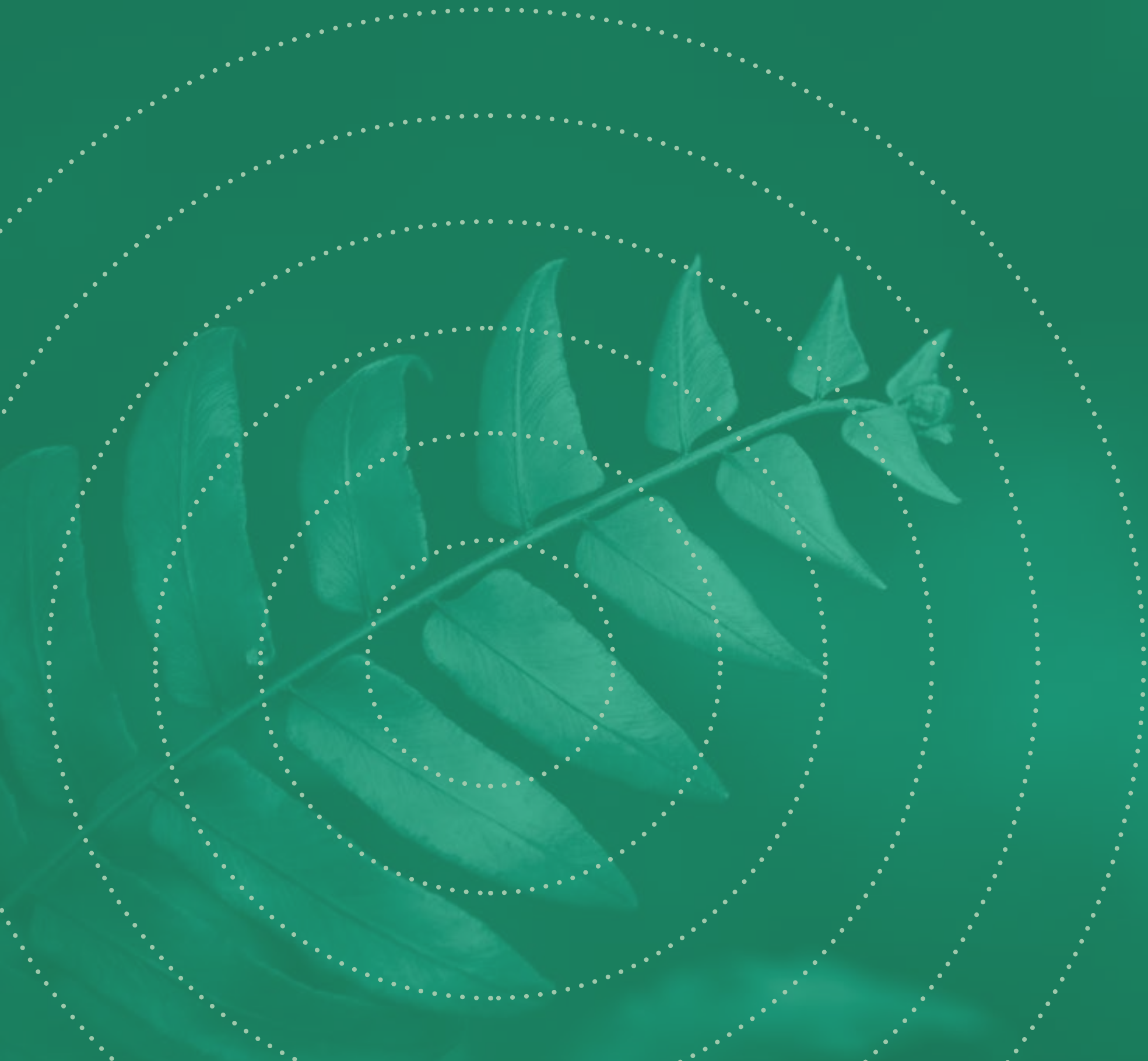


Sustainability Report 2024



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Letter to Stakeholders

In 2024, GDS took a further step in its growth path, on an evolution towards an increasingly aware and integrated business model oriented towards the long-term.

We celebrated 45 years in operation with the same spirit that has accompanied us since the beginning – transforming technology into real value, building solutions that improve people’s lives, operating in a transparent way, with respect for the environment, human rights and the communities in which we operate.

Today, in a global context marked by strong changes, our commitment to a sustainable growth model is strengthened, with the strategic integration of environmental, social and governance factors. Sustainability is no longer just a responsibility but is a guiding criterion in our industrial and commercial decisions, in the design of products, in the selection of suppliers and in the management of our people.

During the year, we started a concrete process of listening to and involving stakeholders, to garner expectations, priorities and perceptions of our key stakeholders. This is a fundamental step towards aligning our actions even better with the impacts generated and to build a strategy that is coherent, solid and shared.

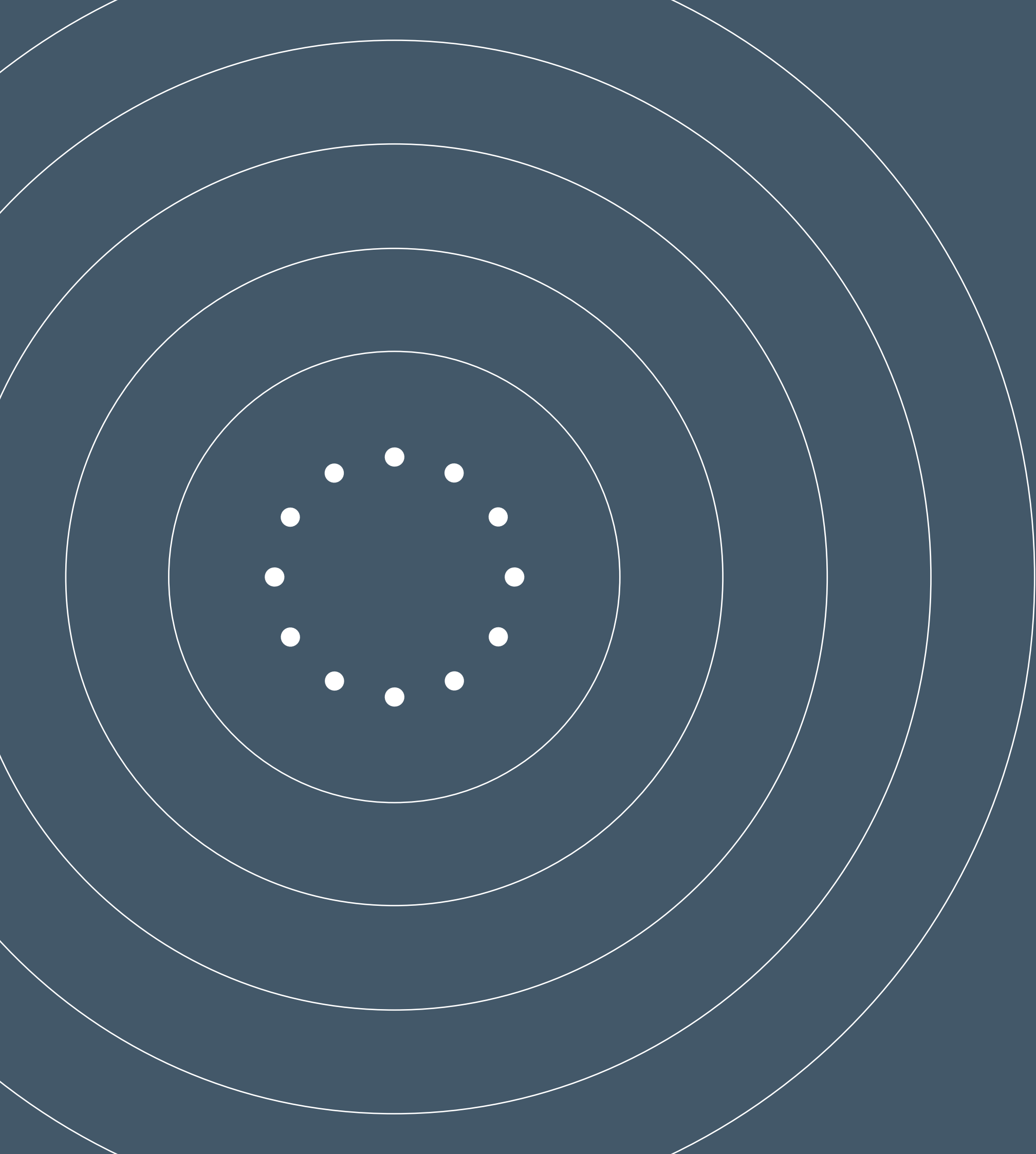
We have also extended our reporting perimeter, including companies operating in Germany, Taiwan and Australia, as a testament to our global positioning and willingness to account for our actions in a transparent manner, in every part of the world in which we operate.

This report describes an organisation that evolves consistently, grows responsibly and aims to generate concrete value, always focusing on people and the environment.

We share this text with you with the aim of promoting transparent and constructive dialogue, in the belief that sustainability is a path to be paved together, day after day.

With gratitude for your trust and cooperation,
happy reading!

Giovanni Cariolato
President & CEO
Global Display Solutions



chapter 1

GDS

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Highlights

GDS is a global industrial company specialising in electronic systems with high added-value.

We design and produce in-house solutions for the Displays, Lighting, Printers and GEMS sectors, while supporting companies in the energy transition process (Green Tech).

Our values – Innovation, Reliability, a GLocal approach and Sustainability – guide every choice.

Future commitments

Further strengthen the integration of ESG principles into business strategies, with particular attention to the supply chain and sustainable innovation.

Our identity

The identity of GDS – Global Display Solutions – is based on solid and shared values of excellence, responsibility and value in all relationships. These principles guide our choices and define the way we operate, with the constant aim of improving company standards, generating a positive impact on the environment and society, plus building lasting relationships of trust and collaboration with all stakeholders.

Founded in 1979, GDS has achieved a significant milestone in 2024: 45 years of history and innovation, the result of the collaboration, passion and vision of an extraordinary team. As CEO, Giovanni Cariolato underlines,

"GDS is, and always has been, built by people. Those who have laid the foundations, those who contribute with dedication today and those who will continue to shape our future, are at the centre of everything we do. We reflect on our legacy with pride and look to the future with determination. Together, we are ready to face the challenges and opportunities of tomorrow."



Today, GDS is a global industrial company specialising in the design and production of high value-added electronic systems, with a diversified offer aimed at the following markets:



Displays

Solutions for Digital Signage: DOOH ADV, Quick Service Restaurant, Transportation.

Lighting

LED lighting solutions for urban, road and industrial environments.



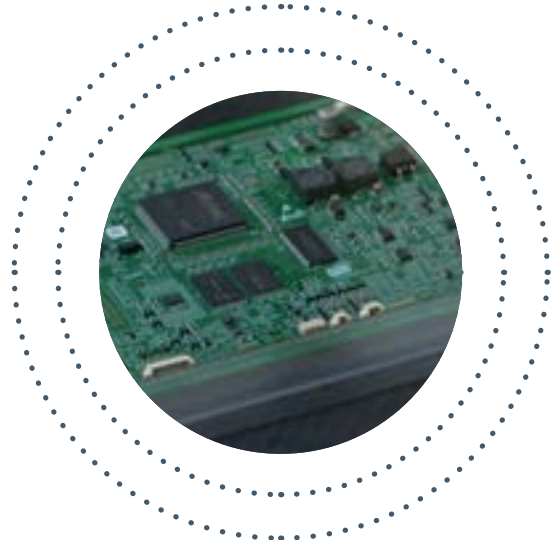
Printers

Thermal, transactional and serial impact printing solutions. Front office, professional and industrial applications.



GEMS (Global Electronic Manufacturing Services)

OEM (Original Equipment Manufacturer) solutions include HMI (Human-Machine Interface), M2M (Machine to Machine Interface) as well as IoT and integrated connectivity solutions.



Green Tech

Solutions for energy efficiency and support for companies that want to start a process of energy transition.

Thanks to a deeply-rooted culture of innovation and continuous investment in Research & Development, GDS is able to design and produce advanced technological solutions and offer a global platform of electronic production services for the markets in which it operates.

Choosing GDS means trusting in an industrial partner that looks to the future with responsibility, putting people, innovation and sustainability at the centre.

Certifications

The certifications we have obtained represent a concrete recognition of our commitment to quality, the environment, safety and responsible innovation.

All certifications are validated by independent third parties, to guarantee the transparency and reliability of our work.

Constantly updated, these standards confirm our willingness to operate in line with ESG principles and the expectations of our stakeholders.



ISO 9001 certification



ISO 14001 certification



ISO 45001 certification



ISO 27001 certification



UNI/PdR 125:2022 standard



Ecovadis Sustainability Rating



EN 13032 standard



EPDItaly, certified LCA Tool



CTF Stage 2 accreditation



GDS is part of the TALQ consortium



TransQ supplier qualification system

1979

CA&G Elettronica in Italy and Emco Electronics in the United Kingdom were founded in Italy and the United Kingdom, respectively. The two companies would eventually merge to form Global Display Solutions.

1980

We developed the first sunlight-readable CRT display for ATMs and partnered with Honeywell for our printers.

1990

We are now a world leader in the production of displays for ATMs. In the meantime, we have strengthened our strong presence in the marine, medical and transport markets.

2000

Growing further into new territories and markets (such as Digital Out Of Home), we opened new production facilities in China and Romania to consolidate a global industrial capacity. We also acquired Compuprint, expanding our presence in the printer market.

2010

From our decades of experience in LED technology came the Lighting division, dedicated to the design, development and creation of LED lighting solutions – entirely *in-house*. The Display division benefits from the acquisition of Hantarex, a historic Italian display manufacturer.

2020

With the opening of a new plant in Tunisia, we strengthened our strategic presence in the Mediterranean. We even opened a new site in Australia.

2024

We are opening a new sales and service centre in Germany, to strengthen our presence in the DACH area.

TODAY

Thanks to our transversal expertise in the fields of electronics, telecommunications, optics and LED technology, we operate as a global general contractor.



Our values

GDS is driven by a constant commitment to excellence and reliability, as well as a profound scrutiny of global dynamics and local specificities, together with a strong focus on sustainability.

Recognising a responsibility that goes beyond company limits, GDS is actively engaged in involving all stakeholders on the journey towards a sustainable future.



Innovation

For us, innovation is a way of life, a continuous drive for technological renewal, in the search for the most suitable solution for any application context. We also organise the most complex jobs with the utmost industrial expertise, preserving flexibility and attention to detail in every project. We guarantee engineering excellence in the in-house design of products and technologies, based on our consolidated experience in electronics.



Reliability

We build relationships of trust with partners and customers, listening to their needs to find the best solutions. A Code of ethics is followed in our behaviours and processes, sharing know-how. We are committed to meeting the On Time In Full No Error (OTIFNE) standards for delivery. We aim to offer the best quality products and services, measuring ourselves against market standards to meet the demands of customers, partners and end users.



GLocal

The best of global perspectives are combined with attention to the needs of local customers. Along the way, we maintain a global vision whilst providing tailor-made solutions that reflect the needs of each market in which we operate. We deliver excellent service by maintaining a strong bond with local communities and creating a positive impact globally and locally.



Sustainability

Our solutions respect environmental protection whilst preserving its resources because we believe that technology and innovation should be at the service of living beings. We care about the wellbeing and comfort of people and we work with the aim of constantly exceeding our limits. We deal responsibly and concretely with social issues, aware of the role that our reality can express for the territories in which we operate on a local level.

Governance

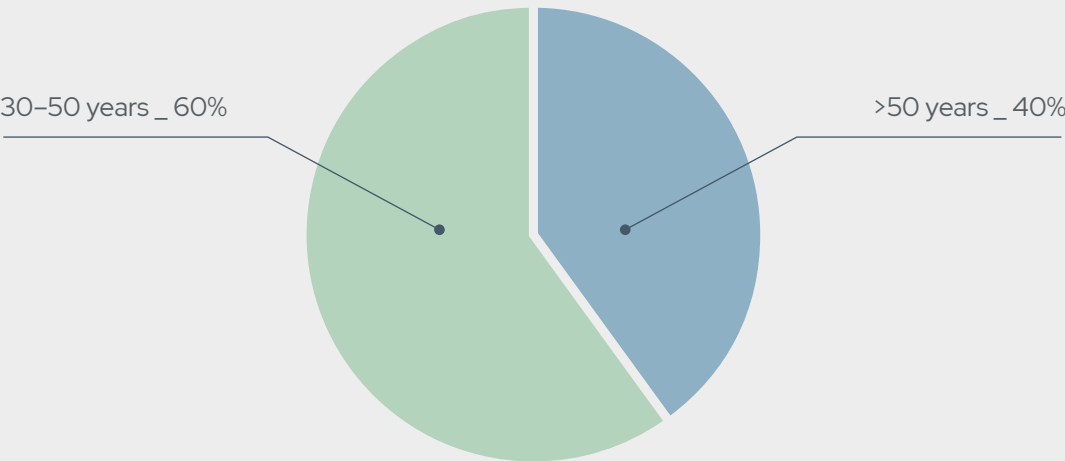
GDS operates with transparency, protecting the interests of all stakeholders through a strict and complete network of both internal and external controls. This approach ensures that the company operates in compliance with the highest ethical standards.

