CORE VALUES



SUSTAINABILITY
REPORT

2025

Veneta Cucine®

Veneta Cucine®

LETTER TO STAKEHOLDERS

2025 was a year in which our convictions regarding ESG (Environmental, Social, Governance) issues were put to the test.

The global landscape was marked by significant instability, driven by the continuing conflict in Ukraine and the substantial escalation of tensions in the Middle East, whose impacts progressively worsened over the course of the months. At the same time, the ESG regulatory and political framework underwent a gradual repositioning.

In the European Union, this translated into a series of measures to simplify sustainability regulations - including the CSRD, EUDR and CSDDD - which, while addressing the need to reduce the excessive complexity and burden of the required compliance obligations, also contributed to a climate of uncertainty regarding the actual future direction of regulation.

Between 2024 and 2025, numerous press articles and industry analyses highlighted a cooling of interest in sustainability issues, contributing to a widespread climate of scepticism.

In this context, investor priorities also underwent a significant shift. Various analyses published between 2025 and 2026 (including by The Times, Financial Times, Reuters and FinTech Global) describe interest in ESG investments as more selective and less uniform than in the past, with signs of slowdown in certain geographical areas and growing attention to tangible value creation.

Particularly emblematic in this respect was the article "Is ESG investing going out of favour in 2025?" published by FinTech Global in March 2025, which already at the beginning of the year pointed to a change in sentiment characterised by greater caution on the part of governments and a gradual slowing of ESG momentum compared with previous years.

Against this backdrop, we felt it was necessary to reflect on the strategic role of ESG objectives within our business model and on whether it might be appropriate to adopt a more wait-and-see approach in order to understand the direction of the changes under way.

This reflection strengthened our core conviction: the way we do business is founded on a strong sense of responsibility, a long-term vision and close attention to impacts. These values belong to our identity as a family business which, although it has evolved today into a fully managerial structure, remains deeply rooted in a culture and sensitivity focused on people and local communities.

2025 was therefore the year in which we **reaffirmed our commitment** to sustainability, without hesitation or second thoughts. We therefore launched a process to renew our strategy, involving the entire organisation and subsequently extending it to our main external stakeholders, particularly customers and suppliers.

The starting point was the rediscovery of our most authentic purpose, encapsulated in the concept of "**caring**": a principle that guides the way we manage the company, design and manufacture our products, and build relationships throughout the value chain.

Our commitment was reaffirmed and focused on:

- **Product design that promotes widespread** well-being by placing **quality of living, design flexibility and the healthiness of living spaces at the centre, through materials and certifications;**

- **A specific focus on the environment,** integrating the decarbonisation plan and climate-impact mitigation into a broader perspective of responsibility beyond the home;

- **An active role for Veneta Cucine as a leader in the value chain** and promoter of a continuous improvement journey with suppliers and partners;

- An approach centred on **valuing every individual** and fostering a sense of belonging to a shared journey aimed at contributing to the prosperity of the entire ecosystem.

These principles guide our actions and remain the foundation of our future commitment. We hope you enjoy reading this report.

Signed by the Board of Directors

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2025 HIGHLIGHTS

No. 1 Italian kitchen
manufacturing group and one of the European leaders[1].



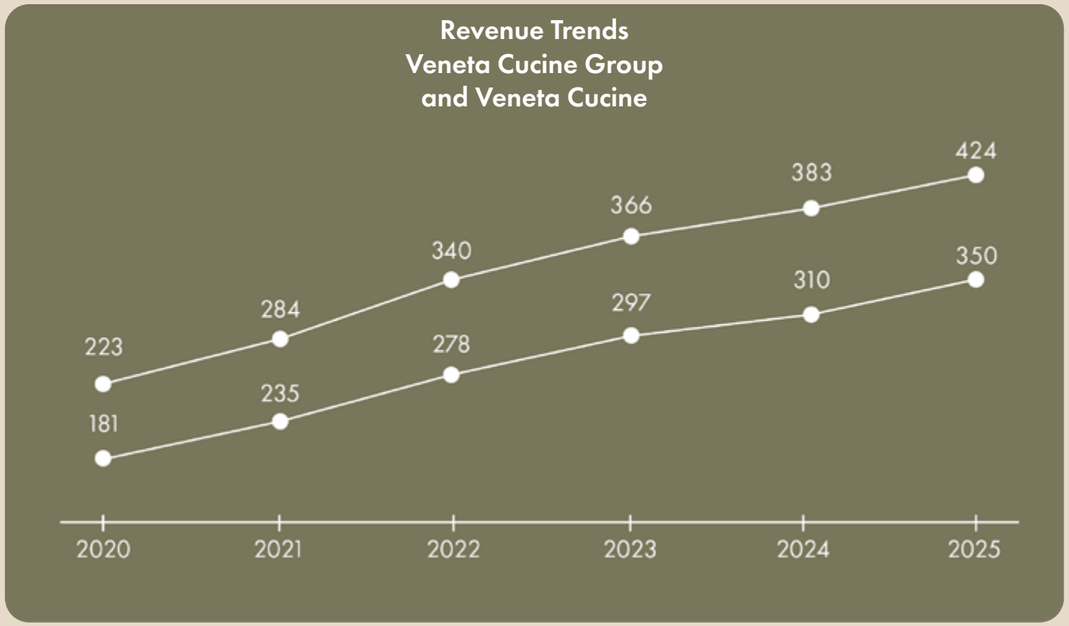
424 million
2025 Consolidated Revenue Veneta Cucine Group

350 million
2025 Veneta Cucine Revenue

16.6 million
Industrial investments

13 million
Energy efficiency and safety investments (2020-2025)

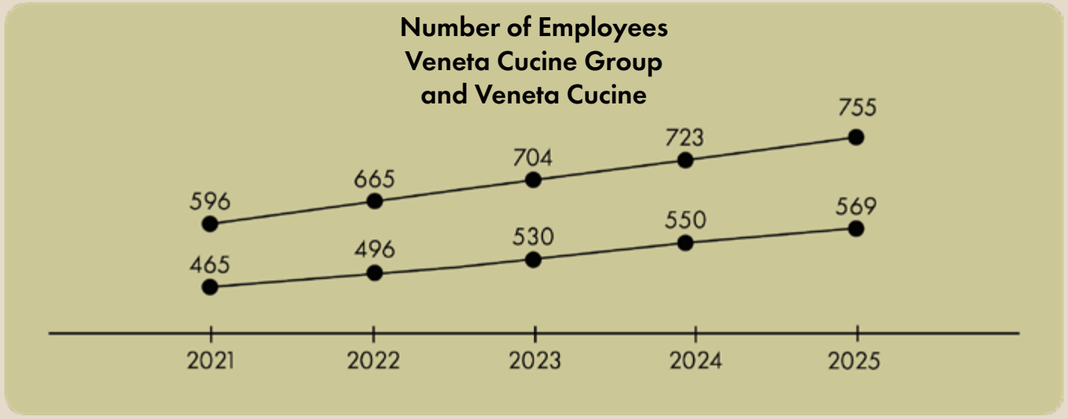
1 Source: CSIL - The Italian Kitchen Furniture Market, April 2026.



No. 6
Production sites

488
Single-brand stores





50
Export countries





Veneta Cucine

Veneta Cucine's mission is to

"manufacture kitchens by putting craftsmanship at the service of innovation in taste and making design an accessible value."

01

HISTORY AND COMPANY PROFILE

Founded in 1967 in the province of Treviso, Veneta Cucine is a family-founded and family-oriented company with almost 60 years of history. Over time, it has grown from a local business into a large internationally recognised group, becoming **Italy's leading kitchen furniture manufacturing platform.**

Veneta Cucine's innate focus on manufacturing has guided the company's decisions toward a high degree of vertical integration, which has enabled careful control of the production process at every stage. Operations take place in over 120,000 m² of covered industrial space.



1. Headquarters – Biancade di Roncade (TV)

Area: 42,000 m²
Panel cutting, edging, assembly and packaging.



2. Galileo Biancade di Roncade (TV)

Area: 20,000 m²
Inaugurated in 2023 following the redevelopment of an abandoned factory, it is used as a warehouse for components and bought-in goods.



3. Biancade di Roncade (TV)

Area: 10,000 m²
Specialises in cutting laminated panels and applying edge banding to countertops and cabinet doors.



4. San Stino di Livenza (VE)

Area: 20,230 m²
Dedicated to the production and assembly of kitchens and furniture for the Forma Cucine brand, not included in this report.



5. Olmi, San Biagio di Callalta (TV)

Area: 10,400 m²
Opened in 2019, with the installation of cutting-edge machinery dedicated to the production of quartz and ceramic tops and counters, it is currently undergoing expansion.



6. Codissago, Longarone (BL)

Area: 11,800 m²
Dedicated to the production of solid and veneered wood doors and furniture accessories, the production of aluminium frames, panel cutting and coating.



Distribution

The products are distributed through a very extensive network of over 1,000 qualified retailers throughout Europe, Asia, Africa, North America and South America. The close collaboration with international distributors allows the company to enjoy an exclusive presence in each market, capable of expressing the brand's undisputed character and personality.



Prosperity for the Community

	2025	2024
Economic value generated[1]	**349.864.569**	**317.357.611**
Economic value distributed:		
of which suppliers	(266.319.167)	(239.283.568)
of which personnel	(43.323.713)	(39.562.193)
of which lenders	(2.620.384)	(1.804.915)
of which public administration	(5.325.288)	(5.693.129)
of which community	(407.242)	(330.954)
Economic value retained (for financial strength, growth and investment)	**31.868.776**	**30.682.853**

In 2025, the economic value generated by Veneta Cucine amounted to approximately **350 million Euro, an increase of around 10% compared with 2024.** This figure reflects the prosperity generated by the company, most of which (91%) was redistributed to the stakeholders it deals with in its day-to-day operations. In particular, the greatest value in absolute terms goes to **Suppliers** and **Personnel**, which represent the main distribution categories.

