



Nice

# Fabbrica Futuro

Marta Gemin,

Group Sustainability Coordinator

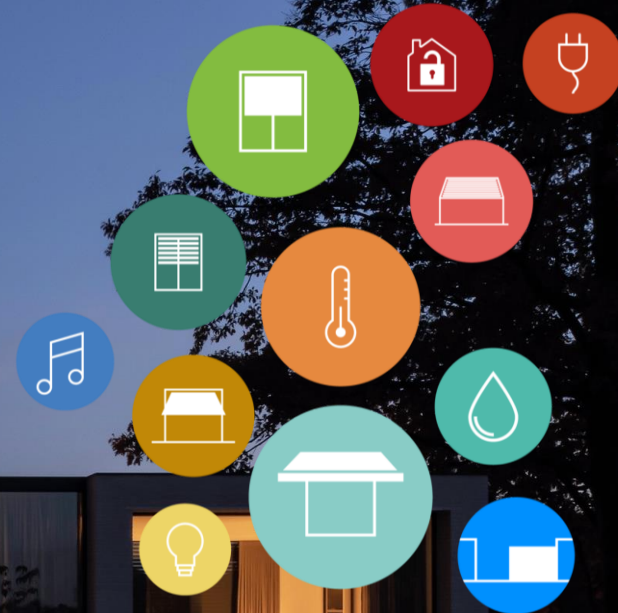
Nice

**We are Nice**



Nice

Products Overview



# Solutions for Home and Building Management

Nice offers innovative and smart control units and devices and guarantees an easy integration with over 3000 third party devices and the most used protocols in the Home & Building Automation industry.

# Nice

## Products Overview

# Home & Buildings Solutions

INTERCOM,  
ACCESS CONTROL,  
INTERCOM,  
ALSO IN PROXIMITY  
OF THE HOUSE

LIGHTS AND  
OTHER ELECTRICAL  
LOADS CONTROL

AWNINGS  
AND PERGOLAS  
CONTROL

INTEGRATED ALARM  
AND CONTROL SYSTEM

HVAC  
CONTROL

GATES  
CONTROL

GARAGE DOORS  
CONTROL

A/V CONTROL  
HEALTH &  
WELLNESS

BLINDS  
AND SHUTTERS  
CONTROL





Nice

Our Vision

# True freedom is an open world

To help people feel safe and secure and to enable them to experience an open world.





**Nice**

# Designing a Nice world

We are Nice, the global specialist of solutions to manage homes and buildings.

Our mission is to improve people's quality of life by simplifying the everyday, while making experiences enjoyable and places more sustainable.



# Nice

## Our Values



### Nice

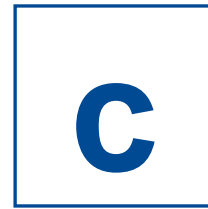
Our mindset is innovative, agile, humble, curious.

**Just be Nice!**



### Inclusive

Our environment is diverse, equal, empowering. Our perspectives remain open and receptive.



### Collaborative

Our environment is based on trust, teamwork, integrity and transparent communication.

