



atena lux[®]

SUSTAINABILITY REPORT



2022

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LETTER TO STAKEHOLDERS

The Sustainability concept, and everything that revolves around it, is constantly changing and developing.

There is still no true sustainability paradigm since we are in a process of transformation. Consider, for example, that the word Sustainability itself has more than 100 definitions, and the scientific community has not clearly defined what sustainability is yet.

It is enough to mention the complex and rapidly evolving Regulatory Framework, from the establishment in 2015 of the UN Agenda for Sustainable Development, with its 17 goals aimed at fully realizing human rights for all and at achieving gender equality, to the new CSRD Directive of late 2022 introduced by the European Commission, which foresees the extension of non-financial reporting requirements, according to the ESG perspective, to all listed companies and large corporations.

There is one thing that is sure so far: Sustainability is a topic of great relevance, not only from a strategic point of view since it enables us to keep ahead of the Regulatory demand, but it also allows us to assess the impact that the organization has in society and the environment through the continuous comparison, feedback and involvement of all the actors that are part of the process of our corporate activity.

This strategy exposes us to a world of new opportunities in which we are committed to the creation of SHARED VALUE. We are engaged in activities that reflect our VALUES and PRINCIPLES, giving life to initiatives that now take on a stable connotation, integrating in all respects into the company's strategy.

What we would like to emphasize through the editing of this new Sustainability Report is the ability of ATENA LUX, which is the same of the SMEs companies, skills which enable the company to face the challenges of the modern market, the ability to shape its business and organization on sustainability issues in small steps, by embracing a way of doing business that is more mindful of human resources, community, and the environment.

It's true, we are in a transformation phase, a transformation that involves all of us: the traditional way of doing business, producing, and managing resources is no longer acceptable.

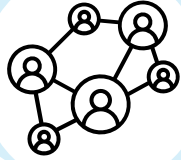
Every stakeholder is involved: starting from the careful management of natural resources, moving on to the education by supporting new generations entering the workforce, and investing in internal professional development, to the implementation of a new corporate governance model that integrates an organizational structure based on the 231.

There are so many goals we have set ourselves through innovation and sustainable development, focusing on people, the environment, training, and quality of work and life. People with their distinctiveness, expertise and talent continue to be the fundamental pillar of our transformation, a strategic transition to an ethical, safe, transparent way of doing business.



Arch. Luigina Barbuio
CEO of ATENA LUX

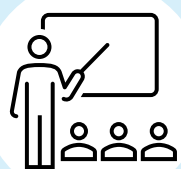
HIGHLIGHTS



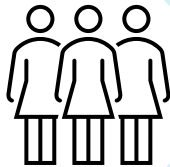
32
EMPLOYEES



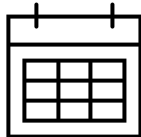
+4,5_{MLN}
TURNOVER



850_{HOURS}
TRAINING PROVIDED IN 2022



32%
WOMEN



15_{YEARS} ON AVERAGE
OF STAY IN THE COMPANY



40_{YEARS}
AVERAGE AGE



20.143_{KW}
SAVE ON CONSUMPTION



-1200_{KG}
OF PLASTIC

1. OUR BUSINESS MODEL

1.1 INNOVATION AND RESOURCE ENHANCEMENT

We have been manufacturing lighting systems for the technical and medical sectors since 1994. In nearly 30 years of experience, we have transformed the way of doing business, which, through the engineering and manufacturing safe and quality lighting fittings, has consciously included good practices of respecting and valuing resources.

The engineering of our products is based on the study of the materials used, their life cycle, and the use of more efficient light sources in order to make each product more easily regenerable and reusable in the future.

Mindful that people make the difference and can guide us toward innovation, we want to be incubators of new talent by giving our staff of all levels the opportunity to train and progress in their professional development. The staffs in Atena Lux are of utmost importance for a continuous contribution of innovation, renewal and development of the whole company.

Through educational programs and collaboration with Colleges and Universities, we promote our corporate culture and partnership toward a two-way contamination and the creation of an effervescent cultural environment.

1.2 OUR VALUE PROPOSITION

Through our lighting systems, we want to realize uniquely human-centered lit environments. By putting our customers first, our proposals are shaped to the specifics of the project by providing attentive customer care and after-sales service.

Thanks to our flexibility and highly professional staff, our proposals are aimed at improving the lighting system in order to renovate rooms, improve the energy efficiency of facilities, and manage consumption more optimally.

Our distinguishing feature in doing this is the proposal and production of lighting fixtures that are adapted to special technical and environmental needs, which are solutions that are not so easily available in the market and are delivered quickly and flexibly to the client.

It is our goal to create welcoming, humanized, energy-efficient and environmentally friendly workplaces by using light as a source of well-being to enhance the quality of the spaces in which we live and work.

1.3 OUR PRODUCTS

We started our career as a manufacturer of technical indoor lighting fixtures. Through the years we have gained increasingly specific skills by equipping ourselves with machinery to become independent in the processing of multiple materials.

Our range today includes more than 90 different product families, solutions that can meet lighting needs related to multiple sectors.

We have been operating in the medical sector since 2007, through the production of bedhead units at first, and of increasingly specialized medical solutions for operating rooms in recent years.

Sales for the medical market have grown strongly in recent years, the result of the numerous investments in research and development of new products.

The development and production process takes place entirely within our factory, and products are tested and proven before being released to the market under the MADE IN ITALY brand name.

WE PRODUCE LIGHTING SOLUTIONS FOR

1

Offices

2

Shops and shopping malls

3

Industries

4

Transport

5

School buildings

Wine cellars

6

Sound absorption

7

External facades

8

Special projects

9

Healthcare

10

1.4 OUR MARKETS

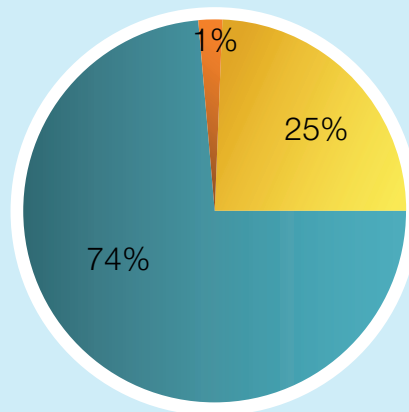
Atena Lux's luminaires are quality, safe and efficient technical luminaires able to achieve excellent performances required for working environments where specific visual and environmental performance have to be assured. Atena Lux's solutions include first-rate components, efficient and guaranteed LED sources.

This is the reason why our lighting systems are predominantly chosen for lighting infrastructure such as hospitals, nursing homes, schools, hotels, stores and generically environments where safety and quality are essential.

To be more specific, production can be divided as follows:

- Production of bedhead units for operating rooms and intensive care units
- Production of modular walls for operating rooms and ICUs
- Production of custom-made lighting fixtures or architectural lighting fixtures for the contract/hotellerie sector
- Production of custom-made luminaires for the retail sector
- Production of pendant lamps for the dental sector (ÈCLAIRÉ brand)
- Production of lighting fixtures with specific LED sources for the wine sector (brand LUX ET VINUM)

TOTAL SALES ANALYSIS



Lux et vinum



General lighting



Medical Sector

1.5 OUR CUSTOMERS FIRST

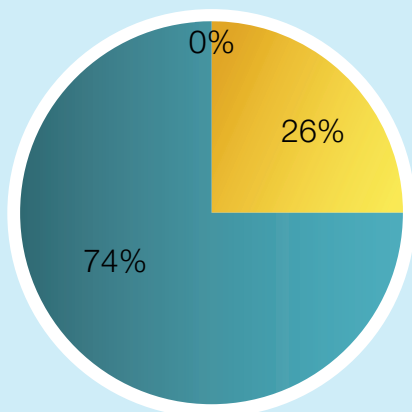
For Atena Lux it is important to establish direct and lasting relationships, promoting proactive collaboration and a continuous exchange of ideas to create partnerships aimed at developing excellent solutions.

This strategy is achieved through close collaboration with designers, representative agencies and promoters, who, thanks to their level of expertise and training, can help us improve our approach to the customer.

The company's customers are mainly made up of contracting companies active in the healthcare and lighting sectors, design studios and end users, which include both users of the environments and the community in general. Among the most important customers are general contractors, specialized contracts, distributors of electrical equipment, and retailers specializing in lighting and medical equipment. Over half of our production is reserved for the foreign market. 2022 was a bucking year which saw greater growth in the domestic market, mainly due to the acquisition of very important projects in Italy in the hospital sector.

In Italy, sales are mainly aimed at the medical market. This market segment includes the supply of bed head beams, specific lighting fixtures for operating rooms, and technical lighting fixtures for lighting reception and work environments within public or private healthcare facilities.

ITALY SALES ANALYSIS



Lux et vinum



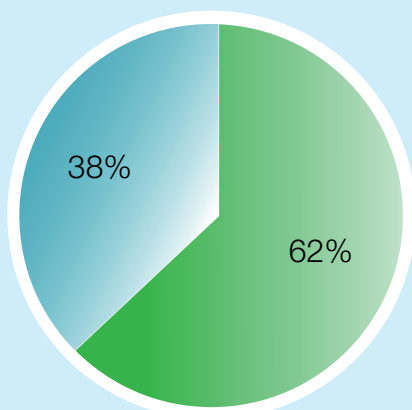
General Lighting



Medical Sector



ITALY-FOREIGN SALES ANALYSIS



Sales Italy

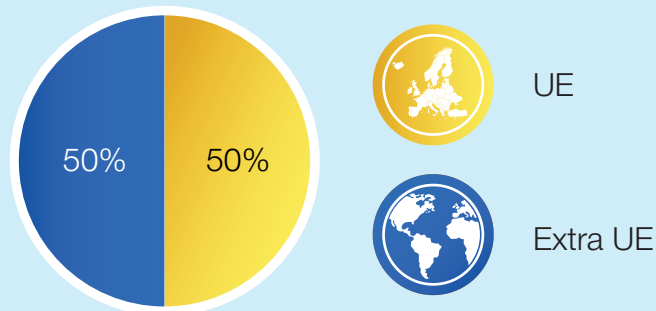


Total exports



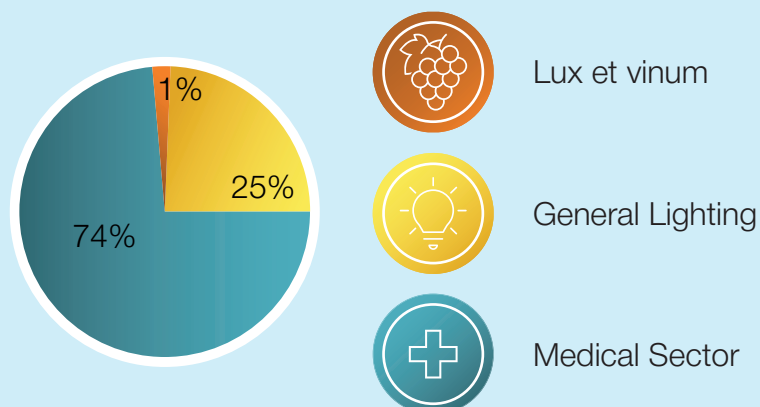
EXPORT ANALYSIS

Sales in Italy are mostly aimed at the medical market. This market segment includes supplies of bedhead beams, specific lighting fixtures for operating rooms, and technical lighting fixtures for reception and work environments within public or private health care facilities.

