



Empowering content

CASE HISTORY

OLIMPIA SPLENDID



CONTESTO

Fondata nel 1956, Olimpia Splendid è azienda leader nel mondo della climatizzazione, del riscaldamento, del trattamento dell'aria e dei sistemi idronici grazie a prodotti unici e innovativi. Olimpia Splendid ha portato il suo made in Italy in più di 45 Paesi nel mondo.



OBIETTIVO

Illustrare in modo chiaro le attività, gli obiettivi e i risultati raggiunti in termini di performance ambientali, sociali e di governance adottando un approccio di data visualization e favorendone l'efficacia comunicativa.

INPUT: documento word di 60 pagine



SOLUZIONE

Creazione e impaginazione di un rapporto dettagliato, sintetizzato in un abstract in due lingue (italiano/inglese) e in un video in motion graphics che fotografa i dati principali restituendoli in modo dinamico.

OUTPUT: report di sostenibilità, abstract di sintesi, videografica



RISULTATO

Maggiore accessibilità e comprensione dei dati del settore, migliorando la trasparenza e l'efficacia della comunicazione, sia nel documento esteso, sia nei file di sintesi online e offline.

<https://www.olimpiasplendid.it/mondo-os/sostenibilit%C3%A0>

La collaborazione con Olimpia Splendid prosegue dal 2022.



S OLIMPIA
SPLENDID
HOME OF COMFORT

SUSTAINABILITY ANNUAL REPORT



SUSTAINABILITY REPORT 2024

OLIMPIA SPLENDID
HOME OF COMFORT



OUR IDENTITY

01

(PP. 8-13)

Olimpia Splendid S.p.A. is an Italian company that has been active since 1956, specializing in the design, production, and marketing of air conditioning, heating, and air treatment solutions. Today, Olimpia Splendid is the parent company of five subsidiaries located across four continents.

The company's headquarters and manufacturing facility are based in Cellatica (Brescia), while its logistics hub is located in Guastalla (Reggio Emilia). Olimpia Splendid also operates internationally through subsidiaries in Spain, France, the United States, China, and Australia, ensuring effective service in over 45 countries worldwide.

Olimpia Splendid offers its customers advanced technological and design expertise, combined with the flexibility and dynamism typical of specialized companies. These qualities are supported by the strength and reliability of an organization that has grown and consolidated over time.

1.1 MISSION, VISION AND BRAND VALUES

(PP. 2-23)

At Olimpia Splendid, all strategic decisions and daily operations are guided by the Group mission: "Comfort all around. To design and construct products with the finest aesthetic, the best technology, and respect for the environment." This mission drives the company's growth.

Olimpia Splendid is dedicated to providing individuals in Italy and around the world with products and systems that meet every need, in every season, ensuring complete comfort in both residential and commercial environments.

The company's success is built on seven core values:



OLIMPIA SPLENDID

1.3 OLIMPIA SPLENDID TODAY

(PP. 24)

USA
New York
Commercial subsidiary

FRANCE
Paris
Commercial subsidiary

CHINA
Shanghai
Trading subsidiary

OLIMPIA SPLENDID



INNOVATION

Innovation for Olimpia Splendid means producing engineering solutions with cutting-edge technology and integrating them with the most sophisticated design. The company innovates by relying on the most sophisticated protocols, investing economic and human resources every year in research and development activities, with the aim of creating new patents.



DESIGN

At Olimpia Splendid, design does not only mean appearance. It means more to us. Shapes, colours and materials are the key elements to make our products perfectly blend into any indoor space. A complete comfort experience, in all respects.



TECHNOLOGY

Olimpia Splendid cutting-edge technology aims to find new solutions to reduce the environmental impact of its indoor products. A constant and concrete commitment to a sustainable future.



CIRCULAR

Innovation must coincide with respect for natural resources. Olimpia Splendid is committed to reducing its environmental impact by selecting the greenest materials and technologies, continuously improving the efficiency of its products and processes and implementing the principles of circular economy.



MADE IN ITALY

We are proud of our roots, which inspire our work and will continue to do so. To generate progress, value for our stakeholders and growth for the community we live in. And to be worthy ambassadors of Made in Italy in the world.