GDS S.p.A.'s business management model is based on the traditional administration and control system, divided into the following bodies:

- _ Shareholders' Meeting
- _ Board of Directors
- _ Board of Statutory Auditors

The Board of Directors, composed of 5 members as at 31st December 2024, includes representatives of the main categories of internal persons, in particular employees and shareholders. This composition guarantees a direct comparison with the strategic and value-based aspects of the company.

Composition of the Board of Directors by age group



The Board of Directors represents the highest governance body and directs the company's policies and objectives, including those in the Environmental, Social and Governance (ESG) fields. It is directly involved in the supervision of ESG activities, ultimately being responsible for the approval of the relative policies, practices and strategic guidelines.

To strengthen governance and compliance, GDS has established Committees and Coordination Teams dedicated to specific projects, composed of stakeholders from different levels and functions of the company. These multidisciplinary groups promote cross-risk management and ensure consistency in the implementation of compliance strategies.

In support of ESG risk management, structured risk assessment and management processes were activated in 2024, with the support of specialised consultants. The Sustainability Team then shared the results with the company management. The process has an annual frequency and constitutes a key element of the integrated governance model.

Finally, the company avails of independent bodies, such as the Supervisory Board and a third-party Auditing Firm, with powers of initiative and control, in charge of supervising and resolving any conflicts of interest. The management of such conflicts is guaranteed by the presence of independent Auditors and the adoption of Model 231 and the Code of Ethics as of August 2021, fundamental tools to promote behaviours consistent with the values of transparency, fairness and responsibility.

Networking advocacy

Throughout 2024, GDS actively participated in several associations in the sector (Confindustria Vicenza, Confindustria Veneto Est and Confindustria Canavese) taking on a significant role within these organisations.

These associations represent an important channel of collaboration and knowledge exchange for GDS, contributing to promoting development in the sector and fostering dialogue with other market players.

GDS' commitment to advocacy is likewise evident through its membership to national and international advocacy organisations and trade associations. In particular are The World Out of Home Organization for GDS S.p.A., ASSIL (National Association of Lighting Manufacturers), AIDI (Italian Lighting Association) and the TalQ Consortium for GDS Lighting.

These associations play a crucial role in promoting and supporting the values, initiatives and objectives shared with other business organisations, working towards sustainable and responsible growth.

Associations are an important tool for collaboration and networking that allow the company to share best practices and innovative approaches with other market players.



Ethics and Compliance

GDS has adopted certain tools such as the [Code of Ethics](#), the Integrated Quality, Information Security and Gender [Equality Policy](#), the [Environmental, Health and Safety Policy](#) and the Ethical and Sustainable Purchasing Policy to ensure an ethical approach as a prerequisite for every action within its business activities.

GDS is likewise committed to raising awareness and training its staff, as well as informing suppliers and partners to prevent and combat corruption and illegal practices, including with regard to relations with communities, entities and institutions, suppliers and customers. In addition, when evaluating a supplier, GDS ensures that it complies with its Code of Conduct.

In Italy and in Romania, the company has set up a [Whistleblowing channel](#) for anonymous reports, in order to ensure an adequate flow of information on anomalies or violations of the rules of ethical and legal conduct, drawn up by the company or required by law.

The reporting channel will be progressively extended to other locations and can even be used to receive and manage reports related to gender equality, given that GDS S.p.A. adheres to the system referred to in UNI PDR 125/2022 on Gender Equality.

Code of Ethics and human rights

The GDS Code of Ethics collects and presents the values rooted in the company culture, guiding the actions of all those who work within the organisation.

This code further establishes the ethical commitments and responsibilities of GDS directors, employees and associates, both in the exercise of business activities and in the management of relationships.

GDS is committed to promoting ethical practices and protecting human rights, basing its work on key principles of:

- **Respect for dignity and individual rights**

We guarantee that any form of employment is voluntary, respecting the freedom of choice in the workplace.
- **Support for freedom of association**

We guarantee employees’ rights to join or form trade unions without fear of discrimination or retaliation.
- **Zero tolerance for forced labour**

Any form of forced labour is strongly condemned, affirming the fundamental importance of freedom of professional choice.
- **Diligence in procurement**

We are actively committed to avoiding the use of raw materials that could directly or indirectly contribute to financing armed groups involved in human rights violations.
- **Safe and inclusive work environment**

In recognising the value of the wellbeing and safety of each individual, we ensure a working environment free from violence, harassment, abuse or discrimination.

Through these commitments, GDS not only promotes a fair and respectful working environment but also contributes to global efforts to prevent human rights abuses along supply chains.

Security personnel trained in human rights policies or procedures	2022	2023	2024
Total number of security personnel	33	49	61
Number of security personnel who have received formal training	33	49	61
Percentage of security personnel who have received formal training on the organisation’s specific human rights policies or procedures and their application to security	100%	100%	100%

Transparency and anti-money laundering

No significant cases of non-compliance with transparency and anti-money laundering laws and regulations were determined in 2024.

GDS recognises transparency, integrity and fairness as fundamental principles of its work. In this context, the company is firmly committed to the prevention of illegal conduct, with particular attention to the risks related to corruption and money laundering.

The main risk situations identified concern:

- **The offer or promise of money or other benefits to public officials, persons in charge of public service or subjects indicated by them**, in order to obtain favourable treatment or perform acts contrary to official duties
- **The undue request for financing, subsidies or public subsidies** in the absence of the required requirements, through corrupt conduct
- **The attempt to influence the outcome of public tenders** through illegal tenders or promises
- **The inducement of public officials to sign supply contracts** in favour of GDS through undue advantages
- **The creation of economic resources to be used for illicit purposes**, for example through the payment of amounts above market values to consultants or the approval of invoices relating to services not performed, in whole or in part
- **The promise or granting of money or other benefits** to avoid the imposition of administrative or criminal sanctions.

In order to prevent and combat behaviour that does not comply with laws and regulations on transparency and anti-money laundering, we have adopted a structured system of internal controls, procedures and policies, in line with current legislation on anti-corruption and anti-money laundering.

We also promote a corporate culture based on legality, responsibility and compliance with the rules, also through training and awareness-raising activities aimed at all corporate figures.



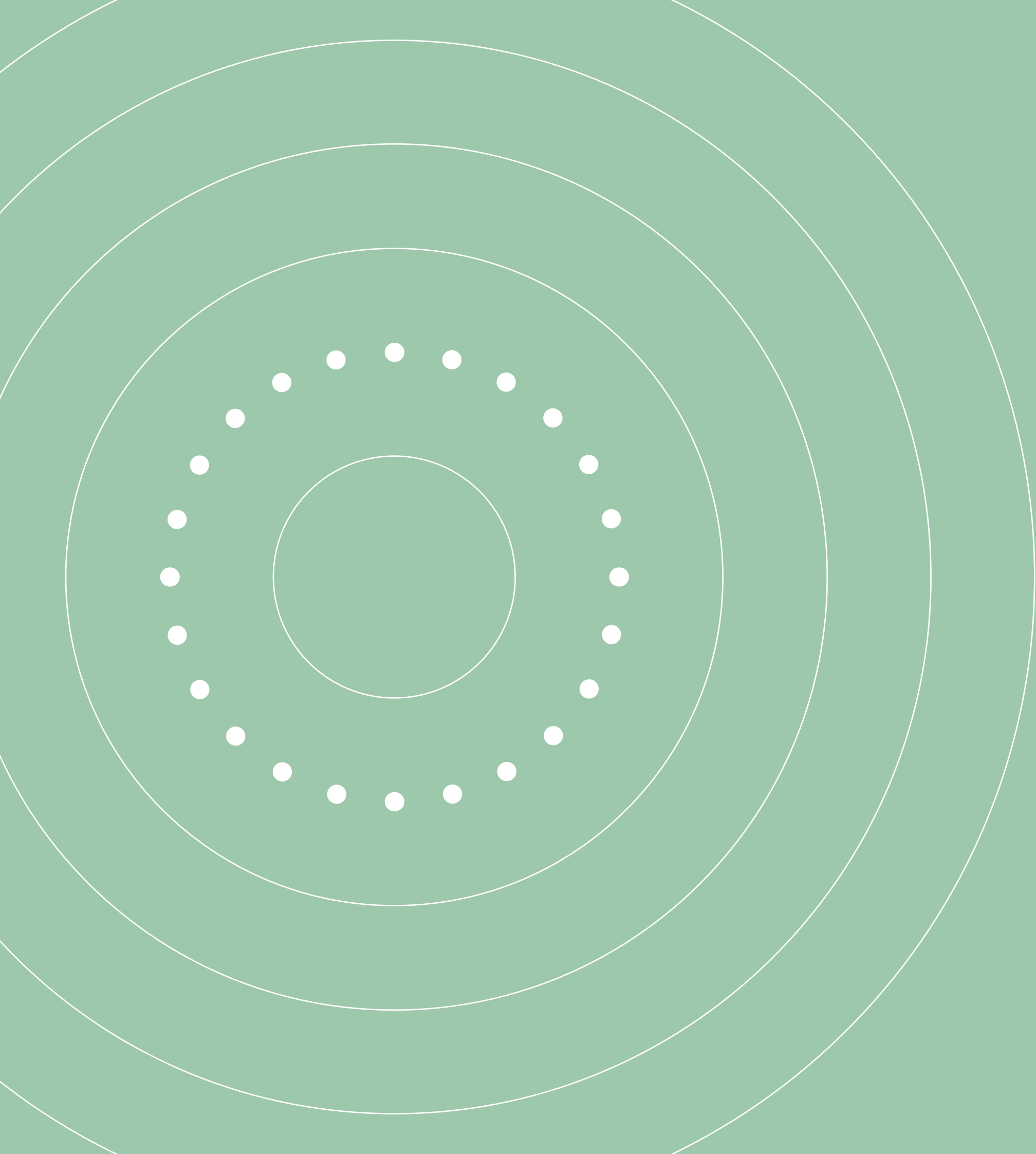
Protecting minors and youths at work

At GDS, we carefully distinguish between "child labour" and "young workers exposed to hazardous work" to identify and eliminate situations that deny children the right to childhood, education or that are harmful to their physical, mental, social or educational development. At the same time, we are committed to protecting young workers so that they are not exposed to hazardous working conditions in relation to their age.

To achieve this goal, we follow the conventions of the International Labour Organization (ILO), in particular Convention No. 138 on the Minimum Age for Employment and Convention No. 182 on the Worst Forms of Child Labour, which establish a list of hazardous jobs from which young workers must be excluded.

To ensure the safety of young workers, we impose specific requirements for risk assessment and management, offer safety training, ensure adequate breaks and limit working hours. In addition, we prohibit or restrict the employment of young workers in particularly dangerous activities.

In this context, GDS ensures compliance with these standards through careful due diligence of its practices and supply chains, thus preventing the exposure of young workers to hazardous work situations.



chapter 2

**OUR COMMITMENT
TO SUSTAINABILITY**

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Highlights

A survey of relevant stakeholders was conducted in 2024, the results of which highlighted health and safety, innovation and economic performance as priority areas for sustainability and the creation of shared value.

GDS has updated the Supplier Code of Conduct with stricter criteria on human rights, health and safety, environmental protection, combating corruption and social development. 44% of suppliers have already formalised their adherence, while the process of extending it to the entire supplier base is underway.

Spending on local suppliers in 2024 rose to 53%, registering an increase of more than 20% compared to 2022, confirming GDS’ commitment to supporting the economic development of the communities in which it operates.

Future commitments

Expand the dialogue with all stakeholders, with the aim of building a more inclusive and continuous system of dialogue, through participatory initiatives such as periodic surveys and thematic consultations, with the aim of structurally integrating social, environmental and economic issues into business decisions.

Extend the adoption of the Code of Conduct to involve an increasing number of suppliers, promoting a formal and shared commitment to principles of sustainability, ethics and responsibility throughout the supply chain.



Materiality assessment

2024 marked a significant strengthening of GDS' commitment to ESG (Environmental, Social and Governance) issues, in particular through the consolidation of the strategic role of the ESG Committee. Composed of representatives of different company functions, the Committee has been at the centre of a training and awareness-raising process aimed at spreading a culture of sustainability that is increasingly integrated into decision-making processes. This role has evolved strategically, with the aim of systematically analysing the impacts generated by company activities and identifying priority ESG issues for the integration of sustainability into the business model.

Starting from the topics identified in the 2023 Sustainability Report, an update analysis was carried out that included a critical review of existing issues and the proposal of new relevant topics. The entire set of topics was evaluated by assigning a score on a scale of 1 to 6, then subjected to a validation process by management.

This process has made it possible to identify the issues of greatest importance for the organisation and for its stakeholders, with a view to strategic alignment and transparency.

Based on the materiality analysis, GDS has mapped each relevant issue in relation to the indicators set out in the GRI (Global Reporting Initiative) standards.

Throughout the entire process, the ESG Committee has played an active role in identifying the actual and potential, positive and negative impacts generated by business activities and relationships on the economy, the environment and people. Particular attention was also paid to the impacts on human rights and the categories of stakeholders with whom GDS interacts directly or indirectly.

Negative impacts

From the analysis carried out, some areas of potential criticality emerge that, although managed responsibly, require constant monitoring.

Among the topics with the highest scores in terms of severity and probability, are emission reduction, equal opportunities, diversity and inclusion. These areas present a medium-high risk, with a probability of occurrence assessed at the highest level (6), indicating that, in the absence of targeted actions, they could generate significant consequences in the medium-term.

Responsible waste management was also a sensitive issue, with a high probability of negative impact over a longer time horizon. This highlights the need for continuous improvement of the solutions adopted, to ensure long-term effectiveness.

Finally, although occupational health and safety have lower severity and probability scores, the short time horizon suggests the importance of not lowering our guard and maintaining high standards of prevention and control.

Impact topic	Positive/ negative	Actual/ potential	Severity	Probability	Time horizon
Reduction of emissions	Both	Actual	3.2	6	Medium
Equal opportunities	Both	Actual	2.8	6	Medium
Diversity and inclusion	Both	Actual	2.8	6	Medium
Responsible waste management	Both	Actual	2.0	6	Long
Health and Safety	Both	Potential	1.0	2	Brief

Positive impacts

The analysis also highlighted the areas where GDS generates significant positive impacts, in terms of economic, social and environmental value.

The topics with the highest significance score were innovation, product quality and safety (5.0), followed by economic performance, energy efficiency and customer satisfaction (4.4), all with a high probability of generating concrete benefits (6).

Topics such as training, business ethics and waste management (4.0) confirm GDS’ commitment to promoting a responsible and corporate culture oriented towards sustainability.

Although less central in terms of immediate impact, emission reduction and sustainable production management (3,4) are also important levers for continuous improvement.