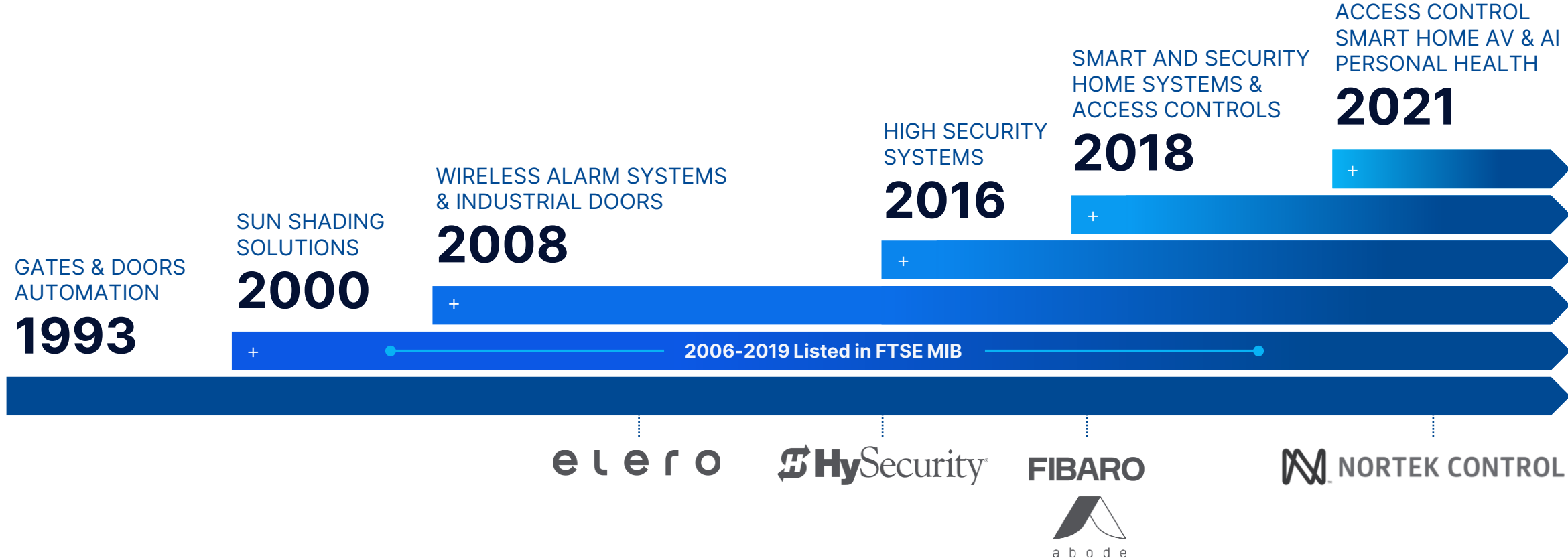


### Environmentally conscious

We strive to give more than we take. Our logo is blue but our heart is green.

## Company Overview

# Stronger together, as one company





# Nice

## Company Overview

# The Nice World



Nice HQ  
Italy

DIRECT PRESENCE COUNTRIES

23

Australia  
Belgium  
Brazil  
Canada  
China  
France  
Germany  
India  
Italy  
Morocco  
Poland  
Portugal  
Romania  
Russia  
Singapore  
South Africa  
Spain  
Sweden  
Tunisia  
Turkey  
UAE  
UK  
USA

INDUSTRIAL PLANTS

13

Australia  
Brazil  
Canada  
Germany  
Italy  
Poland  
South Africa  
USA

CENTRES FOR TECHNOLOGY

15

Brazil  
Canada  
China  
Germany  
India  
Italy  
Poland  
Russia  
South Africa  
USA

# Nice

## Company Overview

# A world made of Nice People

~ 2.800 Nice People

Female presence **23%** (group)

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More than **30 Nationalities**

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**54%**

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Europe

**31%**

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Americas

**15%**

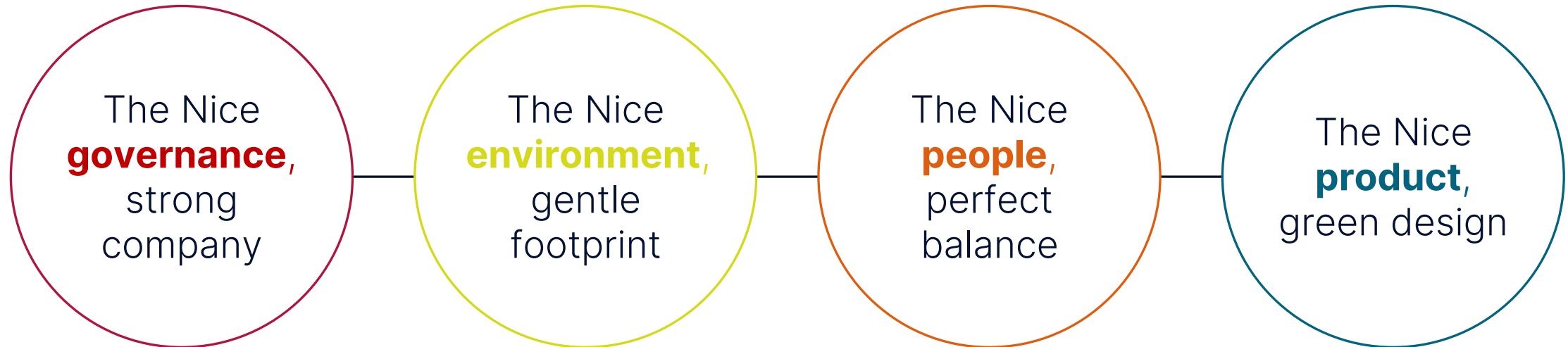
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Rest of  
the world





## ESG 2025 Transformations





## 2024 ESG Trends

### Complex Supply Chain

“There could be up to a 60 percent supply–demand gap in 2030 for net-zero products.”

Source: McKinsey Research (2023, Oct).  
Decarbonize and create value

### Regulatory Uncertainty

“...companies can no longer trick people by saying that plastic bottles are good because the company planted trees somewhere..”

Source: Member of EU Parliament, after the approval of the new Law Banning Misleading Product Sustainability Claims

### Skills and Engagement development

+45% in demand for ESG professionals in 2024.

