## PEOPLE OF NOVAVISION GROUP



Top managers  
Middle managers  
Employees  
Occasional external collaborators

## SUPPLIERS AND PARTNERS



Suppliers of materials, raw materials and semi-finished products  
Service providers  
Logistics providers and installers  
Packaging providers  
General suppliers

## COMMUNITY



Artistic and cultural associations  
Sports clubs  
Tertiary sector associations  
Public structures

## ENVIRONMENT AND NEW GENERATIONS



Ministry for the environment and the safeguard of land and sea  
Regulatory and monitoring authorities  
ARPA Lombardy  
Partners specialized in waste disposal and disposal of materials  
Partners specialized in management of chemical products


## 2.6 Materiality and contribution to sdgs

The non-financial issues that are mostly relevant to the company have been identified by taking into account the type of market, i.e. the elements of the scenario that most influence the business areas in which we operate, and the interests and expectations of internal stakeholders, intercepted through interviews with managers and people involved in the project.

During the first quarter of 2022, we have perfected the materiality by identifying 18 material issues starting from a first range of potentially relevant issues, according to the significance of the impacts generated in the performance of the company's activities, and as perceived by internal stakeholders. In particular, the theme 'Intimate care for women', on which the company, through its subsidiary Novabee, is focusing to a great extent, was introduced.

The figure shows the material issues associated with the sections of this Report and the relevant SDGs, demonstrating the contribution we can offer to achieving the Sustainable Development Goals.



SECTION	RELEVANT ISSUES	SDGS
IDENTITY	Economic growth and financial strength Innovation and design	  
RESPONSIBLE GOVERNANCE	Responsible governance Integrity and business ethics	
HUMAN CAPITAL	Protection of intellectual capital Gender equality and diversity Welfare Health and safety at work	   
SOCIAL AND RELATIONAL CAPITAL	Product quality and excellence Customer satisfaction Intimate care and esthetics	
ECONOMIC CAPITAL	Responsible procurement ESG criteria for selection of suppliers	
NATURAL CAPITAL	Energy efficiency Respect for the environment Reducing CO2 emissions	 
SOCIAL AND RELATIONAL CAPITAL	Community investing Support to sports clubs and culture	 



## 2.7 Sustainability plan

We have drawn up a Statement of Policy and Objectives, which represents the expression of the will of the General Management of Novavision Group S.p.A. to implement the continuous improvement of its processes, in order to guarantee products and services with a high technological and qualitative content, improve efficiency, to develop and implement policies to protect the safety/health of workers, to guarantee good product manufacturing practices for the cosmetics that are marketed, to guarantee the efficiency of environmental aspects, to define the ethical values to which the behavior of the subjects who work within and interact with our organization must conform.



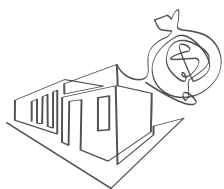
### COMPANY

- Fairness and transparency in the conduct of business and corporate activities;
- Culture of data confidentiality and, more specifically, of personal data and respect for the privacy of the various parties interacting with the company;
- Culture of Social Responsibility;
- Continuous monitoring of the parameters of the production and management process;
- Constant and timely monitoring of all regulatory requirements;
- Collaborators, suppliers and customers working with Novavision Group S.p.A. and its associated companies abide by the same standards of Quality, Environmental, Safety and Social Responsibility established by the Organization;
- Leadership of the Executive Board for the achievement of Quality objectives, analysing risk factors related to them.



### PEOPLE

- Oppose the use of child labour and forced labour;
- Management of employees without discrimination of any kind;
- Safe and healthy working environment;
- Work practices, contract and retribution standards consistent with trade union agreements and industry standards;
- Freedom of association and the right to collective bargaining;
- Prevent major accidents and minimize potential consequences for people, the environment and the property of others;
- Safety culture and adoption of the adequate collective and individual protection measures, as required;
- Adequate and effective internal and external communication process;
- Enhance the potential of all employees;
- Training and education at all levels.



## MARKET

- Culture of quality and boosting of the marketed products image, through the improvement of their quality and reliability;
- Visibility and reputation of Novavision Group S.p.A. in the target market;
- Competitiveness by preventing/reducing costs that do not add value to products;
- Continuous improvement of the service offered, in terms of external and internal customer satisfaction;
- Full and correct perception of the needs of the customer and stakeholders in order to meet and exceed their expectations;
- View the Integrated Management System, in order to identify and implement any opportunities for improvement;
- Implement and integrate all company resources in the optimization processes and in the improvement of products and services, according to customer expectations.



## ENVIRONMENT

- Protect the environment by minimizing the impact of its activities through the adoption of the best available technologies;
- Environmental awareness among staff, effort to reduce and eliminate, where possible, the release of pollutants into the environment;
- Adoption of the most appropriate environmental monitoring and control systems.



## COMMUNITY

- Compliance of all activities with State laws and Community Directives, in particular those relating to respect for the Environment, Worker Health and Safety and Social Responsibility;
- Open and cooperative relations with the local authorities and those living in the vicinity of the site, so that a climate of mutual acceptance and trust is established and the respective areas of activity can coexist in a compatible and synergistic manner.



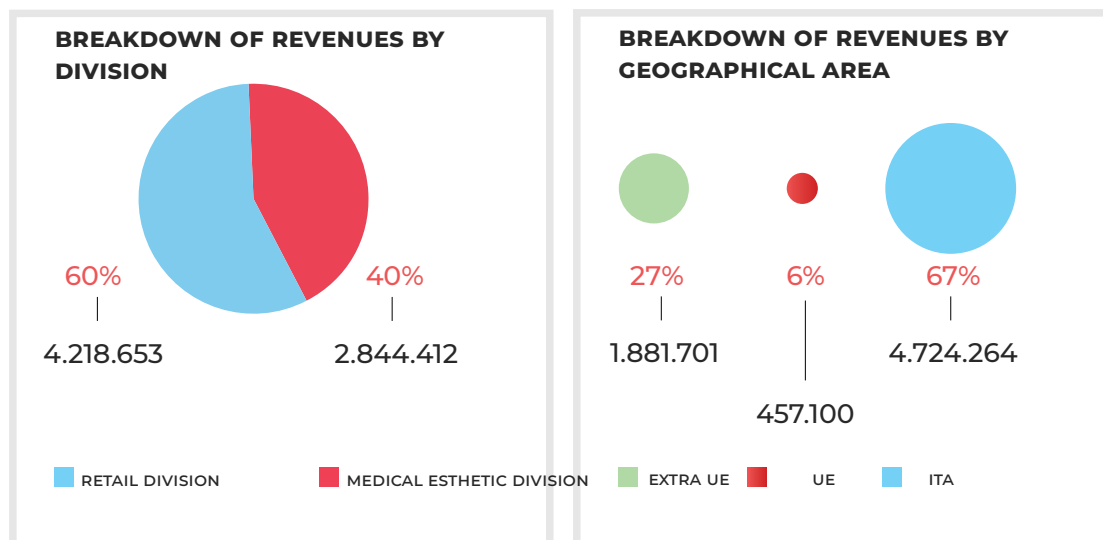


### 3. ECONOMIC CAPITAL

## 3.1 Economic Performance

In 2021 we recorded revenues from sales and services of €7,063,965, of which €4,724,264 (74%) in Italy, €1,881,701 in non-EU territory (27%), and €457,100 in the EU (6%).

Revenues for the Medical Esthetic Division amounted to €2,844,412 (40%), while those for the Retail Division amounted to €4,218,654 (60%).



### Prospect for determining the Global Added Value

Global Added Value is socially informative quantity that measures the (economic and financial) wealth produced by the Company with reference to the subjects participating in its distribution. The Global Added Value is determined by subtracting the costs of services and the consumption of materials, provisions and other operating expenses from the production value, including revenues from sales and other additional income. The extraordinary and incidental components are subtracted from the resulting gross characteristic added value.

**In 2021, the Global Added Value amounted to € 2,290,266, a slight decrease compared to the 2020 value (€ 2,366,475).**

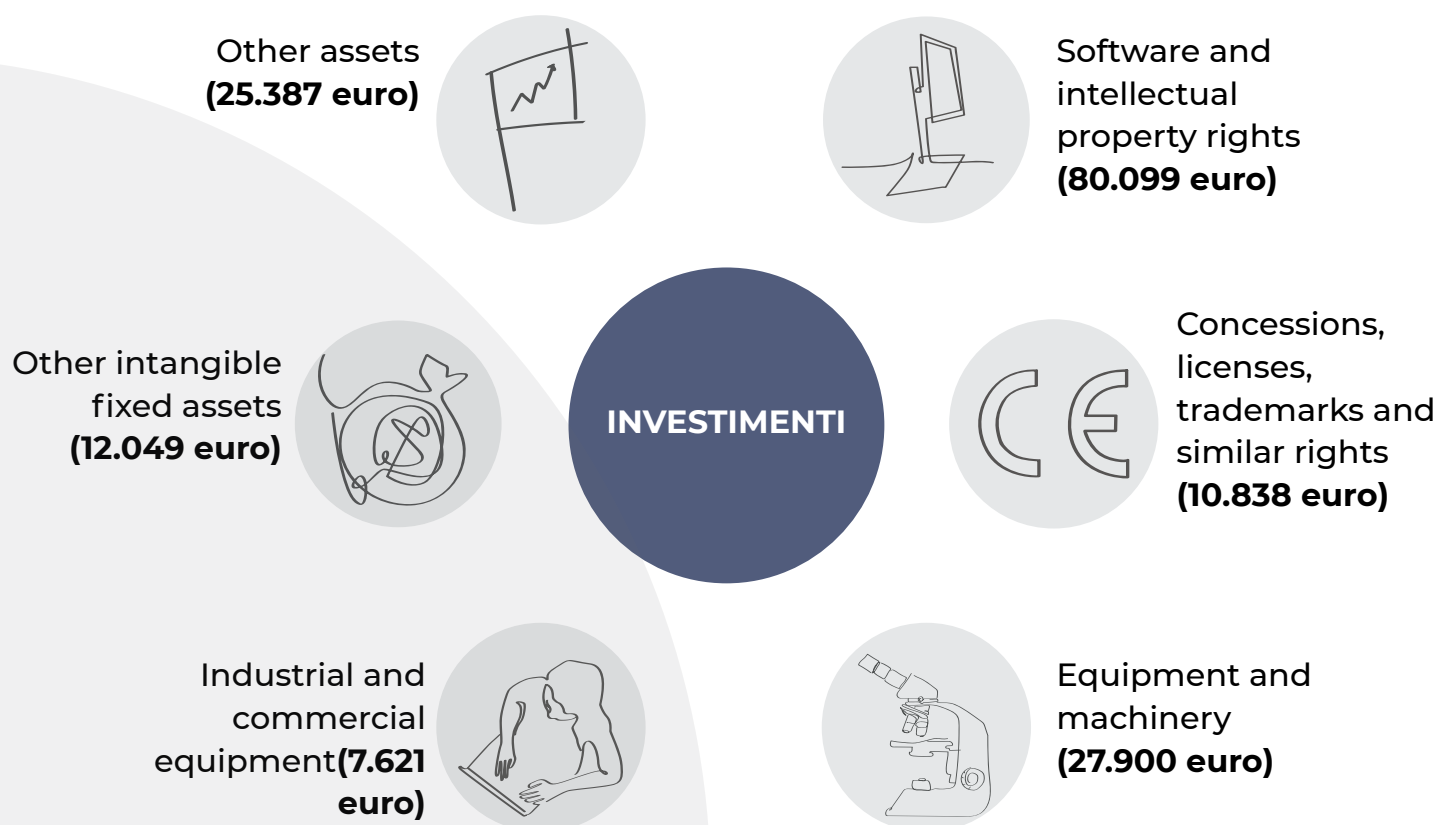
DESCRIPTION	31/12/2021	31/12/2020
Net operating revenues (turnover)	7.365.561	7.301.265
Change in inventories of work in progress and finished goods, semi-finished products, contract work in progress	6.152	63.901
Increments in fixed assets as a result of internal work	0	0
ACTUAL VALUE OF PRODUCTION	7.371.713	7.365.166
Opening inventories	600.127	579.426
Purchases	1.755.890	1.614.850
Closing balance	596.913	597.907
CONSUMPTION OF RAW, ANCILLARY AND CONSUMABLE MATERIALS	1.759.104	1.596.369
Commercial costs	559.321	464.020
Administrative costs	141.881	133.235
General costs	2.547.244	2.610.828
EXPENSES FOR SERVICES	3.248.446	3.208.083
ADDED VALUE (FROM CORE BUSINESS)	2.364.163	2.560.714
Revenues and income from non-operating activities	165.962	53.325
Non-operating expenses and charges	53.097	54.367
OVERALL GROSS ADDED VALUE	2.477.028	2.559.672
Depreciation of fixed assets	186.762	193.197
OVERALL NET ADDED VALUE	2.290.266	2.366.475

## Distribution of Global Added Value

The added value, expressed as the economic increase produced by Novavision's activities and distributed to key stakeholder groups, allows the sustainability report to be linked to the annual report.

STAKEHOLDER	TYPE OF REMUNERATION	31/12/2021	%	31/12/2020	%
EMPLOYEES	Wages and salaries, social security contributions	2.299.004	100,38%	2.150.044	90,9%
	Annual portion of severance TFR-IFR	150.579	6,57%	165.379	7,0%
GOVERNMENT	Taxes	-4.422	-0,19%	34.418	1,5%
THIRD-PARTY FINANCIERS	Financial charges	22.223	0,97%	6.578	0,3%
PARTNERS AND STAKEHOLDERS	Profit	-177.118	-7,73%	10.056	0,4%
DISTRIBUTED ADDED VALUE		2.290.266	100%	3.207.334	100%





## Investments

During 2021, Novavision Group S.p.A. made complex investments for 163.894 euros, equal to 2.3% of total turnover, in line with the values of 2020.

## Efficiency of processes

In 2021, company productivity significantly improved compared to the previous year

Equipment production as of 31/12	2021	2020	Difference
Number of equipment	223	205	+18

## 3.2 Supply chain profile

The sustainability of a product is not only given by the impact deriving from its production and disposal, it begins with a conscious choice of materials and raw materials. For this reason, the procurement process and the responsible use of natural resources, materials and raw materials represent the first pillar of the sustainability strategy that we began to set up in the second half of 2020.

We have a small network of high-profile suppliers: over time, we built transparent relationships with them, creating value not only in the short term but also in the long term. All our suppliers are referred to as “Partners” because what matters to us is the achievement of both our objectives and those of our suppliers, in order to achieve a competitive advantage for both parties.