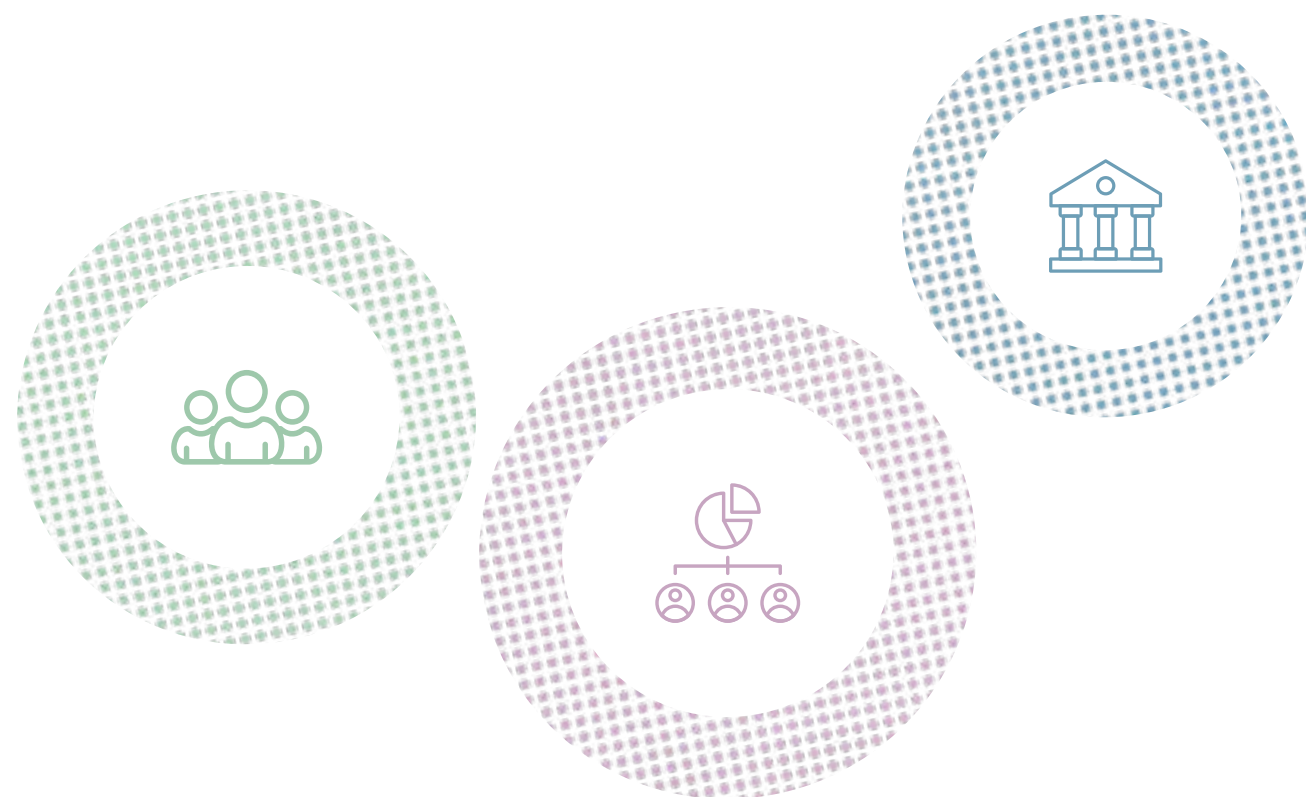
The issues related to diversity and inclusion (3.0) and equal opportunities (2.0) are considered areas where it is possible and necessary to further strengthen corporate action, to contribute to an increasingly inclusive and equitable organisation.

Impact topic	Positive or negative	Actual or potential	Significance	Probability
Innovation	Positive	Actual	5.0	6
Product quality and safety	Positive	Actual	5.0	6
Health and Safety	Both	Actual	4.4	6
Economic performance	Positive	Actual	4.4	6
Energy efficiency	Positive	Actual	4.4	6
Customer satisfaction	Positive	Actual	4.4	6
Data security	Positive	Actual	4.4	6
Responsible supply chain management	Positive	Actual	4.4	6
Welfare	Positive	Actual	4.4	6
Responsible waste management	Both	Actual	4.0	6
Training	Positive	Actual	4.0	6
Business ethics	Positive	Actual	4.0	6
Reduction of emissions	Both	Actual	3.4	6
Sustainable production management	Positive	Potential	3.4	5
Governance	Positive	Actual	3.4	6
Diversity and inclusion	Both	Potential	3.0	4
Equal opportunities	Both	Potential	2.0	4

Stakeholder engagement

Along with an assessment of the impact topics and the subsequent mapping of the relative links with the GRI standards, the stakeholder mapping has been updated, composed of:

- _ Customers
- _ Suppliers of services and raw materials
- _ Employees
- _ RSU (Unitary Trade Union Representation)
- _ Banks and credit institutions
- _ Certifying bodies and rating agencies
- _ Shareholders
- _ Bondholders
- _ Board of Directors
- _ Board of Statutory Auditors and Independent Auditors
- _ Public Administration
- _ Local communities and associations



Subsequently, GDS has activated a structured listening activity, with the aim of gathering the perceptions and priorities of the interlocutors considered strategic.

Through a dedicated survey, several key stakeholders were involved, including:

- _ customers
- _ Suppliers
- _ Credit institutes
- _ Board of Directors, management, employees and RSU (Unitary Trade Union Representation) of GDS

Each participant was asked to express an assessment of the impact issues identified by the ESG Committee and to report any further issues that, in their opinion, would have deserved attention in the materiality analysis process.

The responses collected made it possible to more accurately identify the areas perceived as most relevant for the sustainability of the company and for the creation of shared value, offering a solid basis for updating the materiality matrix and for the orientation of GDS' future ESG strategies.

Impact topic	Average total
Health and Safety	5.70
Innovation	5.66
Economic performance	5.65
Responsible waste management	5.64
Reduction of emissions	5.62
Energy efficiency	5.58
Sustainable production management	5.57
Product quality and safety	5.56
Governance	5.56
Equal opportunities	5.45
Customer satisfaction	5.44
Training	5.43
Data security	5.43
Responsible supply chain management	5.40
Business ethics	5.38
Welfare	5.37
Diversity and inclusion	5.25





The results of the survey indicate that health and safety is confirmed as the most relevant impact issue, with a score of 5.70, demonstrating how much stakeholders attach value to the wellbeing and protection of people who work in the company. Not far behind follows innovation (5.66) and economic performance (5.65), which highlight how crucial it is – in the eyes of stakeholders – to invest in research, development and sound financial management.

Issues such as responsible waste management (5.64), emission reduction (5.62) and energy efficiency (5.58) emerge amongst the priorities for stakeholders, reflecting a growing sensitivity towards environmental sustainability and process efficiency.

Governance (5.56) and customer satisfaction (5.44) are then among the most significant areas, underlining the importance of transparency and quality in relations with the market.

Despite slightly lower scores, issues such as welfare (5.37) and diversity and inclusion (5.25) remain relevant, indicating areas where GDS can further strengthen its commitment to a more equitable and inclusive corporate culture.

compared with the materiality that emerged internally, the analysis of the results of stakeholder engagement highlights a substantial alignment on the priorities related to positive impacts. With regard to negative impacts, the areas of improvement reported by the ESG Committee – emission reduction, equal opportunities, diversity and inclusion – are slightly misaligned with the priorities expressed by stakeholders, who have indicated health and safety as an area of greater importance.

Sustainable supply chain management

For GDS, responsible supply chain management is a priority to ensure procurement that respects the environment, workers' rights and the wellbeing of local communities. Sustainable supply chain management is essential for generating a positive impact on the economy, the environment and people, with particular attention to human rights.

The company actively promotes the same ethical, social and environmental principles that guide its activities with suppliers and partners. Underlying these commitments is the Code of Ethics, distributed in 2024 also to all new suppliers, to ensure adherence to high ethical, environmental and social standards. The Code addresses issues like child and forced labour, respect for human rights, environmental protection and the promotion of social initiatives.



The selection of suppliers is not only based on quality and competitiveness but also on social and environmental performance. Adherence to shared ethical values, being mandatory for all new suppliers, is a prerequisite for establishing lasting collaborations.

In 2024, an internal supplier rating system was developed to promote a more responsible and transparent supply chain management. The system integrates several ESG criteria including:

- _ Criticality with respect to geographical origin
- _ Product Class
- _ iSO certifications
- _ Additional environmental, social or product certifications
- _ Ecovadis or equivalent assessment
- _ Life Cycle Analysis (LCA)
- _ Preparation of a Sustainability Report

This approach allows for a comparable evaluation of the partners, facilitating the selection of suppliers aligned with the company's values in the environmental, social and governance realms.

To this end, GDS calls for conduct consistent with the principles contained in the Ethical and Sustainable Procurement Policy, the Anti-Corruption Policy and the Code of Ethics.

In 2024, GDS carried out a review of the Supplier Code of Conduct, strengthening its alignment with the ESG principles in the areas of human rights, health and safety, environmental protection, corruption prevention and social development.

During the year, GDS then launched a campaign for suppliers to sign up to the Code, which led to 106 suppliers joining out of a total of 240. The collection process is still underway, with the aim of progressively extending membership to the entire supplier base.

The self-assessment sent to suppliers has also been updated, always including ESG criteria. Together with the Code of Conduct, it allows GDS to collect useful data to build an ESG rating of suppliers and strengthen the sustainability of the supply chain.

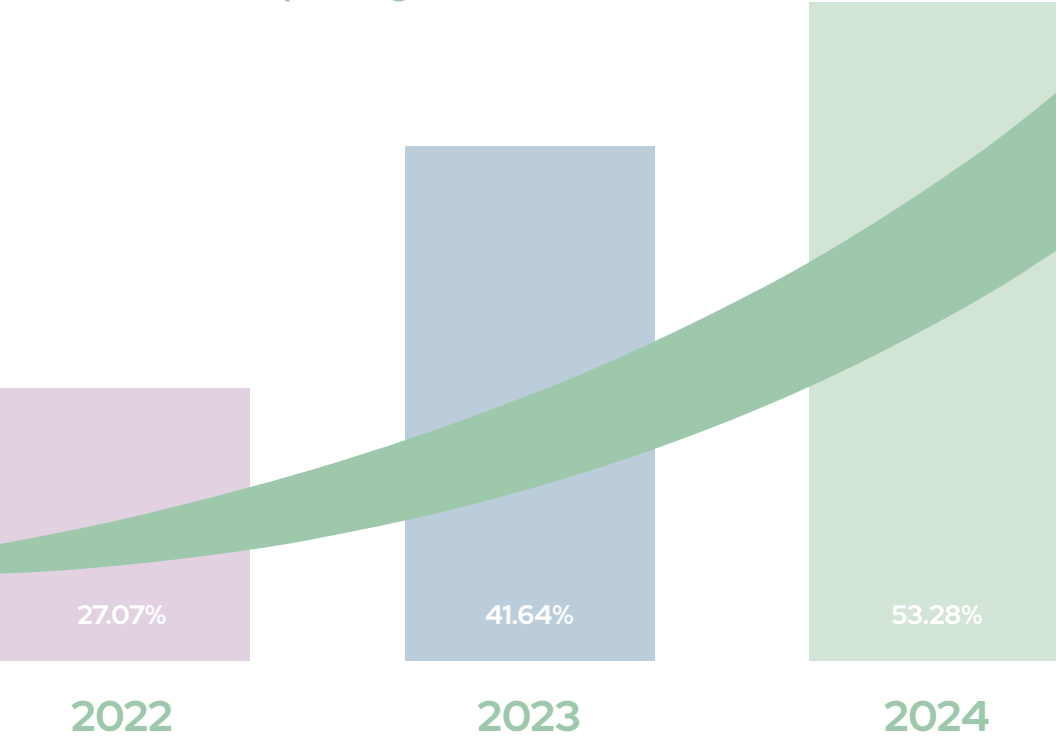
GDS favours partners with certifications recognised by third parties or assessed according to ESG criteria, thus promoting sustainability along the entire chain. Particular attention is paid to suppliers of raw materials with a significant share of post-consumer recycled materials, in order to reduce the ecological footprint and support the circular economy.

In 2024, our main aluminium supplier guaranteed an average composition of 50% post-consumer recycled material, whereas the steel used in production processes reached a share of 35% recycled content.

A significant part of the expenditure is allocated to local suppliers, in support of economic development and the resilience of the communities in which the company operates.

Through the Code of Conduct and assessment tools, GDS aims to extend its principles throughout the supply chain, generating shared value and strengthening the sustainability of the ecosystem in which it operates.

Incidence of local spending on the total



A local supplier is defined as a supplier located in the same state as the acquiring company. For the Rockford (IL) site, suppliers within 100 miles (approximately 160 kilometres) of the operational site are considered to be local.





Sustainable production management

The sustainability of production activities is one of GDS' main strategic objectives. To achieve these goals, we have chosen to work on the following:

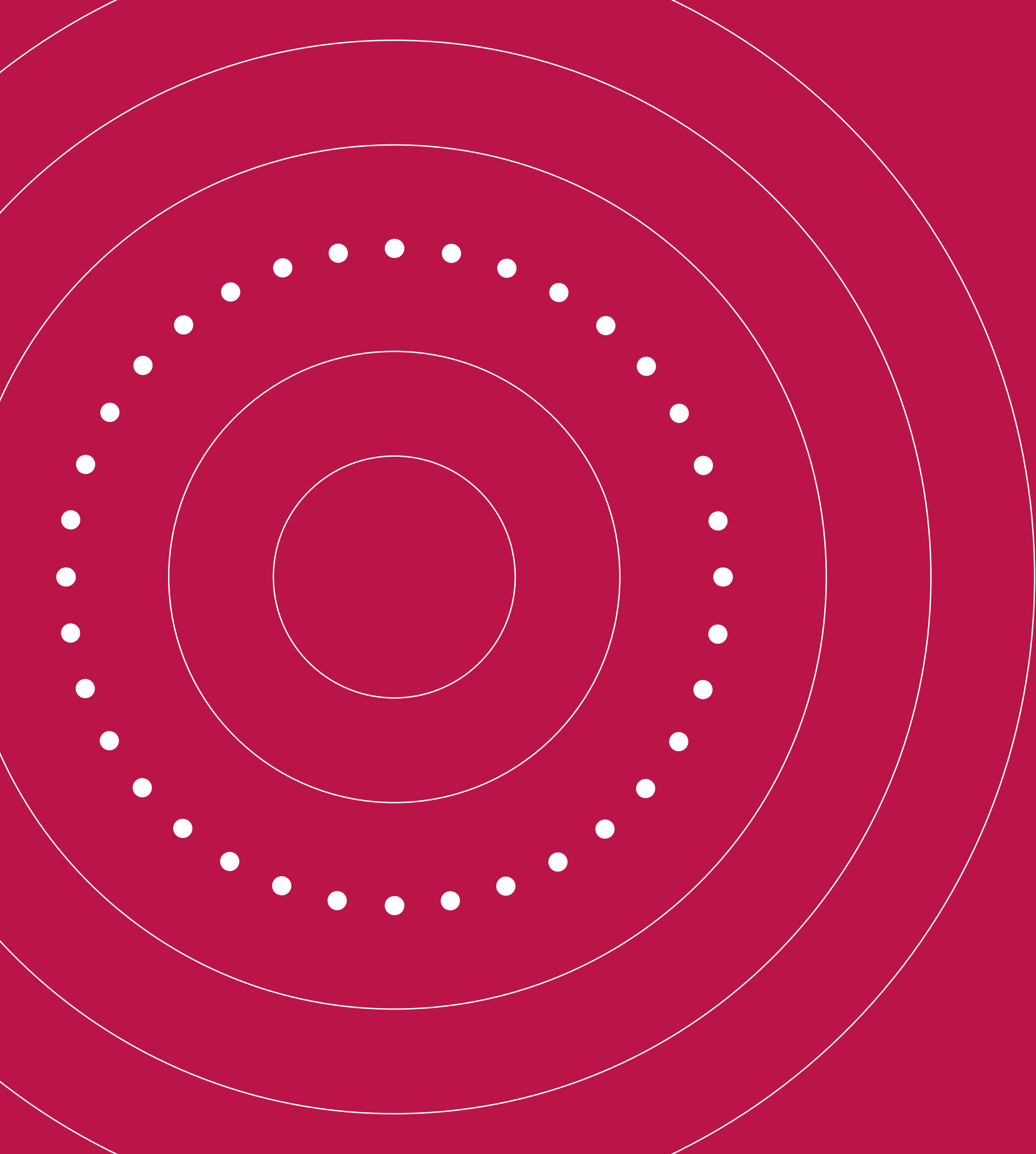
- _ **Promote awareness** of sustainability and social responsibility issues amongst all stakeholders
- _ **Innovate** to develop sustainable and competitive products
- _ **Improve production and energy efficiency** at all of our sites
- _ **Reduce waste production** through product reclamation and design
- _ **Decrease** the use of natural resources
- _ **Minimise air and soil pollution** along with water consumption
- _ **Increase the production of energy** from renewable sources
- _ **Reduce greenhouse gas** emissions

During 2024, GDS produced a total of 2,162.47 MWh of electricity from renewable sources through its own plants. Such production represents a key component of our sustainability and decarbonisation strategy.