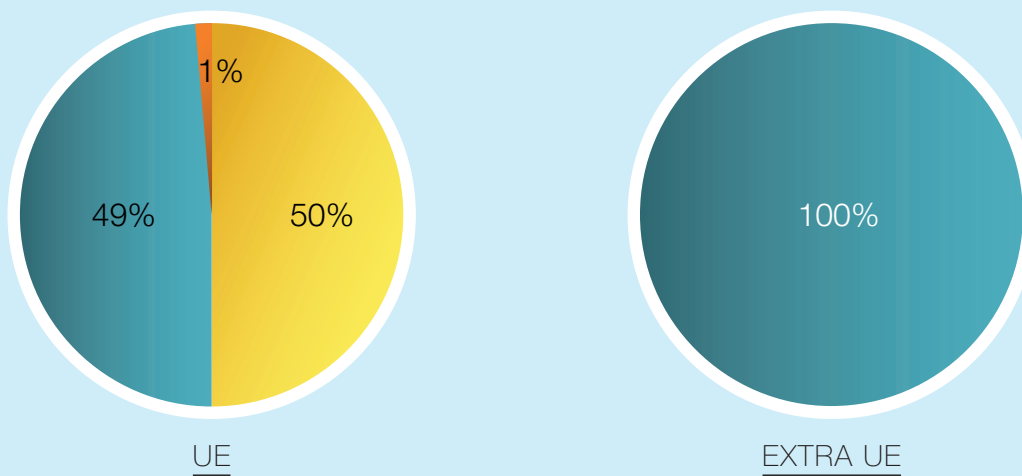


We are exporting to more than 45 nations in the world, and in particular, the countries where our exports are continuously growing are: France, Germany, Romania in Europe and Qatar, Vietnam, Pakistan, United Arab Emirates, Kuwait in the rest of the world.

TOTAL EXPORT ANALYSIS



ANALYSIS OF EU - EXTRA EU EXPORTS



The increasing trend of exports related to the medical sector was also confirmed in 2022, especially in non-European countries where exports relate precisely exclusively to this sector.

1.6 ASSOCIATIONS

LUCE IN VENETO.

Network composed of more than 50 SMEs in the smart lighting sector based mainly in the Veneto Region, able to connect the different companies and their specific skills to generate synergies and new business opportunities.



CONFAPI VENEZIA.

Association for the representation and protection of small and medium industries: offers assistance in negotiations; assistance with applications for facilitations calls; organizes Seminars and Webinars on various business issues for member companies; professionalizing or training courses. It is also a showcase for promoting member companies.

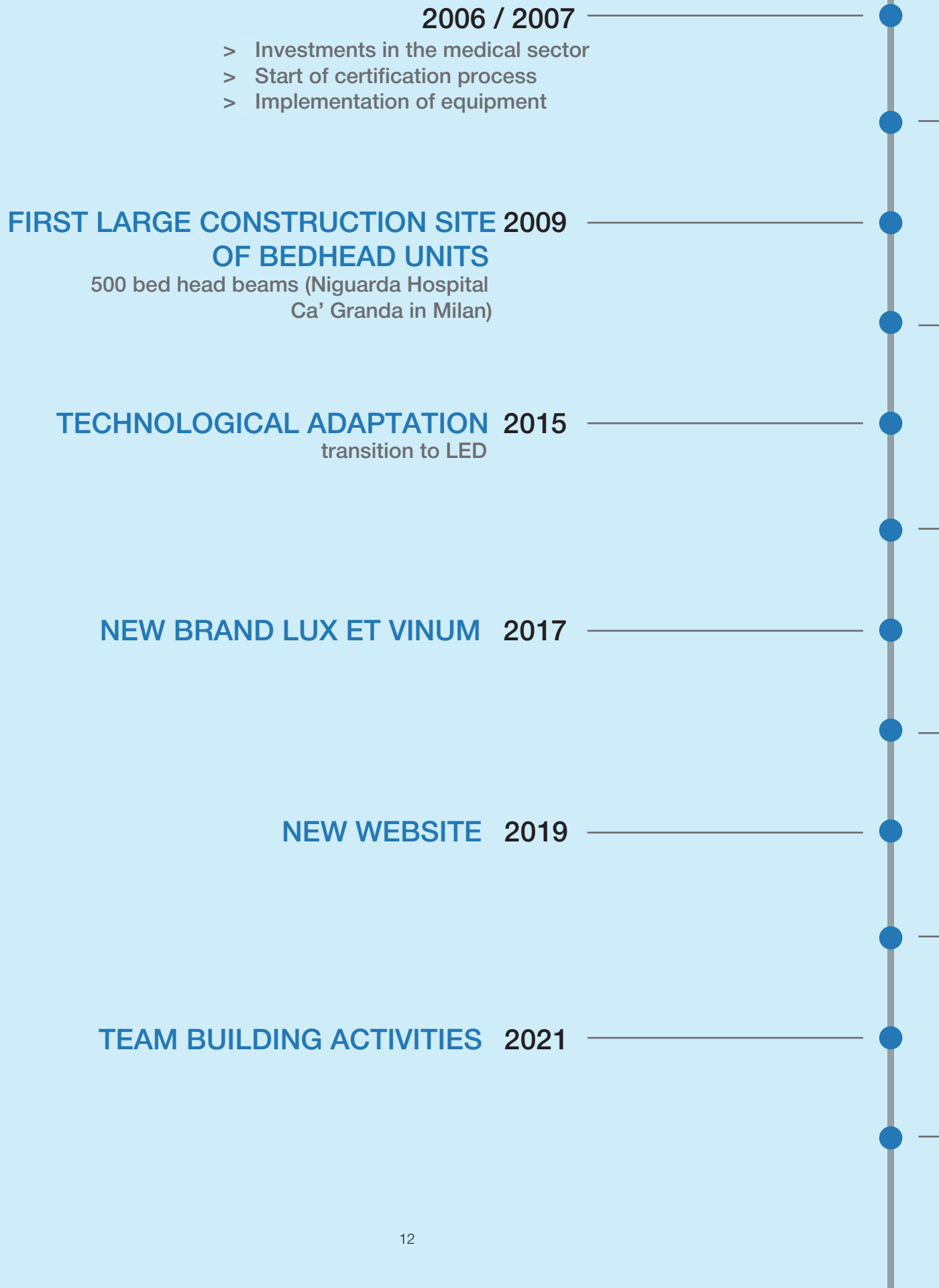


CONFAPID VENEZIA.

Arch. Luigina Barbuio is a member of the Territorial Council of Confapi Venezia's women entrepreneurs group. The ConfapiD group is made up of women owners, partners or legal representatives of companies associated with Confapi Venezia. ConfapiD, therefore, was created to enable greater enhancement of the professionalism of women entrepreneurs who are members and at the same time to encourage the interchange of experiences between the national center and the various regional and provincial territories.



ATENA LUX EVOLUTION LINE



1994 ATENA LUX

- > Atena Lux Foundation
- > Creation of a sales network
- > Development of a range of technical lighting fixture

**2008 BEGINNING OF PRODUCTION
OF BEDHEAD UNITS**

2011 MEDICAL FAIR Düsseldorf
1st Participation

**2016 INTRODUCTION OF THE PROCESSES
LEAN IN PRODUCTION**
INTERNAL PHOTOMETRIC LABORATORY
photometric data testing and processing

2018 NUOVA SEDE AZIENDALE

**2020 BEGINNING OF SUSTAINABILITY
PATH and CODE OF ETHICS**

**2022 ACQUISITION OF LASER SYSTEM
ADOPTION OF MOG LEGISLATIVE
DECREE 231/2007**

2. MISSION, VISION, GUIDING VALUES



VISION

"It guides you to light up your uniqueness"

By adopting a humanocentric approach in the design and manufacture of our products, we want to pay special attention to the needs of the person. The importance of striking a balance between the functionality of devices and aesthetic beauty leads us to the creation of solutions that integrate technical aspects with human and emotional ones.



MISSION

"We brighten up your spaces in harmonious balance with nature"

We understand the importance of natural light and contact with nature; therefore, we want to recreate a balanced light atmosphere in indoor places that can improve people's quality of life and well-being. Inspired by the principle of HCL (human centric light), we try with our light to faithfully reproduce the light of the Sun by indulging the natural biorhythm that marks the life of every individual. Respecting nature, our lighting solutions the human at the center and provide a perfect integration of light and environment.

OUR VALUES



Competence

We believe in listening to each other and proactively collaborating to research and develop unique innovative solutions.



Balance

We support our team by trying to build with them organizational models aimed at work-life balance based on proper management of time and responsibilities.



Optimism

Bringing out the best side of one's character creates constructive comparisons that help us find solutions and turn the unexpected into an opportunity for improvement.



Precision

Each and every resource is aware of his or her own contribution, and the success of the entire organization is achieved by the meticulous intersection of different actions, which is why we believe it is important to get things right from the beginning to make a difference.



Humanity

The entire organization is based on respect and listening, by recognizing the diversity typical of our unique nature we approach every relationship constructively and without prejudice to create a healthy and rewarding work environment.

