

A photograph of a modern building facade made of large, light-colored concrete panels. A large, dark, leafy tree is in the foreground on the left. The building has a unique geometric design with a large rectangular opening that reveals a striped interior. The word 'Poliform' is visible on the right side of the building.

Poliform

2024 SUSTAINABILITY REPORT

Poliform



PHOTOGRAPHY BY PAOLO ROVERSI

Dear Stakeholders,

We published the last edition of our Sustainability report: a document that openly describes the actions, results and ambitions that guide our commitment to sustainable and lasting development.

With this new edition we intend to renew our commitment to report in accordance with the criteria set out by the Corporate Sustainability Reporting Directive (CSRD), providing data that is increasingly structured, traceable and aligned with European standards. Regulatory obligations notwithstanding, reporting, to us, means above all accountability: sharing choices, impacts and the direction taken with those who walk every day by our side.

2024 represented transformation and consolidation. A journey that involved all the people in the Group, enriching the culture of shared responsibility. The result is a collective achievement, the outcome of listening to and collaborating with clients, partners, suppliers and communities. In an increasingly complex global context, we are convinced that the ability to generate positive and measurable impacts is a key element of resilience and competitiveness.

With increased transparency, comparability and long-term vision, this document represents a public contract: a firm commitment to integrate sustainability in every aspect of our activity.

We believe that a better future is not only possible, but necessary, to be built together, step by step, making responsible choices and sharing actions.

Alberto Spinelli, Aldo Spinelli e Giovanni Anzani

Poliform Managing Directors

Foreword

POLIFORM	7
GENERAL DISCLOSURE - ESRS 2	8
REPORTING CRITERIA	10
GOVERNANCE	12
STRATEGY	16
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES	28
ENVIRONMENTAL DISCLOSURE	30
ESRS E1 - CLIMATE CHANGE	33
ESRS E2 - POLLUTION	45
ESRS E3 - WATER AND MARINE RESOURCES	46
ESRS E5 - RESOURCE USE AND CIRCULAR ECONOMY	49
SOCIAL DISCLOSURE	60
ESRS S1 - OWN WORKFORCE	63
ESRS S2 - WORKFORCE IN THE VALUE CHAIN	83
ESRS S3 - AFFECTED COMMUNITIES	89
GOVERNANCE	94
ESRS G1 - BUSINESS CONDUCT	97
ANNEX	104

This report complies with the Corporate Sustainability Reporting Directive (CSRD). The CSRD is a European Union directive finalized at improving the transparency and comparability of information relating to the sustainability of corporations. The CSRD requires companies to provide detailed information regarding environmental, social and governance (ESG) aspects, with the aim of ensuring greater social and environmental responsibility.

To meet said requirements, the CSRD uses ESRS (European Sustainability Reporting Standards) indicators, which provide a standardized framework for measuring and reporting sustainability performance. ESRS indicators cover a wide range of topics, including environmental impacts, resources management, working conditions and Company Governance. Each company is required to assess and report the impacts, risks and opportunities arising from its activities based on these indicators, with the objective of offering a clear and complete picture of ESG performances to their stakeholders.

For further details please refer to the full text of Directive 2022/2464/EU of the European Parliament and Council.



Poliform

Poliform was established in 1970 as the evolution of an artisan enterprise founded in 1942. Since its inception the Company showed a strong industrial connotation, aimed at combining design quality with assembly production, to meet the needs of a constantly evolving and increasingly global market. Throughout the years, Poliform has shown an unvaried ability to interpret changes in the lifestyles and tastes of an international clientele, keeping its identity and offering furnishing solutions that blend aesthetics, functionality and innovation. The collection is divided in furnishing systems and accessories for every room in the home, for a cohesive and elegant style.

In 1996 the company acquired the historical Varenna brand, exclusively dedicated to the production of kitchens, which was officially rebranded Poliform in 2018, to show the willingness to represent a single and coherent corporate identity.

The Contract division was established in the first years of the new millennium: Poliform is now one of the leading brands in the sector of large contract supplies.

In 2023 the company expanded its offer launching its first outdoor collection, thus confirming its commitment to offer a complete and transversal range of home furnishing solutions.

Today Poliform represents a global benchmark in the sector of home furnishing, committed to responsible growth, integrating the values of environmental, social and economic sustainability in its development model.

GENERAL DISCLOSURE. ESRS 2

REPORTING CRITERIA	10
GOVERNANCE	12
STRATEGY	16
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES	28



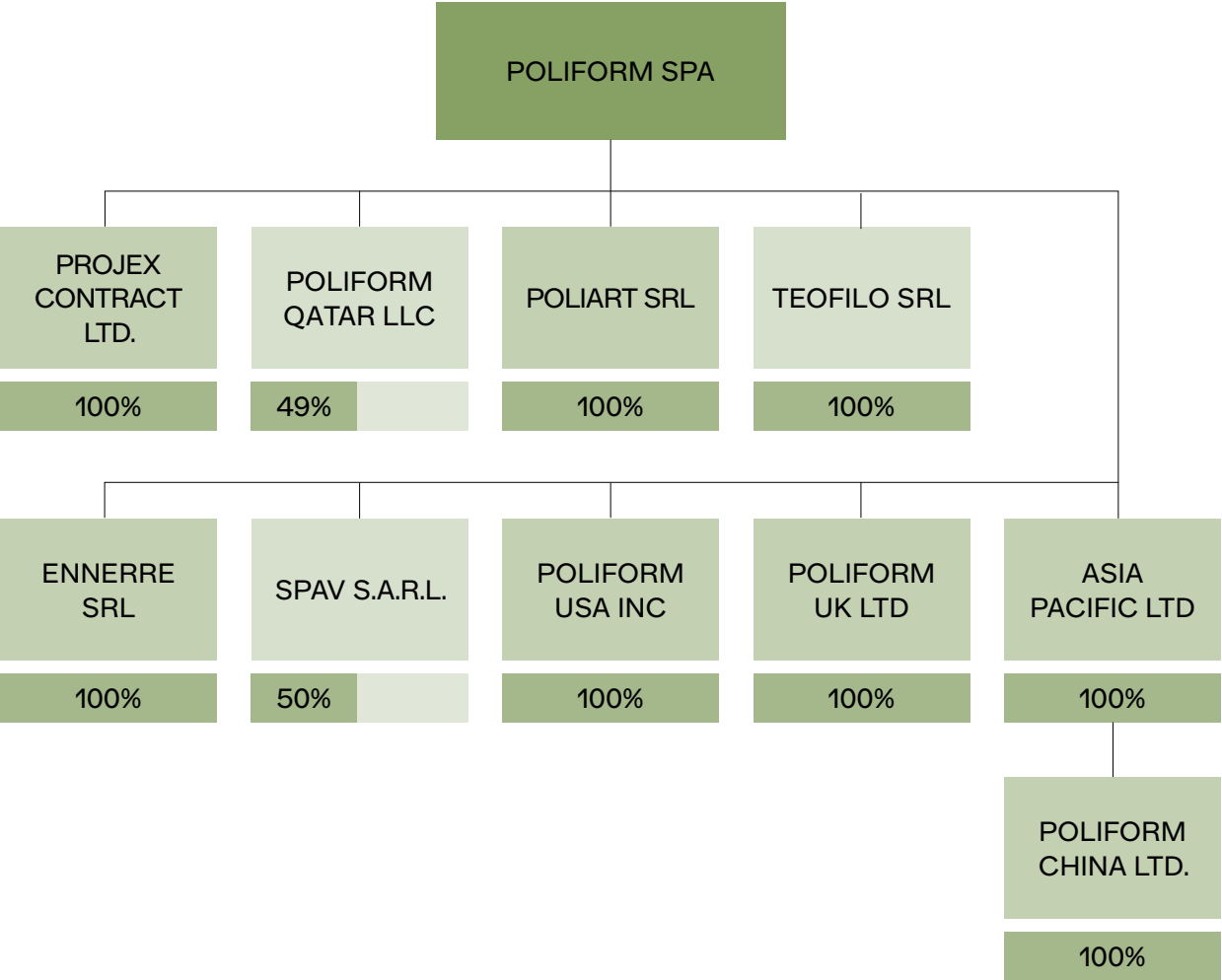
Reporting criteria

BP-1
General criteria to prepare the sustainability statement

Scope of consolidation

The reporting scope of the sustainability information listed below is the same as the Group Consolidated Financial Statement and consists of Poliform S.p.A. (consolidating company) and the companies consolidated on a line-by-line basis (for further details please refer to the Financial Statement as of 31 December 2024).

The following chart shows the current corporate structure:



Following the observations on the value chain (paragraph SBM-1 – Strategy, business model and value chain) and the materiality analysis (paragraph IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities), it was decided not to include the following companies in the reporting for the reasons listed below:

COMPANIES NOT INCLUDED IN THE REPORT	REASON FOR EXCLUSION
POLIFORM ASIA PACIFIC LTD	Office; not relevant from an impacts, risks and opportunities scope
ENNERRE SRL	Retail store, not relevant from an impacts, risks and opportunities scope
SPAV S.A.R.L.	Real Estate company; not relevant from an impacts, risks and opportunities scope
PROJEX CONTRACT LTD	In liquidation since January 2025
POLIFORM QATAR LLC	In liquidation since January 2025
TEOFILO SRL	Real Estate company; not relevant from an impacts, risks and opportunities scope
POLIFORM CHINA LTD	Service company; not relevant from an impacts, risks and opportunities scope

Therefore, whenever the wording “the Group” or “Poliform Group” are used in this report, it is to be understood as the consolidation of:

- POLIFORM S.P.A.
- POLIART S.R.L.
- POLIFORM UK LTD
- POLIFORM USA INC

If, on the other hand, the information refers to “Poliform” or “Poliform S.p.A.” they are exclusively referring to Poliform S.p.A.

GOV 1

The role of the administrative, management and supervisory bodies

The Poliform Group has directly integrated the management of sustainability issues in its governance bodies: the Managing Director, who takes on the environment and safety delegation, is aided by key figures for the governance of sustainability, such as the Safety and Prevention Service Manager (that coincides with the Environmental Services Manager), the personnel department, the purchasing department and the marketing department.

The roles and responsibilities for the management of environmental issues are detailed in the documentation of the management system, with special reference to the Environmental and Safety Management Organizational chart.

The governance of the parent company, Poliform S.p.A., is articulated in a set of rules of conduct, norms, practices and procedures structured to make the Company's activities effective and transparent, and to also foster an open and transparent dialogue with the stakeholders, creating sustainable value over time, as well as strengthening the Company's prestigious reputation.

Said model is in accordance with applicable legislations in Italy, where the Company has its registered offices.

The company adopted a traditional administration and control system, in compliance with the provisions of the Italian Civil Code, and it consists of a management body (The Board of Directors), a supervisory body (the Board of Statutory Auditors) and an auditing and accounting control body (Sole Auditor).

The governance of Poliform S.p.A. and consolidated companies belonging to the Group is detailed in the following paragraphs.

Composition of administrative, management and supervisory bodies

The Board of Directors of Poliform S.p.A. appointed by the ordinary Shareholders' Meeting consists of three managing directors. The chairman of the board is appointed according to a three-year rotation rule: each member is appointed Chairman for a period of three years, while the other two hold the title of directors. All members of the Board are males. The Board of Statutory Auditors consists of five members: a president, two statutory auditors and two acting auditors. The external auditor is a sole auditor.

The Board of Directors of Poliart S.r.l. consists of one chairman and one director, both male.

The governance of Poliform UK is entrusted to three directors, all males.

Poliform USA is administered by a sole director, a woman, who acts as CEO, president, treasurer and secretary.