Of this energy, 209.24 MWh were self-consumed internally, directly contributing to the reduction of withdrawals from the national electricity grid and, consequently, Scope 2 emissions.

These efforts reflect our commitment to sustainable and responsible management of production activities, contributing to a more sustainable future for all.





chapter 3

Innovation and eco-design

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Highlights

For over 45 years, GDS has cultivated a culture oriented towards continuous research, improvement and responsible evolution, with laboratories as the beating heart. In 2024, GDS Lighting laboratories were accredited by Intertek as a recognised SATELLITE Laboratory under CTF Stage 2.

GDS has adopted a strategy that aims to integrate all processes – from design to delivery – promoting innovation and industrialisation to ensure increasingly safe and effective products and services.

In 2024, the customer survey confirmed the value recognised by GDS in terms of reliability, quality of solutions, design capacity and orientation towards innovation. Our customers appreciate our strength and responsiveness to the market.

Future commitments

Obtain UNI CEI EN ISO/IEC 17025:2018 certification for laboratories, recognising the technical expertise and integrity of testing processes, so as to increase transparency, improve operational effectiveness and strengthen the trust of partners and customers.

Culture of innovation

Innovation has been part of GDS' DNA for over 45 years. This is not just about investing in new technologies but about cultivating a culture each day oriented towards continuous research, improvement and responsible evolution.

At GDS, innovation is the result of an integrated and conscious process, involving the strategy, design, production and perfect integration of hardware and software components. A coherent and transversal approach that enables the creation of cutting-edge, efficient and sustainability-oriented solutions.

We believe that true innovation cannot be separated from environmental responsibility. For this reason, every key component of our products is designed in-house, ensuring full control over processes, constant technological updates and compliance with the highest quality standards.

Our laboratories are the beating heart of this path – highly-specialised environments, where technical experimentation is accompanied by a rigorous assessment of the environmental impact.

In particular, throughout 2024 we launched a strategic project for certification of our internal laboratory dedicated to photogoniometry and colorimetry tests on public lighting systems, in accordance with the UNI EN 13032-4, UNI EN 13032-1 and ANSI/IES LM-79 standards.

In 2024, the laboratories were accredited by Intertek as a recognised SATELLITE Laboratory under CTF Stage 2. Accreditation certifies the ability to carry out all the necessary tests to obtain ENEC and CB certificates.



By 2025, we have set ourselves an even more ambitious goal: to obtain ISO/IEC 17025 certification from a third party. At the same time, the project envisages the implementation of a Management System in accordance with UNI CEI EN ISO/IEC 17025:2018, This international standard represents a further step in the qualification of our laboratories, recognising their technical competence and the integrity of the testing processes. Alignment with ISO 17025 requirements will strengthen the transparency of all results, improving operational effectiveness and the trust of our partners and customers.

GDS invests continuously in:

- _ Technical training and skills development
- _ Research into materials and processes with low environmental impact
- _ Energy-efficient technologies
- _ Intelligent systems for monitoring and reducing consumption
- _ Developing solutions that anticipate customers' needs while promoting the protection of natural resources and actively contributing to building a sustainable future

Our commitment to sustainability similarly translates into the adoption of production models inspired by the principles of the circular economy, with active programmes for recycling, the regeneration of materials and a reduction in waste.

We collaborate with a network of suppliers and partners who share this vision, to build a responsible and long-term value chain.

Product quality and safety

Aware of the importance of the quality and safety of its products, GDS has implemented a specific company policy that permeates all internal processes, from the design phase to production and delivery.

Each department within the company undertakes to ensure that the quality of the product meets the specific needs of the customer and that its safety complies with the regulations in force. To achieve and maintain these objectives, the company provides:

- _ Adequate financial and professional resources
- _ Continuous training
- _ Internal laboratories and tools
- _ Traceability standards for all processes
- _ Criteria defined in the specifications, periodically revised and updated
- _ Avant-garde information technologies
- _ Management Systems certified by third parties

In addition, the company promotes innovation and industrialisation processes to constantly improve the quality and safety of its products and services.



Compliance with regulatory requirements for product and service information and labelling

The raw materials from the supply and the finished products are labelled in compliance with current regulations and, where required, contain the information necessary for safe use by the end user.

Each product is accompanied by a technical manual that specifies how to disassemble the product, the parts that comprise the product, their product classification and instructions for correct disposal at end-of-life.

The products are designed and manufactured to comply with the European reach directives (EC Regulation no. 1907/2006) and RoHS (Directive 2011/65/EU and subsequent amendments), to guarantee the absence of hazardous substances beyond the permitted thresholds and compliance with environmental requirements along the supply chain.

There were no cases of non-compliance with regulations and voluntary codes, relating to the information and labelling of products and services.

Customer satisfaction

At GDS, customer satisfaction plays a fundamental role not only for business success but also to promote responsible management that creates lasting value for our customers and wellbeing for the communities in which we operate.

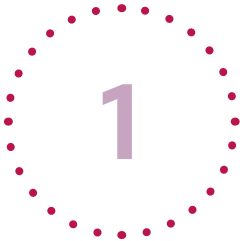
We partner with clients who share in our goals and continually challenge us to improve also in ESG. This commitment drives us to innovate and find sustainable solutions that respond to market needs and have a positive impact on society and the environment.

To accurately measure customer satisfaction, we have adopted an approach that involves a comprehensive assessment by our sales team, based on relevant customer metrics. This assessment allows us to constantly monitor the quality of our service and develop relationships based on mutual trust.

The most recent customer survey confirmed the value recognised to GDS in key areas such as reliability, quality of solutions, design capacity and orientation towards innovation. Our clients appreciate the strength of the relationship, the consistency in execution and the efficiency with which we respond to market needs.

At the same time, the survey highlighted new expectations, in particular on environmental sustainability, personalised after-sales service and greater proximity to local contexts. These ideas are a valuable guide for us to strengthen our commitment to increasingly responsible, flexible and customer-centric solutions.

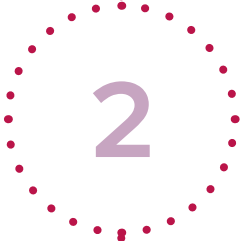
The main evaluation parameters include:



Building trust

Trust is a key part of building strong relationships with our customers. For this reason, we constantly work to establish links based on the transparency, reliability and integrity of our actions.

Customer feedback highlighted a positive perception of our ability to generate transparent and reliable relationships, especially in the early stages of the business relationship.



Eco-sustainable design

We are committed to reducing the environmental impact of our activities by integrating sustainable design principles into our products. This includes the promotion of energy efficiency, the use of eco-friendly materials and the facilitation of recycling, without compromising on the quality of the solutions offered to our customers.

The results of the survey indicate a general appreciation of the efforts already undertaken, with further scope to strengthen our commitment to ecodesign and circularity of materials.



3

Time-to-market

We are committed to reducing the time to market for our products, optimising development and production processes, to be ready to respond to customer needs in the shortest possible time.

Customers notice a progressive improvement in the speed of development and delivery, consistent with our commitment to optimising production processes.

4

After-sales support

We provide timely support and assistance to customers after the purchase of a product or service, maintaining open and transparent communication to meet their needs even after the transaction.

The quality of support after the sale is perceived in a positive way, suggesting how even more proactive and personalised assistance can strengthen trust and loyalty in the long run.

5

GLocal effectiveness

We adapt to the needs of customers both globally and locally, providing customised solutions that respond to the specific needs of each market. We want to be a flexible partner and able to offer added value wherever we operate.

This ability to operate with a "glocal" approach has been recognised as a distinctive value. Customers appreciate our flexibility in responding to the specific needs of regional markets.

6

Financial soundness

We maintain a strong financial position to ensure business stability and the continuity of our business. This gives our customers the assurance that we are a reliable partner and that we can meet their needs in the long run.

The survey confirms a positive perception of our ability to ensure continuity and support over the long term.

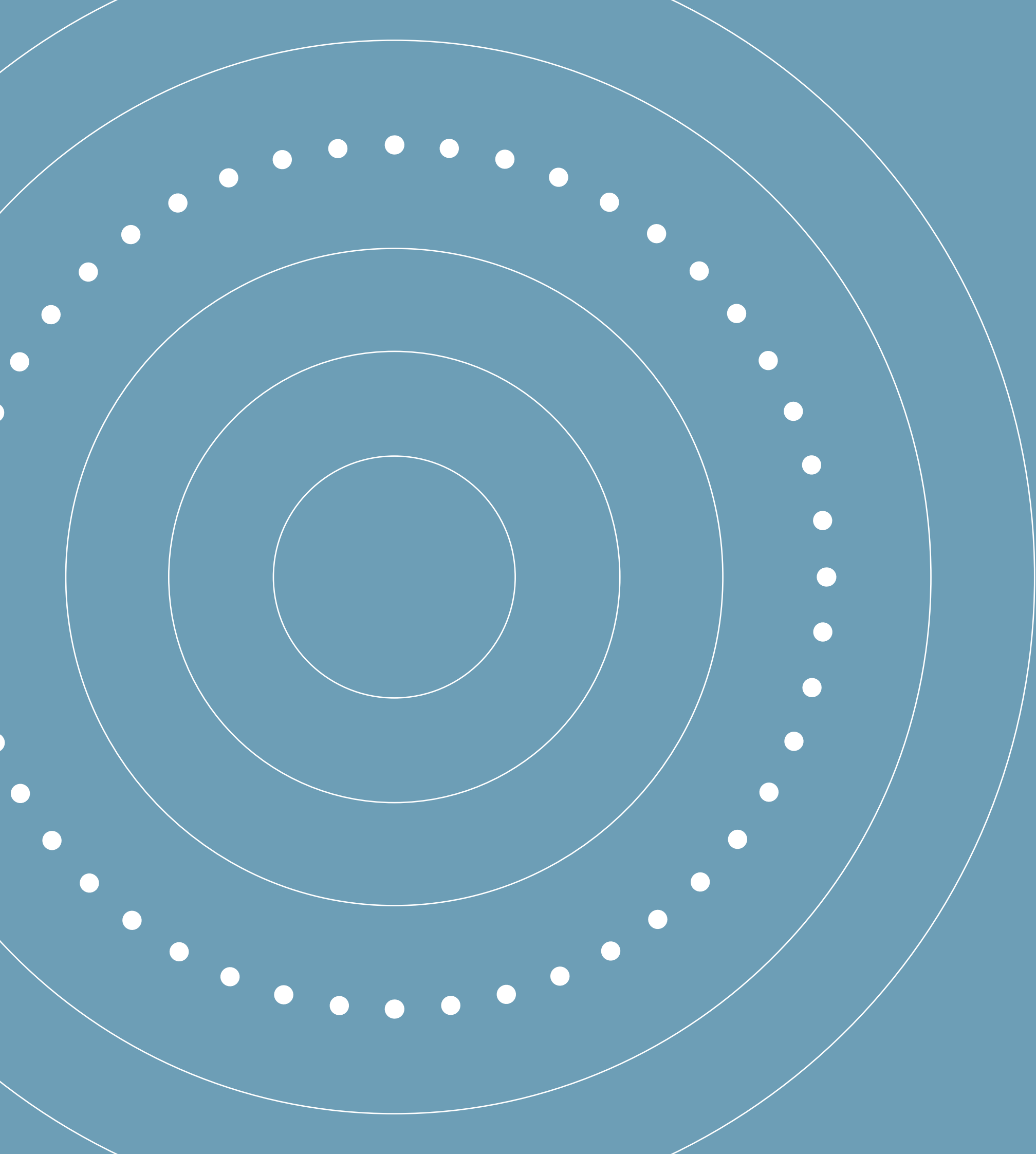
7

Price competitiveness

We recognise the importance of offering sustainable products and services that are competitive in the market, ensuring a balance between quality, value and affordable prices to meet customer expectations and guarantee an advantageous quality-price ratio.

Despite a growing focus on sustainability, customers continue to positively evaluate our commitment to maintaining a balanced offer between quality, value and economic accessibility.

In addition to the parameters listed prior, the evaluation of customer satisfaction also includes the quality and durability of the product, which not only meets customer expectations but often exceeds them, thus helping to gain long-term customer loyalty.



chapter 4

GENERATING VALUE WITH RESPONSIBILITY

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Highlights

GDS takes a responsible approach with the aim of generating value not only for the company but also for the environment, people and communities in which it operates.

Within the framework of the Environmental Policy adopted by GDS, the full functioning of the internal emissions and consumption monitoring system was confirmed. This system ensures constant monitoring of environmental performance and supports the identification of corrective actions and improvement objectives.

In 2024, the costs incurred by GDS for maintaining ISO-compliant Management Systems increased by 16% compared to the previous year, testifying to the ongoing commitment to quality and compliance.

GDS' tax governance provides for a transfer pricing policy that ensures that intra-Group transactions are managed in accordance with the principle of free competition, guaranteeing a proper allocation of profits and compliance with international tax regulations. Since 2023, a whistleblowing channel has also been active, allowing for reports to be submitted also in relation to tax matters.

Future commitments

In 2025, the new version of the ISO/IEC 27001:2022 standard is expected to be adapted. This update will further strengthen corporate data protection measures, in line with regulatory developments and the latest international information security requirements.



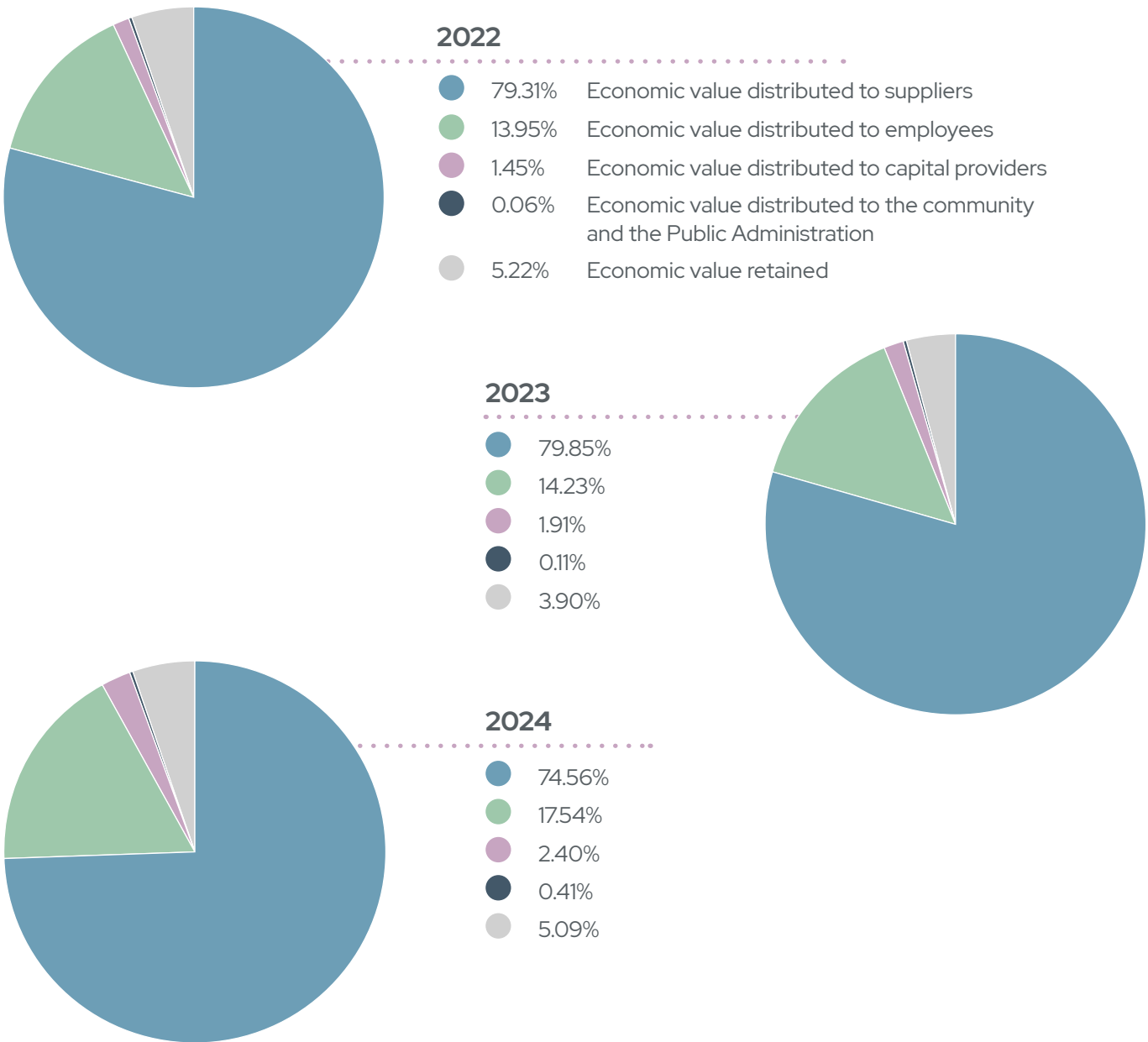
Economic and governance responsibility

Generating value with responsibility for GDS means combining economic growth with a long-term vision, attentive to the impact on the environment, people and the communities in which the company operates.