Novavision Group S.p.A. works with local suppliers, who guarantee the application of the highest standards of quality and reliability, and who show a strong focus on issues such as the respect for human rights, health and safety, the fight against corruption and respect for the environment. We like to define our supply chain as ‘zero kilometer’, since our main suppliers are mostly located within a few kilometers of our premises. This choice is dictated by the intention to make our products stand out as 100% Made in Italy, as well as by the desire to support the local economic ecosystem of which we are part. Also for what concerns materials and components that come from non-European markets, e.g. China, we prefer to buy them, where possible, from local suppliers able to certify the product.



**Commitment to  
use sustainable  
raw materials and  
materials**

**Reducing the  
environmental  
impact of  
packaging**

**Adopting  
sustainability  
criteria in  
the choice of  
suppliers**

### 3.3 Selection and qualification of suppliers

A quality product is the result of shared standards, cooperation, joint efforts, stable and trust-based relationships with all partners in the supply chain. Novavision Group S.p.A. believes in the importance of developing increasingly close and fruitful synergies and collaborations with those who not only guarantee reliability in production performance, but who also share the company's values and expectations in terms of ethical, environmental and social standards.

All suppliers undergo a fast-track qualification process: during the application phase, suppliers commit to the principles and values we hold dear and to ensuring quality and respecting agreements on delivery methods and times. This system is essential to protect ourselves from risks related to the health and safety of workers, and from social, environmental and reputational risks associated with non-responsible management of the supply chain.

Purchasing processes follow a well-established operating practice, consisting of the following steps:

- scouting (this also includes on-site visits to verify the aspects related to the quality of raw materials and services in supply relationships consolidated over time),
- internal qualification (verification of certain prerequisites considered critical for Novavision Group, including those related to sustainability),
- issuance of the purchase order (this phase possibly involves the signing of contracts and clauses).

In particular, the scouting activity is also conducted to identify new possible suppliers, in order to ensure alternative supplies in the event of supply risks.

The suppliers involved in the production of our products and services are 380. The total value of the supplies is equal to **€4,621,000<sup>3</sup>** of which **24%<sup>4</sup>** is the value of supplies from strategic suppliers.

Strategic suppliers are those to whom we procure goods and services that Novavision then incorporates into its products and services, which are essential to ensure the company's business. We identify as strategic suppliers those who have a contract stipulated with the company itself.

Suppliers	2021	2020	2019
Suppliers (no.)	380	404	522
Total value of supplies subject to qualification (mln. euros)	4,6	4,8	5,1
Strategic supplies (no.)	13	13	13
% of total value of supplies from strategic suppliers (%)	24%	25%	28%

The following table shows the breakdown of suppliers by type.

Suppliers by type (n.ro)	2021	2020	2019
Materials, raw materials and semi-finished products	212	154	202
Services <sup>(1)</sup>	87	107	174
Logistics and Install <sup>(2)</sup>	13	6	9
General Supplier <sup>(3)</sup>	15	16	40
Other	53	121	97
<b>Total</b>	<b>380</b>	<b>404</b>	<b>522</b>

(1) Includes consultancy, device design support services, and utilities.

(2) Include logistics services and installation activities in the territory (Retail Division).

(3) Includes miscellaneous business services.

<sup>3</sup> Estimated after reviewing all accounting entries relating to supplier invoices minus the credit notes received from suppliers during 2021.

<sup>4</sup> Estimated after reviewing the amount of the 2021 supply of all suppliers who have a contract with Novavision.



Suppliers of materials, raw materials and semi-finished products provide catalog or customised products, which are necessary for the production of both electronic equipment and dermocosmetic products, as well as display areas in some of the most renowned outlets throughout Italy.

They are mainly located in our area, where very high technical expertise and adequate production capacity can be found.

Service providers are those suppliers with high technical know-how to whom we entrust strategic services that we subsequently incorporate into our offers. For this reason, we consider them to be our “Partners”, as they assist us in projects and give a significant contribution to improving the quality of our products.

The logistics and installation suppliers provide transport and logistics services, as well as installation activities on the Italian territory at all the locations requested by our customers.

Novavision adopts internal procedures to qualify its suppliers, strategic and otherwise, to ensure a high quality of the offered services at all times. Strategic suppliers are required to sign a contract that regulates their collaboration relationship. Among the criteria chosen for the qualification of suppliers are timeliness of services provision, the lowest number of non-conformities attributed in the current year and the validation by external certification bodies of compliance with ISO procedures.

Starting from 2020, the internal qualification criteria of suppliers follow the green strategy that the company wants to adopt: suppliers are asked to submit, by means of a specific questionnaire, the sustainable initiatives that they carry out internally. Suppliers who have an environmental certification are given preference in the assignment of new projects.

Most suppliers are concentrated in Italy (90%), particularly in Lombardy (74%).

<b>Suppliers by geographical area (no.)</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
ITALY	332	362	467
<i>of which Lombardy</i>	295	267	341
EUROPE (except Italy)	19	17	29
USA	5	6	3
REST OF THE WORLD	24	19	23
<b>Total</b>	<b>380</b>	<b>404</b>	<b>522</b>



## 3.4 Responsible procurement

For Novavision Group S.p.A., talking about quality also means talking about health and safety, respect for human rights, environmental protection and, in general, ethics in the conduct of business along the entire value chain.

Being a socially responsible company implies taking on a commitment that extends well beyond one's own borders, embracing the entire supply chain.

Most of the suppliers are strategic partners, which is why Novavision Group S.p.A.'s relationship with them goes beyond the economic-commercial sphere. For Novavision Group, in fact, excellence means quality, style and innovation, but also a commitment to promoting a supply chain that is careful and respectful of workers' rights and the environment.

During the contractual phase, suppliers are required to sign the Code of Ethics of Novavision Group S.p.A., which outlines the principles and guidelines that inspire the Company's activities and guide the behavior and actions of all those with whom the Company relates. By signing the Code, suppliers undertake to respect these principles and to ensure that their subcontractors respect them. Violation of the principles established therein constitutes a breach of contract, with the right by Novavision Group S.p.A. to immediate termination of the existing contract, depending on the severity of the breach.





## 4. HUMAN CAPITAL





## 4.1 Human Capital

Our approach does not only concern the production process, but also the way we work and relate to each other within the company. Corporate well-being is in our DNA, and we give great value to the professional activity of our employees and their ability to contribute to the company's results. We pay attention to the working environment, constantly renewing it so that it is always suitable to meet the needs of our employees.

With regard to the management and development of our collaborators, we have identified a number of material aspects to support business development and competitiveness:

- sense of belonging and motivation;
- growth and talents development;
- technological innovation.

Personnel management policies are aimed at supporting growth in terms of skills, motivation and sense of belonging.

In order to better supervise the most relevant aspects in the management of human capital, we have launched several organizational development initiatives a few years ago, aimed at guiding the evolution of the organization and of people.

These initiatives resulted in specific actions shared within the Management Committee, and implemented through direct actions by the Managers and the Human Resources function, with the support of external consultancy

In particular, the focus was on:

- growth paths for key resources, for which a technical and management training course is followed;
- listening and communication actions;
- process re-qualification and company reorganisation projects, also supported by technological innovations.

As also expressed in the Code of Ethics, we recognize that human resources are a factor of fundamental importance for our development, and we therefore guarantee a working environment inspired by respect, fairness and cooperation, enabling the involvement and empowerment of people.

The human resources management policy promotes respect for the personality and professionalism of each person, ensuring open communication, equal opportunities and impartiality.

Our approach to human resource management focuses on our employees and their integration into the corporate organizational culture, which is essential for their contribution in terms of innovation and flexibility, that are increasingly crucial for the company's competitiveness in a market in constant evolution.

Particular attention is paid to the induction process of new resources, which does not end with the selection of the candidate, but rather continues with the definition of an induction program that includes theoretical or on-the-job training and continuous coaching so that the new resource reaches the desired degree of autonomy.

Skills development is a strategic factor for us, so we organize annual training activities with the aim of enhancing both technical and soft skills. In addition to health, safety and privacy, the constant training focuses on both technical and management-related topics of broad interest.



## Employee survey

During 2021 we carried out a survey with the aim of:

- assessing the level of employee satisfaction related to the following three issues: working conditions, quality of relationships, organizational well-being;
- collecting ideas and suggestions to improve the company climate and people's satisfaction.

The survey was conducted through a questionnaire consisting of 36 questions, of which 8 on working conditions, 10 on the quality of relationships and 18 on organizational well-being. About 86% of people participated in the survey (42 questionnaires returned out of 49 questionnaires delivered).

Compared to the 'Working conditions' section, 35.1% of the feedbacks were positive, especially as regards the aspects of alignment between professional skills and the work performed and the appropriateness of working hours with respect to the achievement of targets. A share equal to 25.3% expressed a discrete appreciation regarding the availability of means and resources to perform their work as best as possible and the sense of personal fulfillment. A remaining share of 39.6% expressed considerations for improvement, especially on opportunities for updating and training, on the availability of useful information for their work and on the clarity of corporate objectives.

As for the 'Quality of relations' section, 35.7% of the feedbacks were positive and concern the existence of a climate of kindness in interpersonal relationships in the company, the transparency and integrity of hierarchically superior managers, correctness of the managers regarding the assignment of tasks and the managerial and professional skills of the managers themselves. A share equal to 27.1% expressed their appreciation on the aspects of adequacy of solutions to work problems, validity of employee proposals regarding the improvement of organizational processes and the guarantee of equal opportunities. The areas for improvement, expressed by 37.1% of the feedbacks, mainly concern the missed opportunities to work and collaborate in a group and the methods adopted to evaluate individual performance.

Finally, for the section of the questionnaire dedicated to the theme of 'Organizational well-being', 33.7% of the feedbacks were positive and concerned aspects related to the balance between work and personal and family needs, pleasantness and hygiene of the workplace and the adequacy of safety measures at work. Discreet appreciation was expressed by 26.1% of the feedbacks regarding the level of technological and cultural innovation, respect for the principles of equal opportunities,



the dissemination of a culture oriented towards problem solving and the efficiency of organizational processes. The remaining 40.2% expressed considerations for improvement regarding the level of clarity and definition of objectives with respect to strategic planning, the recognition and appreciation of individual professional skills, the enhancement and recognition of personal skills, the circulation of information, the distribution of workloads.

In general, the survey made it possible to focus on some aspects of improvement such as increasing organizational efficiency, through a more effective assignment of work tasks (who-does-what), greater clarity of roles and communications, greater attention and listening to individual needs. Other important opportunities for improvement concern the adoption of incentive and motivation mechanisms, opportunities for collaboration, a better distribution of workloads and greater attention to how individual performance is assessed.

## 4.2 Personnel

42 people contributed to our 2021 results, including 7.1% executives, 7.1% managers, 64.3% office staff and 21.4% workers. Compared to the figure at the end of 2019, the total number of employees decreased by 7 people.

All of our 42 people work in Italy in the only headquarters in Misinto.

The majority of the contracts are permanent, while almost all of them (88%) are full time contracts. The incidence of open-ended contracts shows our propensity for stable, long-term placements.

Number by type as of 31/12	2021			2020			2019		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Totale
Executives	3	0	3	3	0	3	4	0	4
Managers	3	0	3	4	0	4	5	0	5
Employees	22	5	27	27	6	33	33	5	38
Workers	9	0	9	9	0	9	7	0	7
<b>Total</b>	<b>37</b>	<b>5</b>	<b>42</b>	<b>43</b>	<b>6</b>	<b>49</b>	<b>49</b>	<b>5</b>	<b>54</b>

Number by type as of 31/12	2021			2020			2019		
	Open-ended	Fixed-term contract	Total	Open-ended	Fixed-term contract	Total	Open-ended	Fixed-term contract	Total
Executives	3	0	3	3	0	3	4	0	4
Managers	3	0	3	4	0	4	4	1	5
Employees	26	1	27	32	1	33	36	2	38
Workers	9	0	9	9	0	9	7	0	7
<b>Total</b>	<b>41</b>	<b>1</b>	<b>42</b>	<b>48</b>	<b>1</b>	<b>49</b>	<b>51</b>	<b>3</b>	<b>54</b>







The connotation of our people continues to be that of a young population, the average age in fact is about 40 years.

Breakdown of staff by age group as of 31/12/2021	2021					
	Executives	Managers	Employees	Workers	Total	%
< 30 years	0	0	3	0	3	7,14%
30-50 years	2	3	23	5	33	78,57%
> 50 years	1	0	1	4	6	14,29%
<b>Total</b>	<b>3</b>	<b>3</b>	<b>27</b>	<b>9</b>	<b>42</b>	<b>100%</b>

Breakdown of staff by age group as of 31/12/2020	2020					
	Executives	Managers	Employees	Workers	Total	%
< 30 years	0	0	4	0	4	8,2%
30-50 years	2	4	28	6	40	81,6%
> 50 years	1	0	1	3	5	10,2%
<b>Total</b>	<b>3</b>	<b>4</b>	<b>33</b>	<b>9</b>	<b>49</b>	<b>100%</b>

Breakdown of staff by age group as of 31/12/2019	2019					
	Executives	Managers	Employees	Workers	Total	%
< 30 years	0	0	6	0	6	11,1%
30-50 years	2	5	30	5	42	77,8%
> 50 years	2	0	2	2	6	11,1%
<b>Total</b>	<b>4</b>	<b>5</b>	<b>38</b>	<b>7</b>	<b>54</b>	<b>100%</b>

The majority (81.6%) of our population is located in the average age range of 30-50 years.

## 4.3 Turnover

In 2021, the turnover rate<sup>5</sup> had a value of 14.3, due to some distortions in the labor market and to a trend that characterized the post-Covid period.

In the tables below, the data were calculated considering the total number of employees who left the organization voluntarily, due to retirement or termination of employment.

Staff turnover rate (%) by gender, as of 31/12	2021	2020	2019
Men	14,3	6,1	11,1
Women	4,8	14,3	7,3

Staff turnover rate (%) by age group, as of 31/12	2021	2020	2019
< 30 years	0	0	1,9
30-50 years	19,1	16,3	14,8
> 50 years	0	4,1	3,7

## 4.4 Diversity and equal opportunities

We promote respect for equal opportunities and diversity as elements of value to be cultivated in line with the principles and values expressed in the Code of Ethics and the regulations governing the issue of human rights.

<sup>5</sup> The turnover rate is calculated as the ratio between the number of employees who left the company and the total number of employees

During 2021, no reports of any discrimination were received. To date, we have not deemed it necessary to carry out specific human rights assessments in consideration of the fact that company activities are not carried out in areas defined at risk.

As for the protected categories, we are committed to fulfill the obligations established by the regulations in force on the subject. Within our company, female presence is equal to 50%, with relative percentages of 33.3% among executives, 66.6% among managers, 48.19% among office staff and 55.6% among the workers.