Finally, between 2024 and 2025 the economic value retained increased, standing at approximately 32 million Euro, confirming the ongoing strengthening of the company's financial solidity.

GOVERNANCE, ETHICS AND INTEGRITY

Veneta Cucine's organisational structure is based on two formal bodies: the Shareholders' Meeting, made up of all holders of share capital, and the Board of Directors, consisting of 7 members, 4 of whom have executive powers.

Governance has evolved, gradually shifting from an "entrepreneurial management model" to a "managerial model" in which members of the founding family and Key Managers work well together.

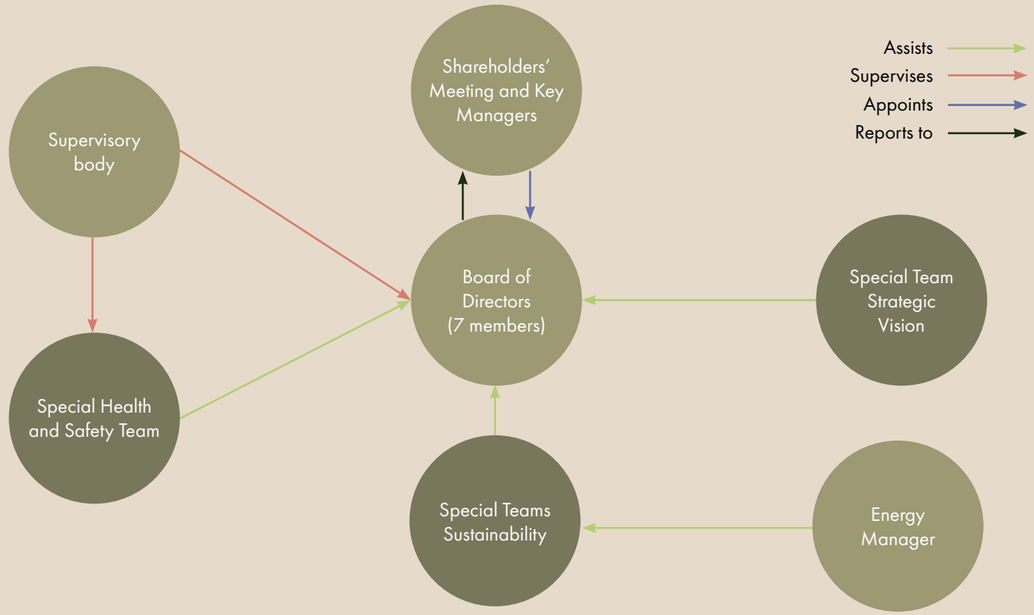
The Board of Directors is responsible for setting the company's strategic guidelines, intervening directly in all decisions relating to the most significant management matters. To do this, the Board is supported by the work of **3 special teams:**

- **Strategic Vision:** defines and implements the corporate strategy, identifying the specific actions, timelines and the financial, human and material resources required;

- **Sustainability:** integrates sustainability principles and practices within the company, monitoring the objectives set as part of the sustainability strategy; facilitates interaction and engagement with stakeholders and oversees the process of collecting data and information for sustainability reporting;

- **Health and Safety:** ensures a safe and healthy working environment for all Veneta Cucine workers; identifies, assesses and mitigates risks in accordance with the requirements of Legislative Decree 81/2008, setting rules of conduct and involving company personnel.

These teams, made up of key figures in the company, including the directors with delegated powers, the Vice President, the Creative Director and the Key Managers, effectively oversee their respective areas, working in synergy. In addition, the Board of Directors has delegated one of its members to manage sustainability matters; this member personally coordinates the work of the Sustainability team and is also an active member of the Strategic Vision and Health and Safety teams.
Supported by this structure, the Board therefore takes part in decisions concerning sustainability and corporate strategy, approves all policies to ensure the company's compliance with regulatory requirements and, in general, manages the company's impacts on the economy, the environment and people.
Finally, the company has an external **Energy Manager**, tasked with identifying and promoting energy efficiency projects.



In 2019, Veneta Cucine adopted its **Organisation, Management and Control Model** pursuant to Legislative Decree 231/01. As Parent Company, it has also promoted the development of 231 compliance across the other companies and, in particular, has defined and circulated a 231 Code of Conduct, which identifies specific sanctionable behaviours deemed liable to weaken, even potentially, the aforementioned Model. The Code of Conduct is periodically shared with internal parties (personnel) and third parties (external professionals, partners, suppliers and consultants, temporary staffing agencies and, in general, all those who have dealings with the Group Companies) so that everyone can be properly informed about the conduct to be maintained.

The Supervisory Body (SB), appointed in 2021, is responsible for monitoring compliance with, and the effectiveness and actual application of, the Model and the related internal procedures. The SB holds meetings with company managers according to an annual schedule. Should any conduct not in line with the established rules occur, Veneta Cucine has set up several communication and reporting channels to the SB, while guaranteeing the confidentiality of the whistleblower.

1 The final figures in the 2025 financial statements are prepared in accordance with international accounting standards for the first time. Therefore, there are differences in the comparative figures compared to the numbers provided in other reports.



Sustainability Strategy

Building a sustainability strategy based on the company's authentic calling, through a structured process of analysis and internal and external listening. From this reading come the Core Values, the strategic pillars that guide industrial and product choices over the medium to long term.

02

PURPOSE

Veneta Cucine's sustainability strategy stems from its most authentic **calling: caring deeply about the well-being of every individual who interacts in a more personal and relational space (their own home - indoor), as well as in the wider context and the external environment (outdoor).**

Veneta Cucine, from this perspective, creates kitchen projects that are not merely products, but spaces for everyday experiences shaped by **relationships, gestures, well-being and identity.**

From this calling takes shape a journey that combines design quality and responsibility: **listening** to those who live in the spaces, **enhancing customisation, selecting materials and solutions built to last, reducing impacts** along the supply chain and **building a shared culture** with employees and partners.

The Sustainability Report tells the story of this **evolution** as a **concrete commitment**: turning a calling into measurable and consistent choices, capable of generating value for people, the environment and the community.



INDOOR (THE HOME)

OUTDOOR (EXTERNAL ENVIRONMENT)



A personal space that fosters connection, where design enhances togetherness and everyday well-being.

A shared responsibility toward nature and the community, for a sustainable future.

FOUNDATIONS OF THE JOURNEY

In recent years, Veneta Cucine has embarked on a structured process to assess how sustainability issues are integrated into its business model.

In 2025, a set of complementary analyses was carried out, making it possible to build an **integrated database** — in other words, an ecosystem of technical and measurable information — that is essential for mapping impacts, risks and opportunities.

These activities made it possible to connect sustainability factors to operational dynamics, ensuring the systemic view needed for long-term strategic planning.

Specifically, this database was fed by the results of three analytical pillars:

- The overall assessment of performance using the international standard **B Impact Assessment (BIA)**[1];
- The **Double Materiality Assessment (DMA)** to identify and prioritise Impacts, Risks and Opportunities;
- The update of the **Carbon Footprint** calculation, with more in-depth analysis and a greater level of detail, aimed at identifying emission **hotspots** and setting up a **decarbonisation plan**[2].

The work was organised according to a **structured model** for collecting, verifying and validating information, with the aim of ensuring the quality, consistency and traceability of the evidence and, at the same time, turning the reporting process into an opportunity for learning and continuous improvement.

A **central role was played by the cross-functional B Team** (Operations, Purchasing, Human Resources, Governance, R&D, Logistics, Marketing and other support functions), set up as an operational steering committee and a forum for exchange between different areas of expertise.

The B Team helped to consolidate and validate the content, integrate the viewpoints of the various functions, bring to light significant projects and practices and, above all, identify concrete drivers for implementation and areas for development, **fostering stronger internal alignment and a greater ability to translate the evidence gathered into shared actions and priorities.**

The redefinition of the strategy therefore arose from the need to:

- **Evolve towards a more structured strategic framework, defining measurable objectives, priorities, responsibilities and governance safeguards;**
- **Ensure alignment with the main external drivers** (regulatory developments, stakeholder expectations, supply chain dynamics) and ensure consistency between risks, opportunities and industrial choices;
- **Translate the evidence emerging from the analyses** (e.g. emission hotspots and material topics) into operational choices and implementation and improvement plans.

1 For more information: https://www.bcorporation.net/en-us/programs-and-tools/b-impact-assessment/
2 Methodological note: the results of the BIA and the DMA are presented in the following sections of this chapter. Given its strategic relevance, the Carbon Footprint is covered in a dedicated section in the ENVIRONMENT AND DECARBONISATION Chapter

B IMPACT ASSESSMENT

Among the analyses carried out in 2025, the assessment using the international B Impact Assessment (BIA) standard was a key step in objectively and rigorously measuring Veneta Cucine's sustainability profile. The analysis made it possible to map the company's performance across five strategic areas (governance, people, the impact of the value chain and on local communities, attention to the environment, customer relations) and to gain a structured understanding of strengths and areas for improvement.

In terms of **governance**, the company stands out for its structured management of sustainability, with constant monitoring of KPIs and metrics by the Board of Directors and transparent reporting based on the international GRI standards. The robustness of the system is ensured by rigorous financial controls, annual audits and ethical safeguards such as the 231 Model.