GDS adopts an integrated approach to sustainability, which recognises the key role of responsible governance and conscious impact management. Through a structured process of analysis and evaluation, the organisation has consolidated its awareness of the economic, social and environmental dimensions of its work.

This process has rendered it possible to adopt strategic choices aimed not only at creating value for the company but also at promoting a more equitable, inclusive and sustainable development.

Economic value directly generated and distributed	2022	2023	2024
Economic value generated	€145,237,618	€153,826,101	€129,415,436
Economic value distributed	€137,654,922	€147,820,828	€122,825,153
Of which to suppliers	€115,192,644	€122,831,502	€96,495,726
Of which to employees	€20,267,711	€21,882,625	€22,693,045
Of which to capital providers	€2,104,027	€2,937,653	€3,109,796
Of which to the community and the Public Administration	€90,520	€169,048	€526,586
Economic value retained	€7,585,696	€6,005,237	€6,590,283



Financial implications, risks and opportunities in the environmental, social and governance fields

GDS is fully aware of the changing global dynamics, the risks associated with climate change and the importance of the transition to sustainable energy sources. For this reason, it has adopted an Environmental Policy that expresses its strong commitment to fighting climate change and fostering a sustainable energy transition.

The responsible management of environmental risks and indirect impacts is at the heart of GDS' activities, in collaboration with companies and suppliers equally committed to respecting the environment and adopting strategies aimed at reducing direct impacts.

GDS also promotes an energy system based on the use of renewable energies and the reduction of CO₂ emissions and resource consumption.

In line with this commitment, in 2024 the company continued on the path of integrating ESG principles into its activities, paying particular attention to the evaluation of investments, also according to logics of sustainability. Even in the absence of a formalised instrument, financial choices are progressively guided by environmental, social and governance considerations.

The operation of the emissions and internal consumption monitoring system, already operational, was likewise confirmed, guaranteeing constant control of environmental performance and supporting the definition of corrective actions and improvement objectives.

These activities are carried out within the framework of the Environmental Policy adopted by GDS, representing the framework for the responsible management of resources, the reduction of environmental impact and the strengthening of the efficiency of business processes.

Aware of global challenges and the need to accelerate the energy transition, we have selected an integrated approach that combines environment, society and governance, actively involving all our stakeholders. Our commitment is focused on climate sustainability with concrete and measurable goals.

Our main initiatives include:

- **The adoption of a circular economy and low greenhouse gas emissions model**
- **Annual publication of progress in the main financial documents**, based on the definition of own objectives
- **Calculation and monitoring of greenhouse gas emissions**, with a compensation plan to achieve the goal of zero emissions by 2050
- **Governance support**, through independent controls or audits.

Through these actions, GDS is actively committed not only to protecting the environment but also to respecting human rights, in promoting a more sustainable future in a concrete and transparent way.

This commitment is also reflected in the analysis of Environmental, Social and Corporate Governance (ESG) criteria, which highlights a series of risks and opportunities to be addressed and exploited to ensure a positive and lasting impact.



Environmental risks and opportunities

The risks related to the environment, which may directly or indirectly affect company activities, are divided into three categories:

Physical risk:

- _ Increased demand for electricity, natural gas and fuel
- _ Industrial accidents and spills of hazardous materials

Regulatory risks:

- _ Greenhouse gas emissions
- _ Inadequate waste management, both internally and by suppliers
- _ Transport of dangerous materials

Other risks:

- _ Poor involvement of stakeholders in environmental protection, in particular material and service suppliers

In the face of these risks, **opportunities** are outlined such as:

- _ Improved energy efficiency in company processes and structures
- _ Increase in renewable energy production, through the installation of photovoltaic systems and the preference of energy suppliers coming from renewable sources
- _ Innovation and promotion of the energy and environmental transition
- _ Renovation of systems, machinery and equipment with energy-saving solutions
- _ Material management, through the optimisation of the use of resources and raw materials, through circular economy models
- _ Optimisation of logistics, to reduce transport-related emissions, through the reorganisation of transport flows and the transition to low- and/or zero-emission company fleets
- _ Digitalisation of processes for the continuous monitoring of consumption and emissions and use of predictive technologies, for the efficient maintenance of plants and machinery

Social risks and opportunities

Social risks concern the impact on corporate activities and stakeholders, such as employees, suppliers, customers and civil society, and can be divided into two categories:

Physical risk:

- _ Occupational health and safety
- _ Stakeholder information security

Other risks:

- _ Poor involvement of stakeholders in environmental protection, with particular attention to suppliers

Opportunities include:

- _ Adoption of innovative technologies to improve the safety of company processes
- _ Implementation of processes to ensure cybersecurity
- _ Activation of company welfare initiatives for the wellbeing of employees
- _ Strengthening dialogue with stakeholders through structured listening channels
- _ Collaborations with schools, universities and local authorities to promote employability
- _ Training and professional development programs for the development of internal skills
- _ Adoption of Codes of Ethics and internal audit systems to promote responsibility in the supply chain

Governance risks and opportunities

These risks refer to the management, direction and control of the company and include:

- _ Unethical and non-compliant management
- _ Ineffective structure of governance bodies

Governance **opportunities** include:

- _ The creation of a solid Risk Management System, through the continuous updating of Model 231
- _ Promotion of an ethical and compliance culture
- _ Strengthening the internal control and audit system for the prevention of non-compliant behaviour
- _ Promotion of women's participation and diversity in senior roles and control bodies
- _ Active involvement of the Board of Directors on environmental, social and sustainability issues for an integrated vision

Costs of initiatives for the management of risks and opportunities

GDS supports significant investments to implement measures aimed at managing the risks linked to climate change and to seize the opportunities arising from the energy transition. One of the most significant investments for 2024 was the installation of a ground-based photovoltaic system in the municipality of Veronella (VR), Italy, as part of the strategy to increase renewable energy production and improve energy efficiency. The project was launched in 2024 and will be completed in 2025, with an investment of €7.5 million.

In addition, to ensure the maintenance of high environmental, social and governance standards, GDS has incurred costs for maintaining Management Systems according to ISO standards.

Expenses related to audit and certification costs



In the context of our sustainability strategy, we have also invested in the implementation of the Life Cycle Assessment (LCA), a fundamental tool to assess the overall environmental impact of products throughout their life cycle, from production to disposal.

The adoption of this tool allowed us to identify areas for improvement in terms of resource efficiency and emission reduction.

No new costs related to the LCA were incurred in 2024, as activities focused on the analysis of previous results and the planning of future Environmental Product Declarations (EPDs), which should be published in 2025.

Costs incurred for the development of the LCA



Indirect economic impact

In the context of the sustainability strategy, GDS recognises the importance of indirect economic impacts that go beyond the corporate Sustainability Report to positively influence local communities and regional economies.

Indeed, the adoption of responsible and sustainable practices generates a series of economic benefits that contribute to the growth and development of the areas in which the company operates.

Significant indirect economic impacts include:

- Increased local employment**
Expanding operations can lead to job creation not only directly within the company but also indirectly through local suppliers and partners. This increase in employment stimulates economic growth in the areas in which the company operates.
- Skill development**
The company training and development programmes not only improve individual skills but also make the staff more competitive and attractive to other sectors, promoting technological innovation in the region.
- Effects on the supply chain**
The increase in demand for components and services necessary for the company’s activity has a positive impact on the entire supply chain, stimulating the local and regional economy from production to distribution.
- Innovation and technological development**
Investments in research and development generate innovations that not only improve internal activities but also bring benefits to other sectors, in particular in smart and sustainable technologies.
- Investments in infrastructure**
Some projects contribute to the improvement of local technological and production infrastructures.
- Enhancement of the territory**
The presence of GDS as a sustainable production company increases the attractiveness of the territory for new investments and business initiatives.

The adoption of global standards such as those defined by the Global Reporting Initiative (GRI) allows GDS to clearly and comparably measure indirect economic impacts, consolidating business relationships whilst creating a sustainable development environment.

Tax management

GDS strives to maintain fair tax management and respect for the laws in force for each operating area.

Transparency is central to our tax approach, hence why we are committed to providing complete information to the authorities and to adopting internal policies that guarantee the accuracy of declarations.

We respect the principles of legality and business ethics, avoiding elusive tax practices and promoting tax compliance through the training and awareness of all those involved.

Tax governance, control and risk management

GDS has established a series of operating practices and procedures to ensure compliance with and implementation of proper tax management and relative governance.

The Board of Directors is tasked with supervising the activities of GDS.

In general, for GDS S.p.A. and for all subsidiaries, supervision is entrusted to the highest governing body specific to each of them. In addition, the procedures and tax declarations of these companies are subject to an independent audit process at least once per year. This external review is a further guarantee of transparency, accuracy and compliance with tax regulations.

The main tax risks are subject to constant monitoring. In particular, GDS' tax governance includes a Transfer Price Policy designed to ensure that transactions between subsidiaries are treated as transactions between independent parties, to guarantee the proper distribution of profits and compliance with international tax regulations.

The supervision and review of GDS' Tax management thus not only protects the financial integrity of the company but also ensures that all operations are conducted in a fair and transparent manner.

Tax audits and any tax disputes are managed through the relevant company functions and with the support of external tax consultants.

Compliance with governance and management of tax risks is likewise guaranteed by the 2021 adoption of the Organisation and Management Model pursuant to Legislative Decree no. 231/2001 and by the establishment of a Supervisory Body.

In addition, as required by the same decree and as part of the commitment to collect and take charge of the opinions and concerns of both internal and external stakeholders, since 2023 we have activated both for GDS S.p.A. and for GDS Manufacturing Services SA a Whistleblowing channel that allows us to send reports also regarding tax matters. Any reports will be taken into account according to the established procedure, which can also be downloaded from our website, through clear and structured processes that thus guarantee correct management.

Security and protection of information

Cybersecurity and information protection are top priorities for GDS. We have decided to strengthen our procedures and systems to defend against breaches and ensure data confidentiality, integrity and availability.

With the utmost care and responsibility, we are committed to protecting privacy, ensuring a safe and reliable environment for all parties involved. We protect information systems and information – whether it is sensitive customer, employee or supplier data, or perhaps financial and commercial information – from unauthorised access, interruption, modification or destruction.

This strategy is further consolidated by our IT Security Management System, which complies with the ISO 27001:2013 standard (Cyber Security) and is regularly evaluated and certified by the certifying body.

In line with our commitment to continuous improvement, in 2025 we plan to adapt to the new version of the standard, ISO/IEC 27001:2022, a step that will allow us to further consolidate company data protection measures in line with regulatory developments and the latest international requirements.

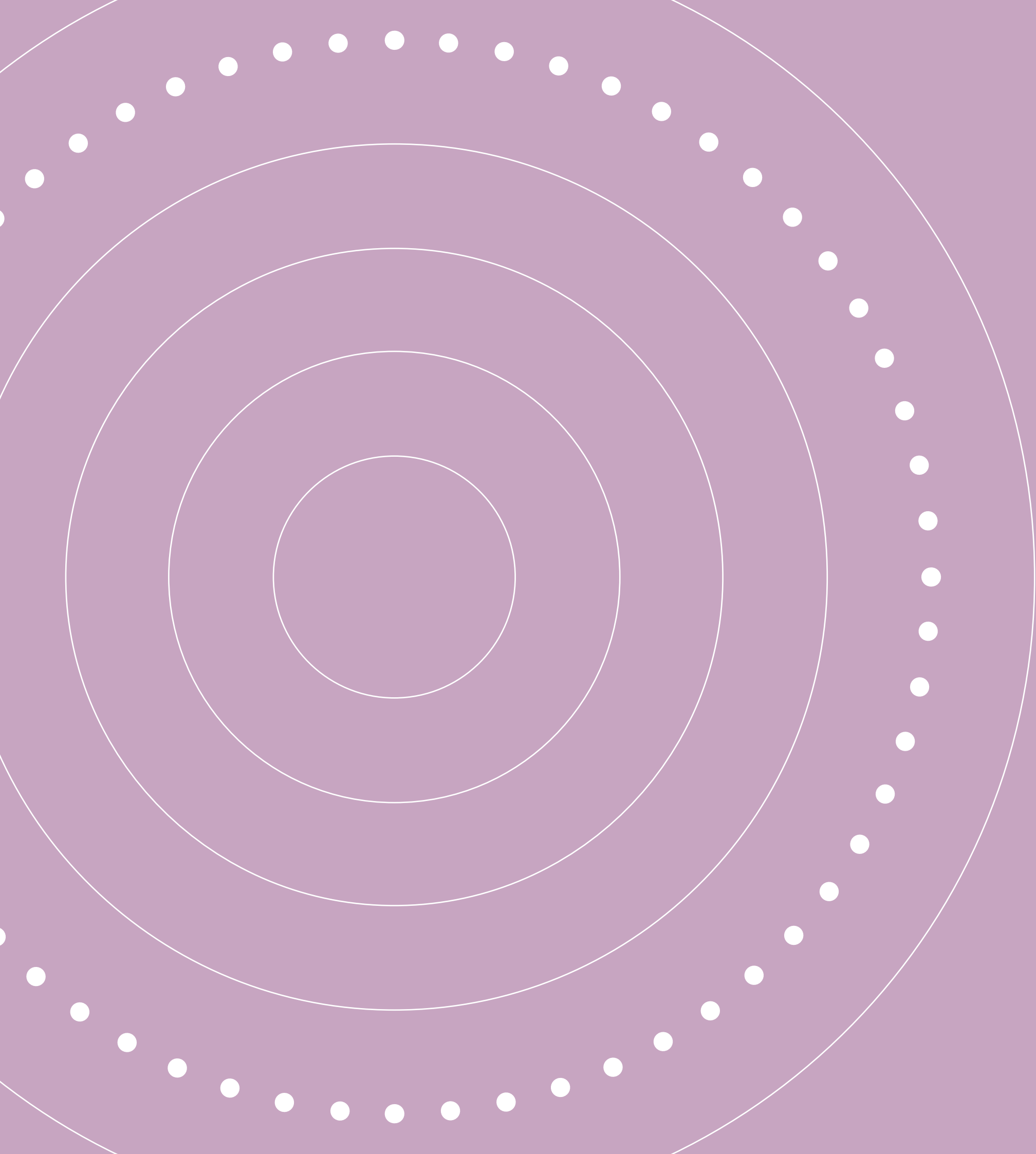
The system is based on four principles:

- **Awareness.** We provide employees, at all levels, with targeted information security training to raise their awareness of cyber threats and the importance of their role in protecting sensitive data.
- **Integrity.** We protect information from unauthorised changes through file permissions, identity management and access controls.
- **Confidentiality.** We ensure that information is only accessible to authorised users and is thus protected from unauthorised access through data encryption and multi-factor authentication.
- **Availability.** We implement data backups and "Disaster Recovery" procedures to ensure the availability of information in the event of unforeseen events.

Since the last reporting period, no information security breaches have occurred, confirming the effectiveness of our security measures and our commitment to protecting corporate data.

Protecting information remains one of our top priorities, as we understand the importance of maintaining the trust of our customers, employees and business partners.





chapter 5

SOCIAL RESPONSIBILITY AND SHARED GROWTH

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Highlights

In 2024, GDS expanded its welfare offering, including mental wellbeing initiatives, such as a psychological gateway and also measures to support new parents in the reconciliation of family and working life.

GDS has invested in the development of people, providing over 20,000 hours of training in 2024. The training courses mainly covered strategic areas such as digitisation, ESG sustainability, leadership and Artificial Intelligence.

In 2024, collaboration with the local school system was strengthened through co-financing the new ITS Digital Academy "Mario Volpato" in Valdagno (VI). The initiative includes scholarships reserved for female students, in order to encourage women's presence in the digital sectors and promote a more equitable and inclusive education.