Source: Global Sustainability Institute

# Nice

“To make a difference collectively, we need to work at the personal level. Everything we do comes from our mindset and that has a knock-on effect on the people we work with and everyone around us”

Karen Darke  
Paralympic cyclist, golden medal winner

# Nice

## The Nice governance, strong company Areas of Actions

### 01 Commitment

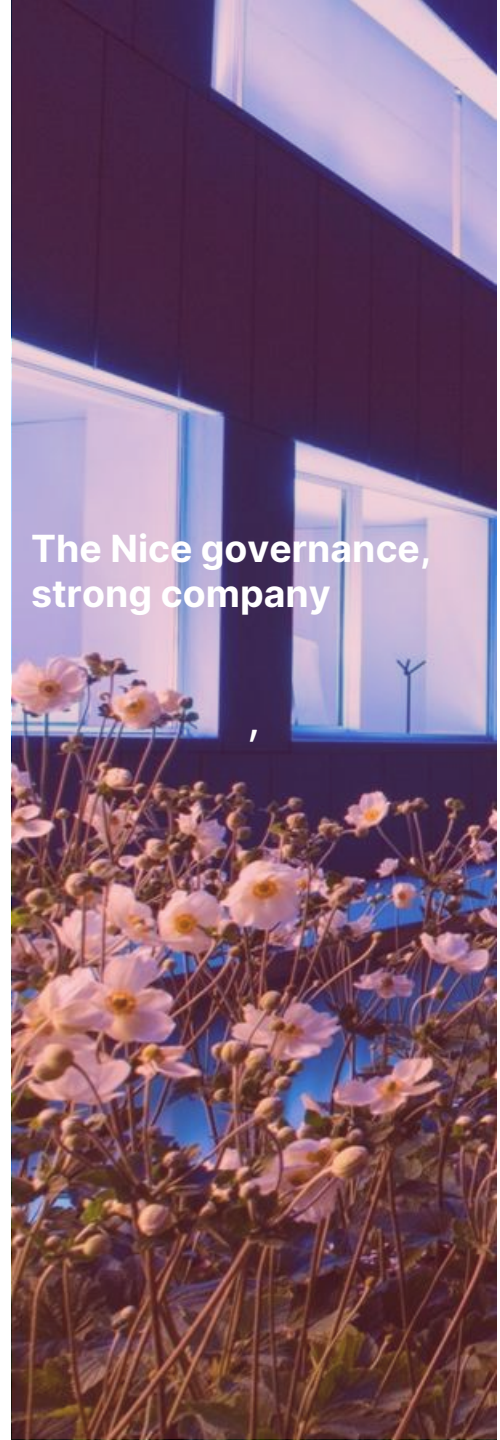
2022 KPI: 1 ESG Committee with 5 members

### 02 Compliance

2022 KPI: ISO 14001 for Nice SpA and a roadmap to 2025

### 03 Transparency

2022 KPI: 0 cases of corruption, 0 cases of non-compliance with laws and regulations



The Nice governance,  
strong company



# Nice

## The Nice environment, gentle footprint Areas of Actions

01

### Climate Action

Our objective is to reduce our direct emissions by 50% and indirect emissions by 25% by 2030 and achieve Net Zero emissions by 2050.

02

### Wise Energy Management

Nice Smart Home solutions allow individuals to optimize energy usage, establish energy-saving routines and improve the living experience.

03

### Circular Economy

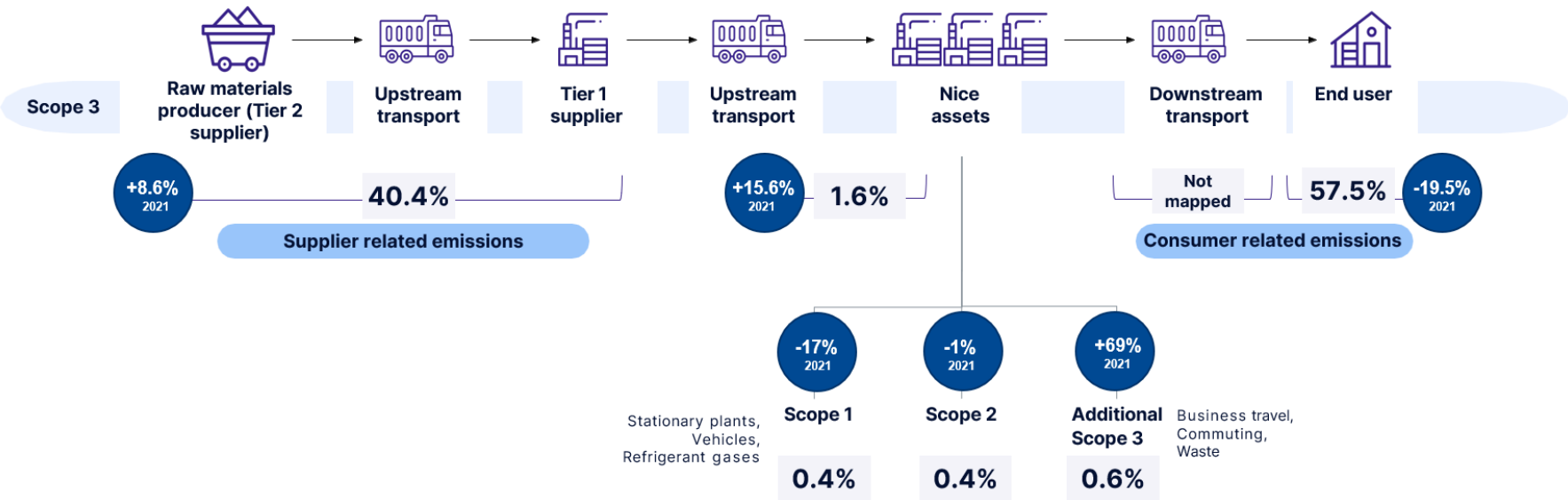
2022 KPI: 84% of the waste produced sent for recovery.