With regard to **people**, positive elements emerge relating to **supplementary bonuses and benefits**, attention to job stability and satisfaction, as well as a focus on growth through **continuous training and development paths**. A further distinguishing feature is the presence of an **occupational health and safety management system compliant with ISO 45001**, which helps provide a solid structure for risk management and worker protection.

In the **community and supply chain** dimension, the company shows strong local roots and a predominantly national supply chain, accompanied by **supplier monitoring** activities and the adoption of guidance and control tools (e.g. Code of Conduct), as well as initial ESG assessments on part of the supplier base. There is also a commitment to participation and collaboration with external stakeholders (associations and industry partners), consistent with an approach of active engagement with the surrounding context.

The **environmental** profile is supported by a structured process of **measuring** and **monitoring** the main elements (GHG emissions, energy and water consumption, waste), alongside concrete actions such as the use of **renewable energy** and efficiency measures. The use of certified materials and recycled wood-based material confirms an approach geared towards the circular economy and the reduction of emission hotspots (e.g. FSC and VOC).

Finally, with regard to **customers**, well-established practices of listening and continuous improvement emerge through **the collection and discussion of feedback**, together with **privacy and data security** safeguards (audits, training and GDPR compliance). These elements help strengthen the quality of the customer relationship and the responsible management of issues related to trust and security.

Overall, the results of the analysis confirmed the presence of solid organisational foundations and initiatives already under way across several dimensions of sustainability, providing an integrated reading of the main strengths and areas for improvement on which to build the evolution of the strategic plan.

DOUBLE MATERIALITY

The **Double Materiality** assessment was carried out to focus the sustainability report on the most relevant topics. To this end, both **impact materiality** (the company's effects on people and the environment along the value chain) and **financial materiality** (the effects of ESG risks and opportunities on the company's performance and resilience) were considered. The double materiality assessment process was conducted in accordance with the EFRAG guidelines for the application of the European Sustainability Reporting Standards (ESRS).

The Double Materiality analysis provided a **strategic assessment of the value chain** of Veneta Cucine, taking two perspectives into account:

OUTSIDE IN: Veneta Cucine's assessment of the impact that climate, environmental and social factors have on the value and continuity of its business; this perspective analyses how external challenges translate into financial risks or strategic opportunities for the company;

INSIDE OUT: assessment of the positive and negative externalities generated by Veneta Cucine on the environment and society; this analysis complements the examination of the risks and opportunities that global sustainability challenges pose to the resilience and evolution of the company's business model.

The analysis made it possible to identify and prioritise the main **material topics** and the related **Impacts, Risks and Opportunities (IROs)**, providing a structured basis for defining:

- **Strategic priorities;**
- **KPIs;**
- **Implementation and monitoring plans.**

To ensure methodological transparency and traceability of choices, the Double Materiality assessment process was divided into a series of interconnected steps: from the scope and information sources, to stakeholder engagement, through to the assessment of impacts and the financial reading of risks and opportunities, with a final phase of consolidation and validation.



Analysis methodology

The following paragraphs describe the main steps that guided the analysis and form its logical framework.

a) Value chain

Veneta Cucine's value chain describes the set of activities through which the company designs, produces, distributes and supports its solutions, generating value for customers, partners and communities, while at the same time overseeing the economic, environmental and social impacts throughout the product life cycle.

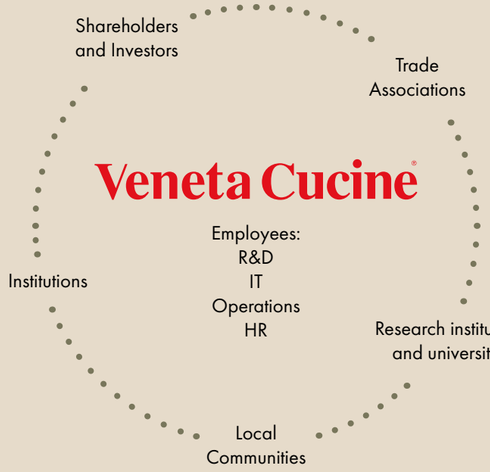
b) Scenario analysis

The scenario analysis combined market dynamics with regulatory developments, pairing **benchmarking** of the main industry players with solid alignment to the new **ESG standards** and European directives.

UPSTREAM:

SUPPLIERS:
- Services
- Raw Materials
- Semi-finished Products
- Other Materials

PARTNERS:
- Contractors
- Logistics Partners



DOWNSTREAM:

CHANNELS AND PARTNERS:
- Retailers
- Customers
- Logistics Partners
- Stores

HEADQUARTERS:
Italy



GLOBAL NETWORK:
Over 1,000 retailers in Europe, Asia, Africa, and the Americas



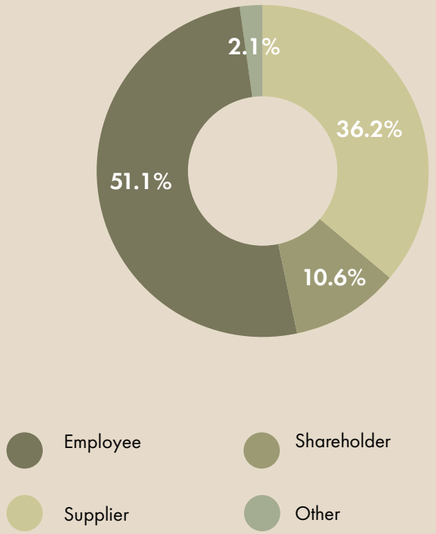
c) Stakeholder engagement

A **listening process** was set up through surveys, with the aim of gathering **evidence on perceived priorities** and verifying the alignment between internal and external perspectives.

Stakeholder engagement for the **impact materiality** analysis saw the active participation of suppliers, function managers and the ownership, with a **participation rate of 96%.**

The analysis showed that the topics on which Veneta Cucine generates the most positive impacts concern its **Own workforce** and **Consumers and End-users.**

At the same time, the areas identified as potentially critical or with negative impacts, on which mitigation efforts should be focused, were found to be **Climate change and Pollution.**



d) Impact materiality assessment

The assessment methodology uses a scoring system based on four key dimensions: **scale, geographical scope, irremediability and likelihood**. The final score, resulting from the combination of these parameters, makes it possible to set the significance threshold above which an impact is considered **material**. To process the results, the internal assessments of Veneta Cucine's management were combined with the evidence from the survey of external stakeholders, ensuring a holistic and participatory view.

e) Financial materiality

The **financial materiality** analysis directly involved the main management functions (Administration and Finance, Marketing, Purchasing, Research and Development, Operations, Human Resources and IT), ensuring a cross-functional perspective. ESG risks and opportunities were assessed using a quantification scale **fully aligned with the Group's internal control systems and Risk Management safeguards.** This methodology is based on predefined size thresholds, which make it possible to estimate potential economic and financial impacts and make them comparable. This approach ensures data consistency and supports management in **prioritising management and mitigation strategies** for sustainability-related financial impacts.

f) Assessment results

On the **environmental** front, the relevance of **greenhouse gas emissions along the product life cycle, vulnerability to extreme weather events and the impact of energy consumption** emerge, where efficiency measures help mitigate the risk posed by rising energy costs while generating considerable savings in the long term. A further material topic concerns **pollution and regulatory developments**, which may require further investment to reduce VOCs and formaldehyde, but can also create a competitive advantage through new materials and certifications able to respond to growing attention to indoor air quality.