2.1 PRIVACY

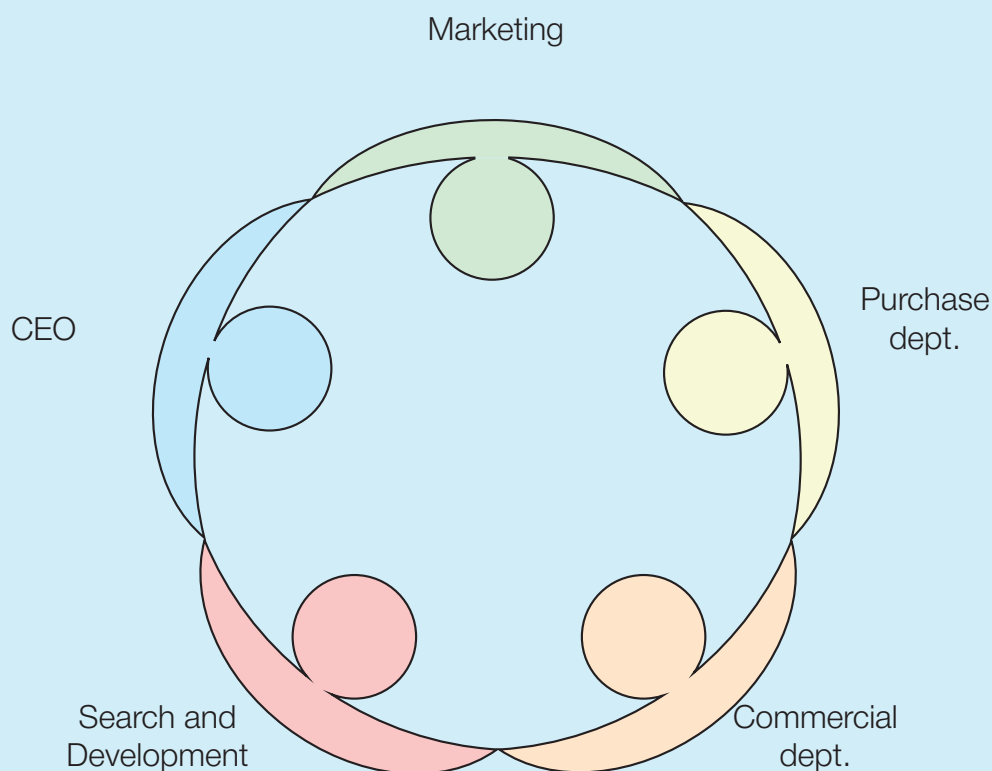
The company has implemented the Privacy Management System in compliance with the EU Regulation 2016/679 (General Data Protection Regulation/GDPR), adopting proactive behaviors and such as to demonstrate the concrete adoption of measures aimed at ensuring the application of the regulation with a view to holding the owners accountable. All activities related to data processing have been mapped and for each of them the purposes and legal bases have been formalized; for each data processed, the impact resulting from potential breaches has been assessed, taking into account the confidentiality, integrity and availability.

A breach of confidentiality means that the data is disseminated to parties other than those authorized to process it legitimately, of the integrity that the data is corrupted and/or carries incorrect or obsolete information, for the availability that the data is no longer accessible to the data subject or those authorized to process it.

2.2 SUSTAINABILITY TEAM

Acting sustainably also means making all resources aware of the company's path of change toward a business model that integrates a more responsible policy toward the environment and people.

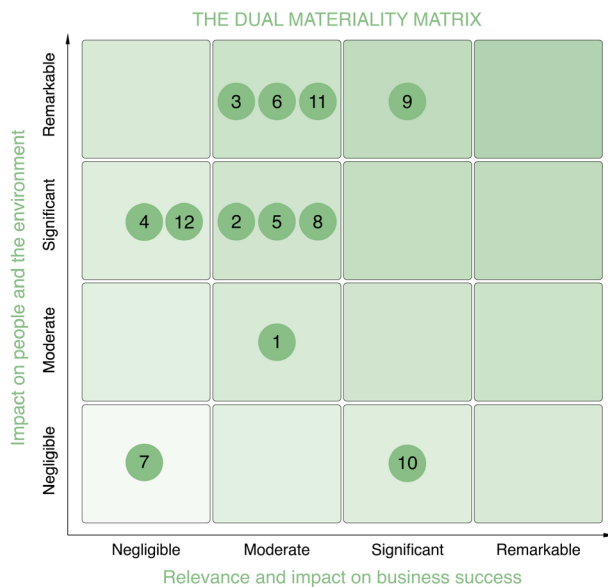
Through the integration of a Sustainability Team, led by Arch. Barbuio, the main corporate functions are involved. During several training and discussion sessions throughout the year, sustainability principles and goals have been shared, in this way everyone has become aware of their own actions and can actively take part in the implementation of the company's strategic sustainability actions.



2.3 THE DUAL MATERIALITY AND THE IDENTIFICATION OF THEMES

Through the discussion with internal and external stakeholders, important issues for the company has been identified from the Global Reporting Initiative Standards guidelines and the UN Agenda 2030 Sustainable Development Goals, also setting a benchmark with its competitors.

The Dual Materiality concept refers to the impact of the company's activities on both the external environment and its own financial performance. When talking about Dual Materiality, we need to consider both perspectives and not overlook their interactions: financial materiality, which is the information about the creation of economic value at the company level which is disclosed for the benefit of investors, and the impact materiality, which is the information about the company's impact on the economy, the environment, and people, disclosed for the benefit of various stakeholders.



1

Strategic partnerships

2

Leadership

3

Innovation

4

Employment and talent attraction

5

Training and welfare

6

Health & Safety

7

Support for the local community

8

Product design and life cycle management

9

Product quality and safety

10

Reduction of environmental impact

11

Energy management

12

Waste management

AGENDA 2030	THEME	GOALS
12 CONSUMO E PRODUZIONE RESPONSABILI 	RESOURCE MANAGEMENT	ENERGY ASSESSMENT OF CONSUMPTION: ELECTRICITY, WATER AND GAS
		BETTER MANAGEMENT OF WATER AND ENERGY RESOURCES ETTER MANAGEMENT OF WATER AND ENERGY RESOURCES
6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI  7 ENERGIA PULITA E ACCESSIBILE 	ENVIRONMENT	REDUCTION OF ENVIRONMENTAL IMPACT
10 RIDURRE LE DISUGUAGLIANZE  4 ISTRUZIONE DI QUALITÀ 	PROFESSIONAL ETHICS	ENSURING ADEQUATE TRAINING FOR EMPLOYEES ON MULTIPLE LEVELS
		IMPLEMENTATION OF CORPORATE WELFARE POLICY
3 SALUTE E BENESSERE  8 LAVORO DIGNITOSO E CRESCITA ECONOMICA 	HEALTH AND SAFETY	DVR IMPLEMENTATION
	SOCIAL RESPONSIBILITY	EMPLOYMENT AND TALENT ATTRACTION
8 LAVORO DIGNITOSO E CRESCITA ECONOMICA  17 PARTNERSHIP PER GLI OBIETTIVI 		STRATEGIC PARTNERSHIPS
3 SALUTE E BENESSERE 		LOCAL COMMUNITY SUPPORT
9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE  17 PARTNERSHIP PER GLI OBIETTIVI 	Innovation	FOSTERING AND DEVELOPING INNOVATION IN THE MEDICAL FIELD
		CREATE PARTNERSHIPS WITH UNIVERSITIES IN THE AREA OF INTERNSHIPS.
9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE  12 CONSUMO E PRODUZIONE RESPONSABILI 	PRODUCTS	FORNIRE AI CLIENTI UN PRODOTTO DI QUALITÀ PERSONALIZZABILE
		DESIGNING THE PRODUCT FOLLOWING THE LOGIC OF ECODESIGN

ACTIONS

- Analysis of consumption trends

- Intelligent management of lighting and heating system aimed at energy saving

- Optimization of waste management

- Limiting greenhouse gas emissions (particularly CO2)

- Carbon footprint calculation

- Annual training plan

- Increased economic support for staff

- Identifying safety officers from among function managers

- Establishing a procedure for internal visits

- Giving job opportunities to talented young people through internship paths

- Strengthening presence in trade associations (ConfapiDonne)

- Strengthening relationships with local partners who share the same values

- Participate in initiatives within the local community

- Development of BIM objects for projects.

- Implementing research and development

- Designing the product according to the logic of HCL (Human Centric Lighting)

- Improving product efficiency

- Developing and using sustainable packaging

3. RESPONSIBLE GOVERNANCE

3.1 SOCIAL EVALUATION OF SUPPLIERS

ATENA LUX maintains close contact with its suppliers, tightens and fortifies relationships through scheduled meetings and visits to production facilities.

ATENA LUX is constantly keeping abreast of the availability of new materials that come from recycling and technologies on the market by conducting meticulous research on raw materials to offer its customers reliable and safe products, while also demanding speed from suppliers to ensure production scheduling, without neglecting the economic factor.

Even in 2022, suppliers were also evaluated through an internal analysis. ATENA LUX has set up a rating system that monitors the sustainability of its suppliers. In particular, the company has committed to checking whether suppliers care about sustainability issues and communicate their commitment to reducing negative impacts through their websites and main information channels.

What emerges from the first analysis conducted by ATENA LUX is that 13% of ATENA LUX suppliers communicate their commitment to more sustainable business through their website.

Only about 3% of suppliers measure and report their impact through the preparation of a sustainability report.

From the perspective of sustainability issues, there is an increased focus on environmental sustainability and product quality. The 22 % of suppliers certify their quality according to ISO 9001 "Quality Management Systems - Requirements," which defines the requirements of a quality management system for an organization.

About 8% of suppliers certify their quality according to ISO 14001 "Environmental Management System Certification," which provides a framework for integrating how a company operates to protect the environment, preventing pollution, reducing waste, energy consumption and non-renewable raw materials.

ATENA LUX's suppliers are located predominantly in Italy.

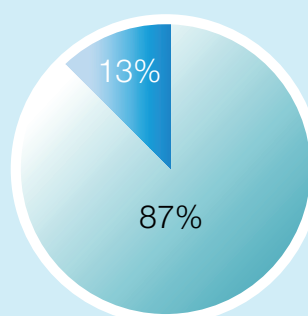
ORIGIN OF SUPPLIERS



Italia



Estero



ATENA LUX is committed to keeping stakeholders informed about sustainability initiatives to reduce its impacts as an organization and support the local community through initiatives on the ground.

The editorial plan in the company's communication channels, website and social networks, was implemented in 2022 by news and updates concerning the company's business, out of which 30% were initiatives and communications in the field of sustainability.

3.2 INTEGRITY AND ETHICS

ETHICAL CODE AND THE ADOPTION OF LEGISLATIVE DECREE 231/2001

Drafting the code of ethics places its responsibility in doing business in black and white.

The ATENA LUX code of ethics, which is the result of a journey that began in 2020 and lasted several months, involving the marketing, sales, and management departments, was updated in 2021, presented and delivered to all company employees. In particular, the document is delivered and described to new hires, just as ATENA LUX's values are disseminated and communicated.

The code of ethics has been made public and downloadable through the company's website so that all external stakeholders can easily reach it.

In 2022 ATENA LUX chose to better structure itself organizationally and implement preventive protocols of entity liability by equipping itself with its own Model 231. ATENA LUX's Organizational Model was developed to adapt to the existing operational and business environment.

After having identified the risk profiles and the areas that represent the main potential sources of criticality in relation to offenses according to Legislative Decree no. 231/2001 and having evaluated the compatibility of the existing organizational and control mechanisms with respect to the requirements expressed by the Decree, has been implemented an Organizational Model which complies with the provisions of the legislation and the indications of Confindustria.

Besides the strictly legal-sanctioning aspect, the adoption of a system of rules aimed at reaffirming the Entity's compliance not only with respect to legal norms, but also with values of an ethical nature represents an opportunity for ATENA LUX: making internal procedures more transparent and increasing accountability, in addition to guaranteeing exemption from administrative liability, is part of the path of growth and development for all stakeholders, improving, their relationship with the company, their public image and reducing transaction costs resulting from possible legal actions and contracting processes.