GLOBAL

Olimpia Splendid prides itself on being a company with a strong presence in international markets. Our aim is to get closer to our customers worldwide and meet their needs in a prompt and efficient manner.



PEOPLE

Olimpia has always based its business on the core value of people. For this reason, it invests in people that reflect the Group, as the efficiency and quality are the result of what is experienced within the company.

At the beginning of 2024, the company translated its core values into specific, observable behaviours through a one-day workshop involving a selected group of employees. This bottom-up and participatory approach is important because it transforms abstract principles into practical actions that guide everyday work. By involving employees directly in the process, the company fosters a sense of ownership and alignment with its mission, ensuring that values are not just stated but truly lived. This shared understanding strengthens the organisational culture, promotes consistency across teams, and supports both individual development and collective performance.

155 EMPLOYEES

5 BRANCHES DISTRIBUTED IN 4 DIFFERENT CONTINENTS

113 MILLION EURO NET REVENUES

The table below shows some useful data to represent and understand the size of the company:

Scale of the organisation	2024	2023	2022
Number of employees	155	154	151
Number of operations	7	7	3
Net sales	€ 105,067,640	€ 98,761,535	€ 93,981,924
Total capitalization	€ 124,723,269	€ 93,981,039	€ 61,973,311
of which debt	€ 43,036,036	€ 24,791,762	€ 20,010,640
of which equity	€ 81,687,233	€ 69,189,277	€ 41,962,671
Quantity of products sold ¹	58,802	58,626	58,000

The recently concluded exercise can be considered positive, especially in light of the market context and the highly complex and difficult-to-read macroeconomic and international political situation. Moreover, in 2024, there were some political uncertainties within the European Union and in Middle East. The strong push towards the energy transition, mandated in the 2021-2022 period with the introduction of the significant climate law packages such as Fit-for-55 and Safer-55, has lost momentum. The weakening has had rather heavy consequences in the residential air conditioning sector, where the active part of replacing gas systems with heat pump systems has reversed compared to the 2019-2022 period.



Instead, Olimpia Splendid products are sold all over the world, especially in areas where we have commercial subsidiaries. In particular, the areas covered include Europe, North and South Africa, Australia and New Zealand, North and South America. The development of commercial branches around the world has allowed Olimpia Splendid to increase its proximity to the local markets and diversify its presence, providing a more efficient service on the spot and capturing trends in various markets. The Olimpia Splendid Group currently does not sell its products directly to the final user but has a close collaboration with B2B (Business to Business) partners through two different distribution channels. The first one, the retail channel, includes technical hypermarkets, mass merchandisers and DIY players; the second one is the professional channel, which includes electrical and hydronic distributors, wholesalers and contractors/builders. Olimpia Splendid aims to differentiate its product offers between the two channels in order to meet the needs of final consumers that purchase from the available channels.

5.1 PEOPLE FIRST

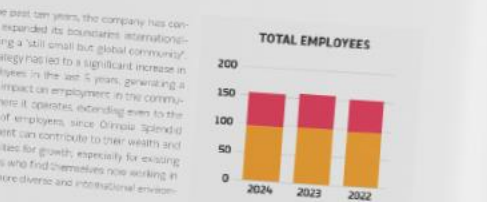
Olimpia Splendid, being a company with a significant family component, its management roles and shareholding has always been run with a strong focus on staff development and a desire to create a safe and pleasant place to work for its employees.

- enhancing the skills and capabilities of human capital through dedicated educational programmes;
- building clear and fair relationships with trade unions and workers;
- ensuring a safe and healthier workplace;
- strengthening team spirit and a sense of belonging to society.

Actions in the above areas are led directly by the CEO (Chief Executive Officer), the managing director and the company's human resources department, through a series of projects dedicated to each objective, which are discussed and approved every year with the manager and included in the annual budget, as well as through a series of projects involving teams of several people. All projects carried out, are monitored on a monthly basis and are reviewed directly by the managing director.