The Nice environment,  
gentle footprint

# Nice

## 01 Climate Action | 2022 GHG Emission in Nice value chain



The Nice environment, gentle footprint

## 01 Climate Action | Emissions Reduction Plan 2022-30

### Scope 1,2

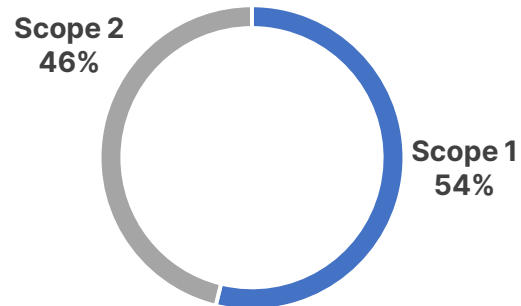
#### OUR ACTIONS TO 2030 GOALS

##### ELECTRICITY

80% electricity supply from renewable energy (GO) in 2025

100% GO in 2030

New buildings: evaluation of PV system installation



### OUR GOAL

**-30%** by 2025

**-50%** by 2030

t CO<sub>2</sub> by 2030 compared to 2022 emissions **in Scope 1 and 2**

#### OUR ACTIONS TO 2030 GOALS

##### FLEET

Fleet transition to hybrid or electric cars

##### HEATING SYSTEM

New buildings: electrifying the heating system (heat pumps)

Existing buildings: envelope and HVAC plant efficiency evaluation

### Scope 3

#### OUR ACTIONS TO 2030 GOALS

Stand-by mode lower than 0,5 W

Integrating the products technologies for the saving, self-generation, and storage of energy

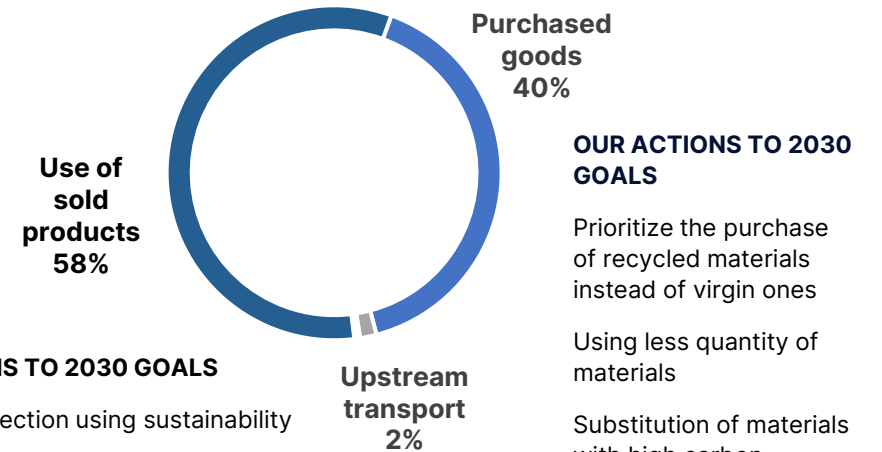


### OUR GOAL

**-10%** by 2025

**-25%** by 2030

t CO<sub>2</sub> by 2030 compared to 2022 emissions **in Scope 3**



#### OUR ACTIONS TO 2030 GOALS

Suppliers' selection using sustainability criteria

Prioritize low environmental way of transports or intermodal solutions

#### OUR ACTIONS TO 2030 GOALS

Prioritize the purchase of recycled materials instead of virgin ones

Using less quantity of materials

Substitution of materials with high carbon emission factor



# Open Innovation to support Circular Economy approach

Speed up innovation through internal/external opportunities

## Call for Start- ups

Synergies with innovative start-ups

## Bootcamp

Generation of ideas through the call of passionate people in a specific area

## 03 Circular Economy | Open Innovation

# Start-ups tactical scouting

**Company Object:** reduce the CO2 impact of materials used in Nice Group products, ensuring the same quality, technical standards, functionalities and lifespan