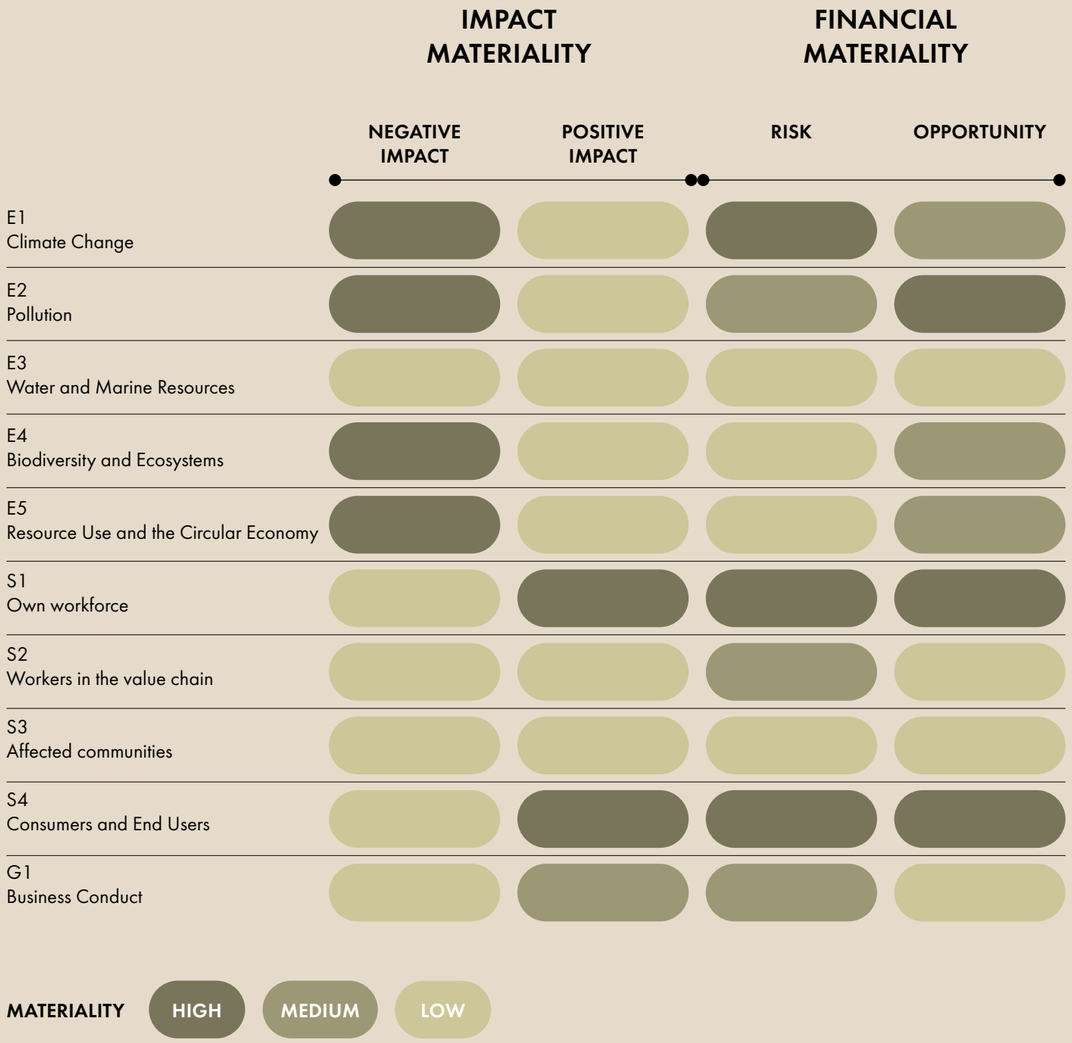
Pressure on biodiversity and ecosystems, linked above all to the consumption of raw materials such as wood and metals, makes **responsible sourcing and sustainable forest management** (e.g. FSC) strategic in order to stabilise supply and strengthen reputation. Resource use and the circular economy is a highly relevant material topic, because opportunities to integrate circularity focused on **durability, repairability and ease of disassembly** can extend the life of kitchens and improve their end-of-life management, reducing pollution linked to waste disposal while also helping to differentiate Veneta Cucine on the market.

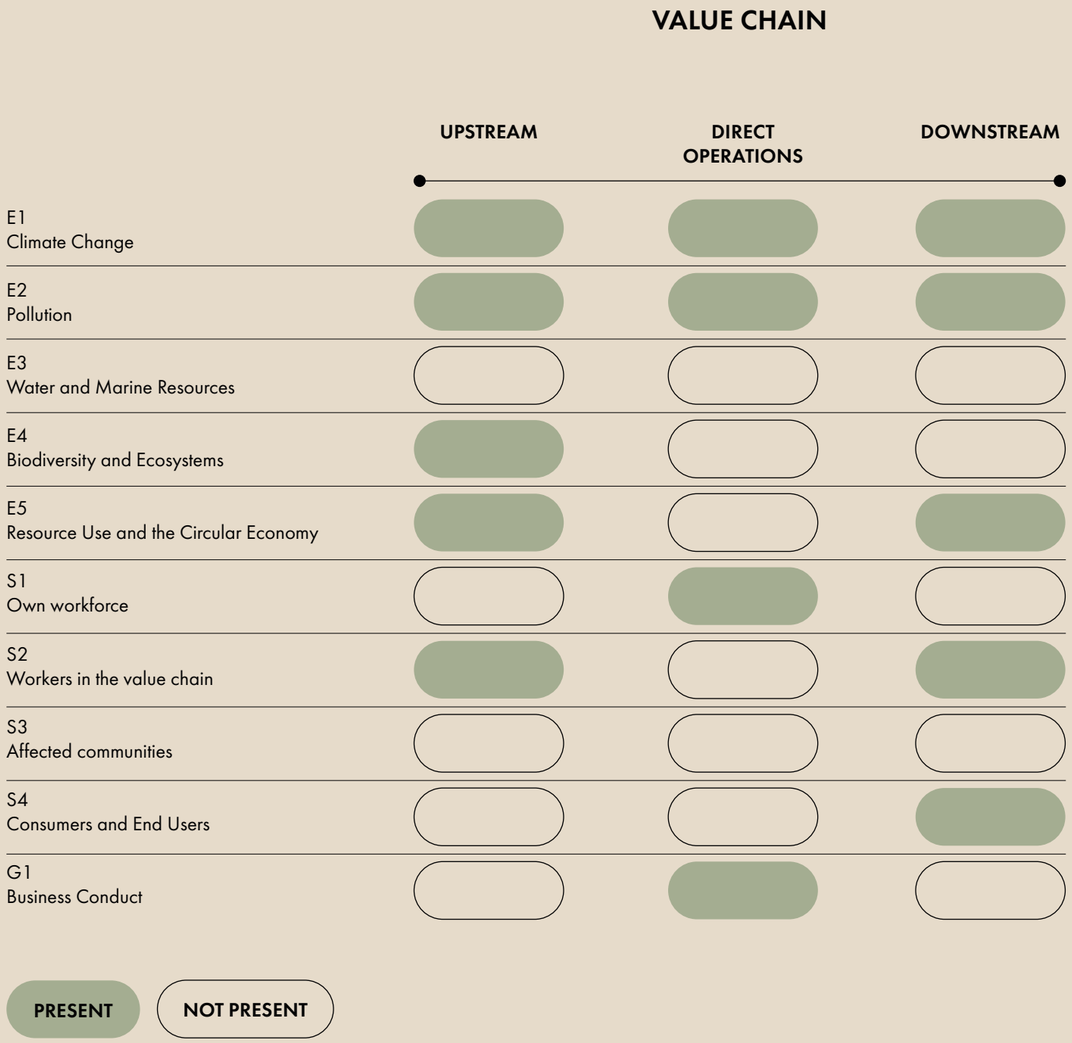
On the **social** front, the material topics are **the ability to attract and retain people through stable employment, welfare and training, health and safety management, and supply chain resilience**, considering the economic and reputational risks linked to incidents at suppliers. With regard to the impact on consumers, **transparency on certifications and sustainability performance** is a competitive driver but also an area of risk, because inaccurate communications can lead to accusations of greenwashing under the Empowering Consumers Directive[1]. Likewise, **high standards of safety and correct installation** can enable access to tightly regulated markets.

Finally, on the **governance** side, the challenge of **aligning values and behaviours across the entire organisation** is relevant, while **managing relationships with suppliers** represents an opportunity because it makes it possible to build long-term partnerships focused on sustainable innovation, strengthening **the stability and quality of the supply chain** and encouraging the **sharing of best practices**, with a "multiplier" effect along the entire supply chain.

1 Directive (EU) 2024/825, known as 'Empowering Consumers for the Green Transition', implemented in Italy by Legislative Decree 30/2026, supplements European consumer protection rules to combat unfair commercial practices such as greenwashing.




IMPACT MATERIALITY
FINANCIAL MATERIALITY
NEGATIVE IMPACT
POSITIVE IMPACT
RISK
OPPORTUNITY
E1 Climate Change
E2 Pollution
E3 Water and Marine Resources
E4 Biodiversity and Ecosystems
E5 Resource Use and the Circular Economy
S1 Own workforce
S2 Workers in the value chain
S3 Affected communities
S4 Consumers and End Users
G1 Business Conduct
MATERIALITY
HIGH
MEDIUM
LOW


VALUE CHAIN
UPSTREAM
DIRECT OPERATIONS
DOWNSTREAM
E1 Climate Change
E2 Pollution
E3 Water and Marine Resources
E4 Biodiversity and Ecosystems
E5 Resource Use and the Circular Economy
S1 Own workforce
S2 Workers in the value chain
S3 Affected communities
S4 Consumers and End Users
G1 Business Conduct
PRESENT
NOT PRESENT



4 CORE VALUES

Combining the Benefit Impact Assessment with the Double Materiality analysis has given Veneta Cucine a **single, traceable information base**, able to combine performance, risks and opportunities with stakeholder expectations and impact priorities. Taken together, these tools made it possible to **build a sustainability strategy** that is solid, measurable and action-oriented, useful for reporting but, above all, able to support industrial and product choices over the medium to long term.

This structured reading was complemented by a process of qualitative discussion, based on one-to-one conversations with top management and key figures in the organisation, as well as on the ongoing work of the cross-functional B Team.

In this context, the evidence emerging from the **B Impact Assessment, Double Materiality** and **Carbon Footprint** was interpreted in an integrated way to turn data and results into concrete choices: **clarifying priorities, identifying key initiatives and defining the governance safeguards** needed to ensure their effective implementation.

The outcome of this joint process was the definition of the **strategic pillars (Core Values)**, anchored to an **implementation masterplan** and translated into a **consistent set of measurable objectives and indicators** over the medium term. In this way, the strategy does not merely describe commitments and ambitions, but explicitly **connects** analysis, listening and decisions, making sustainability an operational driver for the company's development.

This **evolutionary journey** and the related programmatic **commitments** are set out in specific, operational detail in the individual chapters dedicated to each strategic pillar.

PROSPERITY
We care deeply about the individual and the prosperity of the ecosystem

I. Human-centred design

Product design for widespread well-being, placing at its centre the quality of living, design flexibility and the healthiness of living spaces through materials and certifications

II. Environment and decarbonisation

Specific attention to the environment, integrating the decarbonisation plan and the mitigation of climate impacts into a broader perspective of responsibility that extends beyond the home.

III. Shared supply chain commitment

An active role for Veneta Cucine as leader of the value chain and promoter of a continuous improvement journey with suppliers and partners.