ATENA LUX holds the Legality Rating, a tool introduced in 2012 by the Italian Competition and Market Authority AGCM to promote within Italian companies compliance with high standards of legality, through the assignment of a "recognition"-measured in "stars"-indicative of the respect for legality by companies that have applied for it and, more generally, of the degree of attention placed on the proper management of their business.



3.3 BRAND VALUE AND BRAND IDENTITY

OUR PRESENCE ON THE MEDIA AND TV

Arch. Luigina Barbuio has often acted as a spokesperson for Confapi Donne regarding facilities for women entrepreneurs. During an interview with Tele Pordenone in April 2022, the owner of ATENA LUX explained the opportunities aimed at women's businesses through the Confapi association.



MEDICAL EXPO



As of early 2022, products from ATENA LUX's HEALTHCARE sector are available in the MEDICALEXPO portal. MEDICALEXPO selects only quality manufacturers from all over the world, carefully organizes technical and commercial information, and makes it available online translated into 9 different languages. Through this portal, the indexing of ATENA LUX products is greatly improved.

In 2022 more than 900 contacts reached the company. In Europe predominantly contacts came from France, Germany, Spain and Portugal, from the rest of the world the countries that generated the most contacts were Algeria, Brazil, Morocco, India, Saudi Arabia and Mexico

OUR COMMITMENT TO THE COMMUNITY

In celebration of the retirement of an ATENA LUX employee, the company decided to hold a fundraiser to purchase shopping vouchers for the community.

"Non tutti possiamo fare grandi cose, ma possiamo fare piccole cose con grande amore."

Madre Teresa di Calcutta

L'azienda ATENA LUX e i suoi dipendenti hanno donato dei buoni spesa alle famiglie bisognose della comunità per l'acquisto di generi di prima necessità.

La raccolta nasce dalla volontà di una dipendente al servizio di ATENA LUX per 24 anni, la quale, nell'andare in pensione, ha espresso il desiderio di vicinanza alle famiglie che in questo momento di grave crisi economica vedono ridotto e annullato il loro potere d'acquisto. Con la speranza che sia per loro un piccolo sollievo da condividere con i propri cari.

ATENA LUX

ASSOCIATIONS AND EDUCATION

It was held on Saturday, May 14 the initiative promoted by the Association of the Knights of the Order of Merit of the Republic of Italy APS - Riviera del Brenta, which featured ATENA LUX together with AICQ Education and AICQ Triveneta to discover the history, innovation and artistic and natural beauty of the area that surrounds us.

ATENA LUX hosted the riders at its new headquarters to talk about education and induction paths in the company, as well as the connection with high schools, from hosting students in internship periods, to supporting undergraduates and graduates interested in our technologies and innovations.

In fact, the business model of ATENA LUX and its transformation from inception to the present moment is often the subject of university theses in recent graduates, mainly devoted to the evolution of the production division, the commercial and marketing set-up.

It has been an extremely important moment of exchange with all the members of the Association of the Knights of the Order of Merit of the Italian Republic APS - Riviera del Brenta and the association AICQ Education and AICQ Triveneta, which involved the company in this initiative, making it part of a cultural rediscovery of sites of historical and cultural interest, which included a visit to the S. Maria in Silvis Abbey in Sesto al Reghena (PN) and the city of Portogruaro.

LIAISON WITH INSTITUTES

In December 2022, Arch. Barbuio personally participated in the day dedicated to job orientation held at ITIS Leonardo Da Vinci in Portogruaro. The initiative, organized by Confapi Venezia, allowed the company to share and present experiences and skills to the students, but above all to motivate their drive toward the world of work.



SPECIAL MENTION

ATENA LUX was surprisingly mentioned in the book "No su grando, ma su grasso," the semi-serious biography authorized by Luciano Boscolo Cucco.

The Chioggia entrepreneur, awarded the title of Knight of St. Mark of Venice and numerous other honors, has taken the beauties of his land overseas and among them the now famous Tower of Light by the Venetian artist, his friend, Giorgio Bortoli. Among the many personalities and companies mentioned in his book also appeared ATENA LUX for its valuable collaboration in the creation of the work Tower of Light, which was transferred to the Garibaldi Meucci Museum in New York.

4. PEOPLE OF ATENA LUX

4.1 HEALTH AND SAFETY



ATENA LUX's employees are the real strength of the company, the creators of the value it offers its customers. In this regard, ensuring a safe and comfortable working environment for them is of utmost importance.

The first step is to minimize the risks of accidents and occupational diseases through accident awareness. This is why ATENA LUX in compliance with Legislative Decree 81/08 prepares the Risk Assessment Document every five years.

In order to prevent the occurrence of occupational diseases, regular checkups are carried out by the Competent Doctor, every year to blue-collar staff and every two to white-collar staff. Annually, the issue of workers' health is analyzed in a meeting attended by the RSPP, RLS, Employer and the competent doctor.

Internal safety personnel have taken the Fire and Evacuation Training for Low-Risk Companies and First Aid Group B. All periodic training regarding safety is maintained in special records maintained by external entity.

The focus on the Covid protocol, suggested by Confapi, continues. Daily checks and periodic sanitization are tracked through properly recorded and archived checklists.

During the year 2022, following the occurrence of an accident in the production area dedicated to sheet metal processing, the company adopted stricter control procedures regarding the use of personal protective equipment.

ATENA LUX, having joined the Metasalute health fund, allows its employees to take advantage of discounts and free visits within the health care system.

Beginning in 2020, the company, given the spread of the global pandemic, in addition to adopting specific procedures for the control and containment of the virus in the workplace, to protect its employees and their families has integrated specific coverage in the event of hospitalization for COVID 19, which provides a daily allowance, convalescence allowance and care benefits.

During 2022, the DVR was again implemented, including some specific indications of intervention and maintenance of machinery. In order to ensure increasing safety and reduce environmental impacts and risks, it is the company's intention to identify a number of safety officers (for both the office and production sides), with the function of supervision with regard to safety procedures. Also being drafted appears to be an official procedure for internal visits to ensure greater safety and protection of visitors.

The company is also structuring to put in place a welfare plan, including initiatives, benefits and plans to improve the quality of work and life of the worker, reserved for all employees and their families.

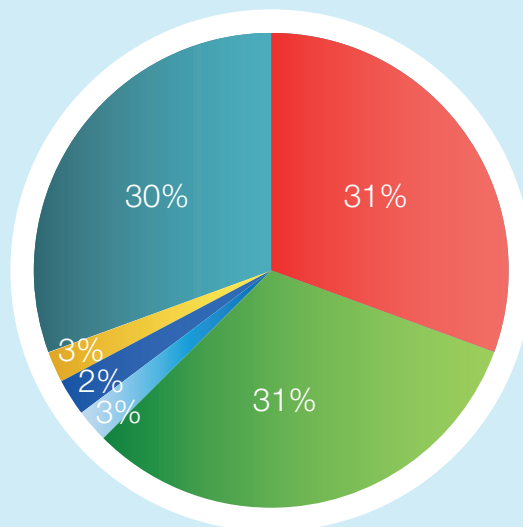
4.2 PROFESSIONAL TRAINING AND DEVELOPMENT



Focusing on continuous professional development is the key to improving, maintaining and increasing business competitiveness. That is why there is constant dialogue to identify areas for improvement at the hard skills level, and particularly on upgrading for the medical area, which is constantly monitored and recorded.

Aware that it represents a professional opportunity in the area, ATENA LUX promotes the placement of young talent by offering new hires specific training depending on the position held.

By 2022, a total of 850 hours of training were provided, about 26 hours on average per employee.



Sales



Technical



Production



Leadership



Marketing



Selection

Training provided to the sales department focused mainly on internationalization and new business opportunities in both European countries and the American and Canadian markets. Through training courses, knowledge related to foreign markets was implemented and new business strategy techniques aimed at opening new customers were studied.

With the introduction of new production technologies, there was also a need for training in the use of new machinery, its maintenance and creation of new skills.

For the marketing area, the training path included topics related to Sustainability, the paths followed included Stakeholder engagement, the topic of gender equality, and how to transparently and effectively communicate one's sustainability report.

The other areas of training included updating on the General Data Protection Regulation, abbreviated GDPR (General Data Protection Regulation), which encompasses all regulations on the processing of personal data and privacy.

Compulsory safety training hours have been renewed in 2022 in compliance with Legislative Decree 81/08. Professional development is not only about internal resources; in fact, we also aim to create a connection with local high schools by welcoming young people for internship periods.

Present in the area for almost 30 years, we have over time created a connection with the area's high schools, welcoming boys in internship periods, and opening the doors to undergraduates and young graduates interested in our technologies and innovations.

In 2022 ATENA LUX hosted two university doctoral students: one research was conducted in the management field and one in the technical field regarding the use of new light sources.

During the summer of 2022, two students who were part of the PTCO Percorsi Trasversali Competenze Orientamento of the ITIS "L. Da Vinci" Technical Institute of Portogruaro participated in training and orientation activities, while the internship, which began of 2021, of a student of the ITIS "L. Da Vinci" Technical Institute of Portogruaro, placed in the production sector, continued.

Through the training event workshop LIGHTING DESIGN LAB in Castelfranco Veneto in September 2022, organized by Luce in Veneto as part of the European project Brilliant, ATENA LUX took part in theoretical and practical lessons coordinated by lighting designers Arch. Marco Palandella and Arch. Roberto Corradini on the theme "Lighting Design Lab and Outdoor training." Perfecting theoretical and practical techniques and knowledge on lighting design of outdoor environments, ATENA LUX participated in the lighting installation at the FabLab Zaphiro space in Castelfranco Veneto.

The BRILLIANT Lighting Design Lab and Outdoor training 2022



Castelfranco Veneto, Italy
7-9 September 2022



Hosted by Rete di Imprese Luce in Veneto
and
ELCA European Lighting Cluster Alliance



4.3 ENHANCEMENT OF FEMALE LEADERSHIP

ATENA LUX shares ConfapiD's commitment to the enhancement of women's leadership. Owner Luigina Barbuio is among the members of the Territorial Council of the Confapi Venice group of women entrepreneurs.

ConfapiD was created to enable greater enhancement of the professionalism of its member women entrepreneurs while encouraging the interchange of experiences between the national center and the various regional and provincial territories.