GOV 2

Information provided to, and sustainability matters addressed by the company’s administrative, management and supervisory bodies

The Board of Directors, being responsible for the definition of the Company's general strategy, assesses and approves the annual budget, the investment plan and the strategic objectives. It is also responsible for analysing the Company's operational and financial performance and overseeing all aspects related to the business performance and the annual and quarterly results in accordance with pre-established goals.

The Board of Directors is also involved in defining and monitoring the company's sustainability strategy, holding periodic meetings whose agendas include, among other points of discussion, the progress of sustainability reporting.

The members of Poliform S.p.A.'s Board of Directors are regularly informed by department managers about the progress of projects and operations, and the supervision of strategic issues related to various ESG areas (such as energy efficiency, ethical-social issues, product performance).

Evidence supporting the above statements is contained in the management review of the environment and quality management systems; a document that is periodically updated and shared during dedicated meetings.

GOV 5

Risk management and controls over sustainability reporting

The procedures for assessing the significance of the impacts, risks and opportunities related to material issues for the purposes of this sustainability reporting, follows the specific methodology described in the SBM-3 disclosure Obligation: It also attempts to integrate the assessment of impacts and risks/opportunities already in use in the field of quality and environment management systems.

The environmental indicators were collected and assessed from different sources, including a dedicated monitoring software, meters and other consumption registers.

A series of tools and key stakeholders were involved in the process to provide pertinent and complete reporting:



A dedicated software to build, collect, monitor, and validate the ESG indicators aligned with the ESRS



A consulting firm specialized in ESG issues to aid in the materiality analysis, the definition of strategy and the preparation of the sustainability report.

SBM - 1

Strategy, business model and value chain

Strategy

The values that have guided the growth strategy of the Group from the outset are listed below:

HUMAN COMPANY	An industrial excellence, whose true value is in its people, a work ethos seen as social value and the protection of the territory. The dedicated consideration for people, as single individuals and as a community, is what drives Poliform to meet different needs and requirements, managing a series of initiatives aimed at improving the standards of life inside and outside the company.
CIRCULAR ECONOMY	Circular economy is a fundamental element of the sustainable economic model promoted by Poliform. Our design process is based on the efficient use of resources and materials, to reduce the environmental impacts linked to production, and, above all, to contribute to the reduction of generated waste, focusing on the durability, repairability, updatability and recyclability of our products.
MADE IN ITALY	All Poliform products are manufactured in Italy to guarantee the careful and accurate monitoring of all production stages. The components and raw materials are selected and procured from the best suppliers in the area.

Market, products and services, clients

Poliform collection includes furnishing systems and complements for every area in the home: kitchens, bookcases, wall systems, wardrobes, beds, chairs, tables and upholstered furniture.

In 2023 the company further expanded its offer introducing its first Outdoor collection.

Poliform has always been committed to ensuring that each one of its products is designed to last in time. Its design philosophy is based on minimalist and functional aesthetics, eliminating superfluous details focusing on durability and efficiency.

Each product combines aesthetic longevity with innovative design, with a meticulous choice of materials and high level of engineering, which guarantee optimal performance and flawless installation.

In accordance with sustainability principles, Poliform products are designed to be easily repurposed and recycled at the end of their life cycle, thus contributing to reducing the impact on the environment.

This commitment is also evidenced by the choice of responsibly sourced materials and the promotion of solutions that facilitate recycling and repurposing.

Over the years Poliform has expanded its activity in the Contract sector, becoming one of the reference manufacturers in the large supplies segment.

The company is today a global player, exporting in 95 countries worldwide with 400 retail stores, of which 110 are single-brand stores, continuously growing with a vision focused on innovation and sustainability at international level, from Italy to the rest of Europe, from the USA to Brazil, from the Middle East to Southeast Asia.

Value chain

Given the variety of services and products offered, Poliform is characterized by a particularly complex value chain. This process is subdivided into three main key phases, that include the entire value chain, from the upstream stages (production of raw materials) to the processes directly performed by Poliform, to the downstream utilization and the product end of life cycle.

It is important to underline that the parent company Poliform S.p.A. and Poliart S.r.l. are the only production companies in the Group.

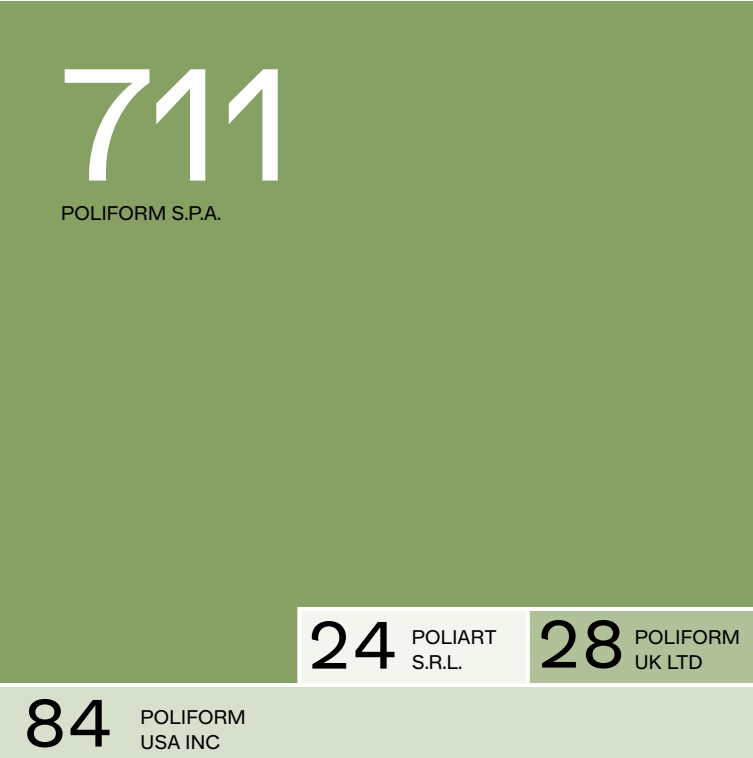
Intra-company activities are summarized in the following table:

	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM UK LTD	POLIFORM USA INC
UPSTREAM	Procurement of raw materials (wood, textiles, auxiliary chemicals, plastics such as resins and derivatives, natural materials such as ceramics and marble) Procurement of services	Procurement of raw materials Procurement of services	Procurement from Poliform	Procurement from Poliform (90%) and other suppliers (10%) of complementary sales materials
DIRECT PROCESSES	Production of furnishing complements: production processes Support processes*	Production of semi-finished wood products Support processes	Warehouse Offices Retail stores	Warehouse Offices Retail stores
DOWN STREAM	Transport of finished products. Sales of finished products to building contractors / sales outlets. Use of finished products. End of life cycle.	Transport of finished products. Sales of finished products to Poliform S.p.A and other BtoB clients. End of life cycle.	Transport of finished products. Sale of finished products to professionals (architects, designers). Use of finished products. End of life cycle.	Transport of finished products. Sale of finished products to retail outlets, multi-residential sales contract), business development units (agencies), agents. Use of finished products. End of life cycle.

*For a detailed analysis of Poliform production and support processes please refer to the Analysis documentation inside the ISO 45001 management system.

Number of employees

The following table shows the number of employees updated as of 31 December 2024, broken down by companies in the Group.



SBM - 2

Interests and views of stakeholders

An accurate mapping of the Stakeholders was performed during the identification of the materiality issues for the first Poliform Sustainability Report with the purpose of analysing and having a clear picture of all affected parties, their relation and their materiality.

Said activity was later updated in 2022 and 2024, adapting it to the requirements of the CSRD.

The stakeholder’s involvement process was aimed both at Poliform S.p.A. internal stakeholders and the internal stakeholders of the subsidiaries within the scope of this reporting.

The following activities were carried out for the purpose of this report:

- 1

Mapping of stakeholders and their classification.
- 2

Interviews with the managers of the main corporate functions to investigate the main elements of their activities, establish interest in sustainability issues and identify relevant projects/initiatives that can be the subject of specific reporting.
- 3

Interviews with the managers of the main commercial partner companies (Poliform UK and Poliform USA).

The results of the interviews were shared with Corporate Management.

For what concerns the methods of involving internal and external stakeholders please refer to the annex at the end of this report.

SBM - 3

Material impacts, risks and opportunities and their interaction with strategy and business model

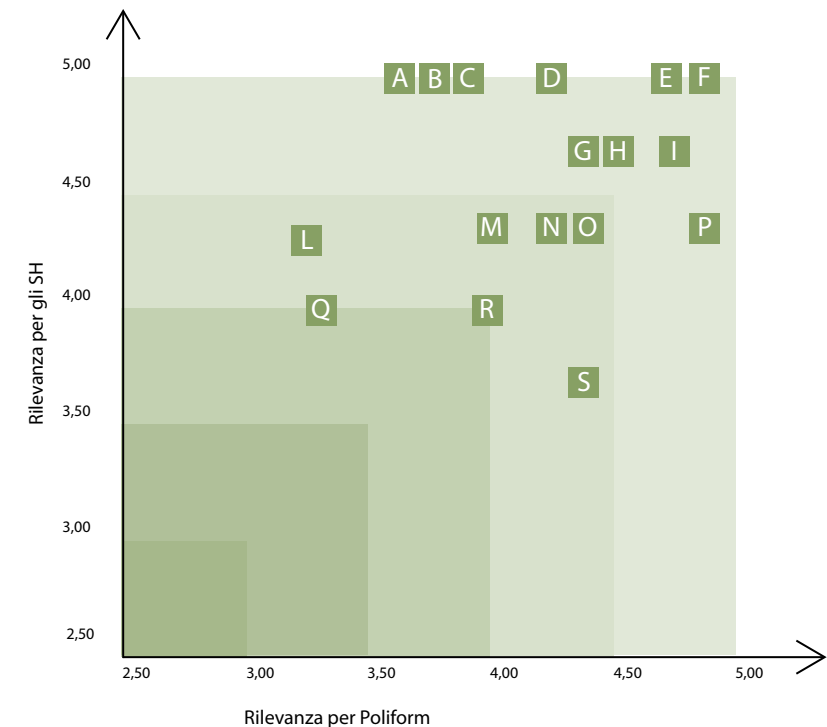
The determination of the materiality of impact for the purposes of the CSRD was the result of a long process integrating the various activities carried out by Poliform during the updates of the previous sustainability reports.

Firstly, we considered the materiality matrix developed involving the stakeholders in 2021, which represented a first step in determining a corporate sustainability strategy. For further information please refer to the 2021 report, chapter “Methodology note – materiality matrix”.

In 2022 Poliform carried out an audit of corporate materiality by reclassifying material issues and their related impacts. Said materiality is expressed in the 2022 report at Chapter “material issues and analysis of impacts”.

To address the requirement of the CSRD and the ESRS reporting standards, a further analysis of impacts was performed in 2024, comparing the material issues identified with ESRS 1 – RA 16 “Sustainability matters to be included in the disclosure”.

Materiality matrix
excerpt from the 2021 sustainability report



- | | |
|--|--|
| A Formazione del personale | L Emissione GHG (CO ₂ e gas effetto serra) e cambiamenti climatici |
| B Opportunità di crescita professionale | M Corretta gestione della catena di fornitura |
| C Soddisfazione ed esperienza del cliente (Customer Experience) | N Strategia aziendale e performance economica |
| D Salute e sicurezza sul posto di lavoro | O Sicurezza e protezione dei pati Business Continuity |
| E Ricerca, creatività ed eccellenza | P Conformità a leggi e regolamenti |
| F Qualità e sicurezza del prodotto | Q Benessere aziendale ed equilibrio casa-lavoro |
| G Partnership per il miglioramento comune | R Politiche di pari opportunità, diversità, inclusione e non discriminanza |
| H Progetti a sostegno delle comunità locali | S Logistica e distribuzione efficiente |
| I Sviluppo ed innovazione | |

Impact analysis 2024 update

The analysis of the impacts related to material issues was developed starting from the issues and sub-issues defined by the ESRS. They were then associated with the corresponding impacts, distinguishing between positive and negative ones, actual and potential. It was also specified if said impacts arise inside core processes or along the value chain.