IV. Corporate culture and identity

An approach centred on valuing every single individual and on a sense of belonging to a shared journey aimed at contributing to the prosperity of the entire ecosystem.

THE WELL-BEING OF INDIVIDUALS AND THEIR LIVING ENVIRONMENTS



CORE VALUE I

Human-Centred Design

Guiding the evolution of the product and of the living experience: the quality, healthiness and comfort of indoor spaces become criteria for design and material selection, supported by certifications and by an approach focused on durability and transparency.

Customisation as a distinctive value and as a lever for responding concretely to people's needs.

03

2003
ISO 9001
Quality Management
System

2006
Water-based coating

2011
Bacteria Blocker Silverguard Antibacterial Treatment

2012
ISO 14001
Environmental
Management
Systems

2013
ISO 45001
Occupational
Health and Safety
Management Systems

2018
Compliance with international standards on formaldehyde emissions (EPA TSCA Title VI, JIS F4 Stars)

2019
Catas
"Made in Italy"
Certification

2024
Catas Quality
Award VOC
Low Emission
Certification

2025
LCA Study on Water-Based Coatings

2025
Forest
Stewardship
Council
Certification

2025
Early compliance with European Regulation (EU) 2023/1464 on formaldehyde content



72%
Of wood-based panel material
from recycled sources

96%
Of the chipboard used
from recycled sources

91%
Cardboard packaging, of which
57% from recycled sources

For Veneta Cucine, Human-centred Design means designing kitchens that **generate well-being** over time, combining aesthetic and functional quality with measurable choices on materials, processes, safety and healthiness.

It is an approach that starts with the **responsible selection of raw materials**, with attention to traceability and certifications (for example, extending FSC® certification to the entire product range), and continues with **production solutions aimed at reducing impacts and indoor emissions**, such as the adoption of water-based coating and the reduction of VOCs[1] to ensure healthier home environments.

At the same time, human-centred design is also a **promise of reliability and protection of people**: from health and safety management at production sites to environmental management systems, to ensure that sustainability is embedded in processes and verified against recognised standards.

Finally, Veneta Cucine's commitment goes beyond the production and delivery of high-end furniture, aiming to strengthen a direct relationship of trust with every customer. The company acts as a partner in shaping living spaces that reflect the identity of those who live in them, offering ongoing advisory support. As evidence of the durability of its products and of its desire to offer complete peace of mind, Veneta Cucine offers a free **warranty extension of up to five years**, which can be activated through a simple procedure on its website.

1 Volatile Organic Compounds (VOCs) include a wide range of chemicals that can evaporate at room temperature from the solvents, paints and adhesives used in the production process



MANAGEMENT SYSTEMS AND PRODUCT SAFETY

Veneta Cucine has obtained numerous certifications over the years to guarantee quality and transparency towards its customers: in 2003, the company obtained **ISO 9001 certification** for its Quality Management System, while in 2012 it achieved **ISO 14001 certification** (Environmental Management System). In 2013 came **OHSAS 18001 certification**, later **ISO 45001** (Occupational Health and Safety Management System), with the aim of ensuring ever greater attention to the health and safety of workers.

For Veneta Cucine, design also means enhancing the qualities of Made in Italy. For this reason, **in 2019** the company obtained the **"Made in Italy" certification issued by Catas**[1]. This certification not only attests to the Italian origin of the product (according to the UNI 11674 standard) but also to **compliance with all the technical and safety standards** in force for kitchen furniture (in particular UNI 11663 and UNI 14749). The decision to obtain this product certification was taken with a view to further increasing transparency towards the end consumer, in the awareness that explaining how things are made is a duty that helps strengthen trust in the brand.

1 Catas, a centre of excellence for the wood and furniture sector, is a certification body with a laboratory that carries out product testing and analysis.

With this in mind, Veneta Cucine undergoes periodic checks on product quality and compliance with the requirements set by the certification scheme, while also carrying out internal checks to test the strength/durability, safety and appearance of the components used. During **2024**, this certification, which already covered all kitchen storage units, was also extended to **living area furniture**.

INDOOR ENVIRONMENTAL QUALITY

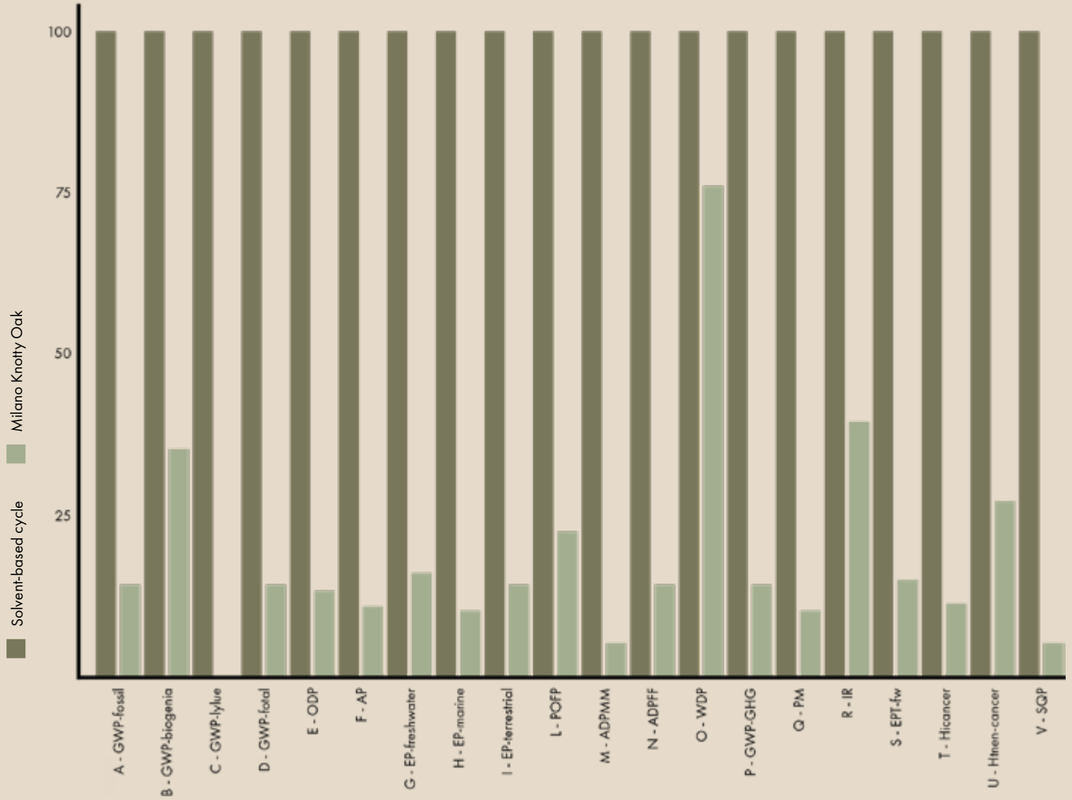
In 2006, ahead of its time, Veneta Cucine introduced **full-cycle water-based coating** for wooden doors (both solid and veneered) and for most matt lacquered door finishes. This production method better preserves the integrity and strength of the product by using water to dilute the paint applied to the surface. In addition, water-based paint has lower VOC emissions and a lower overall environmental impact than solvent-based paints, as also demonstrated by the **Life Cycle Assessment study**.



RESULTS OF THE LCA STUDY

THE LIFE CYCLE measured by CATAS

LCA Report
Subject of the study: Coating Cycles
Manufacturer: Veneta Cucine
LCA practitioner: CATAS S.P.A.



At the beginning of 2024, the company also became the first to obtain the **VOC LOW EMISSION PLUS certification issued by CATAS** in accordance with the UNI 11896 standard, which classifies the materials used to make furniture according to their emission of volatile organic compounds. The scheme indicates that the mark can be obtained if products emit a total amount of VOCs (TVOC) below 500 mg/m^3. It is also possible to obtain the CQA VOC Low Emission PLUS mark if products comply with emission levels around ten times lower.

This product certification is a useful tool for improving indoor air quality, providing greater safety for consumers and industry. The most effective way to ensure low emissions of volatile organic compounds from a furniture product is a combination of testing, factory production control and external surveillance of emission-related processes and parameters during production. During the certification process, all the models and finishes that Veneta Cucine offers on the market were measured, and the relevant certificates were issued. This certification was obtained for almost all the models and finishes that Veneta Cucine offers on the market. Below is the statement from Catas:

"A company from the Triveneto area, a well-known brand in the kitchen furniture sector, by certifying its products with the CQA VOC Low Emission PLUS mark, immediately seized the opportunity to demonstrate its commitment to supplying low-emission products that therefore add few, if any, additional pollutants inside our homes. It can therefore boast certificate no. 1."

CATAS

One of the main VOCs is **formaldehyde**, a substance widely found in nature that occurs as a colourless gas. High levels of it can have harmful effects on health. In wood-based products, it is used as an adhesive in panel production. For these reasons, in 2018 Veneta Cucine decided to use materials with a low formaldehyde content for its panels, in compliance with the most stringent American regulations, **CARB ATCM Phase II and U.S. EPA TSCA Title VI**; this certification imposes very strict limits and applies to almost all wood-based products. For some finishes, the Japanese JIS F4 Stars standard is complied with instead. Veneta Cucine has also already started asking its suppliers to comply with the new European "**E05**" standard set by **EU Regulation 2023/1464**, which will take effect from August 2026 and sets a formaldehyde emission limit of no more than 0.062 mg/m^3 (0.05 ppm).