Female staff by qualification, as of 31/12	2021		2020		2019	
	number	%	number	%	number	%
Executives	1	4,76%	1	4,6%	2	7,7%
Managers	2	9,52%	2	9,1%	1	3,8%
Employees	13	61,90%	14	63,6%	18	69,3%
Workers	5	23,82%	5	22,7%	5	19,2%
<b>Total</b>	<b>21</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>26</b>	<b>100%</b>

Women incidence (%), as of 31/12	2021	2020	2019
Women executives/ Total Executives (%)	33,3%	33,3%	50,0%
Women managers/ Total managers (%)	66,6%	50,0%	20,0%
Women employees/ Total employees (%)	48,1%	42,4%	47,4%
Women workers/ Total workers (%)	55,6%	55,6%	71,4%

Female staff by qualification and contract type, as of 31/12	2021			2020			2019		
	Full Time	Part Time	Totale	Full Time	Part Time	Totale	Full Time	Part Time	Totale
Executives	1	0	1	1	0	1	2	0	2
Managers	2	0	2	2	0	2	1	0	1
Employees	8	5	13	8	6	14	13	5	18
Workers	5	0	5	5	0	5	5	0	5
<b>Totale</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>16</b>	<b>6</b>	<b>22</b>	<b>21</b>	<b>5</b>	<b>26</b>

Female staff by qualification and age group, as of 31/12	2021			2020			2019		
	< 30 years	30-50 years	>50 years	< 30 years	30-50 years	>50 years	< 30 years	30-50 years	>50 years
Executives	0	1	0	0	1	0	0	1	1
Managers	0	2	0	0	2	0	0	1	0
Employees	2	11	0	1	13	0	2	15	1
Workers	0	2	3	0	3	2	0	4	1
<b>Totale</b>	<b>2</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>19</b>	<b>2</b>	<b>2</b>	<b>21</b>	<b>3</b>

## 4.5 Training and development

### Novavision Academy

We constantly strive to develop our skills through continuous technical, professional, managerial and/or transversal training processes in order to keep the skills of our resources competitive and activate new ones.

Considering that in recent years the company has been the protagonist of a generational transition related to the key figures in the management of the plant, over the last two years the development programs for the second line have been implemented through shadow paths already implemented in the previous years, but increased.

The inclusion of consultants has enabled the new generation to consolidate skills by working on self-awareness of their role and experimenting with ways of managing their collaborators through the levers of motivation and feedback.

The health emergency that occurred during the two-year period 2020-2021 slowed down training activities, especially in-person training. However, the adoption of technological tools enabled several web-based training sessions to be held, focusing on compliance issues (IT security, privacy), which were particularly relevant in the period of remote work.

Thanks to a substantial course on innovation held in 2019, which involved 26 resources, the skills acquired on the continuous generation of the creative process made it possible to organize weekly calls focused on this theme during the lockdown period, in order to keep the relationship with collaborators alive.

A total of 362 hours of training were delivered in 2021.

Training hours, as of 31/12	2021	2020	2019
Total training hours	362	348	396

In the same period, the average training rate (average hours of training per employee) was 7.69.

Average hours of training per employee, as of 31/12	2021	2020	2019
Average hours of training per employee	7,69	6,96	7,47

Novavision Academy was founded with the aim of constantly training and updating through courses, aimed at experts and professionals in the field. The goal is to transfer the basics of biology and anatomy thanks to the skills gained from years of collaboration with professionals in the medical field.

Novavision Academy provides training across the board and not just for the technologies developed by the company: the Academy also supports all stakeholders of the Novaretail division to train them and transfer the skills needed to carry out operations correctly and qualitatively at the points of sale on behalf of our customers.

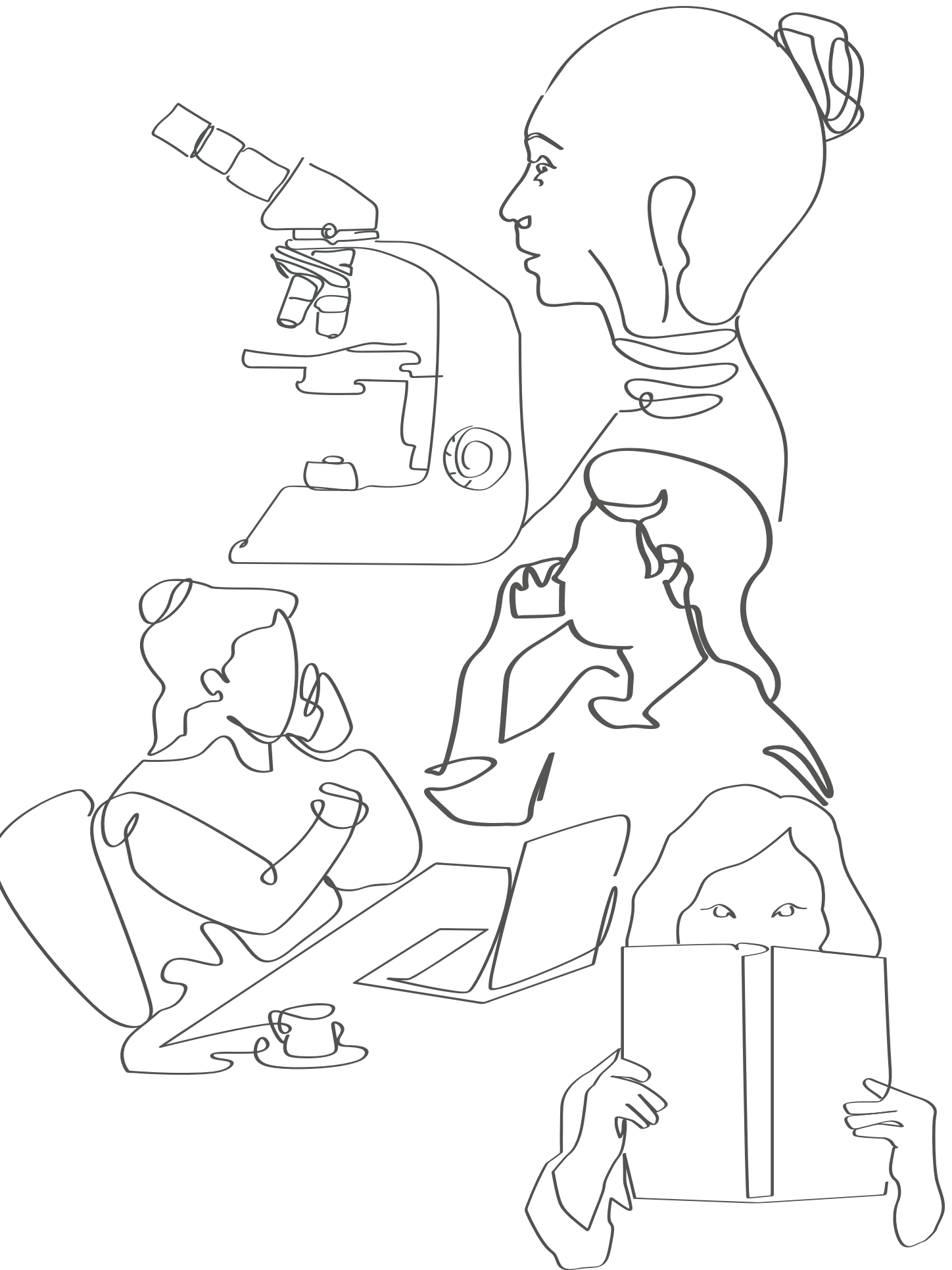
## 4.6 Smart Working

Also in 2021, with the persistence of the health emergency from Covid-19, we have provided for all the employees of the Misinto office, and for most of the employees of the production plant, the possibility of carrying out their duties remotely, a working mode that we had already tested in 2020.

We have maintained, as far as possible, direct contact with our collaborators for the entire period of the lockdown, even remotely, with the commitment to ensure the continuity of the company's activities, combining it with the protection of everyone's health.

Smart working was maintained in the company to allow for adequate interpersonal distancing within the offices. Employees usually prefer to work in the office where the exchange of information is much more lively and profitable than the condition of remote work. Smart Working is currently used mostly in cases of need, and at the request of the employee himself in case of particular and limited problems.





## 4.7 Health and safety

We consider health and safety in the workplace a fundamental duty, an integral part of our business and a strategic commitment to the company's wider aims.

In this regard, we have drawn up a specific occupational health and safety policy in which we undertake to make human, instrumental and economic resources available in order to ensure compliance with current legislation, prevent any situations of non-compliance and raise awareness among our staff in a spirit of cooperation.

With particular reference to the two-year period 2020-2021, and to the management of the Covid-19 emergency, we have first of all equipped ourselves with all the necessary measures to guarantee the continuity of production (adoption of ad hoc protocols, acquisition of specific PPE, etc.), but also the appropriate procedures necessary for the continuity of activities in presence at the offices where necessary.

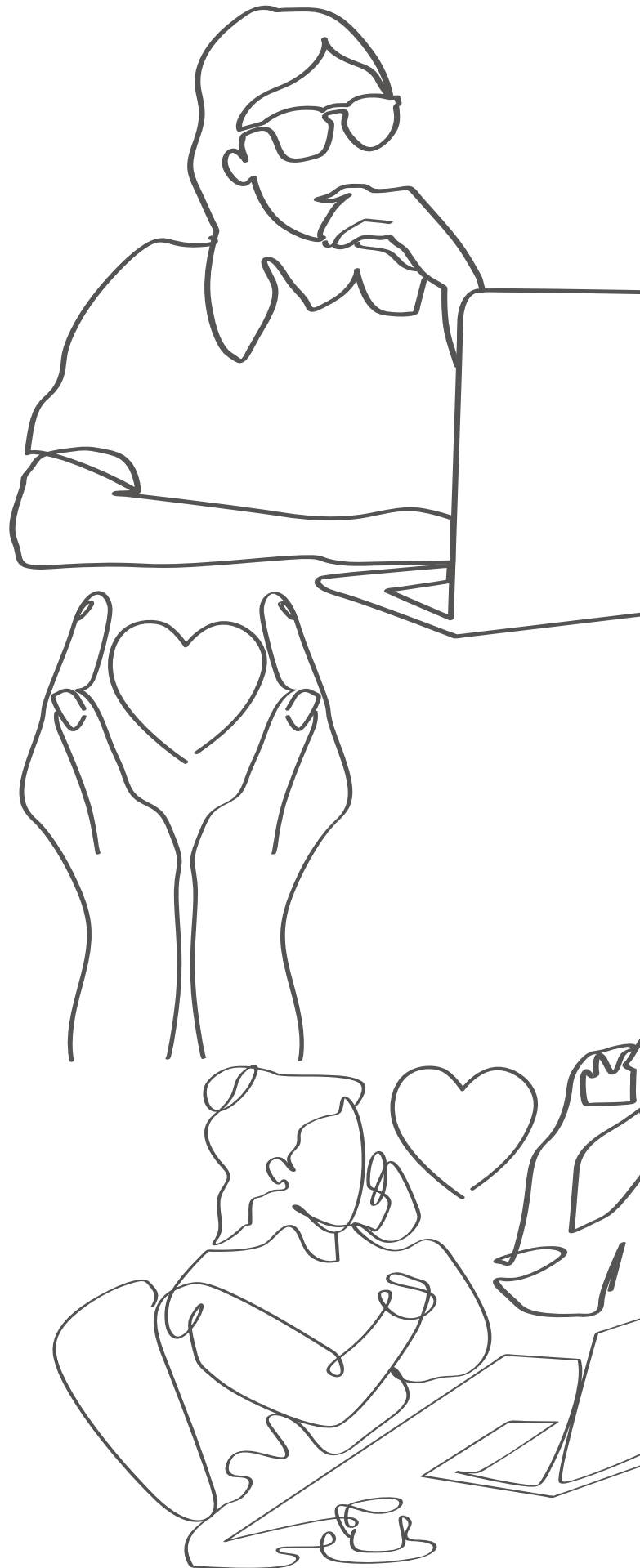
The anti-contagion security protocol was constantly updated as new decrees were issued and all changes and additions were promptly implemented. By way of example, new technologies such as the thermo scanner have been adopted which has simplified the operations of detecting the temperature when entering company premises. We have carried out periodic night-time sanitization in all production and office areas as a preventive safety measure. The distribution of masks to all employees also ensured that they were changed daily.

The protection of workers, contractors and visitors is ensured through constant monitoring of the work environments, with the implementation of the highest safety standards on machinery and equipment and with the implementation of training programs and information activities.

To this end, particular attention is paid to the choice of Personal Protective Equipment (PPE), in order to constantly check its efficiency and continuously improve its effectiveness in order to guarantee ever higher levels of protection and comfort.

In order to comply with all obligations and give greater scope to safety activities in the company, an RLS and an RSPP have been appointed. The company has adopted an SGSL and applies safety management procedures with a view to future certification.

Novavision offers company-wide training plans



every year: 209 hours of training on health and safety were delivered in 2021. The training sessions, for both new hires and employees, mainly covered mandatory aspects required by national legislation, such as risks related to duties and the consequent prevention and protection measures and procedures specific to the field, the use of work equipment, the management of emergencies and fires, first aid, the organization of company prevention and the rights and duties of the various company subjects.

#### Measurement indices of the accident trend

Novavision monitors accident trends, with particular reference to the production plant, by means of a series of indices, the most significant of which are the Frequency Index (IF)<sup>6</sup> and the Severity Index (IG)<sup>7</sup>. These data are not divided by gender because the female employees are mostly engaged with office activities and therefore scarcely significant for statistical purposes. In 2021, the number of injuries was zero.

## 4.8 Welfare

We pay attention to the personal needs of our employees with regard to any health and/or family needs, although there are currently no structured corporate welfare programs.

We pay attention to corporate welfare, which is considered a benefit for both employees and the company. Several initiatives have been launched:

- the agreement with a kindergarten near the offices
- the opportunity to benefit from car wash service
- the possibility of using the washing and ironing service
- agreements with traders near the plant (restaurants, hairdressers, etc.).

We also offer the opportunity to have flexible contracts with smart working mode, spaces dedicated to relaxation and fitness, and finally we organize aggregation activities.

<sup>6</sup>Injury frequency index (IF): number of injuries/hours worked x 1.000.000 hours worked

<sup>7</sup>Injury severity index (per thousand hours worked) (IG): total number of days of absence due to injury/hours worked x 1.000







## **5. SOCIAL AND RELATIONAL CAPITAL**



## 5.1 Products and Brands

Novavision operates on the market with the following Business Units: Novaclinical, Novaestetyc, IO 'Skincare (which belong to the Biotech Division) and Novaretail.



Design and manufacture of cutting edge electromedical equipment and medical devices.

(EVA, 4PLUS, ANIKA, DAFNE, EVPLUS, DPL100, BODYKA PLUS, BODYKA)



Design and manufacture of advanced biotechnology devices in the field of esthetic medicine and professional esthetics.