Future commitments

Confirmation of the UNI/PdR 125:2022 certification on gender equality, maintaining and strengthening company policies and practices on equity and inclusion.

Continuation of the structured investment plan in training young people, actively supporting ITS Digital and promoting professional paths in the technological field.

Adopting a company policy on gendered language, to ensure internal and external communication that is respectful, inclusive and in line with the ESG principles of social responsibility.



Our people

At GDS, we are convinced that promoting diversity, fostering inclusivity and guaranteeing equal opportunities is fundamental to business success.

We believe that a company that embraces diversity can benefit from a broad range of perspectives, ideas and skills, thus enhancing the corporate culture and leading to innovation, resilience and greater competitiveness.

We are committed to creating a work environment in which each person feels valued and motivated to contribute to the best of their abilities. We believe that a workplace in which everyone feels proud to belong fosters the growth of both the company and the people who work there.

At GDS, every person has the opportunity to develop their professional path in a dynamic and stimulating environment, based on the principles of meritocracy.





Our policies and practices ensure a working environment that complies with international standards on safety and human rights. To ensure compliance with these standards, we conduct regular checks and training programmes.

Finally, we believe that a work environment that promotes diversity, inclusivity and equal opportunities has a positive impact not only on the company itself but also on the communities with which GDS interacts.



Ratio between minimum wage and salary of a new hire

Minimum salary + 6%

The figure remains positive, down from the previous year. This variation is mainly attributable to the type of new hires, who focused on Junior profiles.

Gender and background of GDS employees

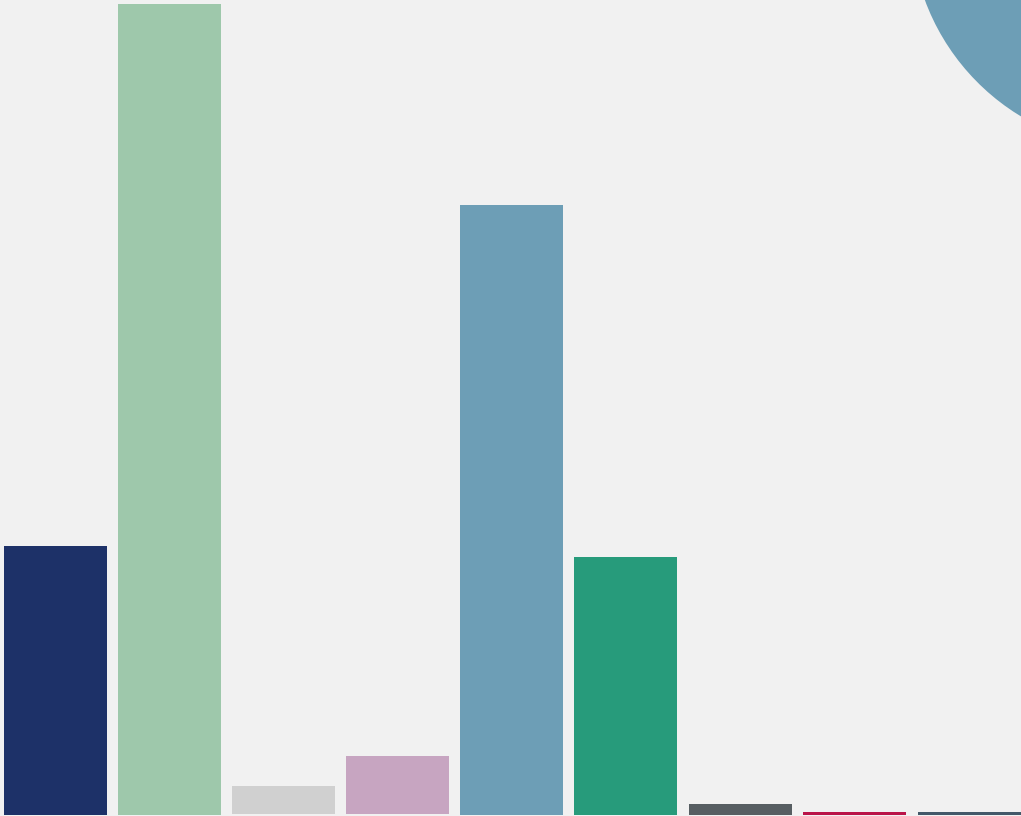
Gender

Male _ 50%
Female _ 50%



Distribution by company

- Italy _ 144
- Romania _ 435
- UK _ 15
- USA _ 31
- Tunisia _ 327
- China _ 138
- Taiwan _ 4
- Australia _ 1
- Germany _ 1



Remuneration policies and company benefits

The remuneration policies adopted by GDS are designed to ensure internal equity, external competitiveness and alignment with the company's strategic objectives.

In addition to a fixed component defined based on the role and experience, our remuneration system includes a variable component with bonuses and incentives, linked to the achievement of individual, team and/or company performance goals. This approach aims to exalt people's contribution, encouraging behaviours aimed at results, innovation and sustainable growth.

Particular attention is paid to the transparency and consistency of the criteria for awarding remuneration, defined in compliance with local regulations and, where applicable, in collaboration with trade union representatives.

In certain countries, dialogue with trade unions represents a structural component in defining minimum wages and in the negotiation of specific incentives. In other contexts, employee involvement takes place through discussions and performance evaluations.

The process of defining remuneration policies for top management is centralised at a Group level, to ensure consistency and alignment with the overall strategy. For the other levels, policies are adapted to local contexts, taking into account regulatory and market specificities.

GDS offers a diverse range of benefits, designed to support its people both professionally and privately. These include healthcare, paid parental leave, pension contributions and various company welfare initiatives.

These benefits may vary depending on the country and local regulations, with a flexible approach to best respond to the different conditions of the labour market and the specific needs of the teams in each geographical area.



A significant innovation was the activation of a psychological desk, designed to offer concrete support to the mental wellbeing of staff, promoting listening, the prevention of discomfort and the creation of a working environment in which each person can feel welcomed and valued.

Such initiatives are accompanied by a growing focus by the company on the integration of non-financial objectives and ESG metrics in the evaluation of managerial performance, with the aim of deepening an understanding of the challenges and opportunities related to sustainability.

GDS is strongly committed to promoting equal opportunities and supporting its people in the various stages of their professional life.

In Italy, this commitment is reinforced by specific initiatives. Amongst the most significant, the 'Family Pal' programme has also been confirmed for 2024, designed to support new parents and allow them to maintain a connection with the company during parental leave, through business updates, organisational changes and internal developments.

To further support parenting, the possibility of using smart working for new parents was also introduced, in a period that can extend up to 36 months of age of the child.

The annual survey on climate and organisational wellbeing was also carried out in 2024, with the aim of listening to people in a structured way and promoting a work environment that is increasingly inclusive and attentive to individual needs.

In addition to the possibility of smart working, regulated through individual agreements, in 2024 greater flexibility was also introduced in regards to entry and exit hours.

The benefits offered to those working full-time are also extended to part-time contracts to ensure fair and equal treatment for all team members.

Occupational health and safety

GDS is committed to guaranteeing that safe and healthy working conditions are an integral part of the corporate culture and activities.

To this end, we invest in the prevention of accidents and occupational diseases and are committed to operating in compliance with all laws, rules and regulations applicable to the site, to the business processes and the services.

For all European locations, an Occupational Health and Safety Management System (OHSMS) has been implemented that complies with the requirements of the international UNI ISO 45001 standard, certified by the certifying body DNV, which is carefully monitored to ensure effectiveness and compliance through a series of activities, including inspections and risk assessments, occupational medicine and mental health services, verification of legislative compliance, internal inspections and management reviews. In addition, the effectiveness of the Management System is monitored annually during the surveillance audit by the certifying body.

Each year, the manager of the Management System prepares the Management Review, presenting the results of the previous year and the performance of the specific objectives, also defining new ones for the current year. The review is communicated at all levels of the organisation and reviewed periodically, with a view to continuous improvement.

GDS' commitment to occupational health and safety translates into concrete actions, through the assessment of sector-specific risks, in offering the best safety and health conditions, respect of legislative compliance obligations, the training and awareness of personnel on risks and emergencies and the promotion of worker consultation and participation.



For the years to come, GDS aims to extend its Management System to all company offices outside Europe, in line with UNI ISO 45001 and local site legislation, with a view to achieving the following objectives:

- **Offer the best possible conditions** in terms of occupational health and safety where staff operate
- **Reduce risks, accidents, injuries and occupational diseases**
- **Collaborate with local authorities, public authorities and the surrounding community**, providing the company policy and establishing relationships of trust and collaboration
- **Comply with all compliance obligations**, both mandatory and those to which the organisation has decided to adapt to meet the needs of stakeholders
- **Train and sensitise personnel** on health and safety risks in the workplace and on emergency procedures
- **Raise awareness among suppliers and customers** about the contents of the company policy
- **Encourage consultation and participation of workers** and/or their representatives

GDS undertakes to strictly comply with the requirements of the Management System, keeping the quality of the service provided high and protecting the safety of workers, external operators and customers.

The variety and solidity of the risk management approaches adopted in the various geographical areas testify to the overall commitment of GDS to guarantee high security standards. The presence of multiple reporting channels and mechanisms dedicated to managing potentially-dangerous situations is a key component in promoting a proactive and shared culture of safety.

Responsibilities for occupational health and safety are assigned to various figures, in accordance with national regulations, including the Employer, the Safety Manager, the Management System Manager, the Worker Health and Safety Representative, the Prevention and Protection Service Manager and the Occupational Physician.

To identify the hazards at work and assess the risks, the figures listed above carry out a Risk Assessment with periodic visits, the continuous involvement of the personnel representatives and internal audits.

To investigate occupational accidents, the accident investigation procedure is enacted according to the methods provided for in each geographical area.





Promotion of worker health

GDS protects and promotes worker health and safety of workers by adopting preventive measures and disseminating a corporate culture oriented towards the highest level of compliance with the applicable legal provisions and other provisions on workplace safety and hygiene, in order to ensure the utmost care for risk reduction and the continuous improvement of processes.

We are well aware that responsibility towards our personnel makes it mandatory to take the utmost care to reduce risks. To this end, the technical planning of workplaces, equipment and processes must be based on the highest level of compliance with current regulations on workplace safety and hygiene.

GDS operates in full compliance with the requirements defined by specific local regulations and has defined a Occupational Health and Safety Policy that summarises the set of principles and behavioural rules aimed at reducing and eliminating the likelihood of injuries and accidents.

Finally, GDS is committed to promoting the physical and psychological wellbeing of its contractors, guaranteeing easy access to non-work-related medical and health care services and creating a working environment that promotes overall health and wellbeing.

Training and awareness for a safe working environment

GDS actively engages in training and updating its personnel in the field of health and safety, in line with regulatory obligations and the requirements of the Health and Safety Management System. The aim is to strengthen awareness of the risks present in the workplace and to promote safe and responsible conduct. The type of training proposed varies according to the regulatory and operational specificities of the different geographical areas, ensuring a consistent approach, adapted to local contexts.

The breadth and variety of training programmes offered by GDS, ranging from basic to specialist skills, reflect a concrete commitment to safeguarding health and safety in the workplace. The training is extended to all staff, including workers with flexible contracts, contributing to the dissemination of a coherent and inclusive culture of safety. This proactive approach represents a distinctive element in GDS' strategy for health and safety management in the workplace.

Accidents at work	2022	2023	2024
Number of accidents recorded (including events occurring whilst travelling)	6	4	2
Number of accidents with severe consequences	0	0	0
Total hours worked by employees	2,132,139.65	2,120,001.75	2,148,786.25
Frequency index (number of cases per million hours worked)	2.81	1.89	0.93

Training and development of our people

GDS confirms its concrete commitment to people’s development through a constant investment in training, representing a strategic lever to maintain a qualified workforce, foster innovation and accompany the company in technological and organisational evolution.

In 2024, training focused on key skills for the future, including digitisation, ESG, leadership and Artificial Intelligence. In particular, courses and programs have been activated on:

- _ **Gender equality**, through targeted training initiatives such as the Executive Specialisation Course on Gender Equality
- _ **ESG**, with a focus on reporting, 2030 Agenda, SDGs, European reporting standards and due diligence in the value chain
- _ **Artificial Intelligence**, applied to different levels and business functions
- _ **New Management Systems**, including PLM and SAP
- _ **Digital marketing, cyber security**, sales and foreign languages.

GDS adopts an integrated approach to skills development, which includes:

- _ **On-the-job training**, thematic workshops and professional refresher courses
- _ **Mentorship** and access to **external training**
- _ **Targeted programmes** such as the Lean Master for management and AI courses.



> 20,000 hours

TRAINING PROVIDED TO GDS EMPLOYEES DURING 2024



Training of young people and development of the local community

GDS confirms its commitment to local communities, with a strategic focus on education and skills development, in particular for the new generations. The company believes it is essential to invest in the future, supporting training courses that prepare tomorrow's talents for the challenges of the labour market and that contribute to the sustainable growth of the territory.

In 2024, GDS S.p.A. strengthened collaborations with the school system, promoting educational and professional guidance initiatives aimed at bringing young people closer to the professional world.

Amongst the most important projects, GDS S.p.A. co-financed the new ITS Digital Academy "Mario Volpato" based in Valdagno (VI), Italy, an innovative initiative starting in September 2025, dedicated to digital training. The Academy provides scholarships specifically reserved for female students, with the aim of encouraging women's presence in technological sectors and promoting a more inclusive future.

At the same time, the **partnership with ITS Meccatronico Veneto continues**, seeing the inclusion of more than 30 trainees in its departments, offering a concrete and qualified experience.

Alongside these actions, GDS has strengthened its support through donations to schools and associations in the area, contributing to the improvement of resources and training environments.

All these activities are part of a long-term vision aimed at developing local talent and reducing skills gaps in strategic areas, such as technical-scientific realms. Active collaboration between business and training is a fundamental pillar for GDS in promoting innovation, operational continuity and socio-economic growth of the territory.



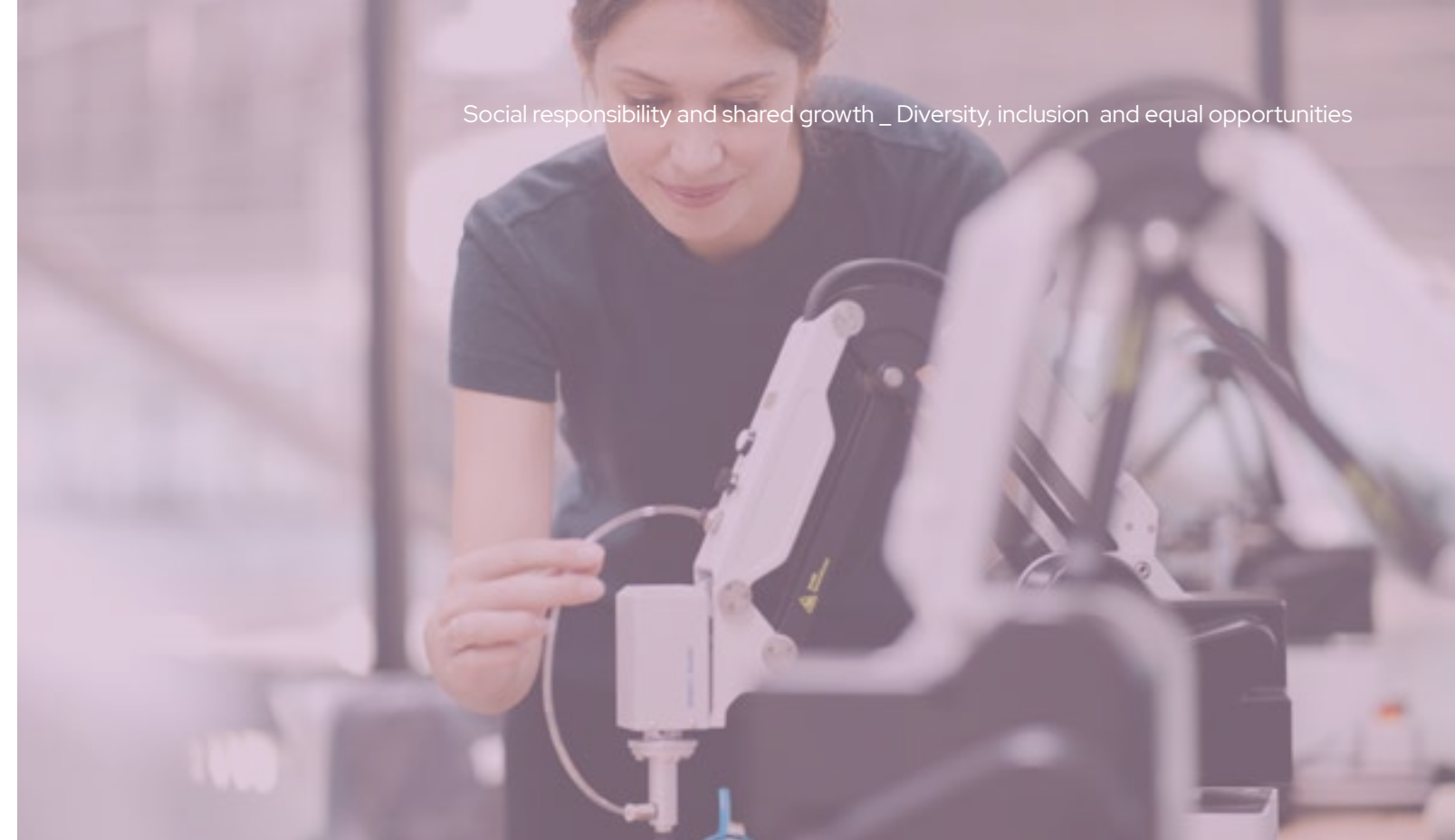
Diversity, inclusion and equal opportunities

At GDS, we consider diversity a key value and a real strength for the entire organisation. We are committed to promoting and enhancing the creation of an inclusive work environment so that no candidate or employee is subject to any discrimination or disadvantageous treatment.