In addition, since 2011 Veneta Cucine has offered, on request, the BBS® solution, **Bacteria Blocker Silverguard**, a treatment applied to carcasses, back panels and laminate surfaces that may regularly come into contact with food. The silver ion-based antibacterial treatment reduces bacterial growth by 99.9%, providing a sanitising effect that remains unchanged over time.



CIRCULARITY AND CHOICE OF MATERIALS

To reduce its environmental impact, Veneta Cucine promotes the use of recycled materials. This makes it possible to use fewer raw materials and helps give existing materials a new life. **72%** of the wood-based material used (96% for chipboard) is made from **recycled material** or, alternatively, holds FSC (Forest Stewardship Council®) certification. FSC certification is the international chain of custody certification attesting that the management of a forest area is sustainable according to specific environmental, social and economic standards and criteria. Veneta Cucine obtained **FSC Chain of Custody (CoC) certification** in 2025.

"The implementation of the FSC CoC System by Veneta Cucine demonstrates the Company's commitment to upholding FSC's values, from choosing all raw materials from certified and therefore responsibly managed forests, to complying with all the social requirements relating to workers' safety and rights. All these values complement the quality of Veneta Cucine's products".

Maria Rita Gallozzi, President of FSC Italia

Veneta Cucine adopts ecodesign principles that take the product life cycle into account from the design stage, with particular reference to the following characteristics: durability, reusability, maintainability and recoverability of materials. In line with this approach, in 2025 the company submitted several product lines to rigorous CATAS testing to assess their **ease of assembly and disassembly according to the European standard EN 17902**.

The assessments, focusing in particular on the ease of repair of priority components most exposed to potential wear or damage, showed excellent performance: the furniture tested achieved overall disassembly scores falling mainly in the highest band (Class A), thereby encouraging maintenance and extending the life cycle of the products.

Finally, in 2024, in the context of the European Extended Producer Responsibility (EPR) legislation, the company supported, as a founding member, the initiative of the Consorzio Nazionale Sistema Arredo – **Federlegno Arredo** – which aims to take on financial and organisational responsibility for the life-cycle stage in which products become waste, while also promoting prevention and reuse activities.



PROJECT CUSTOMISATION

Over time, Veneta Cucine has developed a vertical integration model that allows direct control of the main stages of the production chain. This approach, combined with a strong product focus, enables the company to manage an extremely large number of item codes while ensuring high quality standards and operational flexibility.

The production structure stands out for its ability to combine models, variants and finishes in a wide range of configurations. This flexibility makes it possible to create highly customised design solutions that respond precisely to customers' functional and aesthetic needs. This approach not only enhances the customer experience but also supports **more conscious production, focused on quality, durability and waste reduction.**



Opening of the new Showroom

The opening of the Treviso Sud showroom in March 2025 marked a key moment in Veneta Cucine's evolution towards an increasingly conscious and harmonious idea of home. This new space was not conceived as a simple commercial display, but as a true design workshop where the kitchen reaffirms its central role in family life. The philosophy behind the store is based on the belief that furnishing does not simply mean filling a space, but interpreting contemporary trends to create living environments that stand the test of time, an essential pillar of Veneta Cucine's sustainability vision.

A distinctive element that stands out strongly in the Treviso Sud project is the attention given to the Living system. In this vision, kitchen elements are no longer confined to separate locations, but are displayed and naturally integrated into the living area. By integrating the functions of everyday living, the fragmentation of spaces is reduced and the quality of materials is enhanced, offering a furnishing experience that celebrates the beauty of integration and the solidity of a **product designed to accompany future generations**. With the support of expert furnishing consultants, the Treviso Sud space turns every living need into a concrete project, **promoting a model of conscious consumption**.

This philosophy, which places quality and versatility at its centre, reaffirms Veneta Cucine's commitment to creating living environments that enhance family life, in full respect of the harmony between aesthetics and functionality.

The building was **designed to minimise consumption** (simple shape, efficient lighting that prevents light pollution, high insulation and no thermal bridges), with a heat pump, ventilation with heat recovery and a photovoltaic system, resulting in an NZEB (Nearly Zero Energy Building) with **almost zero energy consumption**.



The Venice Biennale and the collaboration with Carlo Ratti

In 2025, Veneta Cucine supported the 19th International Architecture Exhibition of the Venice Biennale, helping to strengthen the dialogue between business, architecture and sustainable innovation. This context also gave rise to the collaboration with Carlo Ratti, curator of the "Intelligens. Natural. Artificial. Collective." edition, based on a shared vision of "intelligence" as an integrated approach to designing and living, able to **connect the natural, technological and collective dimensions, with sustainability as the guiding criterion**.

This participation consolidated Veneta Cucine's role in the international cultural debate on responsible living and opened up new opportunities for relationships with the world of design and research focused on a more conscious future.



TOP OF DESIGN AWARD

The Sakura model received the TOP OF DESIGN award from Marie Claire Maison France, confirming the design excellence and attention to design that characterise the company. The award, promoted by Marie Claire France with Pro Conso France, recognises **the most innovative and durable solutions in various fields of contemporary design**, selected through a rigorous process by a jury of industry professionals.

Veneta Cucine stood out for the quality and uniqueness of Sakura, appreciated for its elegant lines and innovative reinterpretation of the frame door, reflecting an **approach that combines style, functionality and craftsmanship with an eye to the future.**



2026 Commitments

The 2026 Strategic Plan activities guiding Veneta Cucine's development:

Carry out a product LCA analysis to guide design and development choices.

Assess the adoption of an internal Ecodesign tool.

Assess the use of bio-based resins and adhesives, in order to explore lower-impact alternatives and verify their performance.



CORE VALUE II

Environment and decarbonisation

Steering the reduction and management of environmental impacts, starting from emission hotspots and the decarbonisation plan. Integrating energy efficiency, resource management, logistics and end-of-life into a broader perspective of responsibility towards the climate, local areas and communities, extending the concept of well-being beyond the home.

04

100%
of purchased electricity
from renewable sources

2,623 MWh
of self-generated electricity

2.7 million
invested in energy efficiency

98%
of waste sent for recovery

In 2025, Veneta Cucine continued its energy efficiency journey with the aim of reducing direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2), combining plant optimisation measures and self-generation: the **photovoltaic system** already in operation covers around **13% of total requirements**, while assessments are under way to further increase the installed surface area on the new buildings.

In addition to self-generated energy, the company covered its consumption of electricity purchased from the grid by acquiring and simultaneously cancelling an equivalent number of Guarantees of Origin (GOs). The certificates from Denmark track energy generated by agricultural solid biomass plants and onshore wind sources.

In 2023, Veneta Cucine took an important step towards greater environmental transparency by conducting a full analysis of its carbon footprint, creating a reference baseline for its emissions. In 2024 and 2025, the carbon footprint was updated in accordance with the GHG Protocol[1], broken down by Scope 1, 2 and 3.



Veneta Cucine gains a detailed understanding of its environmental impact along the entire supply chain through the in-depth study of Scope 3 emissions, **enriched by the collection of primary data from its main suppliers**. This provides a solid basis for launching improvement initiatives that involve not only internal processes but also partners and suppliers, thereby fostering collaboration that can extend to all players in the supply chain and enabling the development of targeted strategies for reducing Scope 3 emissions.

1 The GHG Protocol is the most widely recognised and used international reporting standard for accounting for and managing greenhouse gas (GHG) emissions. Developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), it sets out guidelines for classifying emissions into the three Scopes.

ENERGY EFFICIENCY

During 2025, a series of measures was implemented to **reduce energy consumption, recover energy from processes, improve plant efficiency and increase self-generation from renewable sources,** with actions spread across several production sites.

Main investments completed (2025)

- **Heat recovery and compressed air optimisation**
  » Installation of an additional compressor with heat recovery system (Headquarters)
  » Overhaul and modernisation of fans with upgrade to high-efficiency motors and inverters (Longarone)
  » Implementation of an air recirculation system to eliminate negative pressure and improve localised air recovery and management (Longarone)
- **Electrical efficiency and lighting**
  » Relamping and lighting upgrades with LED technology in production departments (Headquarters)
- **Renewables**
  » Expansion of the photovoltaic system (Olmi)
- **Extraction/insulation and building works**
  » Upgrading of the building envelope by replacing the roof with panels on trusses to insulate the factory (Galileo).

The total investment for these measures was **2.7 million euro**. **This innovation journey will continue in 2026** with a further investment plan already allocated, focused on extending photovoltaics and digitalising energy monitoring systems.