**How to do “Open Innovation”:**

Exploration of new solutions through counting external realities(startups and innovative companies)

**Dept. involved:** Sustainability, Innovation, R&D, Product Marketing

**Evaluation criteria:**

- Innovation: How innovative is the solution? Is it a completely new process or product?
- Execution: How is the idea developed? Is the product ready to be commercialized?
- Sustainability Does the startup offer a high-impact solution in terms of sustainability?
- POC requirements Does the startup based on the estimated cost, timeline for PoC development and team, have the requirements?

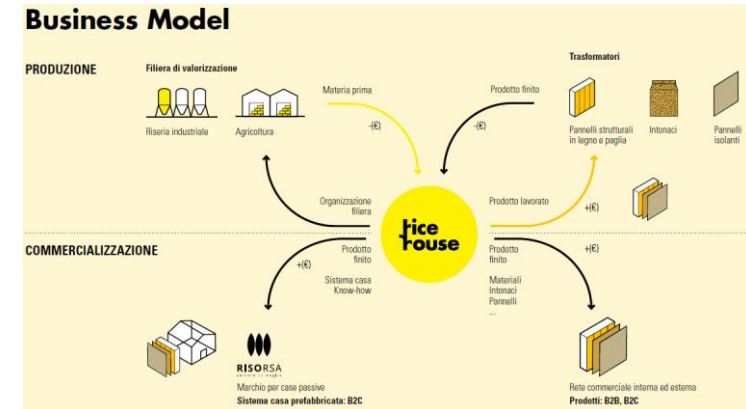


# Start-ups tactical scouting

## Selected Start-up

# RiceHouse

Development and commercialization of innovative materials for 100% natural construction with special attention to the valorization of by-products of rice production with characteristics of high-efficiency environments, eco-compatibility and derived from short supply chain.