Equal treatment of our people takes the form of ensuring non-discrimination on the grounds of race, sex, nationality, gender identity, social status, physical appearance, religion and political orientation.

GDS is likewise committed to the inclusion of people belonging to protected categories and with disabilities, as shown by the data of the last three years. The number of employees belonging to protected categories has grown, accompanied by a progressive rise in the number of people with disabilities within the organisation.

To confirm this attention, in 2024 the GDS websites – gds.com and gdsdisplays.com – were completely renewed also to ensure compliance with accessibility regulations, making digital services accessible to all users, including people with disabilities or difficulties in the use of technology, anticipating by a full year the regulatory obligation envisaged for 2025 by the European Accessibility Act.



In October 2023, GDS S.p.A obtained UNI/PdR 125:2022 certification, in recognition of its commitment to promoting and enhancing the parameters of Gender Equality and Inclusion, integrated into Human Resources management processes and in business activities as a whole.

With factories in various places around the world, GDS manages a diverse workforce, comprised of people from various cultures and backgrounds. This scenario requires particular attention to inclusion and respect for cultural and gender differences.

We firmly believe that corporate communication must also be socially sustainable. For this reason, our goal is to use language that is inclusive and respectful of all gender identities, to create a work environment in which each person feels valued and represented. After having carried out a course dedicated to gendered language, we started an activity of adaptation of company documentation and policies, at the same time disseminating guidelines to promote an aware and inclusive use of the language. The goal for 2025 is to define and adopt a specific company policy on gendered language.

This approach allows us to actively contribute to the dissemination of a culture of communication, intended as a lever for social change, combating discrimination and stereotypes through conscious language.

Management system for discrimination reports

GDS has a clear and strict policy against all forms of discrimination, violence, threats and harassment, be they physical, sexual or psychological.

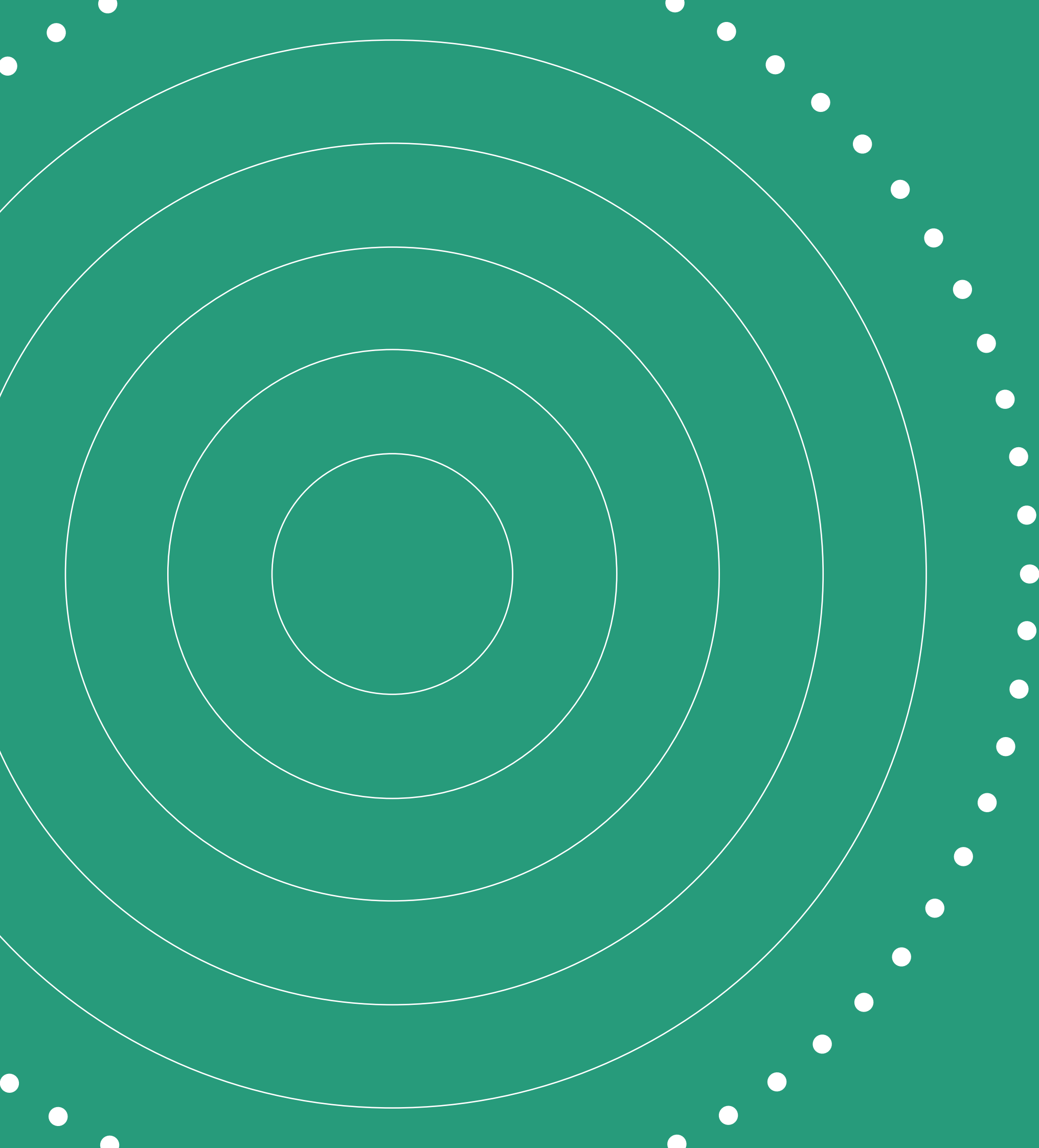
The company is actively engaged in preventing such behaviours and in raising staff awareness, promoting a culture of respect and inclusion. Any discriminatory or harassing conduct in the workplace is considered unacceptable and shall entail the adoption of appropriate disciplinary measures.

To promote a work environment open to dialogue and reporting inappropriate behaviour, GDS has activated various channels for listening and managing issues. People are encouraged to contact their figure of reference or local HR contact to address any difficulties. In addition, since 2023, GDS S.p.A. and GDS Manufacturing Services S.A. have offered a [Whistleblowing](#) channel dedicated to reporting cases of discrimination, guaranteeing the total anonymity of the reporting person and maximum confidentiality in processing reports.

This tool is designed to treat any report received with the utmost gravity, confidentiality and professionalism, ensuring protection of the Whistleblower’s privacy and offering a safe and secure environment to express and report non-compliant conduct.

No reports were received in 2024.

The Whistleblowing channel represents a key element in promoting a work environment that is ethical, transparent and respectful of the rights of all.



chapter 6

**ENVIRONMENTAL
PROTECTION AND
ECOLOGICAL
COMMITMENT**

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Highlights

GDS adopts a sustainability-oriented approach from the initial design stages, pursuing the objective of minimising energy consumption and the use of resources in the production, distribution and usage phases.

The maturation process of the ISO 14001-certified Environmental Management System is accompanied by its progressive extension to all company offices, in a structured process of continuous improvement.

All waste generated within the company premises is sent for reclamation, in line with the commitment to a circular economy.

Future commitments

In 2025, GDS aims to obtain TALQ certification for its Gateway, a component certifying the compatibility of SkylarkNet with other certified solutions for smart cities.

Planned for 2025 is the completion and connection of the ground-level photovoltaic plant under construction in the municipality of Veronella (VR).

GDS Lighting aims to publish new Environmental Product Declarations (EPDs) for the entire Eidos family of street lighting in 2025, strengthening environmental transparency throughout the life-cycle of products.

Over the next three years, GDS will launch a structured system for the collection, measurement and reporting of Scope 3 emissions, with the aim of expanding the mapping of its carbon footprint along the value chain.



Environmental responsibility

At GDS, we take a responsible approach to the management of environmental resources, leveraging technology and innovation as tools for building a more sustainable future. We design solutions and products aimed at protecting the environment, enhancing natural resources and improving the quality of life of people and the communities in which we operate.

To shape a business model oriented towards eco-sustainability, we direct our actions towards integrated waste management based on the principles of reduction, reclamation and responsible disposal, pollution prevention, the progressive reduction of atmospheric emissions and the continuous improvement of energy efficiency.



Eco by Design

GDS has made sustainable design a guiding principle, systematically integrated into its processes from the initial stages of product development, with the aim of reducing environmental impact throughout the life-cycle of products. This approach translates into conscious choices regarding both the materials and the technical solutions adopted.

Among the project pillars are:

- _ Elimination of hazardous substances and materials from the product and production processes
- _ Selection of lightweight yet durable materials
- _ Use – where possible – of recycled components or from supply chains with low environmental impact
- _ A preference for suppliers that adopt sustainable technologies and processes

Modularity is another fundamental aspect of the design, facilitating the maintenance and updating of devices, extending their useful life and simplifying disposal at the end of the cycle. In the same way, the use of solutions that render materials inseparable is avoided, so as to favour the recycling and reclamation of components.

From the initial stages of the design, the final use of the product is taken into account to minimise energy consumption and the use of resources during production, distribution and operation. This orientation is supported by information activities aimed at end users, such as the inclusion of specific directions on correct recycling in the product manual.

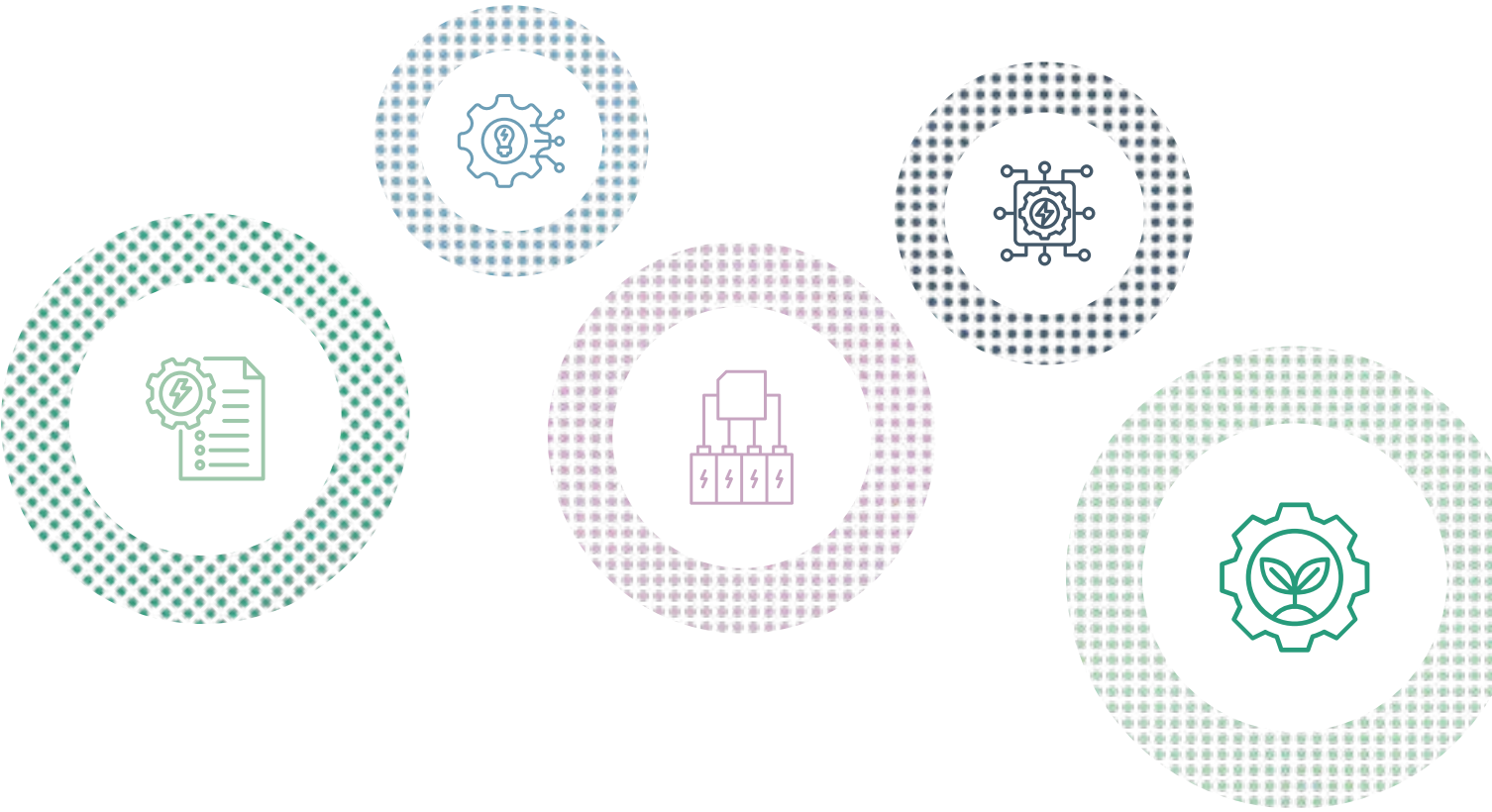
In 2025, this commitment will be further reinforced by the objective of obtaining TALQ Certification for the Gateway, a component that certifies the compatibility of SkylarkNet with other certified solutions for the smart city, favouring the adoption of intelligent and interoperable urban infrastructures, capable of reducing the energy consumption of public lighting and contributing to the environmental sustainability of cities.

LCA tool and environmental impact assessment of products

In 2022, GDS developed and validated the LCA (Life Cycle Assessment) tool, which was constantly updated in subsequent years. It is essential for assessing the environmental impact of lighting fixtures throughout their entire life-cycle, from the initial phase of the project to the moment in which the product is ready to be shipped to the customer.

Thanks to the use of the Life Cycle Assessment (LCA) tool, we are able to analyse in a scientific and detailed way the environmental impact of our products, throughout all phases of their life-cycle. With the LCA tool, we can accurately identify and quantify Greenhouse Gas Emissions, the consumption of natural resources and potential effects on the ecosystem.

The data obtained through the LCA tool represent a solid basis for making more informed decisions. In fact, they help us optimise production processes, reduce waste, and choose design and technological solutions with less environmental impact. In addition, they allow us to promote greener practices throughout the supply chain, helping to render our journey towards a truly sustainable production model more transparent and measurable.



Responsible waste management

To effectively manage the waste generated by its processes, GDS has defined dedicated policies and procedures, supported by the presence of competent resources in charge of following the entire management cycle, from classification to final destination, including collection and transport.

The distinction and management of hazardous and non-hazardous waste takes place in full compliance with current regulations, following the principles established by European Regulations and Directives as well as international standards of reference.

The ISO 14001 certification has started a process of progressive implementation of an environmental Management System, in compliance with the standard in all company locations.

The environmental impacts related to the production of waste derive mainly from the activities of the production plants. While not detecting significant impacts, these effects are still related to the operations carried out by the organisation.