The impact, risks and opportunities materiality assessment model (Disclosure Requirement IRO-1) was used to determine their materiality.

The following results emerged from the above analysis:

SUSTAINABILITY MATTER		IMPACT IDENTIFIED	DIRECT PROCESSES / VALUE CHAIN
E1 Climate change	Adaptation to climate change	Negative: effect of climate change caused by GHG emission	Direct processes and value chain
	Mitigation of climate change		
	Energy	Negative: reduced energy availability due to energy-intensive production processes	Direct processes and value chain
		Positive: reduction of energy consumption by transforming scrap materials in energy (wood dust)	Direct processes and value chain
E2 Pollution	Air, air and soil pollution	Negative: Emissions that, if not correctly controlled, could result in damage from pollution in the atmosphere and could potentially damage the environment and human health	Direct processes
	Pollution of living organisms and food resources		Direct processes
	Substances of concern and of very high concern	Negative: environmental contamination by substances of concern and very high concern	Direct processes
		Negative: damages from the use of substances of concern and very high concern with potential consequences on the environment and human health	Direct processes
Microplastics			

Material, priority

Material

Not material

SUSTAINABILITY MATTER		IMPACT IDENTIFIED	DIRECT PROCESSES / VALUE CHAIN
E3 Water and marine resources	Water (consumption, withdrawal, effluents)	Positive: limited water consumption for industrial use	Direct processes
E5 Circular Economy	Resources inflow, including their use	Positive: reduction of resources depletion by using secondary raw materials and recycled materials	Direct processes and value chain
		Positive: prevention of loss of biodiversity by using raw materials from certified sources (FSC)	Direct processes and value chain
	Resources outflow related to products and services	Positive: production of durable goods	Direct processes and value chain
	Waste	Positive: correct disposal of generated waste, promoting circularity by sending waste to be reclaimed	
		Positive: reduce the production of waste by recycling wood dust to feed the furnaces	Direct processes

Material, priority

Material

Not material

SUSTAINABILITY MATTER		IMPACT IDENTIFIED	DIRECT PROCESSES / VALUE CHAIN
S1 Own workforce	Working conditions	Positive: protection of occupational well-being, health and safety	Direct processes
		Positive: development of skills and know-how through specific training courses focused on technical and professional skills	Direct processes
	Equal treatment and opportunities for all	Positive: foster a positive work environment and proper personnel management in terms of equal career opportunities	Direct processes
	Other occupational rights		Direct processes
S2 Workers in the value chain	Working conditions	Positive: promote short-range and Made-in-Italy supply chain, including sub-contracted activities	Value chain
	Equal treatment and opportunities for all	Negative: lack of adequate protection in terms of safety and workers' rights in the value chain	Value chain
	Other occupational rights		

Material, priority

Material

Not material

SUSTAINABILITY MATTER		IMPACT IDENTIFIED	DIRECT PROCESSES / VALUE CHAIN
S3 Affected communities	Economic, social and cultural rights of communities	Positive: integration and creation of added value in the community surrounding the company's sites	Value chain
	Civil and political rights of communities		
	Rights of indigenous people		
G1 Company conduct	Corporate culture	Positive: strengthening of relations with company's workforce thanks to ethical business conducts	Direct processes
	Animal wellbeing		
	Political commitment and lobbying		
	Management of suppliers' relations, including payment practices	Positive: maintain correct and timely payment practices towards suppliers, especially small and medium-sized enterprises	Direct processes
	Corruption and bribery		

Material, priority

Material

Not material

An analysis focused on impact materiality was performed for the purposes of this sustainability report. The next assessment on financial materiality could lead to a revision of those topics deemed important and strategic by the Group.

Managing impacts, risks and opportunities

IRO - 1

Description of the processes to identify and assess material impacts, risks and opportunities

The CSRD-based impact materiality analysis has led to assessing the significance of the impacts connected to ESRS topics, and based on the latter, assessing the associated risks and opportunities. The methods adopted for assessing said significance are the same ones detailed in ESRS 1 Materiality of impacts.

For actual negative impacts, materiality is based solely on the severity of the impact. In the event of potential negative impacts, both the severity and the probability of their occurrence are taken into consideration. Severity is assessed by evaluating three main criteria:

- **Scale** of the impact
- **Scope**, i.e. the number of people involved or affected,
- **Irreversibility**, i.e. the difficulty or impossibility to mitigate or remedy the impact.

For **positive impacts**, the relevance is determined based on:

- **Scale and scope**, for actual impacts;
- **Scale, scope and likelihood**, for potential impacts.



ENVIRONMENTAL DISCLOSURE

ESRS E1 - CLIMATE CHANGE	33
ESRS E2 - POLLUTION	45
ESRS E3 - WATER AND MARINE RESOURCES	46
ESRS E5 - RESOURCE USE AND CIRCULAR ECONOMY	49





E1 - Climate change

Poliform is aware of the role it plays in its community and is actively committed to safeguarding the environment and the surrounding territory.

The protection of the environment is behind every choice made by the company. The company has been promoting a culture of sustainability at every level for many years, from projects shared with suppliers to communication with customers. This proved to be a winning strategy: it gave the company the possibility to efficiently apply the principles of circular economy, operating on the entire supply chain, and adopting system solutions that allow the best management of resources.

To better manage every environmental aspect connected to its activities, Poliform has adopted the UNI EN ISO 14001:2015 standard certified environment management system since 2018. The system, as well as keeping full compliance with laws and regulations, aids the company in promoting the continuous improvement of its environmental performance and in defining risks and opportunities.

SBM -3
Material impacts, risks and opportunities and their interaction with strategy and business model

As reported in ESRS 2 SMB-3, the company has identified 3 impacts attributable to the effects of climate change within the scope of the obligations of this document, namely:



The effects of climate change resulting from GHG emissions



Reduced availability of energy due to energy-intensive processes



Reduction of energy consumption by recovering production waste (wood dust)

In this report, Poliform Group examines and presents the management methods of previously-identified impacts, whether positive or negative, taking into consideration the specific activities carried out by the business.

E1 - 2
Policies related to climate change mitigation and adaptation

The contents of the Company Environmental Policy approved by the Board are set out in the following paragraphs and are also available on the Company bulletin boards.

Our company, active since 1970 in the production of home furnishings, has always been committed to sustainability. We are fully aware of the importance of complying with environmental regulations, reducing the impact of our production processes, and responding to the growing awareness of customers and communities regarding environmental protection.

In our daily operations, we strive to meet the needs of our customers and stakeholders by managing our processes with excellence and environmental responsibility.

REDUCING ENVIRONMENTAL IMPACT

Use of eco-friendly, safe and certified raw materials.

CONSUMPTION EFFICIENCY

Continuous optimization of energy and material resources.

TRANSPARENCY AND DIALOG

Open and transparent relationships with employees, the community, customers, suppliers, and institutions.

AWARNESS

Informing and engaging customers, suppliers, and stakeholders on environmental issues.

E1 - 3
Actions and resources in relation to climate change policies

A series of initiatives were carried out in 2024 to reduce Poliform S.p.A. environmental impact, in line with the plan detailed in the system documentation pursuant to ISO 14001.

The Group’s commitment, which focuses on Greenhouse Gas (GHG) emissions, was realized through a series of initiatives aimed at mitigating climate changes, which include:

- The installation of a dedicated software to monitor the photovoltaic plants to avoid waste, reduce inefficiencies as much as possible and verify any anomalies in real time.
- Special attention is paid to inflow, internal and outflow logistics, through a dedicated internal team in charge of scheduling pick-ups and deliveries to/from suppliers in the most efficient way, as well as the intra-site handling of goods.

In addition, Poliform offers to all new employees a specific training course training course on good practices and behaviors from an environmental point of view to be adopted within the company.

E1 - 4
Targets related to climate change mitigation and adaptation

The Group is committed to defining a structured approach to manage climate change, with special focus on reducing emissions. Although the Group has not yet formalized a transition plan, Poliform is working on identifying concrete measures to curb direct and indirect emissions.

The following targets, part of the system documentation, are listed in the report:

SUSTAINABILITY MATTER	TARGET	TIME HORIZON
CLIMATE CHANGE	Replacement of the wood dust furnace in Lurago (to be replaced with a more efficient one, fitted with a heat-metering system)	Short
	Replacement of LED fixtures in all company sites	Short

E1 - 5

5 Energy consumption and mix

Effective energy management is essential for Poliform, since it represents the environmental aspect with the greatest impact in terms of consumption.

Poliform, in addition to the thermal energy generated by the combustion of wood dust, uses methane gas to heat production units and offices.

Production plants are exclusively powered by electricity, partly supplied by the power grid and partly by the photovoltaic plants.

The Poliform S.p.A. sites in Anzano del Parco, Lurago d'Erba and Inverigo are equipped with photovoltaic plants. The new photovoltaic plant at the Mirovano site was put into operation in 2022; the new plant increased the self-production of energy from renewable sources by more than 25%.

The production facility of Poliart S.r.l is also equipped with a photovoltaic plant.

In 2024 the Poliform Group produced 860.073 kWh and consumed 576,55 MWh of electricity thanks to its photovoltaic plants, covering 7.3% of total electricity requirements .

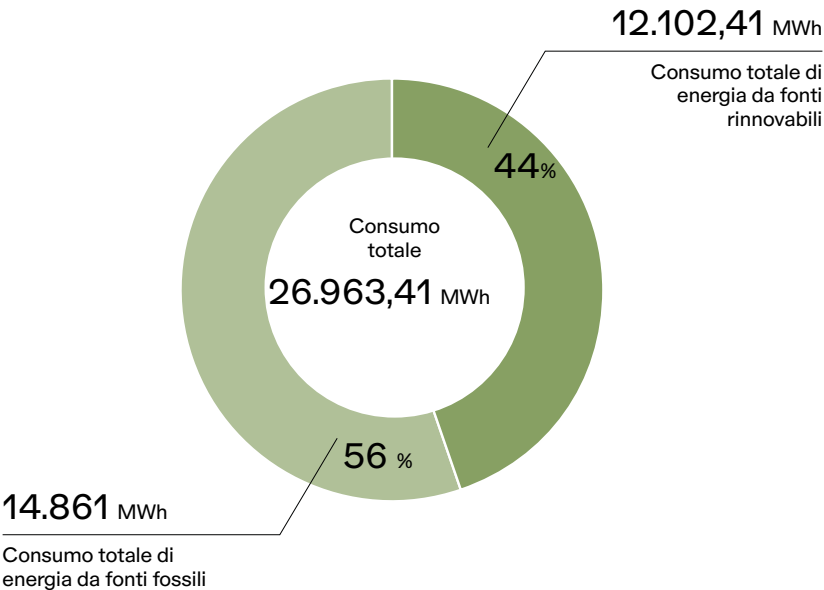
Diesel fuel is used to start the furnaces and for transport purposes (company's vehicle fleet). A fuel pump is located at the Inverigo site to refuel company's vehicles.

The following chart shows the main data related to the organization's energy consumption for the reporting period.