# Nice

## 03 Circular Economy | Open Innovation

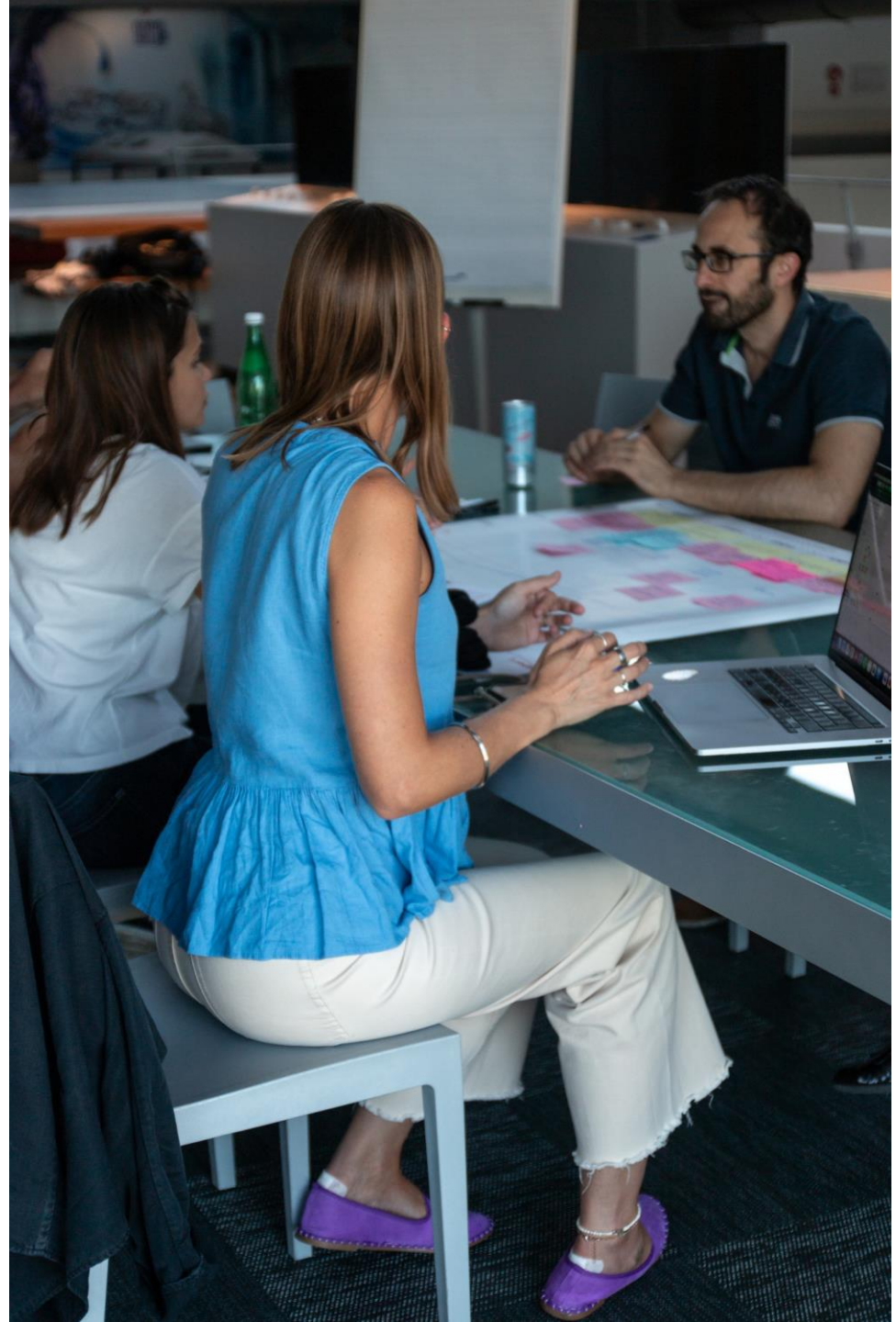
# Bootcamp

**Company Object:** rethink the design and production process of Nice group products to limit the environmental impact of the value chain, considering a circular economy approach

**How to do “Open Innovation”:**

- 3 teams made of Nice People, Students and external consultants
- 3 different brief
- 3 days of co-creation
- 1 Steering committee to evaluate the projects

**Dept. involved:** Sustainability, Innovation, R&D, Product Marketing, Operations, After Sales





# Nice

03 Circular Economy | Open Innovation

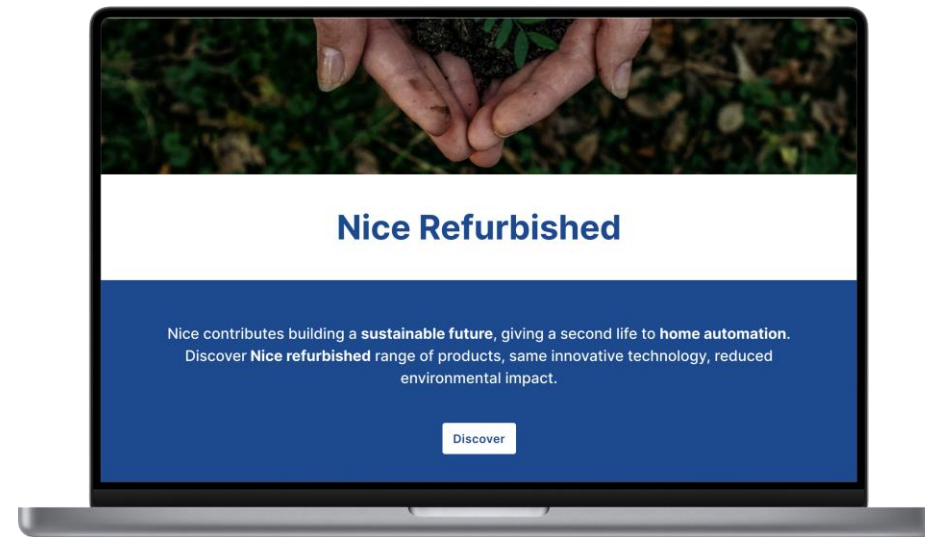
## Bootcamp

Final proposals:



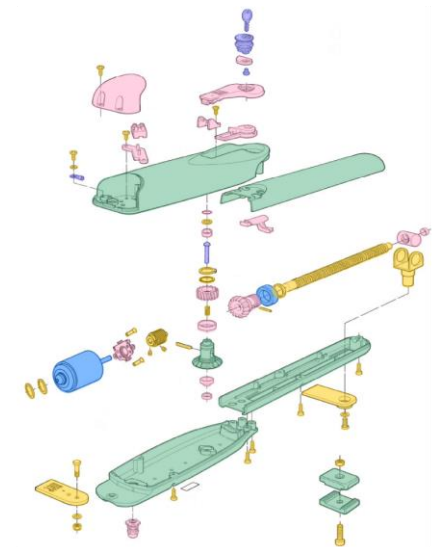
### Re-Light

Use of renewable energy in our products



### Nice Refurbished

Design an end-of-life product reuse process

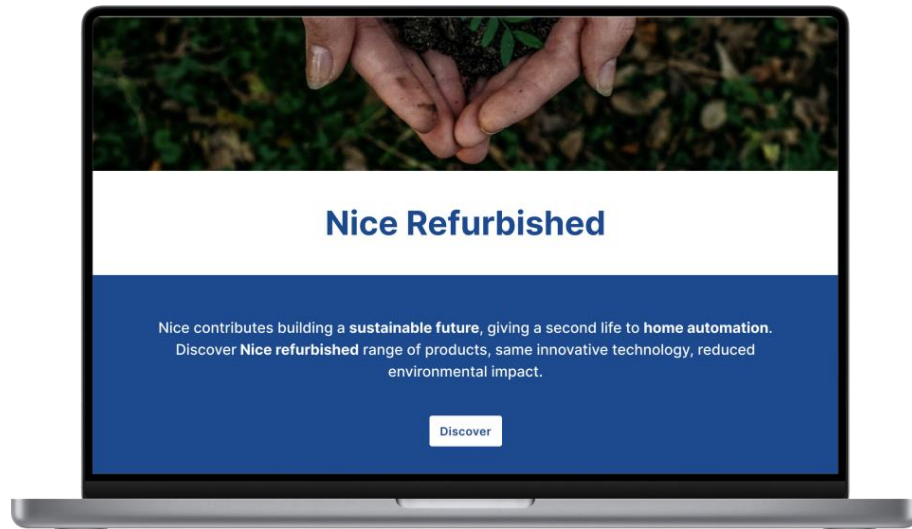


### Eco-swing

Definition of eco-design guidelines

# Bootcamp

### Selected idea



# Nice Refurbished

A B2C digital platform that empower end-users to make an informed choice by purchasing reconditioned automations

# Nice

## The Nice people, perfect balance Areas of Actions

### 01 Responsible Supply Chain.

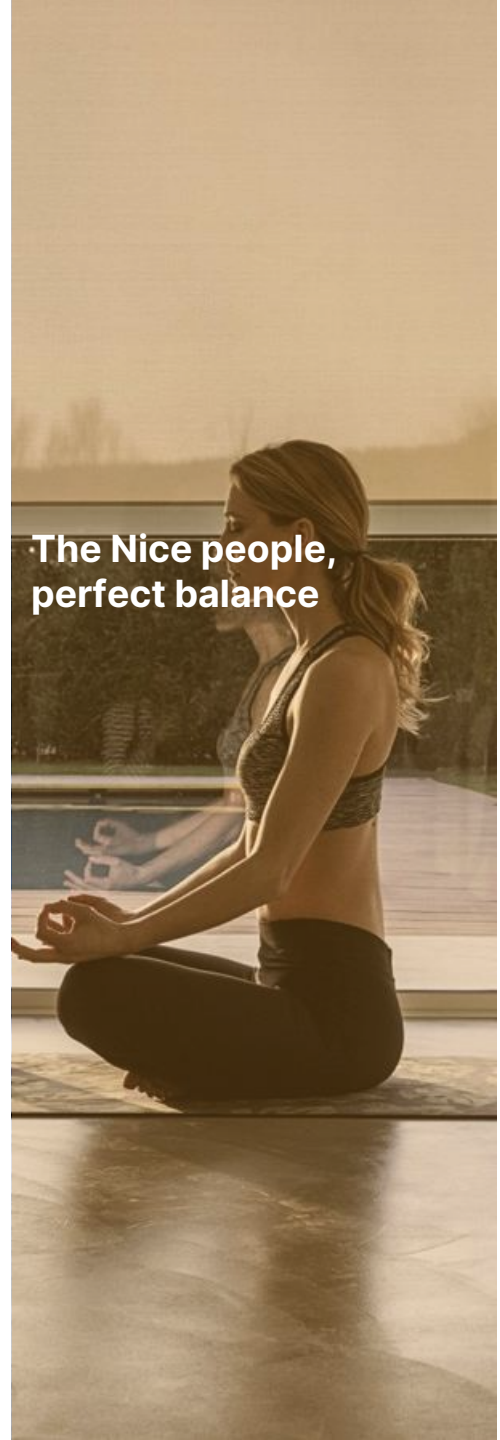
2022 KPI: 100% suppliers of Nice HQ evaluated with ESG criteria

### 02 Wellbeing and Inclusion

2022 KPI: 92% of permanent contracts

### 03 Health and Safe Workplace

2022 KPI: - 45% of injuries compared to 2021



The Nice people,  
perfect balance

## 01 Responsible Supply Chain | ESG suppliers evaluation

### ESG Goal

#### Purchasing Dept.

80% of volume purchased assigned to suppliers with at least 70% of «Sustainability supplier index» by 2025

2023 Status : 30% of volume purchased assigned to suppliers with at least 70% of «Sustainability supplier index»

### What we did:

- 2022: in the Quality Audit, we introduced 5 Environmental questions
- 2023: in the Quality Audit, we introduced 5 Social questions
- 2023: 100% Nice SpA suppliers evaluated with ESG Criteria