In line with a preventive and sustainability-oriented approach, GDS pursues the objective of reducing the production of waste through:

- _ The use of materials with low environmental impact
- _ The use of cardboard and wood packaging from recovery activities, entirely recyclable
- _ The choice of easily-recyclable materials

Finally, all waste produced within GDS sites is destined for reclamation, confirming the company's commitment to adopting sustainable management practices and reducing the environmental impact of its activities, including through the conscious choice of sustainable materials in the product design phase.



Waste produced

GRI 306-3

2022**Total waste produced** **723,728 kg**

● Non-hazardous 705,698 kg _ 97.5%

● Dangerous waste 18,030 kg _ 2.5%

2023**Total waste produced** **787,902 kg**

● Non-hazardous 775,822 kg _ 98.5%

● Dangerous waste 12,080 kg _ 1.5%

2024**Total waste produced** **525,892 kg**

● Non-hazardous 516,523 kg _ 98.3%

● Dangerous waste 9,369 kg _ 1.7%

Year	Plant	Total waste produced (kg)	Total hazardous waste (kg)	Total non-hazardous waste (kg)
2022	Cornedo (IT)	94,945	11,980	82,965
	Motta (IT) ³	128,833	2,030	126,803
	Mappano (IT)	18,090	210	17,880
	Arad (RO)	452,540	2,380	450,160
	Tunisia	23,500	420	23,080
	China	1,360	1,010	350
	UK	1,800	0	1,800
	USA ¹	0	0	0
2023	Cornedo (IT)	53,670	6,270	47,400
	Motta (IT)	128,290	0	128,290
	Mappano (IT) ²	0	0	0
	Arad (RO)	538,460	4,530	533,930
	Tunisia	36,980	710	36,270
	China	770	570	200
	UK	22,752	0	22,752
	USA ¹	0	0	0
2024	Cornedo (IT)	40,135	946	39,189
	Motta (IT)	41,360	0	41,360
	Mappano (IT)	2,291	0	2,291
	Arad (RO)	365,487	6,923	358,564
	Tunisia	46,860	890	45,970
	China	19,030	610	18,420
	UK	1,360	0	1,360
	USA ¹	0	0	0

¹ Failure to detect • ² Handled as municipal solid waste • ³ Motta di Livenza (TV)

Energy efficiency

GDS' commitment to environmental sustainability and energy efficiency began in 2011, with the installation of the first photovoltaic system. Since then, further interventions have been carried out in the other offices, both in Italy and abroad, consolidating a path of progressive transition towards a more responsible production model.

After this initial intervention, other important measures were implemented to reduce energy consumption, including:

- _ **Purchase of state-of-the-art production equipment** and modernisation existing equipment
- _ **Connecting machinery and processes to the Manufacturing Execution System (MES)** to optimise efficiency
- _ **Adoption of IoT technology to monitor devices in-field**, thus reducing the need for transfers for inspections and interventions
- _ **Use, in all working environments** (production areas, offices, warehouse) **of the latest-generation lighting systems**, with low consumption LED technology

In 2024, with a view to continuously improving energy efficiency and environmental sustainability, the replacement of traditional lighting fixtures with smart lighting systems and LED luminaires was started in the production plants of Curtici, Arad (Romania) and Motta di Livenza (Italy). At the plant in Mornaguia (Tunisia), the intervention will be completed within 2025.

Also in 2024, work began on the construction of a new ground-level photovoltaic plant in the municipality of Veronella (VR) Italy, for a nominal power of 8.1 MWp. Completion and hook-up are planned for 2025, with an estimated annual energy production of 10,500 MWh.

Two further photovoltaic plants will finally be activated in 2026, the first in Cologna Veneta (VR), Italy, with a capacity of 16MWp and an annual energy production of 20,000 MWh, the second in the municipality of Sandrigo (VI), Italy, with a capacity of 8MWp.

These operations testify to our commitment to improving energy efficiency and reducing the effects of production activities on the environment, considering sustainability as a whole.

Energy consumed within the organisation

Year	Plant	Electric energy consumption (MWh)	Purchase of electricity (MWh)	Self-generation of electricity produced by solar photovoltaic systems (MWh)	Self-consumption of electricity produced by solar photovoltaic systems (MWh)	Electricity sold on the grid produced by solar photovoltaic systems (MWh)		
2022	Cornedo (IT)	464.96	312.08	1,460.04	152.88	1,307.16		
	Motta (IT) ¹	350.05	279.52	364.55	70.53	294.02	38.3%	5.628,38
	Mappano (IT)	37.82	37.82	0	0	0	36.8%	5.404,96
	Arad (RO)	2,757.00	2,757.00	0	0	0	12.4%	1.824,60
	Tunisia	595.59	595.59	0	0	0	1.5%	223,42
	China	1,152.51	1,152.51	0	0	0		
	UK	26.57	26.57	0	0	0	11%	1.601,18
	USA	243.88	243.88	0	0	0		
2023	Cornedo (IT)	508.47	376.52	1,342.44	131.94	1,210.50		
	Motta (IT)	424.93	330.75	324.55	94.18	230.37	40%	6.894,39
	Mappano (IT)	38.28	38.28	0	0	0	36.5%	6.310,84
	Arad (RO)	2,802.62	2,445.20	357.42	357.42	0	11.7%	2.024,41
	Tunisia	1,956.96	1,956.96	0	0	0		
	China	927.96	927.96	0	0	0	3.4%	583,54
	UK	24.10	24.10	0	0	0	8.4%	1440,87
	USA	211.07	211.07	0	0	0		
2024	Cornedo (IT)	492.9	382.38	1,198.04	110.52	1,087.52		
	Motta (IT)	319.59	230.44	313.78	89.15	224.63	36.4%	5.503,52
	Mappano (IT)	40.51	40.51	0	0	0	35%	5.294,28
	Arad (RO)	1,689.57	1,680.00	650.65	9.57	641.08	14.3%	2.162,47
	Tunisia	1,862.50	1,862.50	0	0	0		
	China	859.13	859.13	0	0	0	1.4%	209,24
	UK	27.45	27.45	0	0	0	12.9%	1.953,23
	USA	211.87	211.87	0	0	0		

¹ Motta di Livenza (TV)

Consumption management and emission reduction

To support the Greenhouse Gas Emission Reduction Targets set at an international and European level, GDS continued in 2024 to operate with responsibility, efficiency and proactivity.

Our commitment to the fight against climate change has affected every phase of company activity – from direct emissions from production processes and transport to indirect emissions related to the purchase of electricity.

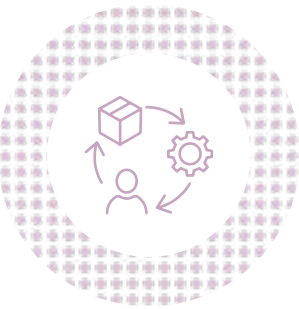
Amongst the main actions carried out, we would like to point out:



Implementation of more efficient technologies



An increase in renewable energy sources



The optimisation of production and transport processes



Improved energy efficiency

Our corporate policies include the pursuit of ambitious objectives, including carbon neutrality and further specific reductions to be defined in line with European legislation and international standards.

At all GDS sites, water is used exclusively for civil uses and does not represent a significant impact on our processes. Our environmental measures thus focus on emissions management and energy efficiency.

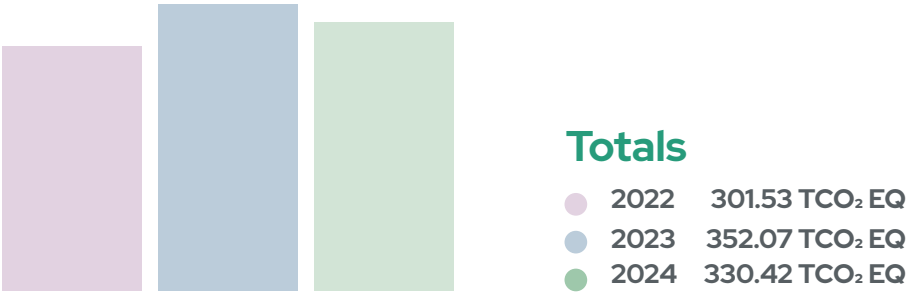
Direct (Scope 1) GHG emissions

Plant		2022		2023		2024	
		Tones	TCO ₂ eq	Tones	TCO ₂ eq	Tones	TCO ₂ eq
Cornedo (IT)	Emissions from non-renewable sources - headquarters and offices	21.10	70.80	24.77	76.60	26.60	68.27
	Emissions from non-renewable sources - company fleet	24.50	0	40.67	120.46	40.63	118.84
Motta (IT) ¹	Emissions from non-renewable sources - headquarters and offices	0	0	0	0	0	0
	Emissions from non-renewable sources - company fleet	0	0	0	0	0	0
Mappano (IT)	Emissions from non-renewable sources - headquarters and offices	3.20	8.20	3.19	8.18	4.98	12.78
	Emissions from non-renewable sources - company fleet	12.31	35.62	12.30	35.57	9.15	27.14
Arad (RO)	Emissions from non-renewable sources - headquarters and offices	42.45	107.78	0.04	0.11	0	0
	Emissions from non-renewable sources - company fleet	13.20	0	16.66	46.07	13.80	40.01
Tunisia	Emissions from non-renewable sources - headquarters and offices	0	0	0	0	0	0
	Emissions from non-renewable sources - company fleet	6.33	18.38	8.06	22.62	8.88	24.67
China	Emissions from non-renewable sources - headquarters and offices	0	0	0	0	0	0
	Emissions from non-renewable sources - company fleet	1.11	3.22	1.77	4.96	3.60	9.99
UK	Emissions from non-renewable sources - headquarters and offices	2.37	6.01	1.82	4.65	0	0.05
	Emissions from non-renewable sources - company fleet	12.76	38.7	6.67	20.11	4.24	12.77
USA	Emissions from non-renewable sources - headquarters and offices	10.08	25.60	9.89	25.35	5.30	13.52
	Emissions from non-renewable sources - company fleet	1.55	4.50	1.34	3.77	1.43	3.97

¹ Motta di Livenza (TV) · Absence of company vehicles

Note:
For the reporting of greenhouse gas emissions, the conversion factors published by the DEFRA (Department for Environment, Food & Rural Affairs), updated version to 2024, were adopted. These factors, used for the estimation of indirect emissions (Scope 1 and Scope 2), ensure methodological consistency and alignment with international best practices in carbon accounting.

Direct emissions for Scope 1:
Consumption of natural gas
Fuel consumption for the transport of company vehicles.

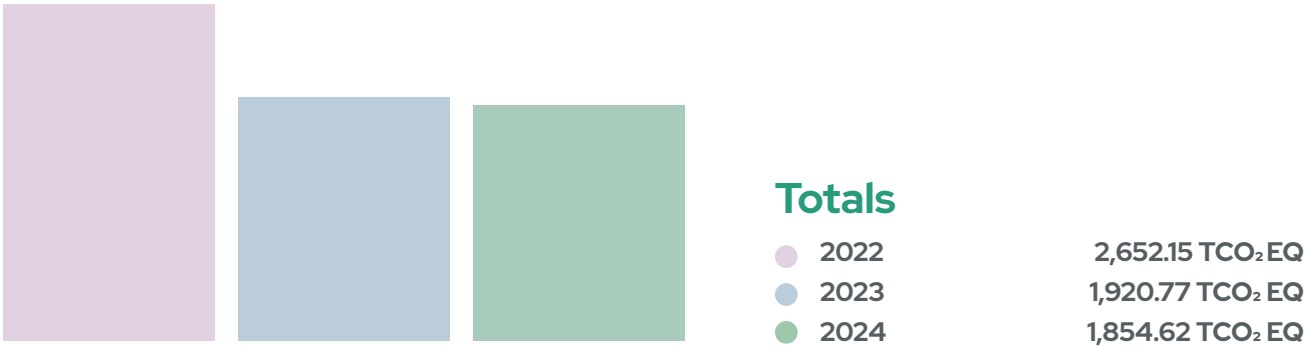


Indirect GHG emissions (Scope 2)

GRI 305-2

Plant TCO ²	2022	2023	2024
Cornedo (IT)	142.67	172.13	191.41
Motta (IT) ¹	127.78	151.20	115.35
Mappano (IT)	17.29	17.50	20.28
Arad (RO)	760.24	674.26	356.16
Tunisia	207.27	367.63	647.78
China	559.44	450.44	434.51
UK	9.70	8.80	10.02
USA	91.06	78.81	79.11

¹ Motta di Livenza (TV)



Indirect emissions for Scope 2:
Electricity consumption.

Notes on methodology

The Sustainability Report is the tool through which GDS communicates to stakeholders the results achieved on the path towards an increasingly responsible and integrated management of sustainability. Also for 2024, the document is inspired by the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), an international standard of reference for sustainability reporting.

The contents of the Sustainability Report were drafted based on the results of a Materiality Assessment, which identified the most relevant issues for the company in relation to the operating context, stakeholder expectations and company strategy. As was the case in 2023, a single Materiality Assessment was adopted for all companies included in the scope, confirming the methodological choice to maintain a consistent, integrated and harmonised approach across all company locations.

The document covers the period from 1st January to 31st December 2024, aligned with the scope of the Consolidated Financial Statements of GDS S.p.A., with an extension with respect to the year 2023, with Global Display Solutions GmbH (Germany), GDS Taiwan Co. Ltd. (Taiwan) and Global Display Solutions Pty Ltd also included in the reporting scope. (Australia). These entities, previously unaccounted for, were considered for their economic and social dimensions, while being excluded from the environmental surveys since the data is currently not significant for the purpose of measuring the overall impacts, given the limited operational characteristics and the purely commercial nature of the locations.

All the subsidiaries included in the perimeter are 100% owned by GDS S.p.A., with the exception of GDS Manufacturing Services SA in Romania and Global Display Solution Tunisia Sarl in Tunisia, where Simest/Finest hold minority shares. The data reported has not been adjusted to consider these minority shares, thus the totals have not been reduced based on the percentages of ownership not held.

During the year 2024, Global Display Solutions GmbH was established in Germany, a company wholly owned by GDS S.p.A. However, given its size, which is still contained in both organisational and operational terms, this event did not entail substantial changes to the reporting perimeter nor did it significantly influence the structure of the Group in terms of governance or with respect to the impact on GRI indicators.

The reported performance is presented according to a three-year time horizon, in order to clearly highlight the evolution and progress of sustainability activities, in line with the objective of progressive alignment with emerging European standards in the field of non-financial reporting, such as the Corporate Sustainability Reporting Directive (CSRD). There are no corrections compared to the 2023 version of the Sustainability Report.

Data collection was carried out through a centralised system, with the active involvement of the local representatives of the individual companies. The information was verified and consolidated by the sustainability team of GDS S.p.A., which took care of the methodological validation of the document.

The Financial Statements are subject to an assessment by an independent third party (the company Cerved) for an evaluation of the contents and reporting processes.

GRI Content Index

Attached to this document is the GRI Content Index, which specifies in detail the GRI standards adopted, the specific references in the Financial Statements and the extent of reporting for each indicator, highlighting any exclusions or limitations related to the three new entities partially included within the perimeter.

GRI Indicator	Description	Reference in the document	Notes
GRI 2-1	Organisation details	p. 13	
GRI 2-2	Entities included in the organisation's Sustainability Report	p. 20	
GRI 2-3	Reporting period, frequency and contacts	p. 143	
GRI 2-4	Review of information	p. 143	
GRI 2-5	External assurance	p. 143	
GRI 2-6	Activities, value chain and other business relationships	p. 14	
GRI 2-7a	Employees by gender	p. 101	
GRI 2-7b	Employees by geographical area	p. 101	
GRI 2-9a	Governance structure and composition (qualitative)	p. 24	
GRI 2-9b	Governance structure and composition (quantitative)	p. 24	
GRI 2-10	Appointment and selection of the highest governance body	p. 24	
GRI 2-11	Chair of the highest governing body	p. 24	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	p. 24	
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GRI Indicator	Description	Reference in the document	Notes
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GRI 2-26	Mechanisms for seeking advice and raising concerns about responsible business conduct	p. 118	
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GRI 201-1	Directly generated and distributed economic value	p. 79	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	p. 80	

GRI Indicator	Description	Reference in the document	Notes
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GRI 204-1	Proportion of spending on local suppliers	p. 54	
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GRI 207-1	Approach to tax	p. 90	
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GRI 306-1	Waste generation and significant waste-related impacts	p. 128	
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