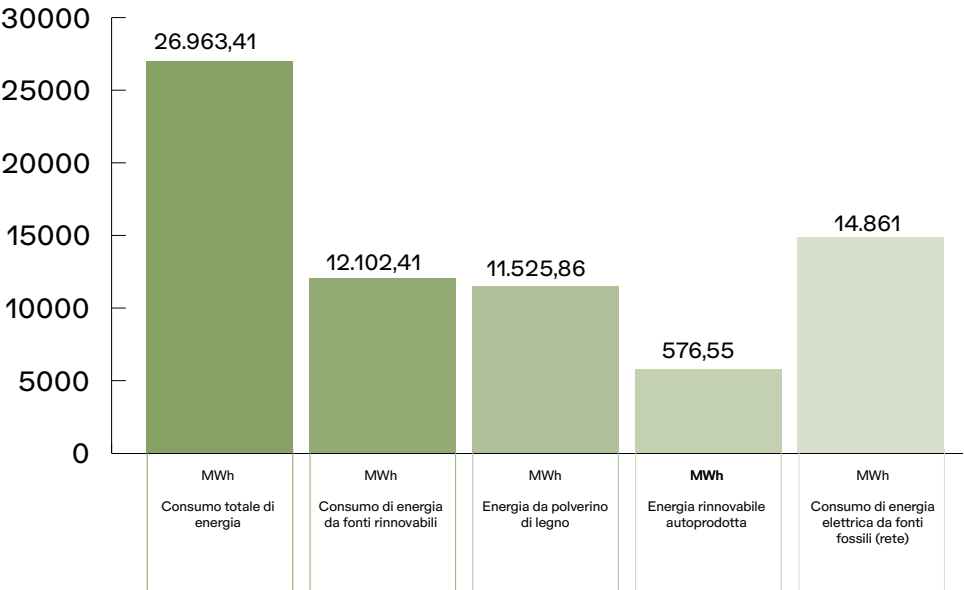
Data related to energy consumption and mix of the Poliform USA facility is not available, since the premises are leased properties.

ENERGY CONSUMPTION	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Total energy consumption resulting from the company's own operations MWh	MWh	25.977,43	777,98	N.D.	208,00	26.963,41
Total energy consumption from renewable sources	MWh	11.993,43	108,98	N.D.	0,00	12.102,41
Energy production from wood dust*	MWh	11.525,86	0,00	N.D.	0,00	11.525,86
Consumption of procured electricity covered by Guarantees of Origin	MWh	0,00	0,00	N.D.	0,00	0,00
Consumption of self-produced renewable energy without resorting to fuels	MWh	467,57	108,98	N.D.	0,00	576,55
Total energy consumption from fossil fuels	MWh	13.984,00	669,00	N.D.	208,00	14.861,00
Consumption of electricity, heat, steam or cooling from fossil fuels (from the power grid)	MWh	6.987,08	251,25	N.D.	96,46	7.334,79
Consumption of fuels from crude oil and petroleum products – diesel oil	L	315.500,00	0,00	N.D.	10.255,26	325.755,26
Consumption of fuel from natural gas	Smc	331.001,00	38.186,00	N.D.	181,20	369.368,20
* the figure was calculated considering the lower calorific value (PCI) plus 5% to obtain the higher calorific value (PCS). PCI sawdust =19,7 MJ/kg.						
F-GAS REPLENISHMENT	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
F-Gas replenishment	kg	0	0	N.D.	30	26.963,41

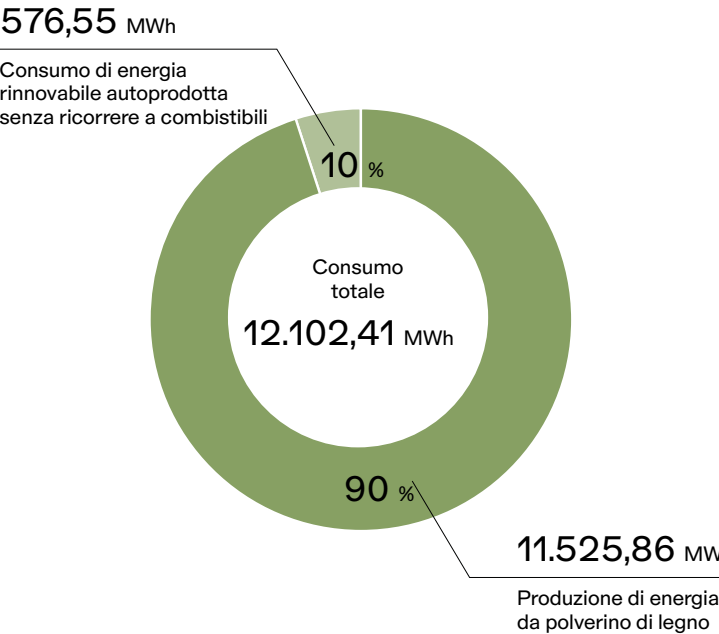
Poliform Group- Energy consumption MWh - 2024



Poliform Group - Energy consumption MWh - 2024



Poliform Group- Energy consumption from renewable sources MWh - 2024



E1 - 6

Total GHG emissions

Poliform has been performing an analysis and inventory of greenhouse gas emissions (GHG) starting from 2019.

Direct emissions generated by the company's' activities (scope 1) and indirect emissions resulting from the purchase of energy (scope 2) were calculated, in detail:

SCOPE 1: DIRECT EMISSIONS	Emissions resulting from the direct combustion of fossil fuels, such as gas used for heating, to refuel transport vehicles and f-gas emissions; the sources of emissions classified as Scope 1 are owned and directly controlled by the organization and the resulting emissions are released directly within the chosen boundary.
SCOPE 2: INDIRECT EMISSIONS FROM THE CONSUMPTION OF PURCHASED ELECTRICITY	Emissions resulting from the purchase and production of purchased electricity and consumed by the organization. They were calculated using two distinct methods: “location based”, takes into consideration the average national energy mix ; “market based”, which takes into consideration the energy delivered by the supplier net of Guarantees of Origin. This method supports accurate calculations and closely represents the actual situation.

GHG EMISSIONS	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Scope 1	tCO2e	1.565,33*	77,10	N.D.	27,81	1.670,24
Scope 2 (Location Based)	tCO2e	1.907,47	68,59	N.D.	32,04	2.008,10
Scope 2 (Market Based)	tCO2e	3.497,52	125,77	N.D.	59,85	3.683,14
Scope 1+2 (location based)	tCO2e	3.472,80	145,69	N.D.	40,39	3.658,88
Scope 1+2 (market based)	tCO2e	5.062,86	202,87	N.D.	68,20	5.333,92

*within Scope 1 emission, biogenetic CO2 emissions generated by the combustion of wood dust are not included.



E2 - Pollution

Since the activities carried out by Poliform do not fall within the ones subject to regulation 166/2006, the EPRTR declaration is not required. The analysis of the substances classified according to Regione Lombardia Resolution 4837 of 2021, which implements the amendment of Legislative Decree 152 with Legislative Decree 102/2020, is performed annually by the HSE department.

No PBT, vPvP substances and no substances of high concern (SVHC) are used in Poliform in conformity with REACH regulations.

E3 - Water and marine resources

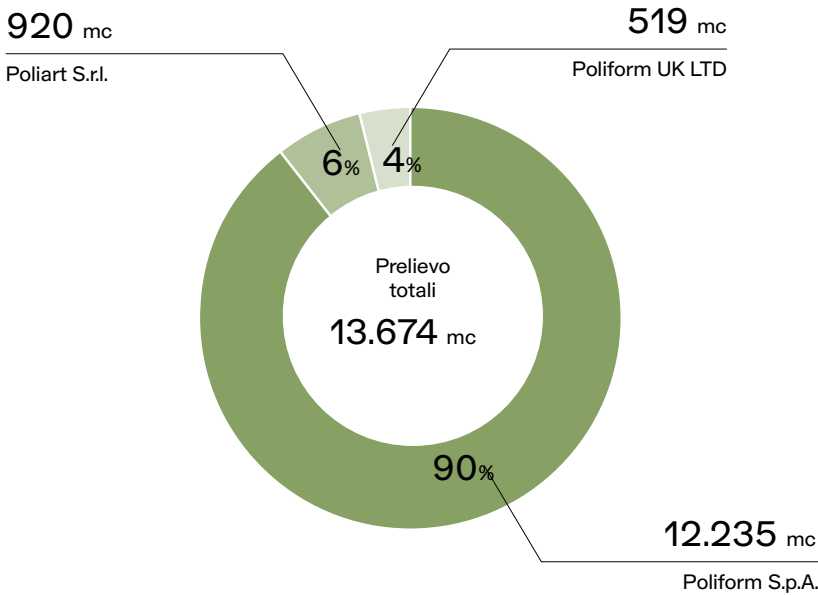
Despite the issue not being applicable, since the majority of consumption is attributable to domestic purposes, and water is procured from the public supply system, the Group regularly monitors its water consumption.

Water resources are used in very small quantities during production and exclusively to contain powders during coating/painting processes. Spray coating booths, to be found in some of our facilities, are fitted with water recycling systems, where the same water is used for many cycles. There are no industrial effluents: when water used in the booth needs to be replaced, it is handled as waste and disposed of by authorized contractors.

Water consumption for the three-year reporting period remained substantially unchanged, a sign of the attention paid by company personnel on the issue of water saving.

WATER CONSUMPTION	UM	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Water procured from the public system	mc	12.235	920	N.D.	519	13.674

Poliform Group - Water consumption - mc





E5 - Resource use and circular economy

The key to Poliform's quality is the extensive knowledge of materials that has its roots in the artisan tradition of the Brianza district, one of the most important in the furniture industry at a global level. Poliform's production philosophy has allowed the company, over time, to fine-tune a production method that makes the most of industrial processing to guarantee the best performances in terms of quality, durability and design.

Managing impacts, risks and opportunities

IRO - 1
Significant impacts, risks and opportunities related to the circular economy

Within the scope of this ESRS thematic standard, the assessment of impact materiality led to the identification of two positive impacts related to raw materials inflow, and two positive impacts related to the generation of waste. They are:

-  Prevent the depletion of resources and loss of biodiversity by using inbound raw materials from certified sources.
-  Reduce the depletion of resources and loss of biodiversity by using secondary raw material and recycled materials.
-  Reuse wood production scraps (wood dust) for the furnaces (energy production).
-  Correctly dispose of production waste, promoting circularity by sending them to recovery/recycling.

The assessment of risks and opportunities arising from financial materiality will be updated in the next revision of this report.

E5 - 2
Actions and resources related to resource use and circular economy

Poliform collection includes furnishing systems and complements for every area in the home, kitchens, bookcases, wall systems, wardrobes, beds, chairs, tables and upholstered furniture.

Poliform is highly committed to ensuring that all its products can perform their function over time, always guaranteeing the highest quality. Poliform adopts a clean and minimalistic style, without non-essential details, to develop products that will last in time. This aesthetic longevity is combined with high-quality design, high levels of engineering in our modular systems, the accurate choice of raw materials and the safety of flawless installation.

To guarantee the longest possible life cycle, Poliform furnishings are designed to be easily repurposed or recycled at the end of their life cycle.

Metrics and targets

E5 -3
Targets related to resource use and circular economy

The following targets have been identified in connection with the targets associated with circular economy issues:

SUSTAINABILITY MATTER	TARGETS	TIME HORIZON
Circular economy	Replacement of polystyrene packaging for our upholstered furniture	100% completed
	Transition from polystyrene packaging to corrugated cardboard for furnishing complements	Short / medium

E5 - 4

Resource inflow

WOOD

The raw material most used by the company and the one that made it possible for Poliform to become a leading brand in the wood-furnishing, home décor sector. Wood is 100% natural, recyclable and the product used to make the majority of Poliform's indoor and outdoor furnishing. The material used in our collection is sourced from responsibly managed forests to guarantee sustainability in the entire supply chain.

Wood-based products are completely recyclable to reclaim material or energy. The FCS certification is guaranteed on our teak outdoor collection and the material used for our systems.

FSC® Chain of Custody (responsible paper chain – Certificate No. ICILA-COC002489)

The FSC Custody Chain certification (Forest Stewardship Council) guarantees the traceability of materials along the entire production chain, from forests to finished products.

This system guarantees that the materials used in our production are sourced from responsibly managed forests certified in conformity with FSC standards. It ensures transparency in the procurement and production processes, offering consumers the guarantee that the products they are purchasing contribute to the protection of the environment, the respect of workers' rights and local communities and the promotion of sustainable forest management.