The goals that the ConfapiD group has set for itself and that ATENA LUX has decided to pursue are:

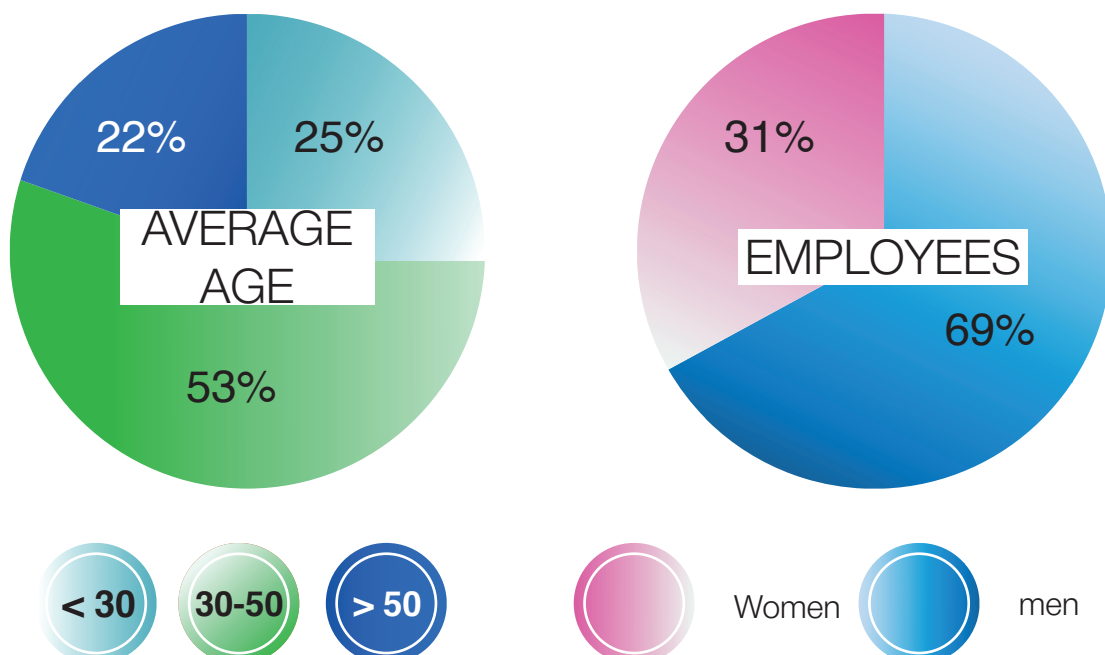
- To promote and enhance the role and image of women entrepreneurs,
- To promote the professional growth of women entrepreneurs and their cultural and social specificities,
- To promote the popularization and research of new solutions to the specific institutional, social, political, economic and technical problems of women's SMEs

ATENA LUX is determined to pursue activities to measure, report, and evaluate gender-related data with the goal of closing the gap that currently exists and producing sustainable and lasting change over time. The ambition is to help create a professional and social environment that accommodates gender differences and seizes opportunities for integrated leadership.

Currently, the organizational model is hierarchical, where people are grouped by area of specialization and supervised by a function manager. In 2022 there are a total of 32 employees, women represent 31 percent, and the average year of tenure is 14.6. Over these years, women have acquired the skills and experience needed to fill important roles, demonstrating loyalty and dedication over the years.

Men represent 69% of the resources employed in the company and hold top positions in the sales office and production. While in production they account for over 80%, in the office part the functions are equally divided between men and women.

The average age in the company is 43 for women, 38 for men. The average age for sales and administrative employees is 37, while the average age for production workers is 41.



5. TECHNOLOGY AND SUSTAINABLE INNOVATION

5.1 PRODUCT SAFETY AND QUALITY

All products, from design to production, are made by a highly qualified staff who, in addition to standard general lighting products, also creates customized quality solutions characterized by comfort and safety.

All electronic materials are of primary brand and compliant with regards to electromagnetic compatibility, electrical safety and also for emergency operation. Raw materials such as aluminum and steel are also tested from a mechanical, technological and chemical point of view by the supplier.

Non-conformities are tracked regularly and in case of defects the pieces are corrected before being delivered to the customer. The company always responds if any cases of reports or disputes arise. As for the year 2022, the percentage of products contested by customers is almost zero (around 0.005%), testifying to the quality of production.



5.2 REGULATION ADJUSTMENT ON ELECTROMEDICAL DEVICES

All products in the medical line are subjected to severe end-of-line testing and all lighting fixtures are subjected to functional testing before packaging.

The certification process for ATENA LUX electromedical products has undergone a change with the entry into force in May 2021 of the new Regulation (EU) 2017/745, which updates the rules governing the medical device system with the aim of guarantee a solid regulatory framework, suitable for maintaining a high level of safety. Therefore, 2022 was a transition year, during which the entire certification and verification process was overhauled.

Before the entry into force of Regulation (EU) 2017/745, medical devices were regulated by Directive 93/42/EEC, relating to medical devices and implemented in Italy with Legislative Decree 46/97. The obligation was established on 28 September 2022 with the entry into force of Legislative Decree 137 of 5 August 2022, with the main objective of adapting the national law to the provisions dictated by Regulation (EU) 2017/745.

The new decree on medical devices regulates various aspects and has led to substantially modifying all the documentation accompanying the electro-medical device. In particular, the methods of labelling, the drafting of instructions for use, the methods of promotion and online sale of products have undergone changes.

Furthermore, according to the new regulation, registration is mandatory for manufacturers of customized devices and a new sanctioning system is envisaged for violations of the conduct envisaged in the Regulation and by Legislative Decree 137/2022 itself.

Compliance with the new Regulation on Electromedical Devices (MDR) has therefore introduced more stringent requirements, effectively increasing the already high safety and quality of the product, the activities related to the certification transition have occupied the technical office in the last months of 2022. To the early 2023 ATENA LUX obtained the new CE marking in compliance with the new Regulation.





5.3 TECHNOLOGICAL EVOLUTION AND UPDATING OF PRODUCTS

ATENA LUX's strategy to remain competitive and attractive in the lighting and medical market focuses on continuous technological upgrading and direct connection with its customers. Thanks mainly to the stimuli received from the market, the company continuously seeks solutions that are technologically advanced, aesthetically in line with sector-specific architectural canons, and energy sustainable.

Given the continuous technological upgrading that LED sources go through, in 2022 ATENA LUX focused on researching and testing new, better performing light sources in line with Minimum Environmental Criteria (CAM). The new sources according to CAM criteria achieve, at the nominal power supply (i.e., the power absorbed by the LED module alone) a luminous efficacy greater equal to 95 lm/W complete with optical system, and 110 lm/W without optical system.

The company analyzed the entire range of ATENA LUX luminaires and test beams by technically adapting light sources and mechanical parts in order to improve the product from an environmental perspective throughout its life cycle.

The development of new product lines also led to the search for new LED sources that were engineered through strategic partners. The company's propensity to offer high performance, safe and guaranteed technical lighting fixtures has guided the development and use of new direct and indirect light LED sources with diodes selected in order to ensure high performance and colour rendering.

With a view to ensuring durable products, easy maintenance and safety, all products are designed by incorporating circular economy principles. New materials more in line with the principles of recycling and reuse are constantly considered, UV resistance and light output tests are carried out on new materials that can be a viable alternative to the current diffusers used.

The luminaires with LED sources currently in production turn out to be easily dismantled as each electronic component of the lamp can be divided and recovered properly with a view to environmental protection. The new models are also designed to ensure easy replacement of LED sources, which until now has not been the case given the use of LED sources with an average life of >50,000 hours L90/B10*.

The entire product range of ATENA LUX production turns out to be 100% demountable. In terms of resale items, the percentage of non-removable products has further decreased from 2022 to 0.5%.

*The operation of LED sources is guaranteed for 50,000 hours, and the luminous flux decay index is decidedly low: upon reaching 50,000 hours of operation, 90% of the LED sources are able to guarantee a residual luminous flux of at least 90% of the initial luminous flux.



5.4 NEW PRODUCT LINES

In conjunction with the international lighting exhibition in Frankfurt Light+Building, held in October 2022, new product lines designed for the world of furniture were presented.

ORCHESTRA

Specific technical solutions to improve lighting and acoustic comfort are the result of the constant research and drive for innovation that has always animated ATENA LUX's production activities.

In line with the principles of quality and sustainability, ATENA LUX wants to continue offering solutions of excellence that combine sartorial know-how and technology so that they are synonymous with reliability, durability and efficiency. The creations of the ORCHESTRA line are totally disassemblable and recoverable and favour the use of recyclable and ecofriendly materials.

To combat noise pollution and improve the sound performance of indoor environments ATENA LUX has developed this furniture solution that makes the environment unique, bringing acoustic and lighting comfort wherever it is needed.

To improve productivity and peace of mind, it is necessary to work in a low-noise, calm and pleasant environment. To achieve this, it is necessary to install sound-absorbing panels, but the correct function depends on the right choice of shape, size and type of application.

In addition to proposals for lighting integrated with sound-absorbing panels, ATENA LUX also offers tailor-made projects that integrate ACUSTICS, LIGHT AND DESIGN.



The basis of this product line is collaboration with experts in the field and careful evaluation of each client's particular needs at the design stage.

Room acoustics depend on the building materials and furnishings in these spaces. ATENA LUX employs specialized technicians in the field who provide the calculation of the sound-absorbing material needed to restore acoustics to a sustainable and pleasant level.

The sound-absorbing materials used are capable of absorbing and correcting sounds mainly in the medium and high frequencies (between 250Hz and 4000 Hz), improving acoustic performance inclosed, reducing reverberation and improving the intelligibility of speech.

SOLUTIONS FOR PEOPLE'S WELL-BEING

Good lighting combined with good acoustic comfort ensures the improvement of the quality of life within the environments in which we spend a large part of the day, with a significant impact on the mental and physical well-being of individuals. ATENA LUX's solutions combine lighting and acoustics flexibly and functionally in a single system.

Thanks to its thirty years of experience in offering lighting solutions for work, meeting, wellness and care environments, ATENA LUX integrates the line of dedicated sound-absorbing luminaires with the use of Tunable White LED sources to create HCL (Human Centric Light) lighting systems, capable of supporting the natural and physiological biorhythm of human beings and promoting concentration and well-being of those who work within these environments.



In the medical field, technique and aesthetics have come together in the creation of a new line of headlamps for assisted living residences. Simple and functional, the SAFE WAY wall light is linear and minimalist, yet equipped with a sanitizing device and customizable in finish. The front panel, which is made of sound-absorbing fabric, makes the lamp more adaptable to the decor and gives greater acoustic comfort to the environment.



Again, ATENA LUX has come up with a versatile headlamp solution that also thinks first and foremost about people's well-being. Thanks to the integration of HCL (Human Centric Lighting) light, this headlamp can provide a more balanced and serene living environment. At the same time, thanks to the bipolar ion generator with cold plasma integrated inside, it provides continuous sanitizing action and makes the air inside the patient room healthier.

A triple functionality is combined in this product: lighting, sanitization and acoustics. The way all these functionalities are integrated has long been designed and studied by the company thanks also to the collaboration with partner companies and research institutes within the project "SAFE PLACE. IoT systems for healthy and safe living environments" co-funded by the Veneto Region under POR 2014-2020 Action 1.1.4 (DGR 822/2020)

5.5 GREEN INNOVATION

In addition to the line of specific light fixtures dedicated to vertical cultivation in home environments, ATENA LUX's commitment to researching solutions with specific LED sources that can help germination and growth of specific plants in vertical farms continues.