5.1.1 WORKFORCE COMPOSITION

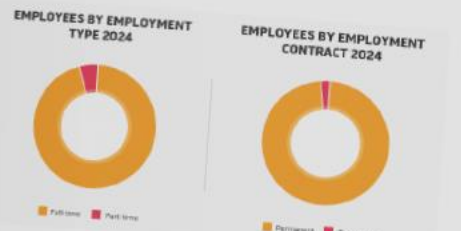
GR 1-1, GR 2-7, GR 2-8



5.1.2 THE VALUE OF PEOPLE AND TERRITORY

The number of employees at Olimpia Splendid Group at 31.12.2024 was 155¹⁰⁰, 1.3% compared to 2023. The majority of employees are on permanent contracts (154 employees, 99%) and full-time contractual obligations for balance between work and private commitments, the Company provides for a share option of reducing the weekly workload. Currently, part-time work has not been requested mainly by female employees (5 out of 7 in 2024).

The number of employees is stable compared to 2023, with a slight decrease.



At the Group level, women employees represent 38% of employees in 2024. In particular, in Olimpia Splendid Italy the presence of women in the last years has been increasing also in technical and STD4 areas, both operations and R&D.

Olimpia Splendid aims to have a young workforce, in product development and design, since they are open-minded and curious, key characteristics to promote innovation.

Employment type	Gender	2024			2023			2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	Men	95	97	94	96	98	96	96	98	96
	Women	53	53	50	58	50	55	50	50	55
	Total	148	150	144	154	148	151	146	148	151
Part-time	Men	1	1	2	0	0	0	0	0	0
	Women	6	7	7	0	0	0	0	0	0
	Total	7	8	9	0	0	0	0	0	0

OLIMPIA SPLENDID FRANCE

AFPAF
Olimpia Splendid France is member of AFPAF (Association Française pour la Pompe à Chaleur), an NGO which promotes the heat pump industry among professionals and the general public.

FNAS
Olimpia Splendid France is a member of FNAS (Fédération Française des Négociants d'Appareils Sanitaires Chauffage Climatisation et Caratéristiques) born in 1959 as a trade association. Today it represents nearly 90% of the sales of sanitary, heating and air conditioning equipment in France and is approved as one of the main representative bodies for the sector.

ACIM
Olimpia Splendid France is a member of ACIM (Association des Constructeurs Industriels et Maîtres d'œuvre) a representative body in charge of defining common standards (quality, safety), and promoting the activity to public or private partners who intervene in urban planning policies, level in the construction market or online fiscal rules.



5.2 OUR PATH TO SUSTAINABILITY

24 THE MATERIALITY ANALYSIS

GR 3-1, GR 3-2

For the preparation of its fourth Sustainability Report, Olimpia Splendid has chosen to follow the guidelines of the TCFD Reporting Initiative Sustainability Reporting Standards¹ (defined in the GRI Standards 2021) (hereafter "SR Standards"), in line with 2022 Sustainability Report.

In order to prepare a report according to the requirements of the GRI Standards an organisation is required to include information on its material issues. The IRI standards 2021 define a material topic as "those that represent the organisation's most significant impacts on the economy, environment and people, including impacts on their human rights".

Following a sustainability analysis, where Global and European market and sustainability trends have been investigated, and a benchmark analysis with national and international peers and competitors, Olimpia Splendid engages with internal corporate functions and the top management to identify and evaluate its positive and negative actual and potential impacts along with its value chain. The materiality process defined by IRI Standards to identify the material topics is summarised in the following.



plendid maps waste generated only in the production and logistic plants; this means the value is referred only to Italian sites. Olimpia Splendid generated approximately **372.15 tons** of CO₂e, with a decrease of 5% from 2023. Also the ratio of waste generated to products sold increased during 2024 compared to 2023, however the value is still higher than 2022. Hazardous waste fell by 6% in 2024, however a shortage of oil and uncoloured refrigerant increased sharply of 41%.