### How to achieve the goal?

- 1 Supplier Day, with a dedicated ESG session:
  - o Present the Nice ESG path and goals
  - o Training on ESG and why Nice suppliers must be aligned with them
  - o Give goals and KPI to suppliers

### How to monitor progress?

- 1) ESG evaluation tool with ESG Score
- 2) Nice Vendor Rating through “Sustainability Supplier Index”



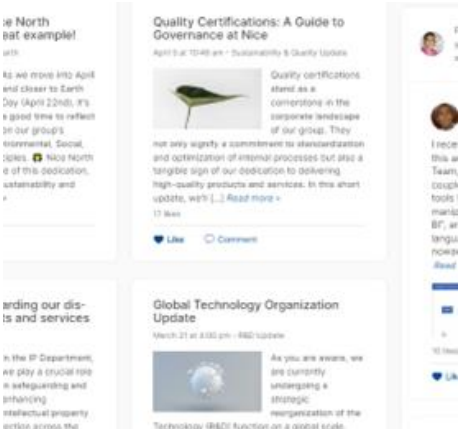
## 02 Wellbeing and inclusion | Nice People Engagement and motivation

### Global Meetings and Townhalls



ESG is part of the Corporate Business strategy;

### The Daily Wonder – regular updates



NiceLoveEarth, a dedicated format give ESG updates to Nice People;

### Team Buildings



Yearly clean up, to support protect local areas and their biodiversity;

### ERGs



DE&I at Nice  
Nice Women Network

# Nice

## The Nice product, green design Areas of Actions

01

### Eco-design

2022 KPI: 100% of New products developed according to “Nice Green Innovation” approach

02

### Product Certification

2022 KPI: + 5 products with EPD

03

### Sustainable Innovation

2022 KPI: 35.5 M € invested in R&D



The Nice product, green design

## Nice Green Innovation



The 'Nice Green Innovation' approach, is a set of guidelines for product definition and design that include:

### Energy Consumption

Reducing energy consumption during both usage and standby phases;

### Recycled Materials

Using recycled plastic for product materials;

### Extended lifespan

Extending the useful life of products through the availability of spare parts and easy maintenance

### Solar Panel

Increasing the number of solutions powered by solar panels;

### Green Packaging

100% recycled paper and cardboard for product packaging, along with natural ink for printing, and reducing plastic elements in favor of eco-friendly alternatives;

### Environmental Product Declaration

Providing Environmental Product Declarations for product transparency

The Nice product, green design

**Nice  
People  
Make  
Nice  
Things**



# Nice

## 01 Climate Change – Tackling Scope 1 and 2 at our Headquarters

### What we did?

- Forklifts using lithium battery;
- Installation of permanent monitoring of energy consumption;
- Replacement of gas heat generators with new condensing ones, with remote management system;
- 100% energy purchased with GO
- Led relamping in the plant (part 1)
  - o 18.900 kWh/Y saving
- Car fleet transition
  - o 22% hybrid or electric cars
  - o - 32% CO2 emissions

### What will we do?

- Led relamping in the plant (part 2)
  - o 21.500 kWh/Y saving
- Permanent monitoring system for lighting;
- Automatic shutdown system
  - o 11.600 kWh/Y saving
- 100% Forklifts using lithium battery;
- Solar shading automation in the Nice 2 plant;
- Smart Home ecosystem to control solar shading and lighting, in the Nice 2 plant.



The Nice environment,  
gentle footprint

## 02 Wise Energy Management – The smart home is a green home

### Smart Lighting Control with BiDi Dimmer



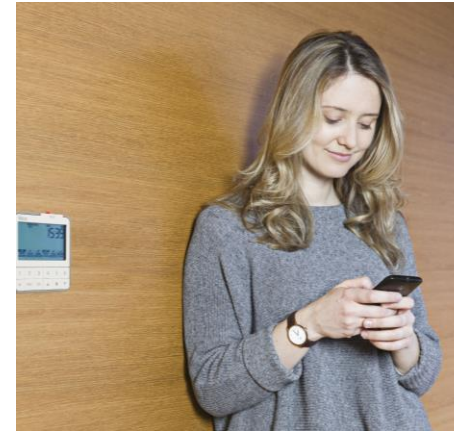
You can program the lights to turn on and off based on the time of day or human presence.

### Heating/Cooling System Management with Clima-control



The system can automatically adjust the temperature inside your home according to your preferences and external conditions.

### Energy Monitoring with Yubii Home App



You can track your home's energy consumption in real-time and receive notifications about devices that are using too much energy.

### Integration with Solar Panels with Energy Panel on Yubii Home App



If you have photovoltaic system, the Nice Smart Home system can monitor solar energy production and adjust household devices to use solar energy when available .