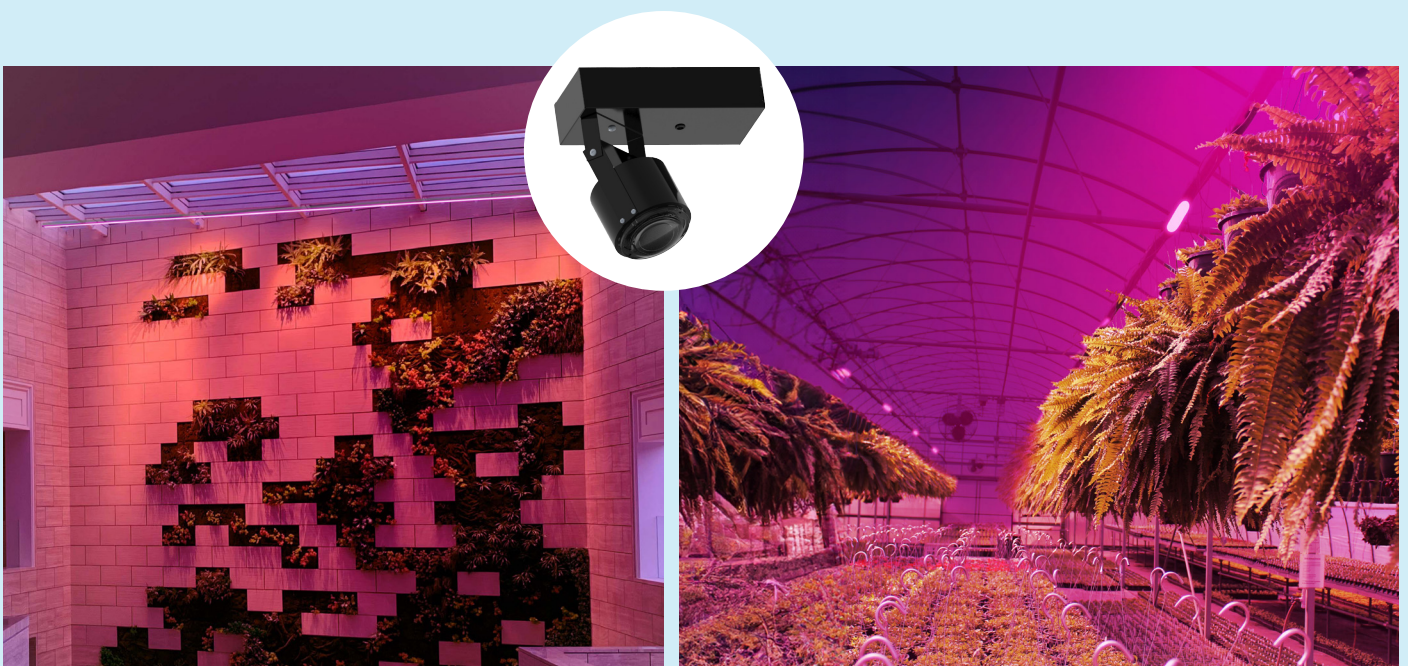
PRODUCTS RELATED TO THE ENVIRONMENT

Myplanty is a new light fixture from the Light4Nature by ATENA LUX brand that uses specific LED sources for germination and plant growth in indoor environments.

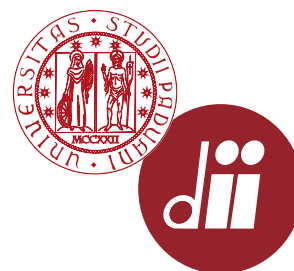
Different plants have different light needs. ATENA LUX offers specific solutions depending on the type of plant, a choice that combines spectrum, intensity, uniformity, and radius of light emission.

These combinations ensure suitable light for the plant's growth and maintenance needs. From light solutions for indoor domestic environments that can ensure compactness, colour intensity and flower maintenance, to solutions designed for vertical farms that optimize yield and crop quality.

These innovative LED systems are able to produce light at the wavelength of photosynthesis leading to significant energy and time savings especially in larger crops.



5.6 INNOVATION PROJECTS



DOCTORAL DEGREES

From January to November 2022, ATENA LUX hosted two university researchers.

As part of the Applied Research Fellowship for the Management Engineer, University of Padua - Department of Industrial Systems Technology and Management, the fellow conducted research concerning models for organizational diagnosis and design within the host company. The research focused on methods and tools for optimizing business costs and developing strategies to ensure competitiveness and growth. The study covered the area of employees, the area of materials used, and the area of organization and technology. All of the areas identified were analyzed to identify possible improvements and future innovation processes of the company.

Instead, through the University of Padua, Department of Industrial Engineering, research was conducted on the improvement of LED technology and the development of supporting components for lighting with LED sources. To conduct the research, the different models of LEDs mounted inside the lamps, the thermal characteristics, and the different materials that make up the optics of the ceiling lights most sold by ATENA LUX were analyzed. The transmittance of the materials was measured with a precision instrument capable of making measurements down to 200 nm. The analysis helped the company identify which materials are most sensitive to UVC rays and which are most able to transmit, without losing their effectiveness, UVA rays, which are increasingly used for their sanitizing function.

SYNERGIES WITH OTHER REALITIES

ATENA LUX is part of “Luce in Veneto,” a dynamic and innovative cluster of about 50 small and medium-sized companies belonging to the lighting sector and settled mainly in the Veneto Region. Through collaborations and connections with different companies, ATENA LUX has the opportunity to bring its specific skills into play in order to generate synergies and new business opportunities, bringing the expression of Italian style to the world.

“Safe Place” and “Internationalization in the U.S. and Canadian Markets” are the two European projects approved in 2020 that see ATENA LUX’s participation with the aim of increasing collaboration with partners in the lighting industry or complementary sectors and with international stakeholders. These projects are aimed at supporting the innovation and internationalization of the companies belonging to the network, as well as promoting partnerships to build experiences that can increase their know-how.



THE SAFE PLACE PROJECT

The “SAFE PLACE project.

IoT systems for healthy and safe living environments” co-funded by the Veneto Region under the ROP 2014-2020 Action 1.1.4 (DGR 822/2020) finally closed on 31/12/2022.

The company worked to develop a prototype lighting fixture, identified as SAFE WAY, for indoor use integrated with a sanitization system to improve the quality of life of people forced into long periods of lockdown or long-term care. The lighting system integrated the principle of Human Centric Lighting (HCL), i.e., automatic dimming systems that allow self-adjustment of light intensity and colour temperature according to the natural succession of hours during the day.

The lighting body has been further implemented from the point of view of lighting functions by adding the RGB LED circuit inside, with the function of changing colours and setting customized light scenes to be used as needed.

The final lighting fixture provides a modular LED system with direct and indirect emission, composed of an extruded aluminium profile, which can be used either individually or in a continuous row to create seamless cuts of light. The luminaire also performs the function of sanitization thanks to the inclusion of a bipolar cold plasma ion generator inside it, which operates continuously and safely. Made in a pendant version for use in commercial and office environments, with low luminance optics, or wall-mounted for use in residential environments and clinics/RSAs, with opal optics for diffused light.

The project was finally concluded with the installation of some lighting fixtures within the premises of la Fenice Green Energy Park, the university research campus at the city of Padua. In this context, all the technologies developed within the SAFE PLACE project were installed and tested to then be studied and verified by institutions.

The project is involved in the area of Intelligent Specialization Sustainable Living and is within trajectories of development of technologies related to home automation and automation for improving the quality of life, new building design and development, building energy management, security in living places and privacy, and development of solutions for independent living.

Finally, the project in its complexity made use of the most recent technological innovations in the areas of micro/nano electronics, photonics, nanotechnology, and advanced materials.

The innovation drivers relevant to the three Regional Innovative Networks involved were environmental sustainability, active aging, and energy efficiency.

THE PROJECT “DEVELOPMENT OF THE VENETO SMART LIGHTING COMPARTMENT IN THE NORTH AMERICAN MARKET.”

The project is part of the European projects approved in 2020 and is aimed at deepening knowledge of the North American market and participation in major trade fairs with the aim of intercepting new potential buyers to implement its commercial presence abroad.

As part of the activities aimed at internationalization, the creation of BIM (Building Information Modelling) objects has been identified as being of common interest for an increased presence at design firms around the world, with a particular focus on North America.

As part of this project, ATENA LUX planned to create a BIM library of its lighting fixtures and head beams to be made available to designers around the world.



BIM as a methodology applied to lighting in an innovative and pioneering way

BIM is more than just a technology; it is a working philosophy that integrates information, collaboration, and coordination into all phases of a project.

With BIM, the company can enable the designer to create detailed models of architectures and made accessible to all team members. This allows designers to explore product features in detail, test their lighting effectiveness and predict how they will integrate into the environment. Customization becomes the norm, with products optimized to meet the specific needs of each client, ensuring usability and control of the entire project.

Safety and regulatory compliance: hospital head girders

In a critical environment such as a hospital where safety is paramount, lighting plays a key role in creating safe and comfortable environments. Using BIM, lighting scenarios can be simulated during the design phase, assessing how light affects visibility and colour perception in different hospital areas. This level of detail helps prevent accidents and ensures that all products meet strict safety and lighting regulations.

Product life cycle management

BIM is not limited to the design phase; it extends to the entire product life cycle. Building managers can use this technology to monitor the status of lighting products over time, plan preventive maintenance, and provide timely assistance in case of failures. This reduces downtime and ensures that hospital lighting remains efficient and reliable over the long term.

Documentary excellence

Finally, BIM enables the company to create complete and detailed documentation of all its lighting products, which becomes a valuable tool for building management over time and for future renovation or expansion projects. The data are easily accessible and updatable, greatly simplifying maintenance and management operations.

The Atena Lux project is intended to take lighting in hospitals and in general, to new levels of efficiency, sustainability, and safety. This commitment to innovation and excellence is redefining the way lighting fixtures are designed, manufactured, and deployed, with tangible benefits for hospitals, patients and healthcare professionals. Through the development of the BIM library, this information is conveyed within the models in a clear and comprehensive manner.