The company has been complying with these requirements since 2013.

PLASTIC AND DERIVATES

Poliform uses plastic materials for coating furnishing complements, mainly ABS and polyethylene. ABS is a very durable plastic that does not corrode easily. Given its properties, it can be heated repeatedly and is considered one of the most suitable plastic materials for recycling. It is also impact resistant and extremely durable. Polyethylene or polyzene is a thermoplastic resin with excellent insulating properties and chemical stability. It is a very versatile, inexpensive material. Synthetic materials, such as Corian and PVC are also used in the Kitchen division.

SEMI-FINISHED METAL PRODUCTS

The handles, feet, bases and frames of Poliform's furnishings are made of steel and aluminium. Steel is the most recycled material in the world, with a recycling rate of 70%, and in some applications even well over 90%. Lightweight aluminium is an extremely durable material and is 100% recyclable.

MARBLE, CERAMICS AND OTHER NATURAL MATERIALS

The use of natural materials, such as marble, ceramic quarts and a variety of other materials, is of great importance in the Kitchen division.

GLASS

Poliform employs glass to produce tables and coffee table tops, and cabinet doors. Glass can be considered for all intents and purposes an "everlasting material": glass can, in fact, be recycled repeatedly, without loss of material or properties.

FABRICS

Poliform mainly uses fabrics made with natural fibres, such as cotton and linen, or artificial fibres, such as viscose. Natural fibres are considered, by their nature, to be sustainable, given their recyclability properties and the limited consumption of auxiliary resources (such as chemicals or energy employed during the processing/production stage).

Poliform works with a selected network of local suppliers, chosen for their reliability, traceability, and transparency. The fabrics are chosen based on their sustainability characteristics and the performance of the finished product.

CHEMICALS

Some processes, for example gluing and painting, require the use of auxiliary chemicals. Our industrial processes are optimized to reduce the consumption of chemicals according to the production unit, and consequently, reduce the risks connected to each auxiliary material.

The company is researching the best possible solutions available for painting processes, preferring water-based paints to the solvent-based ones. This solution, in addition to obvious advantages in terms of occupational health and safety, has resulted in a lower impact on the environment for what concerns the risks associated to hazardous waste.

PAPER FOR OFFICE USE

Since Poliform is a product design and development company, paper still plays a key role in our day-to-day work. The company is engaged in an awareness campaign to reduce printed documents in the office. Paper is entirely procured from FSC sources.

Sustainable packaging

To reduce the use of plastic and offer customers 100% recyclable packaging, Poliform has chosen to replace all external plastic packaging material with recycled cardboard.

The company was also able to avoid using plastic derivatives for the internal packaging of its upholstered furniture (armchairs, sofas and beds), where polystyrene was replaced by recycled cardboard.

The solution adopted guarantees high flexibility and reduction of waste: the internal production of packaging by-passes the standardization of materials and is, therefore, easily adapted to the extreme variety of dimensions and shapes of our products.

The TSCA Title VI standard aims at reducing and monitoring formaldehyde emissions from wood-based materials used in the United States of America. The TSCA Title VI certification, a natural extension of the Californian CARB certification, was adopted as a reference standard by important multinational corporations in the wood-furnishing industry, thus influencing many European manufacturers of semi-finished or finished products.

RESOURCE INFLOW	DATO (U.M.)	POLIFORM S.P.A.	POLIART S.R.L.
Technological materials	Plastic and derivates (number)	1.219.785	
	Semi-finished metal product (number)	3.939.966	
	Semi-finished metal product (€)	3.597.248	
	Natural materials (marble, quarts, ceramics) (€)	3.146.248	
	Synthetic materials (Corian, PVC, etc.) (€)	521.582	
	Upholstery (whitening) (€)	5.042.886	
	Glass (€)	258.984	
	Chemicals and auxiliary (kg)	224.181	8.368
	Electric appliances (number)	1.400	
Biological materials	Wood based material (€)	19.822.614	
	Wood based material (kg)		299.941
	Fabrics and leather (m.)	184.957	
	Paper (€)	16.185	
	Paper (reams) (kg)	20.250	
	Cardboard (sm)	3.000.000	
Certified biological materials	FSC materials (sm)	738.490	

E5 - 5

Resource outflow

Waste management has always been considered a priority for Poliform. The company has shown its commitment in tackling this issue by implementing projects of circular economy over the years.

Reclamation of material and energy are privileged processes, as opposed to disposal, when waste is diverted to third parties for processing. The quantity of waste to be reclaimed was over 96% of total waste generated. This result was obtained by carefully differentiating waste inside the company.

Hazardous waste represents a very small percentage of the total amount, equal to 2% of total waste.

RECLAMATION OF WOOD DUST

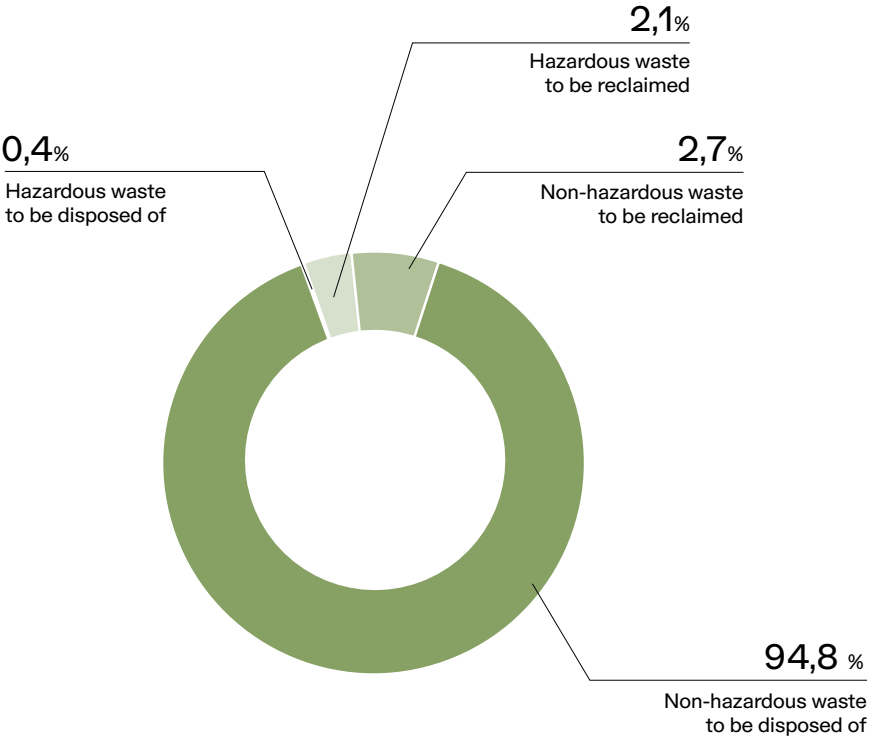
Plants to produce thermal energy by combusting wood dust were installed at the Arosio, Inverigo and Lurago d'Erba facilities. Large quantities of wood dust, a byproduct of cutting scraps, are thus reclaimed to produce energy to be used internally in each production site. Approximately 2,000 tons of scrap wood are reclaimed every year, with a thermal yield of approximately 4 billion kilocalories. The quantities of wood scraps reclaimed to produce energy are constantly increasing.

RECLAMATION OF MATERIAL (R2) DISTILLATION OF SOLVENTS

Distillation plants for spent solvents were installed at the Arosio, Inverigo and Lurago d'Erba facilities. This solution was adopted to regenerate spent solvents to be later reintroduced into the production cycle, with obvious advantages in terms of reduced quantities of solvent purchased and the environmental impact and economic costs for their disposal.

WASTE (KG)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Total generated waste	4.484.245,00	169.610,00	n.a.	39.496,40
Total non-hazardous waste	4.368.214,00	169.390,00	n.a.	39.272,40
Non-hazardous waste to be disposed of	103.903,00	23.770,00	n.a.	154,42
Non-hazardous waste to be recycled	4.264.311,00	145.620,00	n.a.	39.117,98
Total hazardous waste	116.031,00	220,00	n.a.	224,00
Hazardous waste to be disposed of	16.997,00	220,00	n.a.	224,00
Hazardous waste to be recycled	99.034,00	0,00	n.a.	0,00
Materials (secondary raw materials) to be reused	3.183.310,00	n.a.	n.a.	n.a.
Waste to be recycled (recovery of material) distillation of solvents	21.900,00	n.a.	n.a.	n.a.

Poliform group - waste destination - %



SOCIAL DISCLOSURE

ESRS S1 - OWN WORKFORCE	63
ESRS S2 - WORKERS IN THE VALUE CHAIN	83
ESRS S3 - AFFECTED COMMUNITIES	89





S1 - OWN WORKFORCE

An industrial excellence, whose real value is its people, a work ethos seen as social value and the protection of the territory.

The dedicated consideration for people, as single individuals and as a community, is what drives Poliform to meet various needs and requirements, managing a series of initiatives aimed at improving the standards of life inside and outside the company.

SBM - 3
Significant impacts, risks and opportunities and their interaction with the business strategy and model

Within the scope of this report the Group included all subjects part of its workforce that can be materially influenced by the company, i.e. all direct employees. The assessment of the impact materiality has identified three positive impacts, namely:



Foster a positive work environment and proper personnel management in terms of equal career opportunities;



Development of skills and know-how through specific training activities, in terms of technical and professional skills;



Protection of occupational wellbeing, health and safety.

In relation with the impacts identified, whether positive or negative, the Poliform Group examines and lists in this report all the related management procedures in relation to its employees, in consideration of the specific activities carried out by the business.

S1 - 1
Policies related to own workforce

An Employee Handbook is available at Poliform USA and Poliform UK. The purpose of the handbook is to provide employees with information on working conditions, employees' benefits and some policies implemented by the company.

Specific references are made to company policies regarding:

EQUAL
EMPLOYMENT
OPPORTUNITY

DIVERSITY
POLICY

REASONABLE
ACCOMODATION

SEXUAL & OTHER
UNLAWFUL
WORKPLACE
HARASSMENT

CONFLICTS OF INTEREST

Poliform S.p.A. is an Italian company and therefore the management of contracts is delegated to the relevant National Collective Labour Agreement. There are specific regulation for requesting holidays and personal days and general rules of conduct.

S1 - 2

Processes for engaging with own workers and workers’ representatives to raise concerns

The group, as part of its commitment to stakeholders’ involvement, uses various channels to directly interact with its own people, including union representatives, which play a key role in representing workers’ needs and concerns. Bi-annual meetings are held with union representatives, WRS (workers’ representative for security) JTUR (Joint Trade Union Representation) for Poliform S.p.A.

S1 - 3

Processes to remedy negative impacts and channels for workers to raise concerns

The Group strongly encourages employees to report all discrimination, harassment or retaliation incidents, regardless of the identity or position of the offender. Reports are accepted in writing or orally during a direct interview with supervisors or the Human Resources Department.

As for Poliform USA, the Company attached to the Employee Handbook undersigned by all employees, a specific compliant form that can be used to file a complaint.

Poliform S.p.A. is working to implement a Whistleblowing system, which will be completed in 2025.

S1 - 4

Taking action on the undertaking’s employees

Some examples of good practices implemented by the company:

WORKING MOTHERS

To make life-work balance easier, Poliform offers flexible working hours for working mothers. Women who have children under the age of 8 can have a shorter lunch break and leave work half an hour early. Thirteen women are currently choosing this option.

CORPORATE RATES

Poliform offers its employees the possibility to take advantage of corporate rates for insurance and banking services with various local banking institutions which offer subsidized fees and rates. The services of a local accounting firm are available to employees for filing tax returns. Corporate rates are also available in local shopping centres, auto mechanics, gyms, pharmacies and physical rehabilitation centres. Every employee receives luncheon vouchers.