EMISSIONS

Veneta Cucine's Scope 3 includes all indirect emissions generated along its value chain, both upstream and downstream of the company's activities, that are not included in Scope 1 and 2. Specifically, according to the 15 categories of the GHG Protocol, Scope 3 includes:

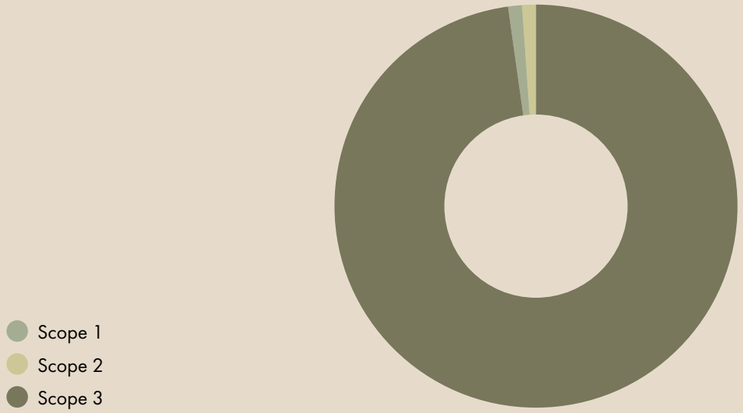
3.1 — purchased goods (raw materials, components, semi-finished products, household appliances)
3.2 — capital goods/capex (plants, machinery, equipment)
3.3 — fuel- and energy-related activities not included in Scope 1 and 2 (extraction/refining/transport of fuels and emissions from the generation of purchased energy)
3.4 — upstream transportation and distribution
3.5 — waste generated in operations
3.6 — business travel
3.7 — employee commuting
3.8 — upstream leased assets – negligible
3.9 — downstream transportation and distribution
3.10 — processing of sold products - negligible
3.11 — use of sold products (energy/consumption during the use phase)
3.12 — end-of-life treatment of sold products (disposal, recycling, treatment)
3.13 — downstream leased assets
3.14 — franchises
3.15 — investments (equity holdings/financial instruments) - not applicable

The analyses show that Scope 1 and 2 each account for around 1%, while **Scope 3 represents the vast majority (98%).**

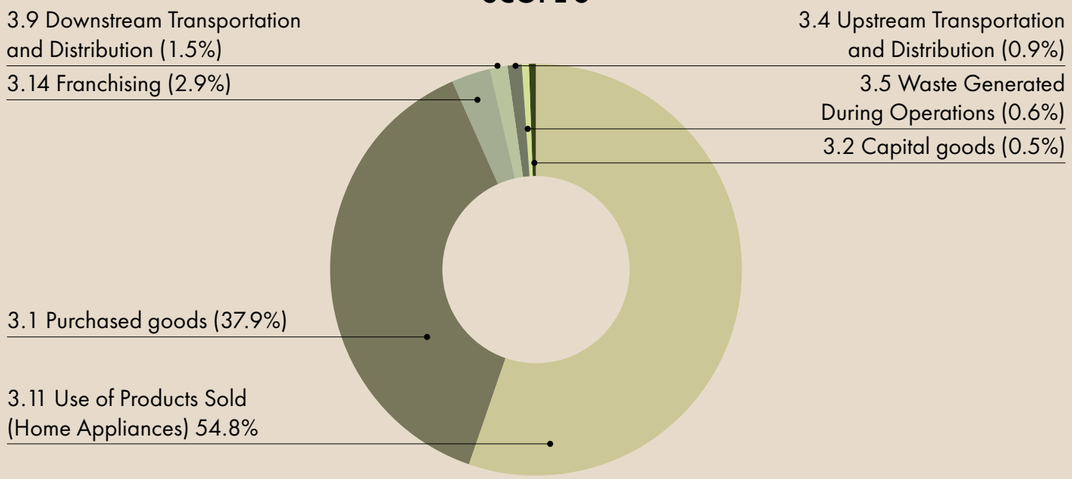
Within Scope 3, the main hotspots are:

- **Purchased goods (category 3.1)** - accounting for **38%** of Scope 3, split between raw materials (22%) and household appliances (16%)
- **Use of sold products (category 3.11)** - 55% of Scope 3

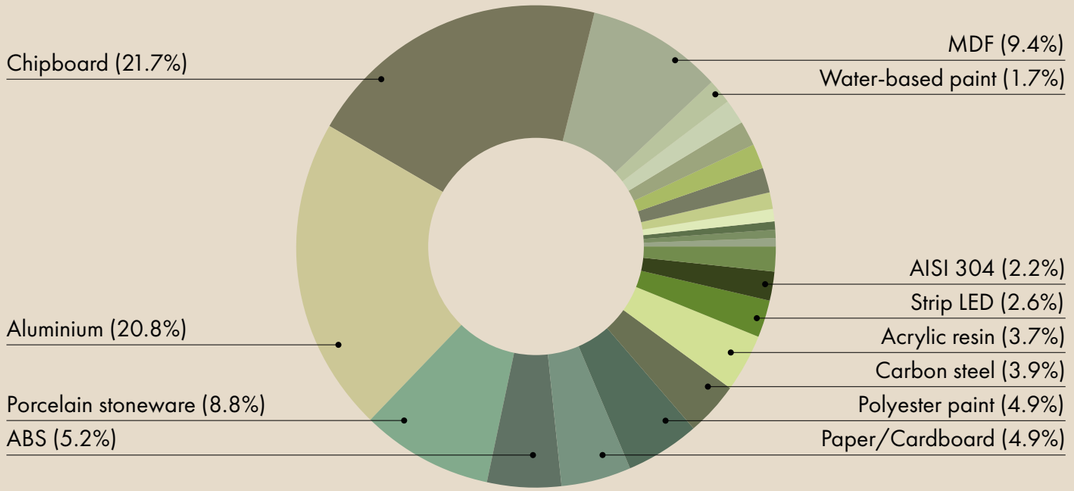
TOTAL EMISSIONS



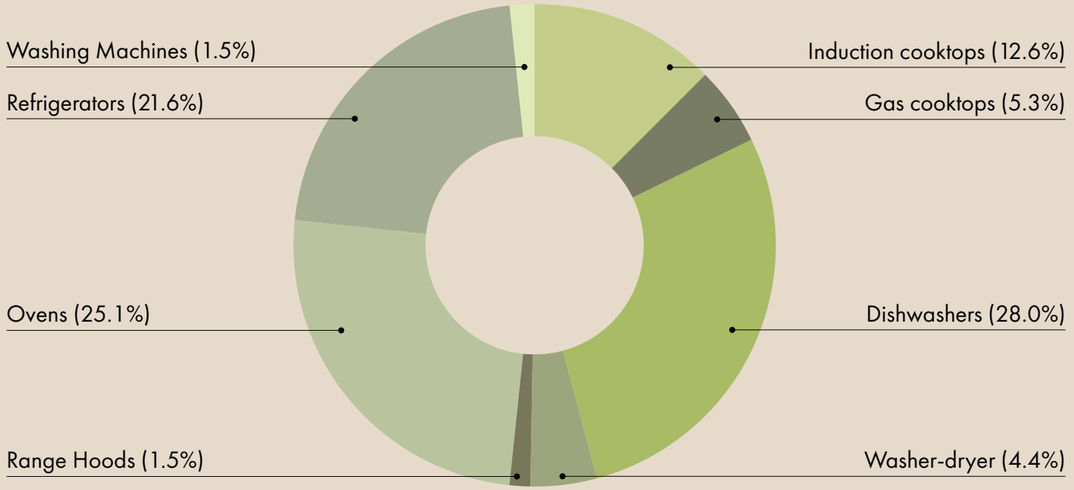
SCOPE 3



SCOPE 3.1 EMISSIONS ASSOCIATED WITH PURCHASED MATERIALS



SCOPE 3.11 EMISSIONS FROM THE USE PHASE OF HOUSEHOLD APPLIANCES



Among the **raw materials and components** purchased, the most significant environmental impacts are associated with chipboard panels and aluminium profiles. The impact of chipboard is due not only to the large quantities purchased but mainly to the use of resins and additives in the process and to the substances used to impregnate the panels. Aluminium, on the other hand, has a higher impact intensity per kg: producing the metal (particularly in the energy-intensive refining and processing stages) requires a lot of energy and therefore generates high impacts. Some suppliers already use shares of pre- and post-consumer aluminium, but one of our objectives is to try to increase the percentage of recycled material.

However, the largest share of emissions associated with a kitchen comes from the **use phase**, because that is where repeated energy consumption over time is concentrated: household appliances (oven, hob, refrigerator, dishwasher, extractor hoods, etc.) require electricity and sometimes gas. In a life cycle analysis, this operational energy, multiplied by the lifetime and linked to the energy mix, therefore tends to weigh more than the manufacturing and installation phase. In addition, usage habits and the energy efficiency of appliances can significantly amplify or reduce this contribution, making the use phase the main driver to act on in order to cut the overall footprint.

In order to promote more conscious consumption, the company has launched **an awareness-raising initiative**, providing **information on the energy savings** associated with purchasing appliances in lower-emission energy classes, taking into account average conditions of use and the average useful life of the product.

Waste management

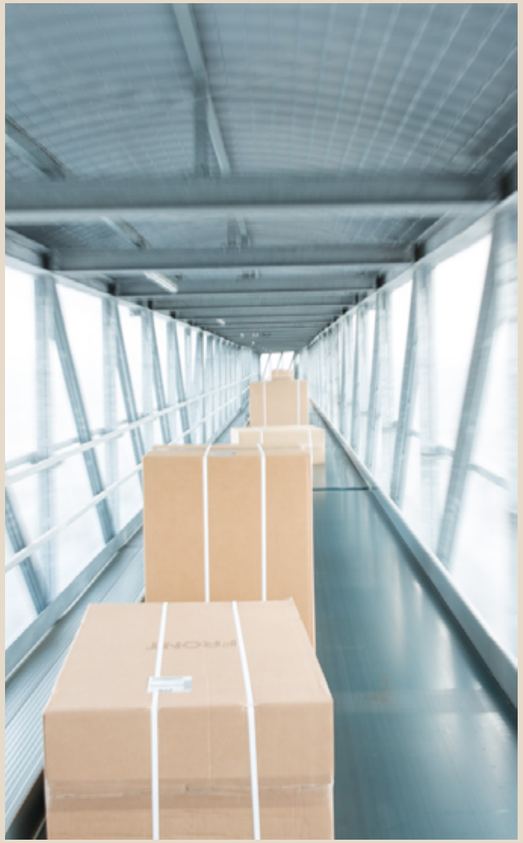
In 2025, Veneta Cucine produced approximately 10,416 tonnes of waste. Of this, **98% was sent for recovery**, a figure substantially in line with the previous year, confirming the high level of efficiency in management processes.