(IPERHUMAN, ASPIS, LENSED STAR ONE, EGO, ERA, RADIO4, JET SHAPE, OXYS, PLW)



Production of dermocosmetic products.  
(BODY AND FACE PRODUCTS)



Design and production of communication systems for the sales point.  
(SHOP IN SHOP, EMOTIONAL ISLANDS, CORNERS, DISPLAY WALLS, VISUAL MERCHANDISING)

### NOVA CLINICAL

Leader in the field of esthetic medicine, dermatology and gynecology, Novaclinical is our business unit that designs and manufactures cutting-edge medical devices (technology for intimate health, women's well-being and beauty). Constant collaboration and research with universities allow us to play an important role in the reference market.

Our specialized staff follows all stages of in-house device development: from research and development to design and production. All this is done with the help of an ethics committee made up of doctors, engineers and technicians who devote themselves every day to the study and construction of new high-performance technological equipment and to the constant improvement of existing technologies.

To maximize the effectiveness of treatments on end customers, we offer a genuine training course that constitutes an added value for the company, which now enjoys national and international medical and scientific recognition.



## NOVAESTETYC

Novaestetyc is our business unit, a leader in the field of esthetic medicine and professional esthetics, which designs and manufactures advanced biotechnology devices for the domestic and foreign market (face and body treatments in total comfort and safety).

This Business Unit responds to the needs of a continuously evolving sector. Through major investments in research and development, Novaestetyc devices offer face and body treatments in total comfort and safety.

## IÓ SKINCARE

From twenty years of experience in the esthetic and electro-medical sector, we have decided to devote ourselves to cosmetics with the IÓ SKINCARE project.

IÓ Skincare stands for "I TAKE CARE OF MY SKIN", and skin care is the fil rouge of our project, the one we guarantee with our products, the one we discuss in our articles, the one we divulge in our posts. Taking care of your skin is an exact science, and our goal is to ensure that each individual does it in the right way, which is why the product is only part of a broader process that entails information, professionalism and innovation. In our daily work, we continuously seek the right balance between science and nature to develop products that can satisfy the needs of the skin.

## NOVARETAIL

Novaretail is the Business Unit that has stood for 30 years at the top of the sector. It offers design and production services for point-of-sale communication systems: shop in shop, emotional islands, corners, display walls and visual merchandising. It works on the new frontier of Retail which envisages an integrated space where different elements and professions collide and combine their skills to create innovative communication systems.

Novaretail offers a true platform of services: from brainstorming and creative 3D design, prototyping and implementation to installation at the point of sale.

In particular, it carries out 3D design, digital electronic design, prototyping and production. In addition, it offers logistics services, in particular: automated logistics management, installation with dedicated and qualified staff, 24h assistance and technical support for all facilities in the area, daily reporting with photographic documentation of the installations.

To ensure an efficient and continuously improving service, we provide real-time information on logistical processes and point-of-sale satisfaction indexes with respect to the activity carried out by Novavision on behalf of our customers, thanks to an ad-hoc developed IT system developed called "INSIDE".







## 5.2 Strategies and market positioning

We always focus on our customers and the positioning of our products. Target definition and positioning strategies therefore form the basis of the work of our Business Units.

Great attention is paid to the dynamics of supply, market trends and competition, and technological trends. The innovation process also originates from the markets and from customers/users and follows a structured flow that includes steps ranging from the verification of the idea (concept test) to the realization of the final product.

Within the market targeted by NOVARETAIL, customers are important Italian companies (Samsung, Dyson, Panasonic, etc ..) with whom we have a long-standing relationship, and who constitute the main source of revenues. Given the very high potential of the Novaretail Business Unit in terms of know-how and expertise, we are committed to expanding the number of customers in Italy and exploring the foreign market.

As for the Biotech sector (NOVACLINICAL, NOVAESTETYC, IÓ SKINCARE), starting from the beginning of 2021 our relationship with end customers (Medical Centers, Beauty Centers, etc ...) takes place only and exclusively through distributors in Italy and abroad.

In order to structure ourselves properly on the market and foster the growth of the Biotech sector in Italy, as well as to stabilize our position on the Italian and foreign market, the company Novabee was created, located in Naples, which from 1st January 2021 took over the direct relationship with distributors and end customers.

Thanks to its expertise in sales, Novabee has begun to operate with the primary objective of expanding and developing the products of Novavision Group S.p.A. on the national territory, while ensuring an action more dedicated to customer care.

With Novabee, an innovative business model has been put in place for the electromedical products sector: Novavision continues its business linked to the design and production of cutting-edge machinery, while Novabee is dedicated to their positioning and adopting the best sales strategies. also to enhance the high technological innovation, the key principle of the products made by the group.

Novabee employs professionals from the pharmaceutical, para-pharmaceutical, marketing and e-commerce sectors, with experience in managing sales networks. The aim is to pool the knowledge developed in their respective areas of expertise in order to expand the market through an enhanced range of products and services.

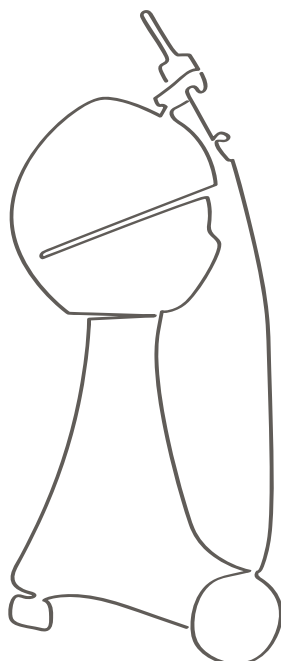
The Novabee project envisaged an enhancement of the current offer through more complete and articulated product services, starting from the analysis of the customer's needs, certainly interested in the quality of Novavision devices, but also in the search for a partner that can guarantee assistance at several levels, both for the best use of the products and for the development of the potential they offer to their activities.

The following figure shows the application areas covered by Novabee.



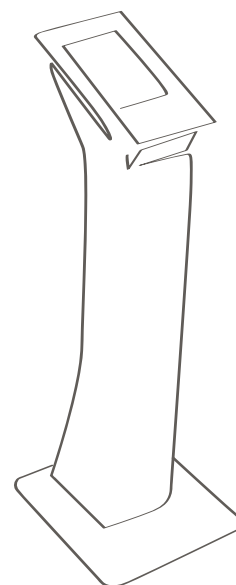
### **ESTETYC**

Products and technologies dedicated to professional beauty (face, body and hair removal). The area includes the following esthetics devices: Lensed Star One, EGO, ERA, RADIO 4, JVS, Oxys, PLW.



### **MEDICAL**

Non-invasive products and technologies for women's intimate health care and for face and body beauty treatments. The following devices belong to this area: EVA, 4PLUS, DPL100, BODIKA Plus.



### **SANITISATION**

Sanitising products for business owners. Novabee provides Aspis, a high-tech device for completely safe temperature control and hand sanitizing procedures.

On the Italian market, Novabee is focusing on the area of intimate care (women's intimate health), which is still underdeveloped in Italy, using our technologies in treatments for pathologies that affect women in the post-partum and menopausal phases. Physiotherapists specialized in pelvic floor treatment are also gaining ground in this sector, working alongside doctors and gynecologists.

As for the international markets, we are traditionally present in the East and Far East and we are starting to explore the countries of Central Africa, South Africa and India. Furthermore, we are resuming expansion on the European market with a good presence in France, UK, Germany, Portugal and Switzerland.

In the rest of the world we have registered our devices in Russia and entered into a relationship with a major distributor in Colombia.

In 2021, we launched on the market two new products that we put on sale in 2022, both in the intimate care sector: Dafne and Anika. The latter represents our first experience in the world of carboxytherapy, a slightly more invasive method but without any pain on the part of the patient.

### **Innovation initiative**

Currently, we are developing, in collaboration with Novabee, the idea of providing "turnkey" or "concept" centers to possible interested parties. Using the expertise gained by Novaretail, we intend to provide real stores with our equipment inside.

## 5.3 Customer Experience

Progress and success are based on the complete satisfaction of our Distributor Customers, on their trust and loyalty, acquired and maintained through the quality of our products and services, of our Quality Management System, the Social Responsibility, the Environment, the safety of our human resources that ensure speed, flexibility and efficiency in all activities.

We give a central role to our customers: companies, distributors, professionals, end users and patients. Each point of contact is an opportunity to welcome and get to know but also to tell and involve. Designing with a clear view of the customer's point of view is the approach that distinguishes our activities and ensures consistency towards a single goal: to improve the customer's shopping experience by involving them more and more in the world of Novavision Group.

Recently, we launched the NovaCare concept, which translates into taking care of our distributors through daily support, continuous training and information, support for them and for their customers for all problems that may arise with the use of devices.

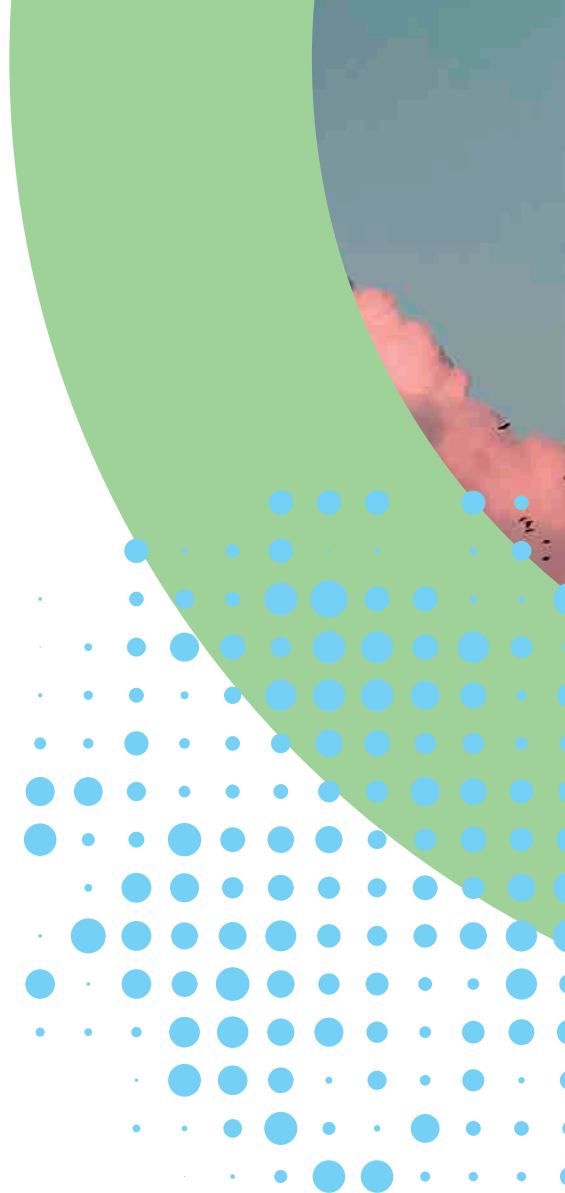
One of the qualifying aspects of working alongside our distributors is the training we provide in presence and/or remotely to the operators who use our equipment. Through Novavision Academy, we teach how to make the best use of our equipment by expanding training to also relevant methodological aspects with respect to the different conditions of use, since in our sector there are no standard parameters and patients are all different.

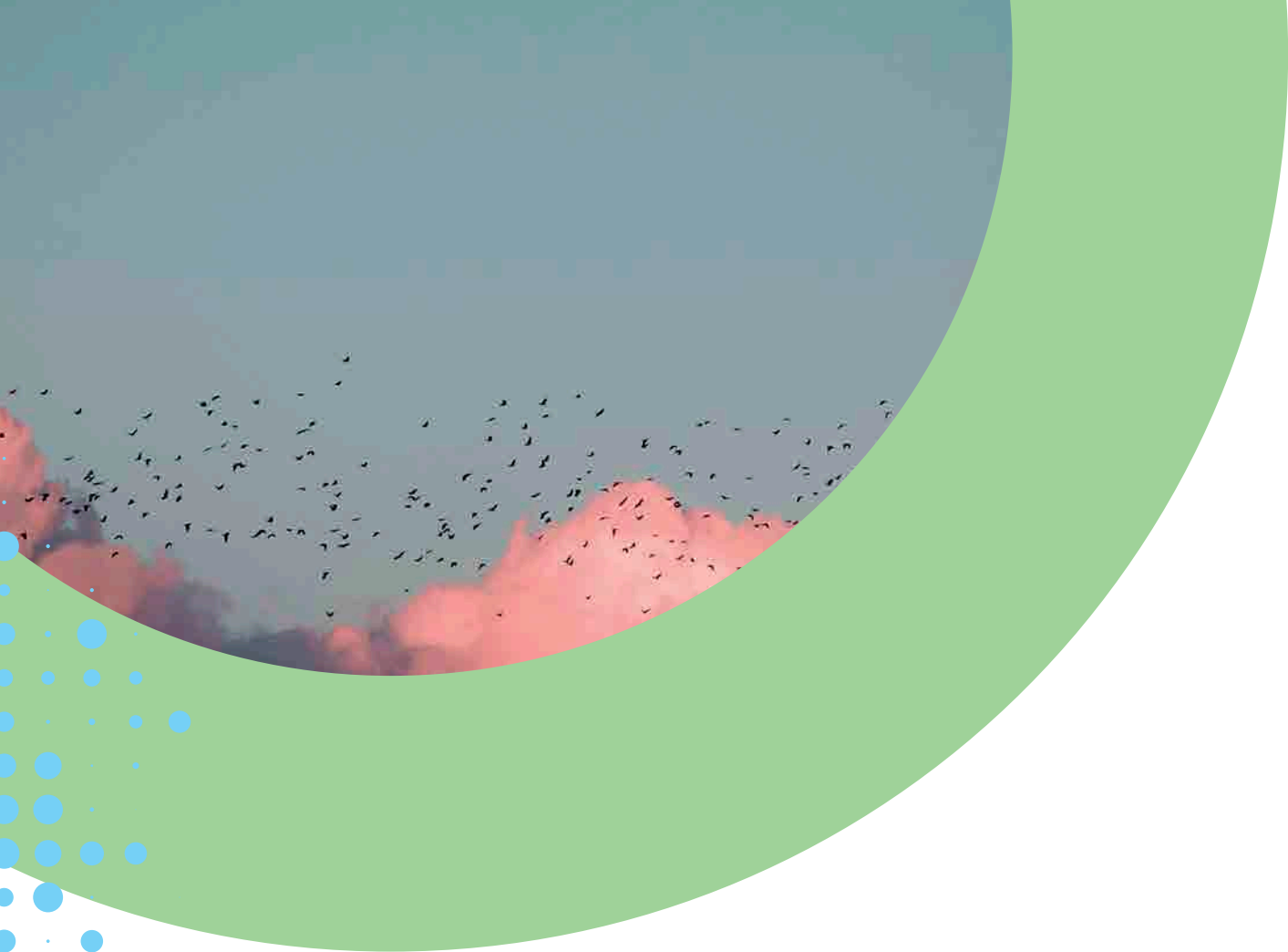
Trust is the foundation of our relationship with distributors and commercial partners, which is also monitored through a customer satisfaction questionnaire that we periodically submit in order to assess their degree of satisfaction.