Metrics and targets

S1 - 5
Targets related to the undertaking’s employees

The following targets were identified in relation to the management of workers:

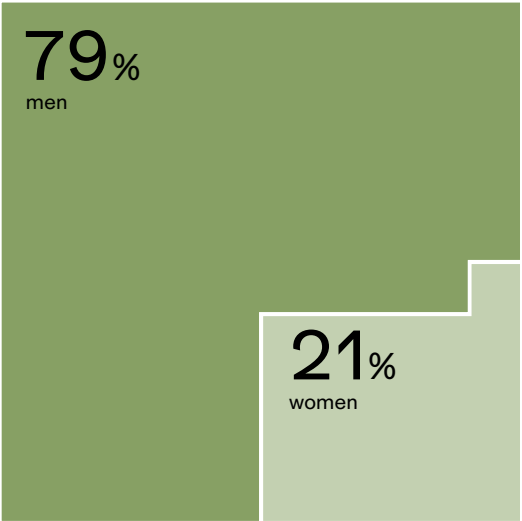
SUSTAINABILITY MATTER	TARGET	TIME HORIZON
Own workforce	Implementation of the Code of Ethics	Medium
	Implementation of internal whistleblowing channel	Short

S1 - 6
Characteristics of the undertaking’s employees

Poliform has been growing steadily both in terms of sales turnover and personnel since its establishment. Company workforce consisted of 847 people as of 31 December 2024.

CHARACTERISTICS OF THE UNDERTAKING’S EMPLOYEES (UNIT OF MEASURE)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Total employees (number)	711	24	84	28	847
Males	590	22	41	15	668
Females	121	2	43	13	179
Total employees with permanent work contract (number)	681	22	84	28	815
Males	566	20	41	15	642
Females	115	2	43	13	173
Total employees with temporary work contract (number)	30	2	0	0	32
Males	24	2	0	0	26
Female	6	0	0	0	6
Total full-time employees (number)	705	20	83	27	835
Males	589	20	41	15	665
Females	116	0	42	12	170
Total part-time employees (number)	6	4	1	1	12
Males	1	2	0	0	3
Females	5	2	1	1	9
Total separations (number)	46	4	16	8	74
Turnover (%)	6,5%	16,7%	19,1%	28,6%	17,7%

Employees characteristics - %
Poliform Group



S1 - 7
Characteristics of non-employee workers in the undertaking's own workforce

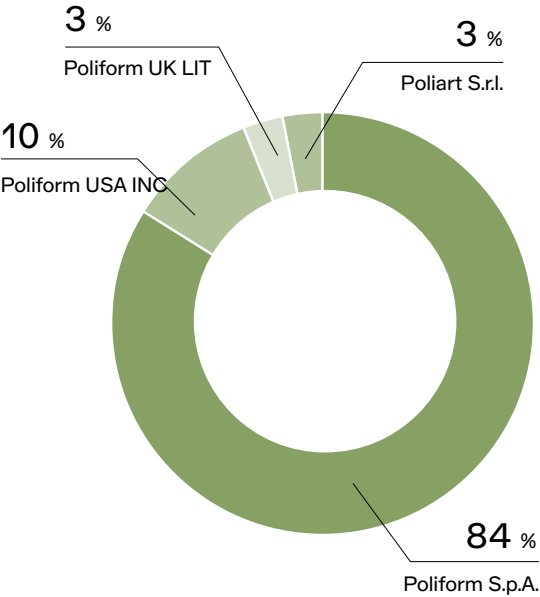
CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE UNDERTAKING'S OWN WORKFORCE (UM)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Females (n)	0	0	1	0	1
Males (n)	0	0	0	4	4

The Italian companies Polifom S.p.A. and Poliart S.r.l. do not employ workers with agency work contracts nor out-source to cooperatives; 100% of personnel is directly hired by the companies.

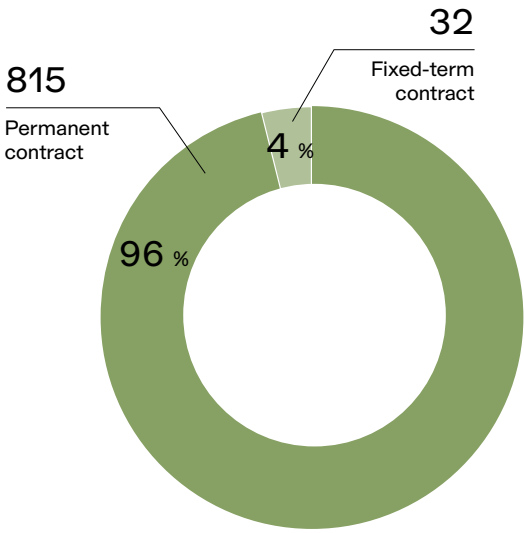
S1 - 8
Collective bargaining coverage and social dialogue

100% guaranteed coverage in the Italian plants and offices: all employees are protected by collective national labour agreements and are represented by union representatives.

Total number of employees - %
Poliform Group



Type of contract - %
Poliform Group



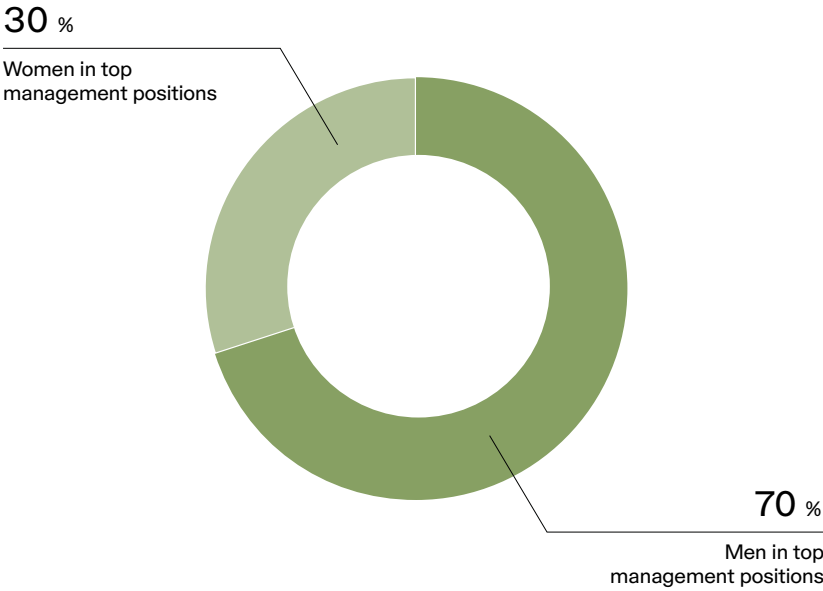
S1 - 9

Diversity metrics

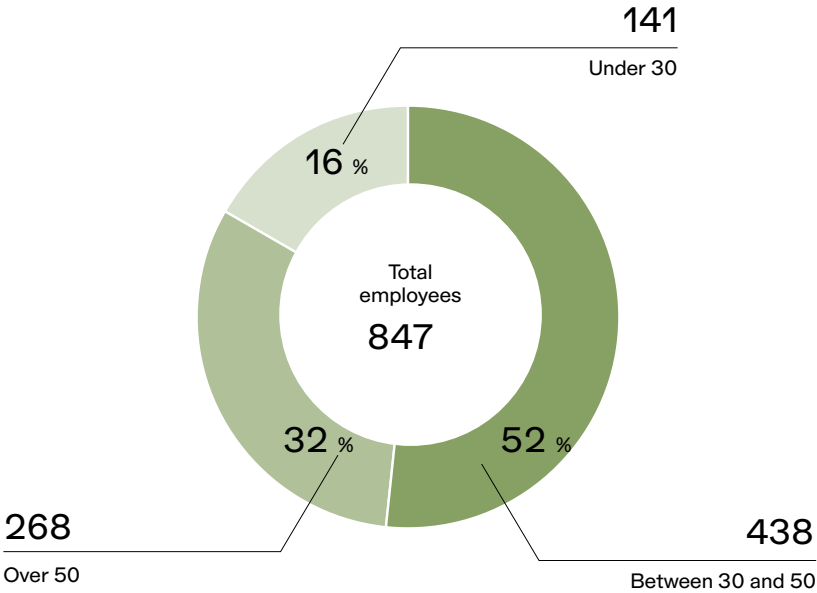
DIVERSITY (UM)	POLIFORM SPA	POLIART SRL	POLIFORM USA INC	POLIFORM UK LTD	TOTAL
Men in top management positions* (n)	10	0	7	2	19
Women in top management position* (n)	3	0	3	2	8
Percentage of women in top management positions* (%)	23%	0%	30%	50%	26%
Employees under the age of 30 (n)	122	5	13	1	141
Employees between 30 and 50 (n)	349	9	60	20	438
Employees over the age of 50 (n)	240	10	11	7	268

* top management : administrators and personnel hired in management positions

Top management diversity- Poliform Group



Employees diversity (age) - Poliform Group



S1 - 11

Social protection

As a “human company”, the Poliform Group attaches great importance to the wellbeing of its employees, also by implementing forms of social protection. Said protection covers 100% of the Group own workforce and cover areas such as illness, unemployment, injuries, parental leave and retirement.

Regardless of the protections established by the various contracts, the Group also grants , without any discrimination, extended period of leave for various reasons (death of a family member, illness, etc.) without jeopardizing the work contract.

Social protection is guaranteed in the Italian facilities by collective agreement in compliance with national regulation. Poliform USA complies with USA regulations, but, in many cases, it extends the statutory periods.

One example is remote working (which was granted for personal reasons on a temporary basis) and the possibility to benefit of “Summer Recharge Days” (one day per month during summer) to give workers more vacation days during summer months.

It was also decided to extend the maximum paid parental leave allowed by the state of New York.

S1 - 12

People with disabilities

The inclusion of people is a core value for Poliform S.p.A. The company’s workforce currently includes 20 people with disabilities, 3 women and 17 men, equal to 3% of total employees.

Training and skills development metrics

Poliform performs an annual analysis of the needs of each corporate function. The Human Resources department exchanges information with Function managers concerning their training requirements and evaluates the possibility of activating the courses. The topics are diverse: from foreign language courses (English) to more specialized ones according to departments (safety, first aid, for trainers, forklift operators, workers' safety representatives, prevention and protection service managers, etc.)

In 2024, Poliform provided 448 hours of non-mandatory and 1526 hours of mandatory training.

The matrix of required skills for each function , periodically updated, is available in the system documentation.

CUSTOMER TRAINING AS A COMPETITIVE ADVANTAGE

Building an internal continuous training program is one of the key elements for a company's development prospects. Likewise, creating customized training programs for external stakeholders is crucial for consolidating relationships based on trust, deriving competitive advantages and tangible long-term benefits.

Poliform has structured an internal department, consisting of a team of people in charge of training activities, exclusively dedicated to training clients and their architects and interior designers.

The training courses, offered either as webinars or face-to-face sessions, are custom designed to meet the needs of the interlocutors and cover various topics, such as products, processes, software, price lists, and much more.

Over the years all the courses have been collected and organized in a portal dedicated to training, to share know-how on an on-going basis.

TRAINING (UM)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Male employees that took part in regular performance and career development reviews (%)	0	N.D.	10	25
Female employees that took part in regular performance and career development reviews (%)	0	N.D.	10	30
Average number of training hours per employee (h)	2,8	N.D.	50	15,5

S1 - 14

Health and safety metrics

The concept of health and safety is shared at all levels, with the support of the Head of the Prevention and Protection Service (in Italian RSPP, Responsabile del Servizio di Prevenzione e Protezione) ensuring the full involvement of the corporate organization, from company management to employees.

In compliance with regulations, the company has developed a very specific assessment of the risks connected with workers health and safety. The risk assessment report, updated on a regular basis, examines every department and every processing stage. This assessment enabled us to identify all the safety risks linked to work activities and the prevention and protection measures to be put into effect. It also defines continuous improvement actions based on collected data.