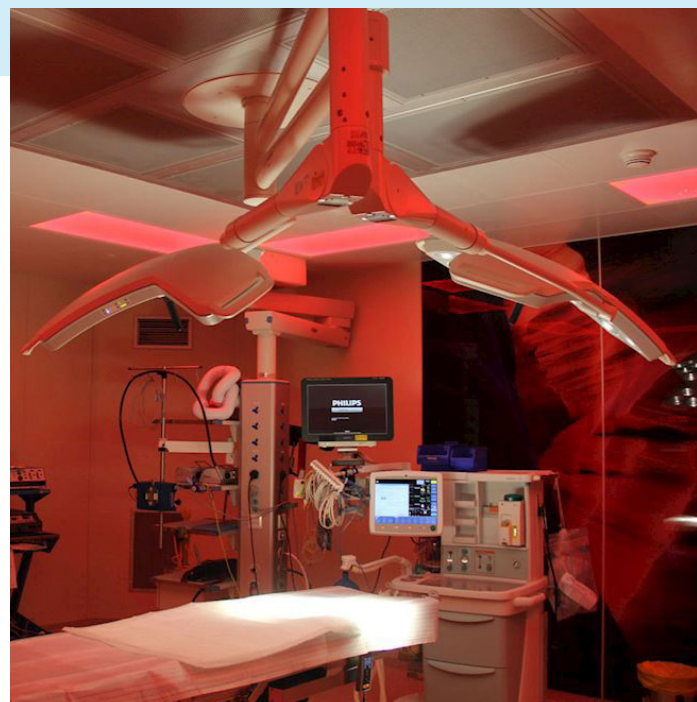
5.7 SPECIAL HOSPITAL SOLUTIONS

OPERATOR BLOCKS

In recent years, the company has developed a network of important collaborations and clients in the world of healthcare, and today ATENA LUX is internationally recognized for its quality proposal regarding lighting systems specifically for operating rooms.

Within these healthcare environments, where innovative technologies and safety are combined, there are multiple factors to pay attention to during the design phase. Light plays a key role while providing a comfortable environment for the patient, efficient for the operator, and integrating safely and aseptically with the operating room ceiling system.

ATENA LUX's customers, predominantly foreign for this product, are companies in the healthcare world that specialize in creating state-of-the-art healthcare environments, primarily through the use of prefabricated technologies and a focus on safety and design.

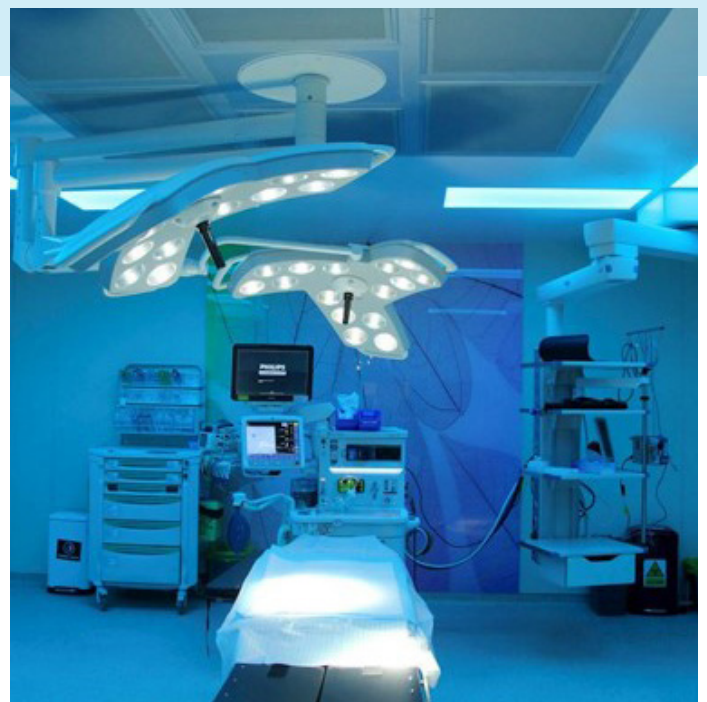




ATENA LUX's lighting fixtures are created to integrate perfectly with the suspended ceiling, creating a technical-aesthetic unicum to ensure high standards of safety and hygiene, guaranteeing through LED technology maximum comfort for patients and operators.

The ceiling and lighting system is certified for air-tightness, resistance to chemical corrosion, and micro-particle purity, and the panels and lamp bodies can be treated with special antimicrobial paint to help maintain the required levels of environmental healthiness.

The technological part of the luminaire body involves the use of Tunable White LED sources and RGB LEDs. The variable colour temperature (2700K-6500K) is particularly used within the operating block for a higher standard of visual comfort for the medical team and the patient, as well as the different chromaticity of light (RGB), such as red and blue, help in bringing out more of the different tissues of the human body.



CLEANROOMS



In collaboration with companies involved in cleanroom design and installation, ATENA LUX luminaires are installed in contamination-controlled environments. These solutions are able to guarantee, in addition to the high degree of asepticity, the maintenance of the required environmental conditions within these specific environments.



Specific lighting solutions for clean rooms house special LED sources: AMBER Light and White Light + Red Light. Versions with selected LED sources presenting wavelengths between 550 and 690 nm, with characteristic amber-orange light, protect certain materials sensitive to ultraviolet and infrared rays in processing or storage environments (laboratories, industries).

Infrared LED light sources presenting wavelengths between 630 and 675 nm are generally used to study the behaviour of guinea pigs in laboratories.



HUMANIZATION OF ENVIRONMENT

The multiple customizations of medical systems and lighting fixtures that integrate with the existing furnishings have as their primary objective to improve the hospital atmosphere for the patient by making the care environment as less aseptic and medical as possible. Starting from listening, from the analysis of the client's needs, passing through collaboration with designers, architects, and engineers specialized in the medical sector, the final product is realized thanks also to project synergies with plant designers, interior designers, and medical gas specialists.

These projects include a careful study of finishes with the aim of minimizing the environmental impact of the wall-mounted technical headboard as much as possible, which must integrate lighting functions, medical gas distribution, and nurse call management.

Design work, coordination with other players, and research and development lead to the creation of technical electromedical systems with improved aesthetic and environmental impact. The end result is an efficient and quality humanized system.

As a matter of fact, all custom realizations involving ATENA LUX's bedhead beams follow the certification process and comply with all mandatory regulations in the hospital field as indicated by the new MDR Directive 2017/745. Therefore, in relying on ATENA LUX, hospital companies can count on a safe, certified and unique product.



INSTALLATION AT PALAZZO BALBI IN VENICE

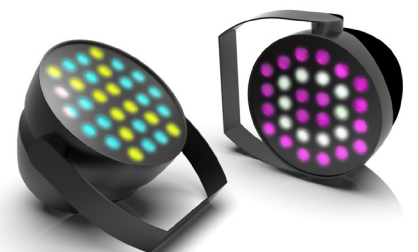
In August 2022, the scenic effect lighting of the facade of Palazzo Balbi in Venice, home of the Veneto Regional Council, was completed. For this prestigious achievement, an LED lighting system was designed to dynamically and dramatically illuminate the facade of this building on the banks of the Grand Canal. Positioned on the “bricole” in front of the building, being a humid and saline environment, special stainless steel brackets were used, therefore, both the mechanical part and the technological content were carefully designed.

The company went along with the client's request to have decorative lighting that could change colour according to the needs of the moment (holidays and festivities). The system was made with adjustable spotlights using the latest generation of LED sources, through remote management of the system it was possible to program times and modes of facade lighting.

For ATENA LUX it was an opportunity to highlight its technical know-how and demonstrate reliability and professionalism even in realizations that are not customary for the company.



The AQUABEAM product was nominated for the Venetian Smart Lighting Award 2022, for the category “Special prize: CULTURE LIGHTS - Lighting products and solutions for the cultural heritage.”



5.8 EXHIBITION ATTENDANCE

ARAB HEALTH 24-27 JANUARY 2022

The Arab Health trade show, the largest hospital industry event in the Middle East in Dubai, has been a fixture for Atena Lux for seven years now. During the last edition, the company presented its range of sealed lamps and ceilings for operating rooms and aseptic environments, with specific LED applications (Tunable White and RGB). While, regarding the headlamp range, a customized version for intensive care was presented, as well as an example of how electromedical devices can be efficiently and attractively integrated with hospital furniture.



LIGHT+BUILDING AUTUMN EDITION - OCTOBER 2-6, 2022

Autumn Edition of the international fair dedicated to the world of Lighting, whose last edition dates back to 2018 and postponed to autumn due to Covid, was the long-awaited opportunity for ATENA LUX to present itself in an innovative and original way in the world of lighting. Despite having concentrated in recent years on the promotion of hospital products, the company wanted to affirm its presence in the world of lighting with an original and technologically innovative exhibition.

The stand project, created by the architect. Nicole Filippi has planned a true sensorial experience for visitors, aimed at accompanying them on a journey where light and form have merged into an art capable of arousing authentic emotions.

Numerous lighting innovations were previewed: from design projects, to sound-absorbing lighting, to the line dedicated to horticulture.

Sustainability, innovation and nature were the trait d'union of the five days.

The luminous corridor welcomed travelers on the wave of cycles of colors and images that intertwined to convey the emotion that this architectural lighting system for external facades.

This system, created with the aim of embellishing the historical and cultural value of buildings while taking into account the environmental context, uses remotely managed high-efficiency LED sources to create luminous scenography.

Among the novelties presented by the company also a new line of products that integrates luminous and acoustic comfort and a special range of floor lamps and suspensions that leave freedom of customization in finishes and details, designed for living, work and art environments.

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Sustainability, innovation and nature were the trait d'union of the five days.

The luminous corridor welcomed travelers on the wave of cycles of colors and images that intertwined to convey the emotion that this architectural lighting system for external facades. The PIXEL LED system previewed during the event was created with the aim of embellishing the historical and cultural value of buildings, taking into account the environmental context which today more than ever requires sustainable lighting systems. At the base, according to the philosophy of ATENA LUX, the high efficiency light sources are managed according to the criterion of energy saving and in compliance with the regulations against air pollution.

Among the novelties presented by the company also ORCHESTRA, the new line of products born from an elegant synergy between luminous and acoustic comfort, and LAMBDA, the new line of floor lamps designed by architect Nicole Filippi, which leaves absolute freedom of customization in finishes and details, for focused or diffused lighting, designed for living, work and art environments.