### BIOTECH

With this goal, we have developed a sales and post-sales process entirely based on full customer satisfaction over the two-year period 2020-2021 for the Biotech sector. The potential customer interested in our devices is contacted by one of our specialists, who for biomedical equipment is necessarily a doctor, who provides all the technical and scientific information of the devices of interest to the potential customer. A trial period of one month then begins, during which the customer, even before purchasing the device, can use it with the training support and supervision of our specialist. Only after this period does the actual purchase take place.

The after-sales activity is an integral part of the customer experience. Our Customer Care unit, made up of a team of people able to communicate in multiple languages (English, Spanish and French), is able to provide distributors and very often final customers (Doctors and Operators of Medical Centers and Centers Esthetics) with comprehensive and satisfactory answers. To date, we have no evidence of complaints due to malfunctioning of the devices or lack of information on their correct use.





## **RETAIL**

Client companies use the store space as a marketing and communication tool to give the brand maximum visibility. This is where our team comes in with the design of exclusive structures. Consumers are constantly looking for new places to shop and new store experiences, so we constantly try to think of a design that can make our customers' products spectacular with a highly positioned image.

For this reason, we have acquired the connotation of a tailoretail company, with the tailoring skills of an Italian contractor.

Not simply an exercise in style, but the ability to transform the place of consumption, which thanks to a background of long experience becomes reality. In order to respond to a constantly evolving market, we have expanded our skills to meet the new needs of points of sale: software platforms capable of managing digitized communication.

### **Training as a strategic factor**

Training is a crucial factor for all our collaborators, especially within the biotech sector, in the growth path of specialists and consequently in their ability to build a positive relationship with distributors. Among the trained specialists, we select one of them, who in turn will provide training to all distributors worldwide.

Novavision Academy provides free and compulsory training to distributors along with the sale of the device. Distributors are also trained on service, to be able to provide local support on devices. The training activity is also supported by information materials, technical manuals and videos. In 2021 the training was provided entirely online due to the persistence of the risks deriving from the Covid-19 pandemic. Over 100 hours of training were provided.



## 5.4 Product quality and safety

We have always paid great attention to the safety of our products, particularly biomedical products. To ensure full compliance with regulations and a high level of safety for users of medical devices (including operators), we have set up a Technical-Scientific Committee, made up of members with proven excellence and leadership in the pathologies addressed by our devices. Scientific publications and research carried out in collaboration with the most prestigious universities validate the ongoing work of the Novavision Group S.p.A. scientific board, which constantly monitors the development of the application protocols of our devices.

The research and development department, in the research and design process, is focused on fully satisfying the requirements illustrated in the figure.

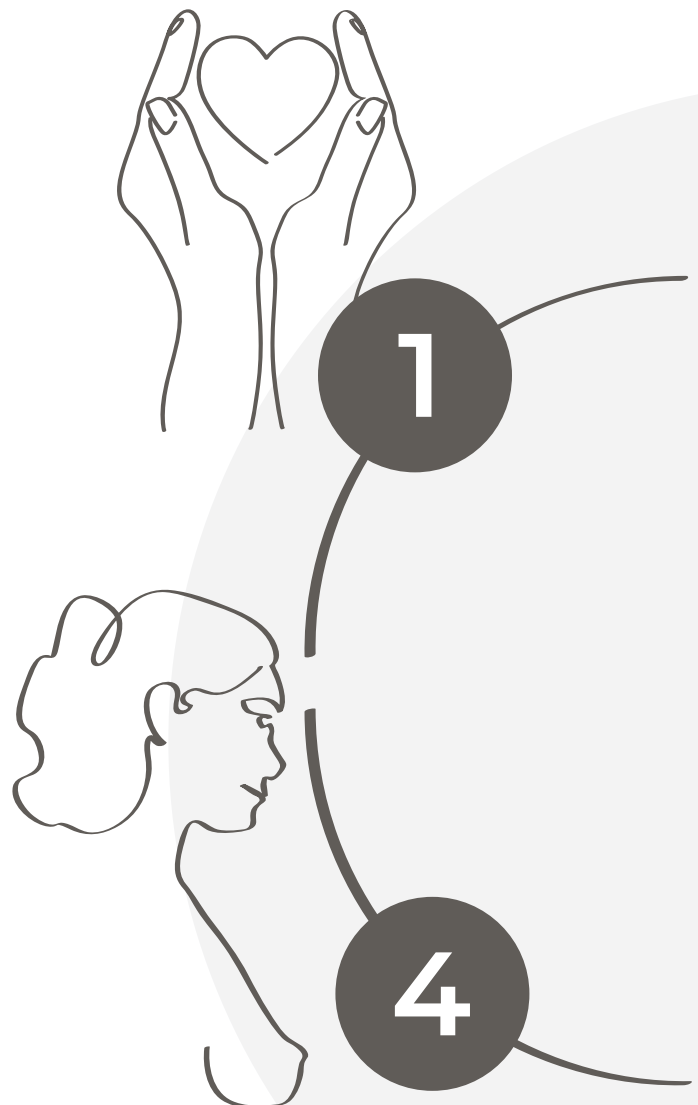
With regard to safety and comfort, our research and development team also pays particular attention to the operator, minimizing any risks due to the use of the equipment as much as possible (electromagnetic emissions, shape and design, ...) and maximizing the comfort of the treatment thanks to specific research, analysis and testing regarding the ergonomic aspects of the equipment (shape, weight, supports, etc ...) and related accessories.

### SAFETY

Products must be equipped with all innovative technologies to ensure the highest inherent safety.

### NATURAL RESULTS

The results of the treatment and the energy used must be natural, i.e. the equipment must not be 'invasive' and must stimulate the body's natural repair processes.



## Collaborations with the academic world and socio-health structures

The success of our equipment is largely connected to the solidity of the scientific aspects deriving from the clinical studies that have been produced over the years and which demonstrate the results and good functioning of our devices.

The first pilot study dates back to about 7 years ago and was conducted in collaboration with the Pavia Hospital<sup>8</sup>. To date, as Novavision, we have 15 publications in the field of women's intimate health.

More recently, we have started a collaboration with the Humanitas Clinical Institute of Milan which has its hospitals and about thirty private medical centers, with which we are pushing towards a holistic approach towards women's health.

Some of our medical devices have also been used at the Mangiagalli Hospital in Milan<sup>9</sup> since 2019, with 3 clinical studies and 3 types of patients.



### EFFECTIVENESS

The results obtainable from the equipment must be the maximum allowed by the energy used and the latest clinical research.



### COMFORT

The treatment should be as comfortable as possible for the patient/client and the practitioner.

<sup>8</sup>The study team included gynecologist, endocrinologist and sexologist Dr. Rossella Nappi. With 350 scientific publications and decades of cutting-edge clinical activity, she is among the first in Italy to work with women's intimate health specialists.

<sup>9</sup>This collaboration involved Professor Paolo Vercellini, a leading figure in Italian gynecology.

## Novavision Technologies

We develop highly specialized and never invasive technologies, respecting the natural physiological processes of the human body and obtaining effective and comfortable treatments.

**DQRF™** (Dynamic Quadripolar Radiofrequency), later evolved into VDR (Vaginal Dynamic Radiofrequency) with which EVA™ is equipped, is a technology developed by the Novaclinical laboratories, for vulvo-vaginal treatments.

The exclusive VDR™ (Vaginal Dynamic Radiofrequency) technology allows you to focus the thermal effect on the epithelial and subepithelial layers of the vagina in the most selective way possible. The technology is able, in fact, to guarantee total configurability, starting from protocols capable of adapting the treatment to the patient's needs, choosing the depth of action and the specific tissue target.

**RSS™** (Radiofrequency Safety System) is the safety system that makes treatments with EVA™ truly safe for both the patient and the operator. EVA™ is able to constantly monitor the temperature reached by the tissues, reducing the risk of burns to zero. The device also monitors the operator's movement, supporting him/her during the session and ensuring effective treatment at every stage. The RSS™ technology also directly protects the patient, who will have total control of the session: thanks to the Bio-Feedback she will be able to stop the therapy with a simple button, becoming actively involved in the process.

**UPR™** is the most innovative technology which, using micro-pulses with a high energy content, allows to increase the permeability of cell membranes and the opening of aqueous channels, conveying the passage of active substances.

In a rapidly changing and increasingly connected world, Novavision firmly believes in the creation and development of the **IoMT™** (Internet of Medical Things) concept. EVA™ is, in fact, prepared for the continuous upgrades of the Internet of Medical Things, offering an always up-to-date device. This new approach makes the company available anytime and anywhere for its customers: services, remote assistance, online training and protocols, updates, data storage. At the same time, users become members of the IoMT™ community by taking advantage of the continuous support of the scientific board and the possibility of sharing experiences with colleagues all over the world (personalized protocols, special cases, medical history, follow-up data). The professional user offers their patients unique benefits, such as access to the history of the procedures, wearable devices, advice, suggestions on treatments and personal reminders. Furthermore, all this also paves the way for an approach connected to the concept of preventive medicine, with the possibility of creating homogeneous groups of people with the same characteristics.

## Remote monitoring of electromedical devices

Recently, Novavision has started to set up and implement an activity to use big data for in-depth analysis of the treatments and technical conditions of the equipment.

The electro-medical devices are all 4.0 and are therefore subject to remote control, through a connection with our central databases. This configuration makes it possible to track all the functions performed by the device (e.g. number of applications carried out, type of treatment



dynamic quadripolar radiofrequency



requested, execution times, etc.).

In 2022, a special area will be created for customers, where people using the treatments will be able to leave feedbacks on the quality and outcome of the treatments. In the future, some data will be made available directly to distributors and end customers.

## Evolution of the legislation on medical devices

As of May 26, 2021, Regulation (EU) 2017/745 is fully applicable. The Regulation amends the rules governing the Medical Device system, taking into account the developments of the last twenty years, with the aim of ensuring a robust regulatory framework, suitable for maintaining a high level of safety.

National authorities, notified bodies, manufacturers, economic operators, health institutions and the other parties involved will need to work together to improve the medical device system within the renewed regulatory framework provided by the regulation.

Regulation (EU) 2017/745, based on the principles of the New Legislative Framework, in continuity with the principles of the New Approach, aims to raise product quality and safety standards while creating a sustainable, innovation-friendly legislative framework that places the EU as the guarantor of overall health and the smooth functioning of the internal market in the medical devices sector.

Below are the nine most innovative themes of MDR (EU)<sup>10</sup> 2017/745:

- **More detail on the Clinical Evaluation process, with the Post-market Clinical Follow-up applied for the entire life cycle of the device;**
- **Need to carry out a precise reclassification of the devices;**
- **New obligations and responsibilities for Economic Operators;**
- **Stricter requirements for the designation of Notified Bodies and increased control and monitoring by the Competent Authorities and the European Commission;**
- **Obligation to identify and empower the Person Responsible for compliance with MDR Regulation (EU) 2017/745;**
- **Stricter Post-Market Surveillance (PMS) and monitoring;**
- **Greater definition of the Technical Documentation to be drawn up;**
- **UDI system (unique device identification) to strengthen the traceability of medical devices;**
- **EUDAMED: European database that collects the references of all Medical Devices and In Vitro Diagnostic Medical Devices in a single database.**

These important innovations represent a further challenge for our Biotech team and an incentive to do better and better.

<sup>10</sup>\_MDR, Medical Device Regulation



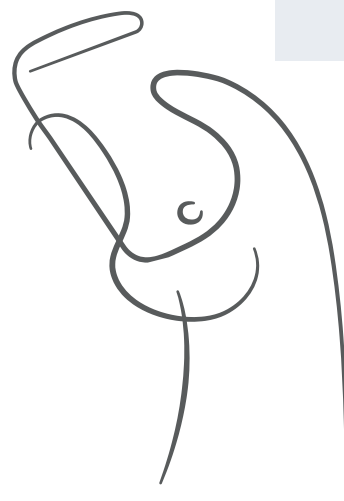
## 5.5 Project Novacert

We protect our target customers on everything that bears the Novavision signature.

NOVACERT is an authentication system for the protection of the B2B, B2C market and for the protection of the group itself. Each device is equipped with a recognition tag, based on a QR CODE image, and in the future on NFC technology, through which the user can access an information page that certifies the originality of the product, its origin and the maintenance status.

The user will find a symbol like the one shown above on each device, a label for paper documents. By simply reading the QR CODE, or in the future by bringing the mobile device closer to the brand, the user is taken directly to an information page with all the product and communication specifications.

The world of counterfeiting is growing more and more every day, even in the medical and esthetic sector. Not only for patented technologies but also for additional components, such as device accessories. The group has therefore decided to protect its direct buyers as end users: not only against counterfeiting, but also against poor device maintenance. Through the NOVACERT system it is also possible to trace the historical information of the maintenance of the product, allowing the end user to be sure that the professional is using a compliant device for his treatments. The symbol represents transparency between us and our customers/users.



# Transparency between the Group and you.



**NOVACERT**  
ABSOLUTELY **CERTAIN** CERTIFICATE

## Trade fairs and events

In 2021, Novavision participated as an exhibitor in the 20th edition of the Dubai World Dermatology & Laser Conference Exhibition which was held in Dubai from 6 to 8 July 2021.

On November 25, 2021, the International Day for the Elimination of Violence Against Women was celebrated and also on this occasion we chose to stand with women, launching a strong message: scars can be healed.

For the occasion, our social pages and our sites turned pink for a whole week.

Furthermore, we are actively committed to donating part of the proceeds from the sale of devices that remove scars, to associations committed to supporting and protecting women who are victims of violence.

## 5.6 Novavision community involvement

A group is born when several people share the same goal. It is this awareness that the individual will never be as strong as the team, that moves Novavision Group's vision. These are the core values on which we base our actions, both within and outside the company.

The goal of the group is never just to win, or to achieve a result, it is always the group that counts, the synergy between the parties, the shared path that leads the team to the finish line, and there is no need to be a leading company in the Biotech and Novaretail sectors to take advantage of this philosophy.

We are a team every day, in our laboratories, in our offices, when we collaborate with universities or with PhDs from all over the world for our research, but we are also a team when we choose a nursery near the company, facilitating our employees in their role as parents, promoting smart working or designing a Relax area.