Generated (ton)*	2024	2023	2022
Hazardous waste (ton)	249.30	307.45	316.23
Non-hazardous waste (ton)	106.43	96.32	111.06
Waste packaging (ton)	18.74	17.30	9.78
Waste electrical equipment (ton)	102.04	117.22	152.30
Waste oil (ton)	46.48	33.75	36.53
Waste refrigerant (ton)	35.55	59.12	60.64
Waste gas (ton)	6.66	0.80	1.88
Waste metal (ton)	38.6	40.96	67.24
Waste plastic (ton)	0.00	0.00	0.00
Waste wood (ton)	0.80	2.40	0.30
Waste glass (ton)	12.85	25.52	6.22
Waste paper (ton)	1.03	25.32	8.22
Waste other (ton)	12.87	0.00	0.30
Waste sold (thousands of pieces)**	373.15	362.87	371.45
Ratio (ton)/ (thousands of pieces sold)	581.897	581.70	583.38
Ratio (ton)/ (thousands of pieces sold)	0.64	0.66	0.62



* Hazardous waste, Olimpia Splendid France and Olimpia Splendid USA are excluded. For Olimpia Splendid France 2023 are not available because the official site is active. For Olimpia Splendid France 2024, the ratio of waste generated to products sold are not available. Also the data is not available for the ratio of waste generated to products sold for Olimpia Splendid USA. ** The data is not available for the ratio of waste generated to products sold for Olimpia Splendid USA.

04. A SUSTAINABLE AND INNOVATIVE PRODUCTION PROCESS



4.4 ENERGY RESOURCES MANAGEMENT AND EMISSIONS MONITORING

(pp. 101-1)

Since the beginning of its production history, the organization has had the goal of improving its energy performance, not only at the product level, but also within its sites. In particular, in 2020 the production site in Galzigna (Treviso) was totally renovated with the aim of becoming a centre of excellence for the production of air conditioning solutions and hydronic systems. In particular, the investments focused on making the whole process more sustainable, the production more flexible and responsive to the market, cutting time to market and increasing efficiency through logistic automation.

In September 2023, Olimpia Splendid obtained the ISO 9001 Quality Management Systems certification aimed at ensuring improvements in terms of effectiveness and efficiency of internal processes and satisfaction of the main stakeholders, ensuring the maintenance and improvement of product quality over time.

Moreover, at the end of 2023 Olimpia Splendid concluded its path started in 2017 with the achievement of the ISO 14001 certification, which attests the adoption of an environmental management system in line with the international standard.

4.4.1 PRODUCT ENERGY EFFICIENCY

(pp. 102-2, GR 302-3)

In the past years, Olimpia Splendid has carried out an LCA (Life Cycle Assessment) analysis on its best-selling products to measure their impacts in terms of CO₂e emissions. From the analysis, it emerged that energy efficiency is a decisive objective as it represents more than half of the emissions generated by the products.

In line with this analysis, Olimpia Splendid R&D department has always been committed to increasing the efficiency of its products through the continuous improvement of existing products and the development of new projects, integrating the best technologies available in the HVAC sector. Having a highly efficient product is a strong competitive factor for Olimpia Splendid in the market and it is essential to ensure that end users can lead a healthier home without generating excessive negative impacts on the planet we live in.



- Impacts of the most significant impacts for reporting topics
- Energy consumption and emissions
 - Refrigerant management
 - Supply chain management
 - Innovation, research and digitalization
 - Occupation, training, diversity and welfare
 - Health and safety at work
 - Service quality
 - Cyber security and data privacy
 - Business ethics and compliance

GRI CONTENT INDEX AND OTHER INDICATORS

Statement of use	Olimpia Splendid has reported the information in this GRI content index for the period 01/01/2023 - 31/12/2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	CHAPTER	
GENERAL DISCLOSURES			
GRI 1: Foundation 2021	2-1 Organizational details	1	
	2-2 Entities included in the organization's sustainability reporting	Methodological note	
	2-3 Report frequency, frequency and contact point	Methodological note	
	2-4 Restatements of information	Methodological note	
	2-5 External assurance	Independent auditors report on sustainability reporting	
	2-6 Activities, value chain and other business relationships	1.4	
	2-7 Employees	5	
	2-8 Workers who are not employees	6	
	2-9 Governance structure and composition	3	
	2-10 Nomination and selection of the highest governance body	3	
GRI 2: General Disclosures 2	2-11 Chair of the highest governance body	3	
	2-12 Policy commitments	12	
	2-14 Embedding policy commitments	2	
	2-17 Compliance with laws and regulations	3	
	2-19 Membership associations	2	
	2-20 Approach to stakeholder engagement	4	
	2-30 Collective bargaining agreements	2.5	
	MATERIAL TOPIC		
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	2
		3-2 List of material topics	2