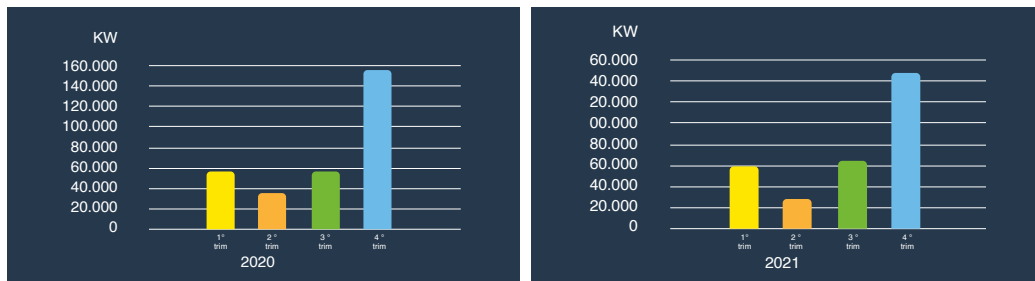
6. ENVIRONMENTAL CARE

6.1 MANAGEMENT OF ENERGY AND WATER RESOURCES

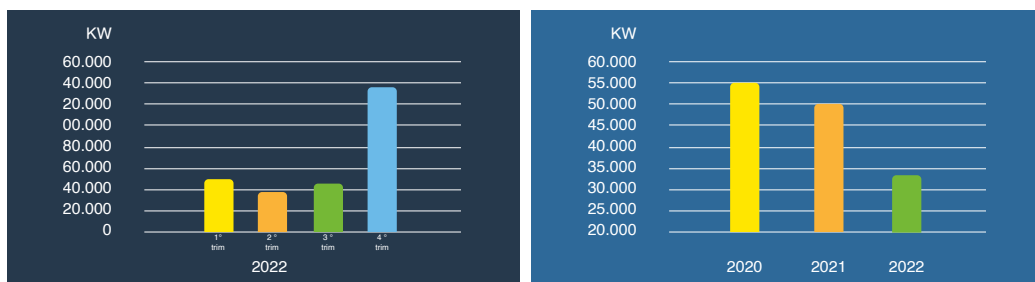
ATENA LUX's sustainability journey began as early as 2018 when a 75 kW photovoltaic system was installed with the move to its new headquarters in Gruaro, which contributes about 30 percent of the plant's electrical needs.

The company also contributes to improving the environment by limiting carbon dioxide emissions into the atmosphere by purchasing 100 percent of its electricity from renewable sources.

However, abetted by soaring costs during in the year 2021, the company has made substantial changes to the modus operandi of all involved within the company's spaces in order to conserve resources and limit consumption. Over the past three years, water and energy consumption have been analyzed and some internal procedures have been activated to change some customary behaviours, such as identifying times for turning on and off the lighting and heating system to incentivize savings.



As the graph shows, greater attention to electricity use led to a 13% reduction in consumption compared to the previous year.

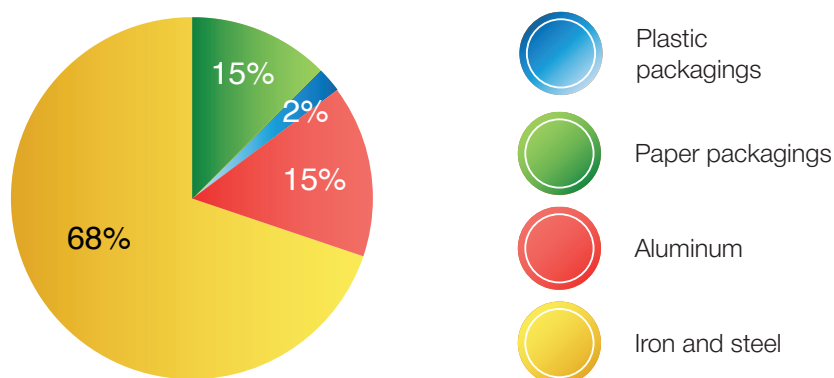


6.2 MANAGEMENT AND REDUCTION OF WASTE

Atena Lux is committed to minimizing the production of waste in the production departments and within its offices and adequately train the personnel in charge of management.

In the production area, bins are provided for the collection of plastic packaging, cardboard, steel, aluminium and dry non-recyclable waste; wood from the use of pallets is reused.

In the administrative offices, separate collection is provided for paper and plastic, and inside the canteen, wet and glass are collected separately.



Regarding the management of mixed packaging, increased training and awareness of the materials used, requiring suppliers to commit to using single-material or otherwise more recyclable packaging, is leading to the improvement of separate waste collection in each production department.

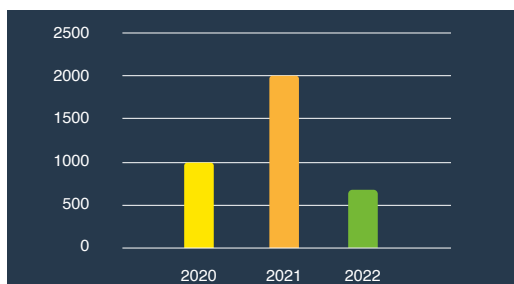
In coordination with the waste pickup company, guidelines have been established for proper management of disposable materials, further reducing the amount of mixed waste.

ENVIRONMENTAL COMPLIANCE

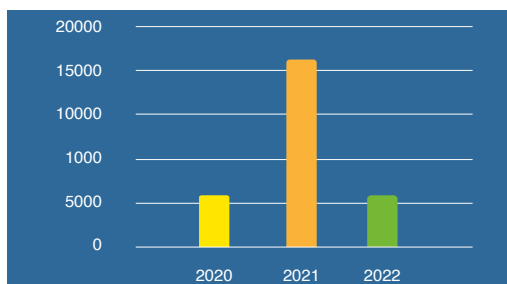
Management of compliance and updating to environmental regulations is outsourced.

The company has a permit for the welding fume extraction system, which is constantly kept efficient by regular maintenance.

PLASTIC PACKAGINGS



ALUMINUM



METHODOLOGICAL NOTE

This year ATENA LUX SRL presents its third sustainability report, confirming its responsibility to a sustainable development plan and its commitment to make information available to all stakeholders in a clear and transparent manner. The document testifies to the awareness that sustainability is of strategic importance within the way of doing business and the path of awareness raising undertaken with the main corporate functions.

The reporting principles dictated by the GRI standards were followed for preparation.

- Global Reporting Initiative, according to the “with reference” option. The GRI standards are the most widely used reporting framework for sustainability issues internationally and promote public reporting of sustainability actions through the use of indicators.

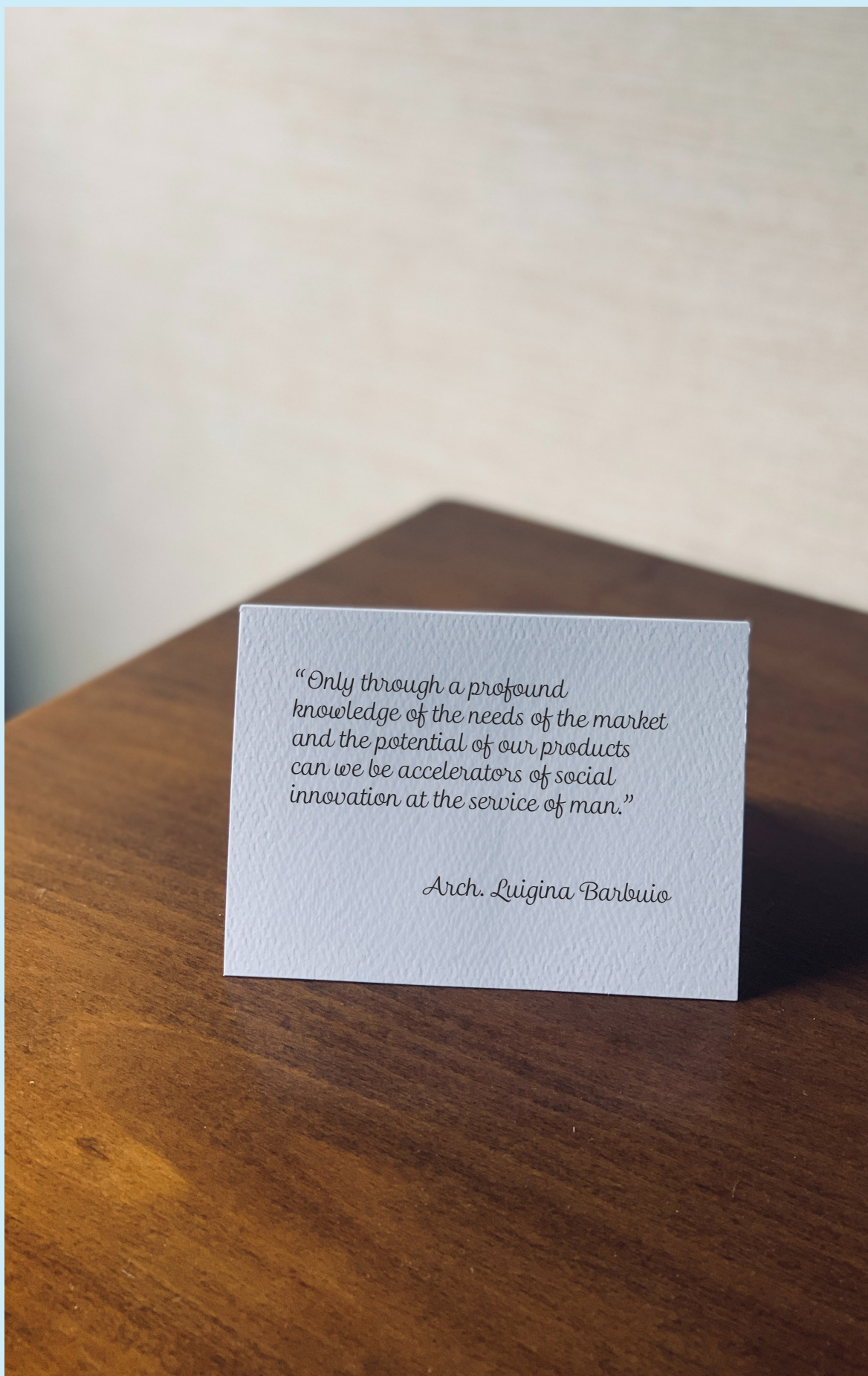
Contextually, ATENA LUX SRL is guided by the action agenda of the 17 Sustainable Development Goals, SDGs, signed in 2015 by the governments of the 193 member countries of the UN. Using reporting tools, the company is able to identify significant impacts on the economy, environment and society and communicate to all stakeholders according to globally recognized standards.

The reporting period analyzed for the third sustainability report is 2022 and corresponds to the financial reporting period. The update of the data in the sustainability report will be on an annual basis. The document is not subject to evaluation by third-party entities.

The material issues identified are applicable to the plant located at 33 Via Giai, in the municipality of Gruaro (VE). The entities included in the sustainability reporting are the same as those included in the financial reporting.

For any information on the sustainability path undertaken by ATENA LUX SRL and described in this document, please contact Eleonora Cracco marketing@atenalux.com.

This document was published on: October 10, 2023



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		Our business model	9,10	
GRI 2: General Information 2021	2-2 Entities included in the organisation's sustainability reporting	Methodological note	49	
GRI 2: General Information 2021	2-3 Reporting period, frequency and point of contact	Methodological note	49	
GRI 2: General Information 2021	2-4 Review of Information	-	-	There are no revisions
GRI 2: General Information 2021	2-5 External Assurance	-	-	External assurance is not foreseen.
GRI 2: General Information 2021	2-6 Activities, value chain and other business relationships	Our business model	9,10	
GRI 2: General Information 2021	2-7 Employees	The people of Atena Lux	27	
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SUSTAINABILITY REPORT 2022

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GRI 404: Training and education 2016	404-2 Employee skills upgrading and transition assistance programs	The people of Atena Lux	25-26	



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