The same group strength led us to open a gym area within the company, aware that the physical and mental health of our employees also benefits from sporting activities. The team and the collaboration between the parties are what characterize Novavision but also what the company wants to convey to the outside, to society and especially to young people. Every year we open the doors of our Headquarters to high-school graduates, as we believe it is vital to strengthen the school/work relationship, which is so precious for students who are about to embark on their career path.

In order to convey the same message to the youngest, we sponsor small sports clubs, whose philosophy is winning because in addition to training body and mind, they train young people to collaborate, share and play as a team: a striker knows that his goals will not be enough to achieve a perfect game, good defense and perfect teamwork are also needed. Novavision Group S.p.A. does not support these realities for the victories or the results on the field, but for the inherent values, for "teamwork" as a life goal.

The group is what we do, what we pass on to the youngest, what we communicate to society: the group is what we are.

In 2021, we continued to support the two sports associations ASD Volleyball Arosio and the ASD Cogliatese, as we did in previous years.



### **ASD AROSIO VOLLEY**

ASD PALLAVOLO AROSIO is a company that in 2017 celebrated 35 years of activity, regularly affiliated to the Italian Volleyball Federation (FIPAV) and to the National Olympic Committee (CONI) with over one hundred registered athletes.



### **ASD COGLIATESE**

ASD Cogliatese is a sports and educational project closely linked to the activities of the Cardinal Minoretti Oratory, which for over sixty years has trained several generations of young people from Cogliate and beyond, united by a passion for football.





## 5.7 Social initiatives

In November 2021, the 7 thousand tampons donated by Novabee, a subsidiary of Novavision Group, to the NGO "Operatori Sanitari Nel Mondo", which offers assistance both in Italy, in Castel Volturno (Caserta), and on the African continent, reached their destination in the Democratic Republic of Congo.

In addition to the Democratic Republic of Congo, the NGO is active in Kenya, Senegal, Sierra Leone and Burkina Faso. The swabs are used by the voluntary association in the Panzi Hospital in Bukavu, where it was almost impossible to verify the positivity especially among children and the weakest. The little patients, together with some parents and volunteers, wanted to thank Novabee, sending a photo with a banner and a capital "merci".

The Antigen kit donated to the voluntary association is a dual-color flow immunochromatographic test that is carried out on a biological sample from a nasal swab, and the results are ready in just 15 minutes. "Receiving those photos with the thanks of all those who will use our tampons - declared Antonio Vitiello, CEO of Novabee - moved us and convinced us even more that this donation really achieved something useful. Beautiful in everything".





### **Adhesion to the corporate membership program of the FAI (Fondo Ambiente Italiano)**

Starting from 2019, we support the FAI (Fondo Ambiente Italiano)<sup>11</sup> by participating in the Corporate Golden Donor corporate membership program, for the protection and safeguarding of the artistic and natural heritage of our country.

Breathtaking landscapes, art, culture and history in every corner make Italy one of the most beautiful and fascinating countries in the world. Millions of years of history and many different civilizations have contributed to making Italy's artistic and cultural heritage one of the most important assets for the whole world. This is why it is essential to find innovative ways to be able to support it and protect it in the best possible way to preserve it and pass it on to future generations.

Together with FAI, we want to implement a major protection project that is also an ambitious cultural challenge: to make Italy a more beautiful place to live, work and raise our children. The landscape and cultural heritage that FAI safeguards and promotes represents a unique capital in the world and a fundamental resource in which to invest to revive, develop and enhance our wonderful country.

Thanks to the support of its numerous members, both private individuals and companies, FAI has been protecting and managing 64 assets throughout the country for over 40 years. Important historical, artistic and landscape sites have been saved from neglect, restored, protected and opened to the public.

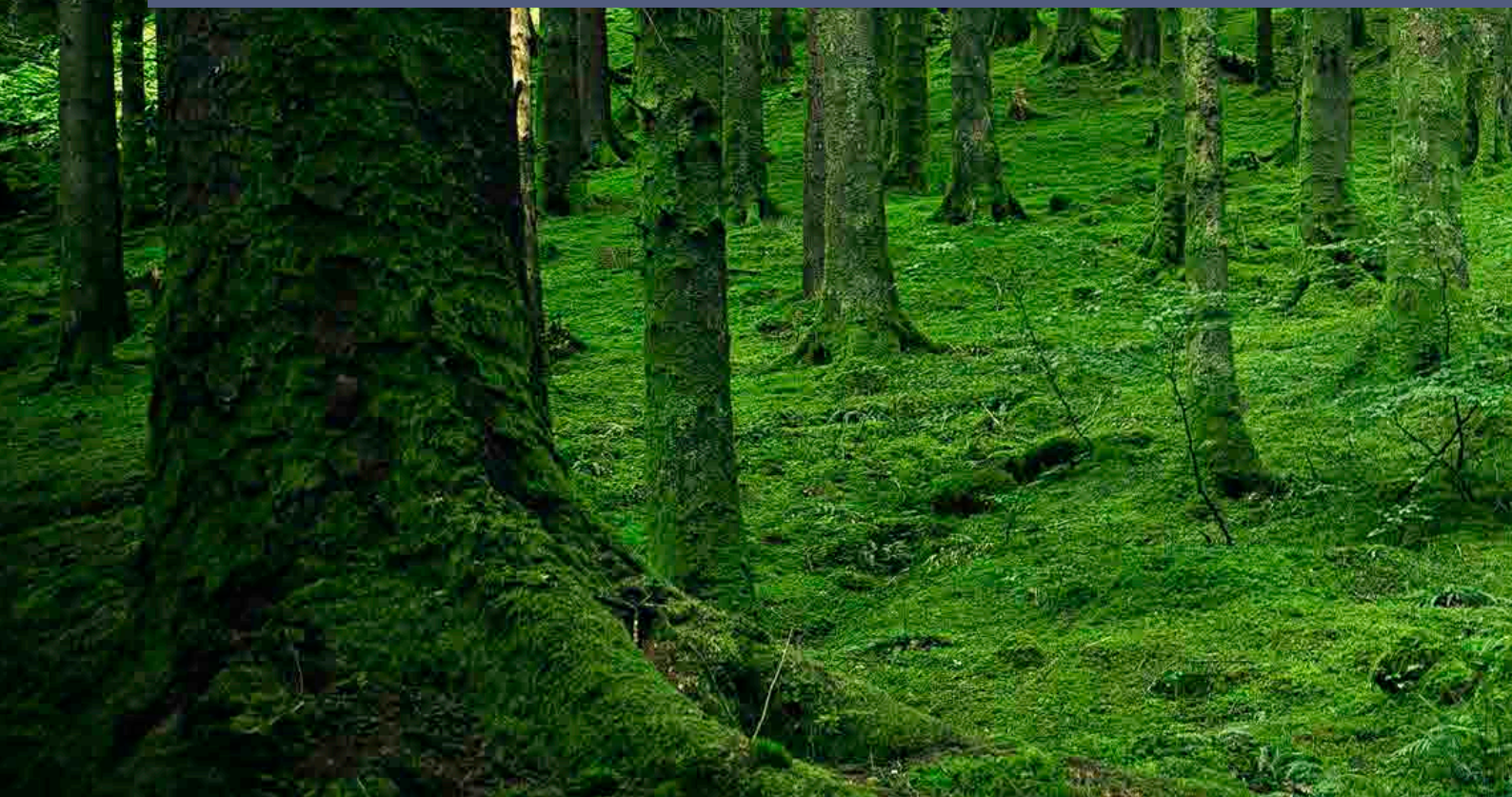
Every day FAI undertakes to protect and make accessible to all the splendid expressions of art, nature and culture scattered across countryside, cities and on the coastlines of our country; to educate and raise community awareness about knowledge, respect and care for art and nature, and to act as spokesperson for the demands of civil society by actively monitoring and intervening in the area. With FAI, we want a more protected and more beautiful Italy.

"At Novavision we are committed to protecting the environment, which is an essential element of our corporate business model. In the same way, we believe it is essential to embrace the FAI cause to protect the history, the art and all the unique places that make Italy one of the most beautiful countries in the world" (Danilo Crapelli, CEO of Novavision Group).

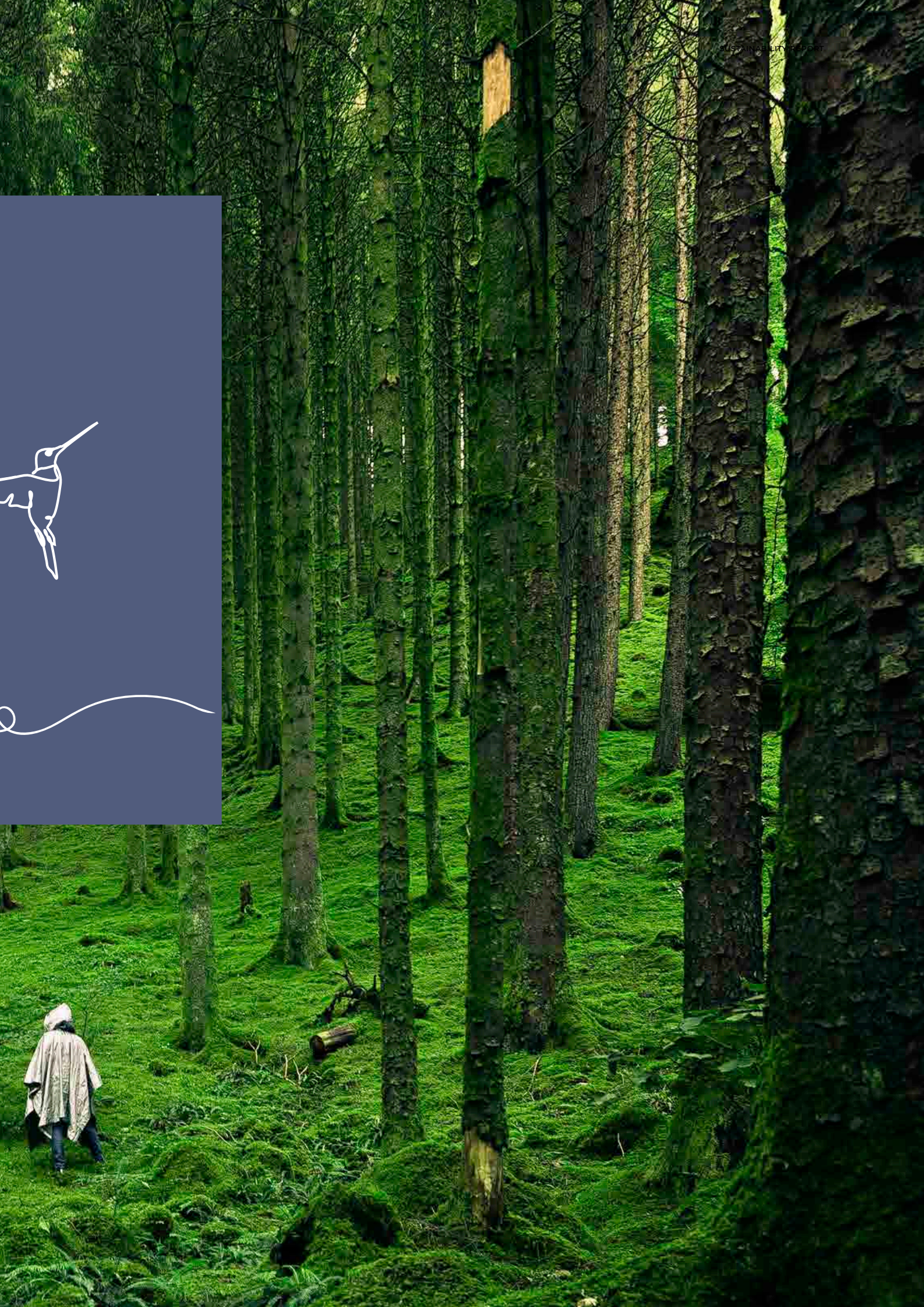
<sup>11</sup> FAI is a non-profit association, active since 1975, which is committed to the protection, safeguard and enhancement of the Italian artistic and natural heritage. Through the restoration and opening to the public of historical, artistic or naturalistic assets received by donation or inheritance, FAI's primary objective is to educate people to respect and care for the cultural heritage of Italy.



## 6. NATURAL CAPITAL









## 6.1 Environmental policy and management system (EMS)

In 2021 we voluntarily joined the ISO 14001 Environmental Certification, the reference standard for our organization, which allowed us to adopt a systematic approach to environmental management at all levels and functions of the company, and at the same time specify the requirements of our Environmental Management System (SGA).

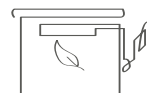
For us, being ISO 14001 compliant means:

- analyzing the numbers and percentages of our emissions and of the use we make of resources;
- defining an internal and external company policy;
- continuing to define, implement and maintain on a daily basis the activities, procedures and records envisaged by the requirements of 14001, following the PDCA model (Plan-Do-Check-Act, also called Deming cycle) that inspires ISO 14001;
- investigating the legislative framework and the requirements that we can apply to our production, and above all carefully evaluate the impact that our work has on the environment.

The main lines of action that we intend to pursue are shown in the figure.

To ensure compliance with these principles, we intend to: apply a preventive approach to the management of environmental problems, adopt a sustainable conduct, periodically review the effectiveness of our Integrated Management System (IMS) by verifying the achievement of objectives and targets set for the purpose, and finally to communicate this Policy and Objectives and the applicable elements of the system to all personnel working for Novavision Group S.p.A., or on its behalf, so that they can adapt to it in the performance of the tasks entrusted to them.

Compliance with legal requirements concerning the environment and with all signed requirements concerning its environmental aspects



Monitoring of resource and energy consumption

Raising staff awareness of environmental and energy saving issues



Offer energy services from renewable sources.



**POLITICA  
AMBIENTALE**



Monitoring as far as possible, the life cycle of your product including raw material acquisition, design, production, transport/delivery, use, end-of-life treatment and final disposal

Taking all necessary measures to limit the occurrence of emergency conditions and any resulting environmental impacts.



Monitoring and proper management of the waste cycle

## 6.2 Environmental assessment

The Environmental Analysis is of fundamental importance for the correct application of our Integrated Management System (IMS), since it allows us to set and define the Performance Indicators (KPI) and, consequently, the S.M.A.R.T. (Scalable, Measurable, Achievable, Relevant, Time Based) objectives.

The contents of the environmental analysis were drawn up taking into account the environmental aspects relevant to Novavision Group S.p.A., in particular:

- the territorial context in which Novavision Group S.p.A. operates and manufactures its products;
- the identification of the environmental aspects, considering not only normal operating conditions, but also abnormal and emergency conditions;
- identification of the applicable legal constraints, taking into account both the regulations in force and the provisions signed by Novavision Group S.p.A.;
- examination of the practices and procedures already existing in Novavision Group S.p.A., which takes the form of a qualitative and quantitative analysis of the various topics covered and proposals for improvement;
- the assessment of any environmental anomalies and emergencies that have occurred in the past.