METHODOLOGICAL NOTE



GRI STANDARD	DISCLOSURE	CHAPTER
ENERGY EFFICIENCY AND EMISSIONS REDUCTION		
GRI 3: Material Topics 2021		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4
	302-2 Energy consumption outside the organization	4
	302-3 Energy intensity	4
	302-4 Direct (Scope 1) GHG emissions	4
	302-5 Energy indirect (Scope 2) GHG emissions	4
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	4
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4
	305-8 Greenhouse gas emissions	4
REFRIGERANT MANAGEMENT		
GRI 3: Material Topics 2021		
Non-GRI	Non-GRI: Refrigerant management	4
	Non-GRI: Refrigerant management	4
PRODUCTION, RESEARCH AND INNOVATION		
GRI 3: Material Topics 2021		
Non-GRI	Non-GRI: Number of employees involved in research and development, by gender (reported in PTE)	4
	Non-GRI: 2: Amount and percentage (of revenues) of investments in research and development	4
SUPPLY CHAIN MANAGEMENT		
GRI 3: Material Topics 2021		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	4
	204-2 Proportion of spending on local suppliers	4
GRI 301: Materials 2016	301-1 Materials used by weight or volume	4
	301-2 Recycled input materials used	4
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4
	308-2 New suppliers that were screened using social criteria	4
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4
	414-2 New suppliers that were screened using social criteria	4
INTEGRATION, TRAINING, DIVERSITY AND WELFARE		
GRI 3: Material Topics 2021		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5
	401-2 New employee hires and employee turnover	5



Olimpia Splendid S.p.A.
dal 1956 progetta, produce e commercializza prodotti per

 climatizzazione

 riscaldamento

 trattamento dell'aria



La nostra è un'**azienda italiana**

 1

Il sito produttivo e il quartiere generale del Gruppo si trovano a Cellatica, in provincia di Brescia

 2

Il polo logistico è invece a Gualtieri, in provincia

VIDEOGRAFICA





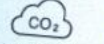
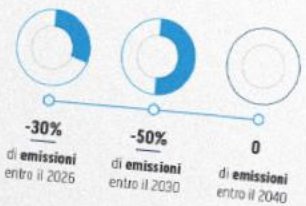
SUSTAINABILITY REPORT 2024

ABSTRACT

Consumi energetici ed emissioni

L'azienda si è posta l'ambizioso obiettivo di diventare "carbon neutral" entro il 2040. Raggiungere la **neutralità carbonica** non è soltanto un obiettivo strategico, ma anche un modo per fornire il proprio contributo al benessere del pianeta.

Obiettivi



Annullamento delle emissioni di gas ad effetto serra dirette ed indirette (Scope 1 e Scope 2)
-28% di emissioni nel 2024



Certificazione sistema ambientale ISO 14001 per la gestione operativa in Italia



Occupazione, salute e benessere

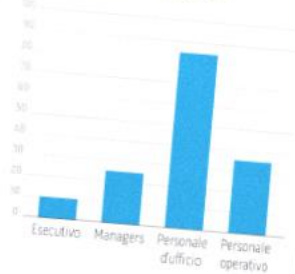
In Olimpia Splendid le persone sono sempre al centro e l'azienda è consapevole che la crescita sostenibile è possibile solo quando le persone prosperano in un ambiente sicuro, solidale e sano. Per questo nel 2024 è stato aggiunto un altro tassello importante in materia di welfare aziendale, con l'adesione al programma **WHP Workplace Health Promotion dell'Organizzazione Mondiale**: iniziative di salute pubblica per incrementare il benessere fisico e mentale di tutti i dipendenti.