Every year, in addition to regular inspections and maintenance on machinery, training sessions are organized on environmental and safety issues to raise awareness among workers and supervisors.

Seven work-related injuries were reported in 2024,a decrease compared to the previous year, with a lower severity index due to shorter periods of sick leave.

HEALTH AND SAFETY (UM)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Own workers covered by the company' health and safety management system (%)	100	/	100	100
Number of deaths from work-related injuries and illness (number)	0	0	0	0
Number of recordable occupational accidents (n)	7	/	5	0
Rate of recordable occupational injuries (%)	1,09%	/	0	0
IF injuries frequency rate	5,46	/	0	0
IG injuries severity rate	0,10	/	0	0
Workdays lost due to work related injuries (number)	134	/	5	0

S1 - 15

Work-life balance metrics

WORK-LIFE BALANCE (UM)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Eligible female employees who have taken leave of absence for family-related reasons (%)	2,3%	/	1%	3%
Eligible male employees who have taken leave of absence for family- related reasons (%)	0,8%	/	0%	0%

The following data relate to Poliform S.p.A. leaves of absence :

Leave of absence l.104: women: 2.0 % – men 5.6 %
Two-year leave for the care of a disabled relative l.388:
women: 0.14 % – men 0.28 %
Unpaid absence: women: 0.14 % - men 0
Paternity leave: men 2.2%
Maternity leave (mandatory): women 1.12 %

S1 - 17

Incidents, complaints and severe human rights impacts

There are no-known charges and severe impacts on human rights.



S2 - Workforce in the value chain

Poliform's most valuable assets are its cultural heritage and its technological know-how. Combining limitless creativity, and the manufacturing expertise inherited from the tradition of the best furniture manufacturing district in the world, with cutting edge know-how. The focus on continuous improvement, innovation and creativity translate into the search for excellence in the production chain well rooted in Italy.

SBM - 3
Relevant impacts, risks and opportunities and their interaction with the corporate strategy and business model

The materiality analysis of impacts revealed two significant impacts for the workforce in its value chain, a positive one and a negative one, namely:



Promote short-range and made-in-Italy supply chains, including subcontracting activities.

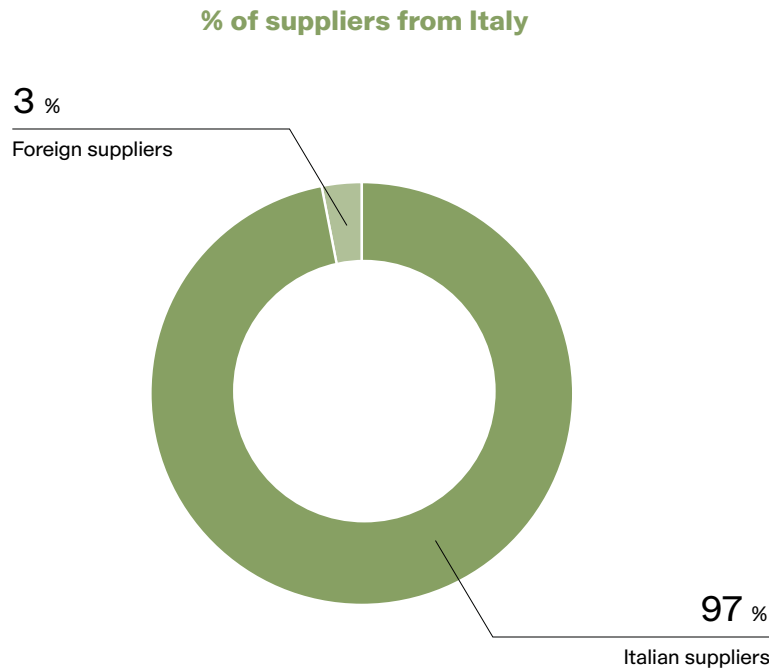


Lack of adequate measures in terms of safety and workers' rights in the value chain.

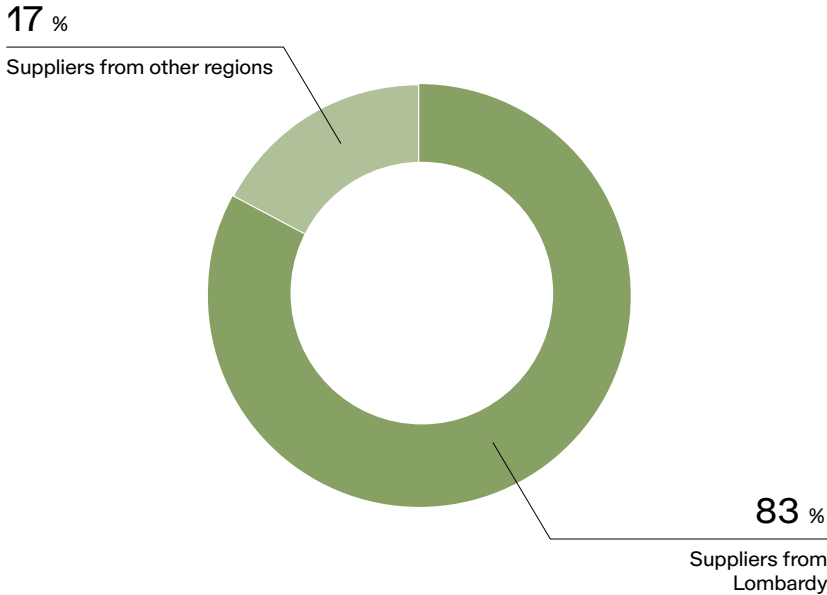
S2 - 4
Taking action on material impacts on value chain workers

The supply chain is a fundamental part of Poliform's value chain, which is why the company has chosen to rely on a network of mainly local suppliers (artisans and others), who offer a priceless combination of creativity and experience. Thanks to its short-range procurement practices and the compliance with official certification standards, Poliform ensures that the purchased materials meet the conditions that the company has committed to comply with, in terms of quality and environmental standards.

97% of Poliform's suppliers are based in Italy and 83% are located in the region.



Suppliers in the Lombardy region - %



The increasing use of FSC® certified wood is among the various measures adopted to mitigate the negative impacts on workers in the supply chain. The FSC certification (Forest Stewardship Council) is an internationally recognized standard that guarantees the sustainable management of forests, including the protection of human rights along the supply chain. The FSC certification certifies that the products are harvested from responsibly managed forests, protecting the environment, the local communities and workers' rights.

Metrics and targets

S2 - 5
Targets related to managing value chain workers

SUSTAINABILITY MATTER	TARGET	TIME HORIZON
Workers in the value chain	Signing of the Corporate Code of Ethics	Medium



S3 - Affected communities

One of the foundations of Poliform's philosophy is the attention paid to people, both as single individuals and as a community. In this perspective of social responsibility, the company has, over the years, implemented various initiatives benefiting its employees, the younger generations, and the artistic and environmental heritage of the community in which it operates. Poliform also supports cultural development and research programs with publications and competitions and has been sponsoring charities operating in various sectors.

SBM - 3

Material impacts, risks and opportunities and their interaction with strategy and business model

The Poliform Group includes, for the purposes of this document, those communities that may be tangibly affected by the company's activities, especially local communities where the company operates with production facilities and research and development centres.

The materiality analysis revealed one positive material impact, namely:



The integration and creation of added value in the community where the Group operates

The analysis highlighted that there are no notably negative impacts associated with the communities. The results of the assessment are used to improve the company's strategy, with the aim of strengthening the Company's positive contribution in the area. In line with the United Nations 2030 Agenda and with its own commitment for sustainable development, Poliform actively promotes the growth of the communities in which it operates, also by contributing to infrastructures, local associations, employment and support programs. The company recognizes the importance of intellectual capital and the development of local skills.

For further details please refer to chapters SBM-3 and IRO-1 of the ESRS 2.

S3 - 1

Policies related to affected communities

The Group has not set out a specific policy to manage impacts, risks and opportunities related to affected communities, but these aspects will be referred to in the Code of Ethics to be issued next year.

S3 - 3

Processes to remedy negative impacts and channels for affected communities to raise concerns

The Poliform Group has decided not to report information related to the "Processes to remedy negative impacts and channels for affected communities to raise concerns" since the double materiality process has not shown significant negative impacts on local communities. Poliform, instead, emphasizes its positive contribution to the social growth of the area and the communities in which it operates.

S3 - 4

Taking action on material impacts on affected communities

Worth mentioning among the various philanthropic initiatives sponsored by Poliform S.p.A. are the contributions to several foundations, associations and in general non-profit organizations which are active in humanitarian projects in Italy and abroad. Significant is the support to the Comunità San Patrignano, the Cancro Primo Aiuto non-profit organization, the Umberto Veronesi Foundation and the Anteas association, as well as the parishes connected with the company's sites and other local associations. Poliform S.p.A. is a member of Confindustria Como, the FederlegnoArredo federation, the Associazione Disegno Industriale. It is also a FAI – Fondo Ambiente Italiano (Italian Fund for the Environment) Golden Donor.

THE VALUE OF SPORT

Aware of the value of sport for the well-being of individuals and the community, Poliform actively sponsors sports clubs at the municipal and national level. Corporate membership fees at gyms and sports facilities are available to Poliform’s employees.

IN 2024 Poliform USA significantly contributed to “Friends of Bocconi University”, an alumni organization and fundraiser founded in 2013 to support the Università Commerciale Luigi Bocconi in the United States of America. The work done and the money raised by Friends of Bocconi University will help the University, its students and faculty to access better opportunities not only in the U.S. but beyond. Through its fundraising programs and alumni relations, Friends of Bocconi University supports the Università Bocconi in fulfilling its historical mission of providing excellency in research and teaching to the global community.

Poliform USA also endorsed the Italian national day 2024 during the Italian “Festa della Repubblica”.

GOVERNANCE

ESRS G1 - BUSINESS CONDUCT

97



G1 - Business conduct

Poliform's long history has allowed a family-owned company to grow over the years, both internally and as an internationally renowned brand – to be found today in showrooms, flagship stores and foreign subsidiaries in an ever-increasing number of countries. The Group has held on to its principles involving all internal and external stakeholders, structuring a governance model that fully reflects corporate values and allows it to effectively pursue its goals.

The company has planned to adopt Model 231 as an improvement goal. The model is a management tool that can help create an even more efficient organizational structure, tracking processes and assessing risks and responsibilities.

SUSTAINABILITY MATTER	TARGET	TIME HORIZON
Business conduct	Implementation of Model 231	medium

Governance

GOV - 1
Role of administrative, management and supervisory bodies

Poliform S.p.A. defines the strategic direction of the Group and supervises the ethical and responsible conduct of all the entities that belong to it. The parent company is also responsible for defining the goals to be applied to all the other subsidiaries also in terms of sustainability.

The Group developed a sound and articulated compliance system that reflects the company's commitment to ethical, transparent conduct that complies with the regulations in force in the countries in which it operates.

For specific information on the responsibilities of the administrative, management and supervisory bodies regarding business conduct and for further details on the Group's governance structure, please refer to section ESRS 2 GOV-1 of this report.

Managing impacts, risks and opportunities

IRO - 1
Description of the processes to identify and assess material impacts, risks and opportunities

The impacts and risks related to the conduct of the companies belonging to Poliform Group have been identified assessing double materiality. This analysis revealed two positive impacts, namely:

- 

Promoting ethical management of the organization.
- 

Keeping correct and timely payment practices with supplier, especially small and medium-sized enterprises.

For more details on the methodology, please refer to section ESRS 2 IRO-1.

G1 - 1

Business conduct policies and corporate culture

Poliform S.p.A. has adopted an environmental policy in compliance with UNI EN ISO 14001 certified environment management system and a quality policy for the Contract division in compliance with UNI EN ISO 9001.