Our Environmental Analysis is applied to all processes and activities related to the scope of our Integrated Management System (IMS).

The impacts of the company with regard to the following environmental issues are briefly described below: energy efficiency (energy consumption), use of chemical products, emissions into the atmosphere, use of water resources (water consumption and water discharges) and waste management.

## 6.3 Energy efficiency

Our focus on energy efficiency issues is demonstrated by our commitment to maintain an updated dashboard containing data on energy consumption and to undertake improvement actions aimed at improving the energy performance of the company.

Our energy consumption is mainly represented by:

- electricity used in offices and for running operational facilities;
- methane supplied solely for space heating;
- automotive fuel for vehicles available for service activities.

Energy consumption consists of the sum of fuel consumption from non-renewable sources (methane), and consumption of electricity from non-renewable sources and renewable sources from photovoltaics.

The organization's specific internal energy consumption, calculated according to the reporting standard used (GRI Sustainability Reporting Standard), amounted to 1,117.2 GJ<sup>12</sup>, in line with consumption in 2020 (1,287 GJ).

As for our photovoltaic system<sup>13</sup>, located on the roof of Civico 29, consumption for 2021 was equal to 76.7 GJ, a reduction compared to the value of 2020. This reduction is due to the malfunction of an inverter, for which it was need to install a new one<sup>14</sup>.

<sup>12</sup> The photovoltaic system has been installed in July 2010. Its power is 33.696 KWp and it has a 600 m2 capturing surface area.

<sup>13</sup> The system's recorded consumption allowed us to reduce 11 tonnes of CO<sub>2</sub>, and are enough to recharge 532 cars.

<sup>14</sup> New inverter Sirio K33 GK+

Energy consumption of the organization (GJ)	2021	2020	2019
Consumption of non-renewable fuels	444,5	574,5	396,7
Natural gas (Methane)	444,5	574,5	396,7
Electricity	672,8	712,5	781,0
From non-renewable sources (Number 29)	487,2	495,5	546,6
From non-renewable sources (Number 19)	108,9	116,6	121,3
From renewable sources (Number 29)	76,7	100,4	113,0
Self-produced	0,0	0,0	0,0
<b>Total</b>	<b>1.117,2</b>	<b>1.287,0</b>	<b>1.177,7</b>

In 2021, the initiative started in 2020 for the adoption of a new lighting system, both internal and external, based on LED (Light Emitting Diode)<sup>15</sup> technology, continued. The project ended in May 2022.

## 6.4 Use of the water resource

For offices, production departments and warehouses, we only draw water for civil use through the public water supply system. The water supplied is for drinking and sanitation purposes only. No water is used in the production processes. The quantities consumed are periodically assessed, falling within the parameters of the company's KPIs (Key Performance Indicators). The goal is to reduce water consumption to minimize the environmental impact by studying and implementing innovative processes and raising awareness among operators in order to reduce the use of water resources.

Water consumption (mc)	2021	2020	2019
Consumption Number 29	900	1.400	750
Consumption Number 19	365	744	563
<b>Total</b>	<b>1.265</b>	<b>2.144</b>	<b>1.313</b>

Note: The figure for number 29 (354 mc), as reported in the 2019 report (in which it was estimated), has been corrected.

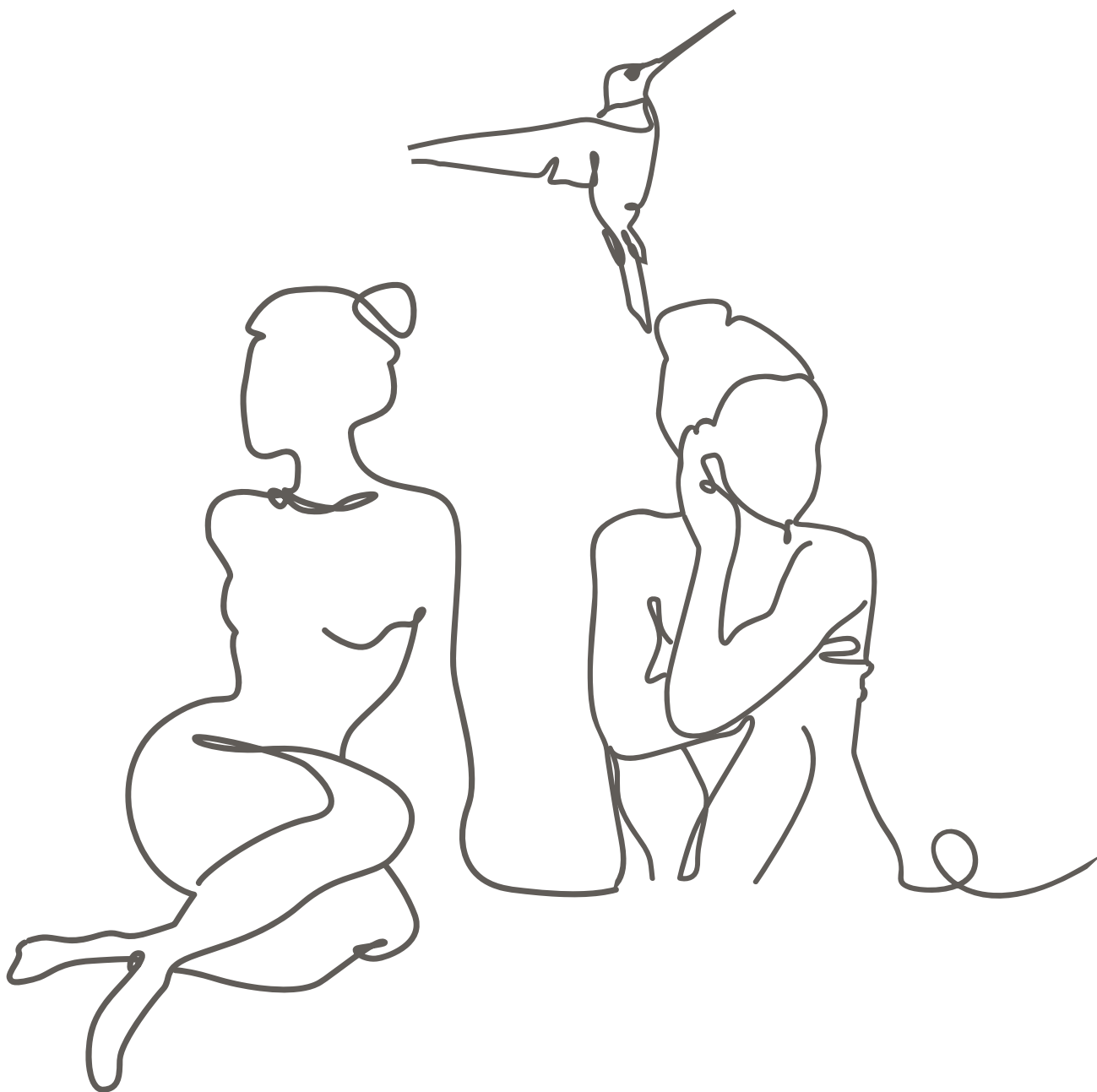
In 2021 a major loss was detected at number 29, restored in June 2021.

<sup>15</sup> LED lamps guarantee greater energy efficiency, as they consume up to 90% less than old incandescent bulbs, using minimal part of the energy consumed by an incandescent or halogen bulb, and generating a luminous flux of 5 times superior. The development of heat is also minimal. They remain cold even after many hours of operation and can be powered by renewable energy. Furthermore, unlike compact fluorescent bulbs, LED ones do not contain toxic elements such as mercury that is potentially harmful to the environment.



## 6.5 Management of chemicals

Our activities do not involve regular use of chemicals, except sporadically and as needed, and in any case in limited doses. The annual consumption quantities are to be considered insignificant in reference to the Environmental Analysis and as confirmed in the assessment and drafting of the company DVR (Risk Assessment Document). We operate in full compliance with the most stringent international legislation applicable to hazardous or potentially hazardous chemicals, including the European REACH regulation<sup>16</sup>. Finally, the chemicals used are stored in accordance with the Safety Data Sheets and reassessed against the Reach releases and included in the corporate DVR.



<sup>16</sup>\_REACH is a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can arise from chemicals, while increasing the competitiveness of the EU chemical industry. It also promotes alternative methods for the assessment of the hazards that can arise from substances, with the aim of reducing the number of tests carried out on animals.

## 6.6 Atmospheric emissions

The main emissions related to our activities derive from “directly managed processes” (exhaust gases produced by the vehicles used) and “indirectly managed processes” (exhaust gases produced by vehicles used by suppliers and subcontractors for the transport of raw materials, semi-finished and finished products).

For directly managed processes we adopt a management approach that aims to keep activities under control in order to avoid environmental problems.

CO2 Emissions from transport in car pooling (ton CO2) <sup>17</sup>	2021	2020
Vehicle emissions	11,3	5,6
Total	11,3	5,6

The 2021 figure saw a return to normal levels as the 2020 figure was affected by the lack of travel due to the Covid-19 emergency. Our goal is to change the car fleet with electric/hybrid vehicles. Other possible sources of pollution that we intend to assess and keep under control are the heating and air conditioning systems. For both, the scheduled annual maintenance is carried out by authorized external companies. The available records show the level of control of these systems, which have not yet caused any particular problem or anomaly in the combustion and fluorinated gas tests.

Finally, another factor that we take into consideration (indirectly managed processes) is the fuel consumption by suppliers' and subcontractors' vehicles for the transport service of raw materials, semi-finished products and finished products, for which data of the emissions is currently unavailable.

## 6.7 Waste management

The waste produced by Novavision Group S.p.A. falls into two categories: industrial waste, and waste that can be assimilated to urban waste, for which timely separate collection has been introduced in compliance with the provisions of the Separate Waste Collection Plan of the Municipality of Misinto (MB), in particular: paper, aluminum, plastic, steel, undifferentiated, wet, glass, toner, WEEE, batteries, neon.

Industrial waste was mapped in advance and placed in the relative EWC (European Waste Catalog).

Industrial waste produced (Kg)	2021	2020	2019
Paper and cardboard	10.180	5.900	3.500
Wood	33.160	57.140	55.560
Mixed	67.520	69.320	124.340
Iron and steel	21.360	24.500	20.360
Total	132.220	156.860	203.760

<sup>17</sup>\_ For the calculation of CO2 emission, the conversion factor 150 gr di CO2/Km was used

## 6.8 Project Gaia

The Gaia Project represents our path of sustainable development, which consists of a series of initiatives and partnerships designed to ensure that our company meets its needs without compromising the possibility of future generations to realize their own.

The project is named after the ancient goddess Gaia. Gaia is the word that the Greeks used for the earth, not just a spectacular planet of the solar system, but a divinity, a generating woman. Many centuries passed and the concept of Earth as a single organism of life returned to prominence with the Gaia Hypothesis, in the 1970s, according to which living organisms on Earth interact with the surrounding inorganic components to form a complex, synergistic and self-regulating system that helps to maintain and perpetuate the conditions for life on the planet. In 2021, Novavision Group S.p.A. has decided to associate our sustainability project with that mythological figure first, then with that perfect balance of life.

The beauty of the planet above all else. We believe that beauty can save the world, that unity is always strength and that the power of the group is always greater than that of the individual: we believe in the Gaia project, the sustainable path of Novavision Group S.p.A. from which we were born and with which we unite for the safeguard of our beloved earth.

### The active projects of Gaia

#### YOBO



A smart bottle to help minimize corporate waste of plastic materials

#### NO PRINT PLS!



Minimizing paper and toner usage for in-plant printing

#### A BREAK FOR THE PLANET!



Use of sustainable disposable coffee break kits (wooden sticks, eco-cups and compostable pods)

#### BE GOOD PACK



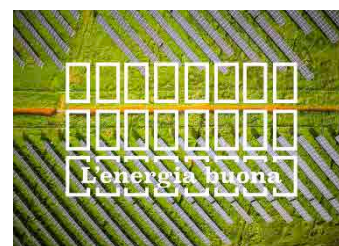
Use of noble and, at the same time, sustainable packaging

#### ELECTRIC CARS



Converting the entire vehicle fleet to electric

#### GOOD ENERGY



Increasingly use renewable energy

**YOBO Your Novavision Bottle.** Novavision has launched the Yobo project, the smart bottle that helps minimize the company's waste of plastic material: each year, we will avoid the release of approximately 375 kg of PET into the environment, whose decomposition times are between 100 and 1000 years.

**NO PRINT PLS!** This is the Gaia project with which Novavision monitors its printing environment with the aim of minimizing the use of paper and toner within its facilities.

The project, launched in 2020, is based on a specific company policy that regulates the internal criteria for the use of printers and, thanks to the use of a specific software, it provides advantages in terms of work organization and data collection.

Only users who authenticate will be able to access devices with specific permissions, monitoring their printing and resource usage (paper/ink) targets.

The most valuable component of the project for the achievement of the objective is certainly the collection and analysis of internal consumption data. We are able to obtain detailed monthly reports based on the consumption of individual users/offices/departments to determine the allocation of costs (for sustainable budgeting), consumption, use and efficiency of the printing environment.

The use of "Green Tree" paper from May 2021 further enriches the project, aimed at:

- Conservation of Biodiversity;
- Responsibly managed forests;
- Reduction of the use of resources in the production of the product.

The 2022 goal is to provide for the minimization of printing and the use of paper also for all activities related to marketing and promotion, increase the use of digital tools that will allow us to view all the necessary information material and, at the same time, reduce the paper material distributed.