Occupazione, formazione, diversità e welfare



IMPIEGATI PER CATEGORIA



IMPIEGATI PER ETÀ



COMPANY OVERVIEW



Olimpia Splendid

Olimpia Splendid S.p.A. è un'azienda italiana che dal 1956 si distingue nella progettazione, produzione e commercializzazione di prodotti per la climatizzazione, il riscaldamento e il trattamento dell'aria.



CORPORATE

108 mln €
Valore distribuito nel 2024

Codice etico condiviso e firmato da dipendenti e fornitori

Consiglio di Amministrazione direttamente responsabile delle tematiche ESG

ISO 9001 e ISO14001
Certificazione per la gestione operativa in Italia



PRODOTTI

77
marchi attivi presenti in 21 aree geografiche

12
brevetti attivi

> € 2.4 mln
capitale investito in Ricerca e Sviluppo nel 2024

Collaborazione con consorzi per la gestione dei prodotti a fine vita



PROCESSI

50%
spesa per fornitori locali

>97%
elettricità green da risorse rinnovabili

+50%
elettricità green prodotta da sistema fotovoltaico, rispetto al 2023

28%
delle emissioni ridotte rispetto al 2019



PERSONE

155
dipendenti

20
nuove assunzioni

99%
dipendenti con contratto a tempo indeterminato

6
comunità locali supportate

Innovazione e Ricerca

Innovare le tecnologie per la climatizzazione è nella visione dell'azienda da sempre, ma nel 2024 questo obiettivo si è rafforzato con la nascita di **OSIX Olimpia Splendid Innovation Excellence**: un hub interno che promuove e guida, insieme a start-up, istituti di ricerca e altri partner tecnologici, progetti di innovazione aperta che accelerano lo sviluppo di nuove soluzioni per prodotti e processi più sostenibili.

HIGHLIGHTS



12
brevetti attivi



77
marchi depositati



>2,4 mln
investiti in R&S nel 2024



Partecipazione al **progetto rEuman**, finanziato dall'Unione Europea nell'ambito del programma **Horizon Europe**, per rivoluzionare l'industria della rigenerazione.

Comunità e territorio

Capacità, etica e competenze del lavoro di Olimpia Splendid provengono dai territori in cui opera. Per questo l'azienda ha ritenuto suo dovere restituire quanto ricevuto dalle comunità locali.

Il Gruppo si prende cura dei suoi stakeholder:



impegnandosi a contribuire alla crescita e allo sviluppo delle comunità, creando valore a lungo termine.

NEL 2024 L'AZIENDA HA DATO SUPPORTO E REALIZZATO PROGETTI INSIEME A:



Il gruppo cresce del 21% e ha fatto...

raggiunge il 100% di energia da fonti rinnovabili

Nel 2022, risultati economici in crescita e un passo importante verso la neutralità climatica

RISULTATI ECONOMICI DEL BILANCIO DI ESERCIZIO 2022

Le attività

Progettazione, produzione e commercializzazione di soluzioni per l'home comfort.



Dati in euro

113,4 milioni **+21%**
Fatturato rispetto al 2021

40% I ricavi all'estero **7,2%** 7 milioni EBITDA

UN PASSO IN AVANTI VERSO GLI OBIETTIVI

Le azioni del 2022

-18%

Emissioni rispetto al 2021

1 Consumi elettrici nelle sedi italiane al **100% rinnovabili** (95% dei consumi di tutto il gruppo)

Energia prodotta dai propri impianti fotovoltaici



Acquisto di energia da A2A certificata da fonti rinnovabili

-29% Consumi di metano

GLI IMPEGNI PER IL 2023

Passaggio delle filiali commerciali estere all'energia sostenibile

Attivazione di un nuovo impianto fotovoltaico nel polo logistico di Reggio Emilia

Ottenere la certificazione ambientale ISO 14001 per tenere sotto controllo e migliorare gli impatti ambientali

IL NOSTRO IMPEGNO PER L'AMBIENTE

Obiettivi nella riduzione delle emissioni



Neutralità climatica Entro il 2040

10 anni in anticipo sul Green Deal europeo



GRAZIE