The documents list the environmetal and quality objectives that the company intends to pursue. The following are some of the most significant targets:

- reducing, as far as technically and economically feasible, the environmental impact of our production processes, starting with the use of environmentally friendly raw materials from safe and certified sources;
- cautiously implementing the above processes striving to gradually rationalize the consumption of energy and raw materials;
- maintaining a relationship of transparency, dialogue and availability with all interested parties, including employees, local communities, clients, suppliers, and Control Bodies;
- contributing to increase the environmental awareness of clients, suppliers and other interested parties by providing high-quality products, thus including all subjects and informing them on the environmental issues involved,
- focus every activity on clients' needs, to better and faster satisfy them and in doing so reach a top position in the market;
- consolidating the relations with suppliers in order to provide a higher-value and reasonably-priced service to clients.

The company has also adopted a Chart of Corporate Values, which details our business philosophy in its fundamental principles:



Metrics and targets

G1 - 4

Cases of corruption and bribery

The Group has not been convicted, nor fined, for law violations concerning corruption and bribery. Therefore, no actions have been taken against the violations of the procedures and regulations aimed at fighting corruption and bribery due to the nonexistence of said cases.

ANNEX

ESRS 2 - SBM 2

Interests and views of stakeholders

Poliform's priority stakeholders, including their level of materiality and the methods of involvement implemented by the company, are listed in the following table.

STAKEHOLDERS/ INTERESTED PARTIES	INTERNAL STAKEHOLDER	
	EMPLOYEES	SHAREHOLDERS, CAPITAL PROVIDERS
DIRECT/INDIRECT	Direct	Direct
MATERIALITY FOR CORPORATE ACTIVITY (high, medium, low)	High	High
LEVEL OF INTEREST ON SUSTAINABILITY ISSUES (high, medium, low)	High	High
WORKSHOPS, TRAINING AND FOCUS GROUPS	X	
OFFICIAL WEB SITE AND SOCIAL NETWORKING CHANNELS	X	X
WORKING GROUPS	X	X

STAKEHOLDERS/ INTERESTED PARTIES	EXTERNAL STAKEHOLDERS					EXTERNAL STAKEHOLDER					
	MEDIA	SUPPLIERS OF MATERIALS	SUPPLIERS OF SERVICES	CLIENTS, FRANCHISEES AND AGENTS		END CONSUMERS	CONSUMERS' ASSOCIATIONS	BANKS AND CREDIT INSTITUTIONS	PUBLIC AND REGULATORY AUTHORITIES	LOCAL AND GLOBAL COMMUNITIES	PARTNERSHIPS WITH UNIVERSITIES, SCHOOLS AND EDUCATIONAL INSTITUTIONS
DIRECT/INDIRECT	Direct	Direct	Direct	Direct		Indirect	Direct	Direct	Direct	Direct	Direct
RELEVANCE FOR CORPORATE ACTIVITY (high, medium, low)	High	High	Medium	High		High	Low	Medium	Low	Medium	Low
LEVEL OF INTEREST ON SUSTAINABILITY ISSUES (high, medium, low)	High	Medium	Medium	High		High	Medium	High	Medium	Medium	Medium
WORKSHOPS, TRAINING AND FOCUS GROUPS (high, medium, low)	x			x							
OFFICIAL WEB, SITE AND SOCIAL NETWORKING CHANNELS	x	x	x	x		x	x	x	x	x	x
DONATIONS AND SPONSORSHIPS										x	
QUESTIONNAIRES AND SURVEYS		x	x	x							
PARTNERSHIP AND COLLABORATIONS		x		x							x

ESRS 2 - IRO 2

Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

The following table shows the list of ESRS disclosures taken into consideration, the non-material ones, highlighted in red, are not subject to reporting.

SUBTOPIC	DISCLOSURE	PAGE
E1	Climate change	33
E1 ESRS 2 GOV - 3	Integration of sustainability-related performance in incentive schemes	/
E1 - 1	Transition plan for climate change mitigation	/
E1 ESRS 2 SMB - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	34
E1 ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	/
E1 - 2 ESRS 2 MDR-P	Policies related to climate change mitigation and adaptation	35
E1 - 3 ESRS 2 MDR-A	Actions and resources in relation to climate change policies	36
E1 - 4 ESRS 2 MDR-T	Targets related to climate change mitigation and adaptation	37
E1 - 5 ESRS 2 MDR-M	Energy consumption and mix	38
E1 - 6 ESRS 2 MDR-M	Gross Scopes 1,2,3 and Total GHG emissions	42
E1 - 7 ESRS 2 MDR-M	GHG removals and GHG mitigation projects financed through carbon credits	/
E1 - 8	Internal carbon pricing	/
E1 - 9	Potential financial effects from material physical and transition risks and potential climate-related opportunities	/
E2	Pollution	45

SUBTOPIC	DISCLOSURE	PAGE
E2 ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	/
E2 - 1 ESRS 2 MDR-P	Policies related to pollution	/
E2 - 2 ESRS 2 MDR-A	Actions and resources related to pollution	/
E2 - 3 ESRS 2 MDR-T	Targets related to pollution	/
E2 - 4 ESRS 2 MDR-M	Pollution of air, water and soil	/
E2 - 5 ESRS 2 MDR-M	Substances of concern and substances of very high concern	/
E2 - 6 ESRS 2 MDR-M	Potential financial effects from pollution-related impacts, risks and opportunities	/
E3	Water and marine resources	46
E3 E3. ESRS 2 IRO - 1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	/
E3 - 1 ESRS 2 MDR-P	Policies related to water and marine resources	/
E3 - 2 ESRS 2 MDR A	Actions and resources related to water and marine resources	/

SUBTOPIC	DISCLOSURE	PAGE
E3 - 3 ESRS 2 MDR T	Targets related to water and marine resources	/
E3 - 4 ESRS 2 MDR M	Water consumption	/
E3 - 5	Potential financial effects from water and marine resources-related impacts, risks and opportunities	/
E4 ESRS 2	Biodiversity and ecosystems	
E4 - 1 ESRS 2 SBM 1	Transition plan on biodiversity and ecosystems in the strategy and business model	/
E4 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	/
E4 ESRS 2 IRO - 1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	/
E4 - 2 ESRS 2 MDR-P	Policies related to biodiversity and ecosystems	/
E4 - 3 ESRS 2 MDR-A	Actions and resources related to biodiversity and ecosystems	/
E4 - 4 ESRS 2 MDR T	Targets related to biodiversity and ecosystems	/
E4 - 5 ESRS 2 MDR M	Impact metrics related to biodiversity and ecosystems change	/
E4 - 6 ESRS 2	Potential financial effects from biodiversity and ecosystem-related impacts, risks and opportunities	/

SUBTOPIC	DISCLOSURE	PAGE
E5	Resource use and circular economy	49
E5 ESRS 2 IRO - 1	Significant impacts, risks and opportunities related to the circular economy	50
E5 - 1 ESRS 2 MDR-P	Policies related to resource use and circular economy	/
E5 - 2 ESRS 2 MDR-A	Actions and resources related to resource use and circular economy	51
E5 - 3 ESRS 2 MDR T	Target related to resource use and circular economy	51
E5 - 4 ESRS 2 MDR M	Resource inflow	52
E5 - 5 ESRS 2 MDR M	Resource outflow	57
E5 - 6	Potential financial effects from resource use and circular economy-related impacts, risks and opportunities	/
S1	Own workforce	63
S1 ESRS 2 SBM - 2	Interests and views of stakeholders	
S1 ESRS 2 SBM - 3	Significant impacts, risks and opportunities and their interaction with the business strategy and model	64
S1-1 ESRS 2 MDR-P	Policies related to own workforce	65

SUBTOPIC	DISCLOSURE	PAGE
S1 - 2	Processes for engaging with own workers and workers' representatives to raise concerns	66
S1 - 3	Processes to remedy negative impacts and channels for workers to raise concerns	66
S1 - 4 ESRS 2 MDR-A	Taking action on the undertaking's employees	67
S1 - 5 ESRS 2 MDR-T	Targets related to the undertaking's employees	68
S1 - 6 ESRS 2 MDR-M	Characteristics of the undertaking's employees	69
S1 - 7 ESRS 2 MDR-M	Characteristics of non-employee workers in the undertaking's own workforce	71
S1 - 8 ESRS 2 MDR-M	Collective bargaining coverage and social dialogue	71
S1 - 9 ESRS 2 MDR-M	Diversity metrics	72
S1 - 10 ESRS 2 MDR-M	Adequate salaries	/
S1 - 11 ESRS 2 MDR-M	Social protection	74

SUBTOPIC	DISCLOSURE	PAGE
S1 - 12 ESRS 2 MDR-M	Persons with disabilities	74
S1 - 13 ESRS 2 MDR-M	Training and skills development metrics	76
S1 - 14 ESRS 2 MDR-M	Health and safety metrics	78
S1 - 15 ESRS 2 MDR-M	Work-life balance metrics	80
S1 - 16 ESRS 2 MDR-M	Remuneration metrics (remuneration gap and total remuneration)	/
S1 - 17 ESRS 2 MDR-M	Incidents, complaints and severe human rights impacts	80
S2	Workers in the value chain	83
S2 ESRS 2 - SBM 2	Interests and views of stakeholders	/
S2 ESRS 2 - SBM 3	Material impacts, risks and opportunities and their interaction with strategy and business model	84
S2 - 1 ESRS 2 MDR-P	Policies related to value chain workers	/
S2 - 2 ESRS 2 MDR-A	Processes for engaging with value chain workers about impacts	/
S2 - 3 ESRS 2 MDR-A	Processes to remedy negative impacts and channels for value chain workers to raise concerns	/

SUBTOPIC	DISCLOSURE	PAGE
S2 - 4 ESRS 2 MDR-A	Taking action on material impacts on value chain workers	85
S2 - 5 ESRS 2 MDR-T	Targets related to managing value chain workers	87
S3 ESRS 2	Affected communities	89
S3 ESRS 2 SBM - 2	Interests and views of stakeholder	/
S3 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	90
S3 - 1 ESRS 2 MDR-P	Policies related to affected communities	91
S3 - 2 ESRS 2 MDR-A	Processes for engaging with affected communities about impacts	/
S3 - 3 ESRS 2 MDR-A	Processes to remedy negative impacts and channels for affected communities to raise concerns	91
S3 - 4 ESRS 2 MDR-A	Taking action on material impacts on affected communities	92
S3 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	/
S4	Consumers and end users	/
S4 ESRS 2 SBM - 2	Interests and views of stakeholder	/
S4 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	/
S4 - 1 ESRS 2 MDR-P	Policies related to consumers and end users	/
S4 - 2	Processes for engaging with consumers and end users about impacts	/

SUBTOPIC	DISCLOSURE	PAGE
S4 - 3	Processes to remedy negative impacts and channels for consumers and end users to raise concerns	/
S4 - 4 ESRS 2 MDR-A	Taking action on material impacts on consumers and end users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions	/
S4 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	/
G1	Business conduct	99
G1 ESRS 2 GOV - 1	The role of the administrative, management and supervisory bodies	100
G1 ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	101
G1 - 1 ESRS 2 MDR-P	Business conduct policies and corporate culture	102
G1 - 2 ESRS 2 MDR-A	Management of relationships with suppliers	/
G1 - 3 ESRS 2 MDR-A	Prevention and detection of corruption and bribery	/
G1 - 4 ESRS 2 MDR-M	Cases of corruption and bribery	104
G1 - 5 ESRS 2 MDR-M	Political influence and lobbying activities	/
G1 - 6 ESRS 2 MDR-M	Payment practices	/

Poliform Spa
headquarter
via Montesanto 28
22044 Inverigo (CO) Italy
t +39 031 6951
info@poliform.it
poliform.com



2018 Adi Compasso D'oro
Career Award

TWENTY TWENTY FOUR