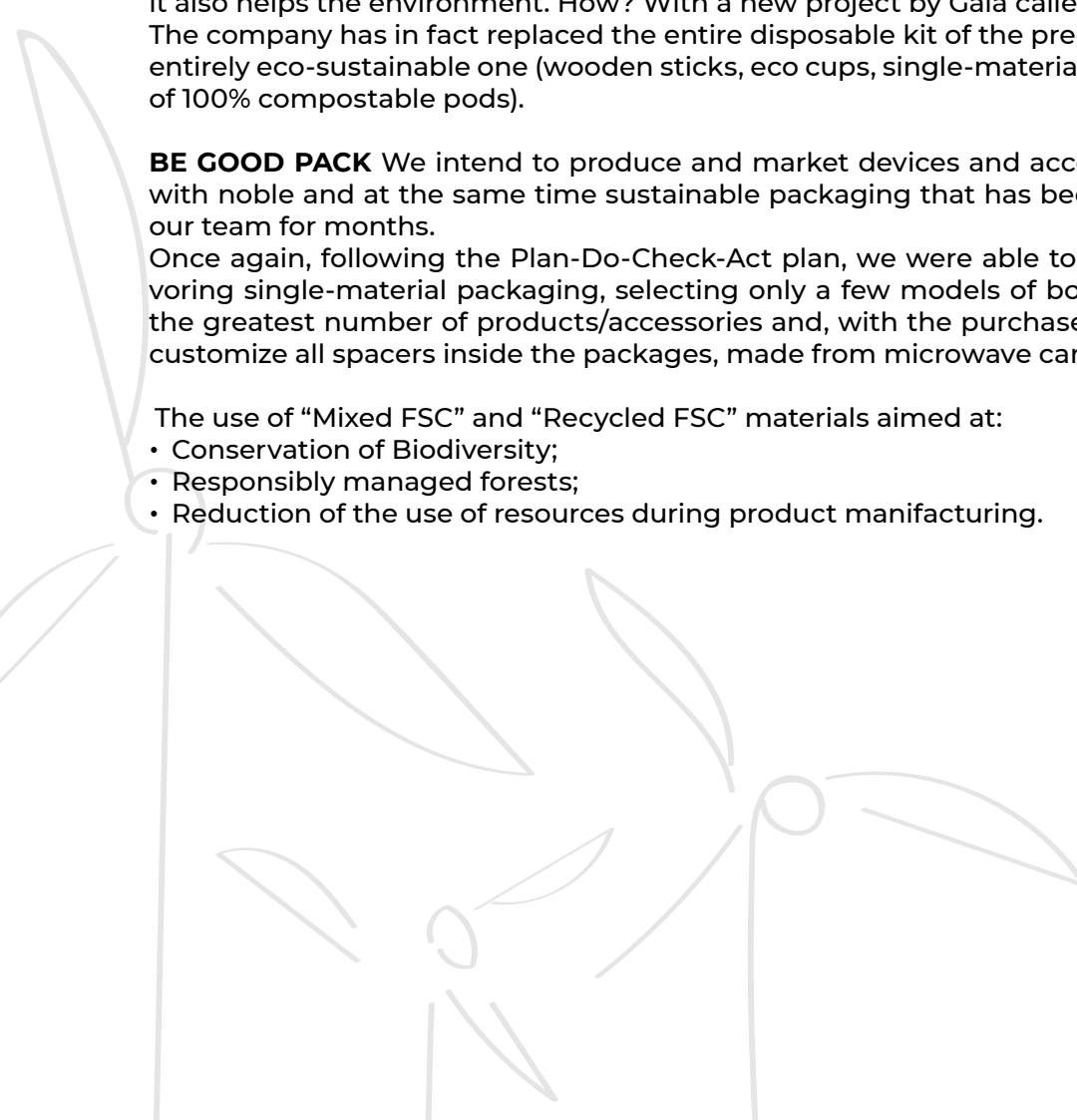
**A BREAK FOR THE PLANET!** A good coffee break helps the psychophysical well-being of the worker, stimulates their creativity and increases their efficiency, and ... in the Novavision offices, it also helps the environment. How? With a new project by Gaia called "A break for the planet!". The company has in fact replaced the entire disposable kit of the precious coffee break with an entirely eco-sustainable one (wooden sticks, eco cups, single-material paper cups, exclusive use of 100% compostable pods).

**BE GOOD PACK** We intend to produce and market devices and accessories all over the world with noble and at the same time sustainable packaging that has been the subject of study by our team for months.

Once again, following the Plan-Do-Check-Act plan, we were able to optimize resources by favoring single-material packaging, selecting only a few models of boxes capable of containing the greatest number of products/accessories and, with the purchase of a lasercut machine, to customize all spacers inside the packages, made from microwave cardboard.

The use of "Mixed FSC" and "Recycled FSC" materials aimed at:

- Conservation of Biodiversity;
- Responsibly managed forests;
- Reduction of the use of resources during product manufacturing.





The use of **heat-shrinkable film** aimed at:

- Conservation of Biodiversity;
- Reduction of the use of resources during product manufacturing.

The use of “Pressed Pallets”, which, in addition to having the advantage of significantly reducing storage and transport costs, guarantee the utmost respect for the Environment as:

- It is a recyclable product obtained from wood waste;
- They have a natural biological decomposition;
- They are used as an additive for the soil favoring the growth of plants.

**ELECTRIC CARS** In 1867, the first electric-powered vehicle was presented at the Universal Exposition in Paris, yet it is only in recent years that the major car manufacturers have been promoting electric or hybrid models to the general public. The Gaia project could not ignore the potential of this sector, deciding to convert 100% of its company vehicle fleet to electric by 2030. At the Misinto headquarters, two charging stations were installed in 2021, with the aim of soon installing two more, available for both Novavision employees and guests.

**GOOD ENERGY** The more we work on the Gaia project, the more we realize that every effort dedicated to sustainable development is always rewarded. The Photovoltaic project is a prime example: it is from the opening of our plants that our facilities are powered exclusively through renewable energy. We constantly monitor the energy produced and consumed thanks to a real-time meter. These are results of which we are very proud!

What are the **PLUS** we get every day from our photovoltaic panels in addition to environmental protection?

- Compatibility with the architectural needs of our headquarters;
- No noise pollution, a fundamental element to allow our employees to work in a comfortable environment;
- A considerable saving of fossil fuel;
- And above all the possibility of producing electricity without polluting emissions.







# GRI CONTENT INDEX

## TABLE OF GRI CONTENT

GRI Standard	Information title	Paragraph	Omissions
<b>GRI 102: General Disclosures</b>			
<b>Organizational Profile</b>			
<b>102-1</b>	Name of organization	1.1	
<b>102-2</b>	Activities, brands, products and services	1.1, 5.1	
<b>102-3</b>	Location of headquarters	1.1	
<b>102-4</b>	Countries of operation	1.3	
<b>102-5</b>	Ownership structure and legal form	2.2	
<b>102-6</b>	Markets served	1.1, 1.3	
<b>102-7</b>	Size of the organization	4.1	
<b>102-8</b>	Information on employees and workers	4	
<b>102-9</b>	Supply chain	3.2	
<b>102-10</b>	Significant changes in the organization and its supply chain	3.3, 3.4	
<b>102-12</b>	External initiatives	5, 5.6, 5.7	
<b>102-13</b>	Participation in associations	5.6	
<b>Strategy</b>			
<b>102-14</b>	Top management statement	Letter to Stakeholder	
<b>102-15</b>	Main impacts, risks and opportunities	1.6, 5.2	
<b>Ethics and integrity</b>			
<b>102-16</b>	Values, principles, standards and norms of behaviour	1.4, 1.5	
<b>102-17</b>	Mechanisms for obtaining advice on behaviour or issues related to ethics or integrity	2	
<b>Governance</b>			
<b>102-18</b>	Governance structure	2.1, 2.2	
<b>102-20</b>	Responsibility for economic, environmental and social issues	2.4	
<b>102-21</b>	Stakeholder consultation on economic, environmental and social issues	2.5	
<b>102-22</b>	Composition of the highest governing body and its committees	2.1	
<b>102-23</b>	President of the highest governing body	2.1	
<b>102-24</b>	Processes for appointing and selecting members of the highest governance body and committees	2.1	
<b>102-25</b>	Conflicts of interest	1.4, 1.5	
<b>102-26</b>	Role of the highest governing body in the development of aims, values and strategies	2.1	
<b>102-27</b>	Knowledge of the highest governance body on sustainability issues	2.1, 2.3	
<b>102-28</b>	Performance evaluation of the highest governing body	2.1, 2.3	
<b>102-29</b>	Identification and management of economic, environmental and social impacts	1.6	
<b>102-30</b>	Effectiveness of the risk management process	1.8	
<b>102-31</b>	Audits on economic, environmental and social aspects	1.8	
<b>102-33</b>	Mechanisms for communicating critical issues and recommendations to the governing body	1.8	



102-34	Number and type of communications received from the highest governance body	2.1	
102-37	Stakeholder involvement in determining remuneration	2.5	
<b>Stakeholder involvement</b>			
102-40	List of stakeholder groups	2.5	
102-42	Stakeholder identification and selection process	2.5	
102-43	Approach to stakeholder involvement	2.6	
102-44	Key topics and issues raised	2.6	
<b>Reporting process</b>			
102-45	List of companies included in the consolidated financial statements	Methodological note	
102-46	Definition of the contents of the report and the scope of each aspect	Methodological note	
102-47	List of material aspects	2.6	
102-48	Changes compared to the previous budget	N.A.	
102-49	Significant changes in reporting	N.A.	
102-50	Reporting period	Methodological note	
102-51	Date of most recent report publication	July 2020	
102-52	Reporting intervals	Yearly	
102-53	Contact details for enquiries about the report		<i>info@novavision.net</i>
102-54	Statement on reporting option according to GRI standards	Methodological note	
102-55	Table of GRI contents	Table of GRI contents	
102-56	External certification		<i>At the moment, it has not been deemed necessary to acquire an external attestation</i>
<b>Management approach</b>			
103-1	Indication of the scope of consolidation for each material aspects	2.6	
103-2	Management approach and its components	2.3	
103-3	Evaluation of the management approach	2.3	
<b>GRI 201: Economic standards</b>			
<b>Economic performance</b>			
201-1	Direct economic value generated and distributed	3.1	
<b>Indirect Economic Impacts</b>			
203-1	Development and impact of investments in infrastructure and utilities	3.1	
203-2	Main indirect economic impacts	1.7, 1.8, 3	
<b>Purchasing practices</b>			
204-1	Percentage of expenditure concentrated on local suppliers	3.3	
<b>Anti-corruption</b>			
205-1	Transaction assessed for corruption risks		<i>No corruption risks have been identified</i>

205-2	Communication and training on anti-corruption policies and procedures		<i>There are currently no anti-corruption policies and procedures in place</i>
205-3	Incidents of corruption detected and corrective activities implemented		No cases of corruption
<b>Anti-competitive behaviour</b>			
206-1	Legal action for anti-competitive behaviour, anti-trust and monopolistic practices		<i>No legal action</i>
<b>GRI 301: Environmental Standards</b>			
<b>Energy</b>			
302-1	Energy consumption within the organization	6.3	
302-4	Reducing energy consumption	6.1, 6.2, 6.3	
<b>Water</b>			
303-1	Water withdrawals by source	6.4	
303-2	Sources significantly influenced by water withdrawals		<i>There are no such sources</i>
<b>Biodiversity</b>			
304-3	Habitat protetti o ricostituiti	N.A.	
304-4	Lista delle specie protette che trovano habitat nelle aree di operatività dell'organizzazione	N.A.	
<b>Emissions</b>			
305-5	Reducing greenhouse gas emissions	6.6	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant atmospheric emissions	N.A.	
<b>Drains and waste (2016)</b>			
306-1	Water discharges by type and destination	6.4	
306-2	Waste generated by type and disposal method	6.7	
306-3	Significant spills		<i>There have been no spills</i>
306-4	Transport of hazardous waste	N.A.	
<b>Environmental compliance</b>			
307-1	Non-compliance with environmental laws and regulations		<i>There has never been any case of non-compliance</i>
<b>Environmental assessment of suppliers</b>			
308-1	New suppliers that have been assessed according to environmental criteria		<i>A number of criteria for the environmental assessment of suppliers is currently under consideration</i>
<b>GRI 401: Social Standards</b>			
<b>Employment</b>			
401-1	Hiring rate and staff turnover	4.2	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.7	
401-3	Parental leave		<i>There are no parental leaves</i>
<b>Labour relations</b>			
402-1	Minimum notice period for operational changes	N.A.	

<b>Health and safety at work</b>			
<b>403-2</b>	Type and rate of accidents, occupational diseases, lost days and absenteeism and number of work-related fatalities	4.6	
<b>403-3</b>	Workers with a high incidence or high risk of occupational accident or disease		<i>There is no high risk of injury or occupational disease</i>
<b>403-4</b>	Formal agreements with trade unions concerning health and safety		<i>Information not reported</i>
<b>Training and education</b>			
<b>404-1</b>	Average training hours per year per employee	4.4	
<b>404-2</b>	Employee skills upgrading and end-of-career management assistance programmes	4, 4.4	
<b>Diversity and equal opportunities</b>			
<b>405-1</b>	Diversity of employees and governing bodies	4.3, 2.2	
<b>Non-discrimination</b>			
<b>406-1</b>	Incidents of discrimination and corrective actions implemented		<i>No incidents of discrimination were found</i>
<b>Freedom of association and collective bargaining</b>			
<b>407-1</b>	Activities and suppliers where freedom of association and collective bargaining may be at risk		<i>No risk</i>
<b>Child labour</b>			
<b>408-1</b>	Operations and suppliers at high risk of child labour	3.3	
<b>Forced and compulsory labour</b>			
	Operations and suppliers at high risk of forced or compulsory labour	3.3	
<b>Security practices</b>			
<b>410-1</b>	Percentage of security personnel trained in human rights procedures and policies	4.6	
<b>Rights of indigenous peoples</b>			
<b>411-1</b>	Number of violations of the rights of the local community		<i>No violation of the rights of the local community</i>
<b>Evaluation of human rights</b>			
<b>412-1</b>	Activities assessed for compliance with human rights		<i>No violation of the rights of the local community</i>
<b>Local communities</b>			
<b>413-1</b>	Areas of operation with implementation of local community engagement, impact assessment and development programmes	5.6, 5.7	
<b>413-2</b>	Areas of operation with significant current and potential negative impacts on local communities	5.6, 5.7	
<b>Social evaluation of suppliers</b>			
<b>414-1</b>	New suppliers assessed on the basis of social criteria	3.3, 3.4	
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	3.2	
<b>Health and consumer safety</b>			
<b>416-1</b>	Assessing the health and safety impact of categories of products and services	5.4	

<b>416-2</b>	Non-conformity cases concerning health and safety impacts of products and services	1.8	<i>No case of non-compliance</i>
<b>Marketing and labelling</b>			
<b>417-1</b>	Mandatory product and service information and labelling	1.8	<i>All obligations have been met</i>
<b>417-2</b>	Cases of non-conformity concerning product/service information and labelling		<i>No case of non-compliance</i>
<b>417-3</b>	Cases of non-compliance related to marketing and communication activities		<i>No case of non-compliance</i>
<b>Consumer privacy</b>			
<b>418-1</b>	Documented complaints about privacy breaches and loss of customer data		<i>No complaints received</i>
<b>Socio-economic regulatory compliance</b>			
<b>419-1</b>	Non-compliance with social and economic laws and regulations		<i>No case of non-compliance with social and economic laws and regulations</i>



## NOTE

[illegible]



ORG.01.D08 R01

**Novavision Group S.p.A.**

Via dei Guasti, 19/29 - 20826 Misinto (MB) Milan - Italy  
☎ +39 02 967 202 40 | ✉ info@novavision.net | 🌐 www.novavision.net

*designed by* **avcommunication**





[novavision.net](http://novavision.net)