Water consumption

Veneta Cucine's water footprint is limited, as the production cycle **does not involve the use of water** in its industrial processing stages. The use of water is therefore limited almost exclusively to sanitary facilities and routine maintenance activities, with annual consumption of 17,316 m^3.

New packaging line for linear components

In 2024, Veneta Cucine invested 1.6 million in modernising its panel packaging line, introducing a **new automated line** which saw cardboard introduced for this type of item as well and the **elimination of plastic and polystyrene**. The integration of sorting systems (sorters) and feeder conveyor lines has made it possible to **streamline** internal logistics flows, reducing handling times and improving the regularity and precision of packaging, with expected benefits also in terms of **fewer reworks** and less scrap.



2026 Commitments

The 2026 Strategic Plan activities guiding Veneta Cucine's development:

- Collaborating with suppliers to encourage continuous improvement in the energy efficiency of the appliances offered, steering choices towards lower-consumption and lower-emission solutions.
- Collaborating with suppliers on the use of less energy-intensive production processes (e.g. green hydrogen for porcelain stoneware).
- Strengthening consumer awareness and information initiatives to encourage more conscious purchasing choices and usage behaviour.



CORE VALUE III

Shared supply chain commitment

Making explicit Veneta Cucine's role as an enabler of change in the value chain, defining standards, objectives and improvement tools with suppliers and partners to enhance traceability, responsible sourcing, quality and ESG performance.

Supply chain collaboration becomes a lever for innovation, quality, impact reduction and the creation of shared value.

05

94%
of purchases made from
Italian suppliers

+37
Italian suppliers compared with 2024

80%
of suppliers belonging
to the SME category

266 million
of economic value distributed
to suppliers

For Veneta Cucine, Shared commitment means recognising that sustainability and decarbonisation goals cannot be achieved alone, but are built together with the people and organisations that make the product possible, starting with the supply chain.

The raw materials and household appliances purchased, together with the use of the appliances, account for approximately **93% of Veneta Cucine's total carbon footprint**, confirming them as one of the most significant levers along the value chain.

This share is linked in particular to the extraction and processing of the materials used to make the components, as well as to the characteristics of the supplies (producers' energy mix, process efficiency, recycled content) and the efficiency of the appliances.

For this reason, reducing impact cannot depend solely on internal measures, but requires **structured work with suppliers**, focused on data transparency, traceability and continuous improvement. In practical terms, this means setting environmental criteria and requirements in purchasing choices, launching engagement and technical support initiatives, and promoting lower-carbon alternatives, with the aim of generating measurable and lasting benefits for the overall footprint of the product.



SUPPLIER ENGAGEMENT

All this translates into a structured process of engagement and shared responsibility: from launching surveys and listening sessions to gather evidence and expectations, to collecting the data needed to measure impacts credibly, creating a common basis on which to define priorities and actions.

With this in mind, **dialogue with the supply chain** is not just about reporting, but is a genuine continuous improvement journey, in which Veneta Cucine brings together procedures, criteria and tools to help even the smallest suppliers align with best practices and showcase them in reporting processes, with the aim of improving environmental performance and reducing emissions over time along the entire value chain. In 2025, a **survey** involving stakeholders was carried out, and an engagement process was launched with key suppliers, also aimed at collecting primary data for the carbon footprint.

Some suppliers' comments gathered through the anonymous survey process as part of the Double Materiality assessment:

"I find it very interesting that Veneta Cucine is asking for our opinion on our knowledge of its ESG policies. I hope this is a topic we can explore further in our relationship, because it is essential that economic activities are aligned with sustainability criteria — as business leaders, it is the best legacy we can offer. The challenge is to ensure that consumers truly appreciate these aspects and make increasingly responsible decisions. As suppliers, we firmly believe in these principles. We can collaborate further to champion these criteria together."

"Veneta Cucine has strong potential to improve product circularity and reduce environmental impact along the value chain. Investing in recycled materials, low-emission processes and transparency towards consumers will strengthen the brand's sustainable leadership in the furniture market of the future."

Below are **some direct testimonials from the main suppliers of chipboard panels, household appliances, ceramic worktops and profiles:**

"At EGGER, sustainability is a concrete and measurable commitment that spans the entire value chain. By sharing reliable data on the carbon footprint of our products and on environmental declarations, we enable informed design choices and continuous improvement that extends beyond company boundaries. Collaboration with customers who are leaders in sustainability, such as Veneta Cucine, is essential: shared commitment is the driving force behind innovation, impact reduction and long-term value creation, while also supporting the transition to a circular, low-carbon economy."

Dr. Daniela Wohlschlager,
Product Sustainability Expert,
FRITZ EGGER GmbH & Co. OG

"Electrolux Group is one of the global leaders in the household appliance sector and, for more than 100 years, has been promoting better living by reinventing taste and well-being experiences for millions of people. The Group works constantly to be a Better Company, promoting increasingly climate-responsible and resource-efficient operations and reducing its own environmental impact and that of its suppliers. It is committed to creating Better Solutions, that is, products and services that enable consumers to save energy and water, reduce food waste and extend product life. Electrolux Group also pursues Better Living, inspiring and supporting people to live more sustainably: the Group is convinced that, by working together with consumers, customers, industry partners, institutions, academia and non-governmental organisations, it is possible to contribute to positive change for society, benefiting people, the planet and business. The partnership with Veneta Cucine fits perfectly within this sustainability framework, which is integrated along the entire value chain. In this way, Electrolux Group and Veneta Cucine call on consumers to play an active and conscious role through purchasing choices focused on quality, efficiency and responsibility."

Manuela Soffientini,
VP Commercial Area South Europe
and President **Electrolux Italia spa**

"Sustainability is founded on a genuine concept of partnership, in which shared values and vision drive the change required by a constantly evolving context. The collaboration with Veneta Cucine shows how a synergistic approach can accelerate innovation and transformation, generating value along the entire supply chain. From optimising formats to reducing offcuts and packaging, through to recovering 100% of the trestles, saving 456 tonnes of wood a year. Every shared initiative contributes to concrete results, including the production of the ceramic slabs used by Veneta Cucine at our H2 Factory® using a green hydrogen blend, confirming an integrated approach to sustainability".

Federica Minozzi,
CEO **Iris Ceramica Group**

"At SCILM, we believe that sustainability reaches its full potential only through a supply chain vision: collaboration with important partners such as Veneta Cucine is a constant stimulus for Scilm and acts as a value multiplier, making it possible to achieve better environmental and quality results than any isolated initiative. This shared commitment turns the synergy between our companies into a strategic lever for innovating responsibly and generating a concrete and lasting positive impact."

Alessandro Zanotto,
Sales Director **Scilm Spa**



SUPPLY CHAIN VALUES

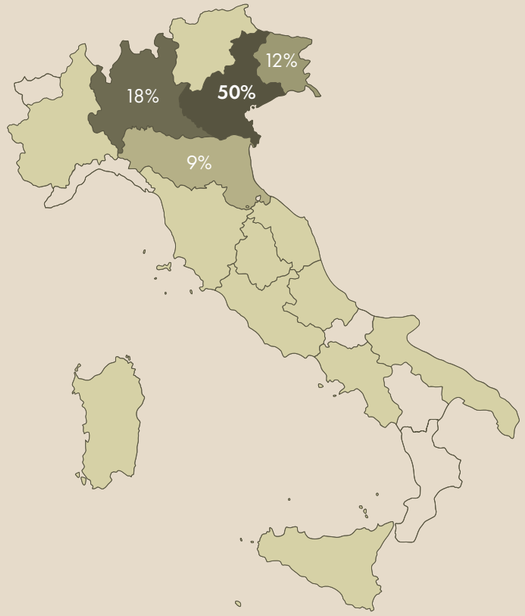
Of the Company's more than **800 suppliers** in 2025, **94% are based in Italy**, confirming the company's commitment to contributing to the economic development of the local area.

The ethical and social dimension is also fundamental in guiding the company's choices in the supply chain. Veneta Cucine's procurement process aims to be based on transparency, integrity, impartiality and compliance with legal requirements and internal procedures, in order to ensure the necessary attention to the environmental, social and economic impacts of the goods and services purchased.

For this reason, Veneta Cucine asks its Suppliers to pay particular attention to:

- social issues such as respect for human rights, fairness, equal opportunities, inclusion, absence of exploitation, pay and working hours of their workers;
- ethical aspects related to corruption, money laundering, conflicts of interest and intellectual property;
- the environmental impacts of their products or services throughout their life cycle.

In this respect, the **Code of Conduct** – which all suppliers are required to formally adopt – is the key tool for sharing these values, setting out the proper rules of conduct to be followed by all those who have dealings with Veneta Cucine, from an ethical, social and environmental standpoint.





Veneta Cucine Retailer Meetings 2025
"Growing together towards new goals"

Veneta Cucine's "Giro d'Italia", held between September and October 2025, was a key moment of connection and shared vision, involving **1,440 professionals in twelve stops across the whole country**. This tour was conceived as a complete immersion in the company's world of values, offering retailers a comprehensive overview that covered every dimension of the business: from the guidelines of the strategic and industrial plan to the new frontiers of marketing and communication, through to research and development milestones, with the presentation of technical innovations and new products.

In this context of profound renewal, **sustainability emerged as the real common thread of the entire tour**, raised to the same level as the new products and treated with the same care and attention to detail.

For Veneta Cucine, making sustainability a concrete message that is "put into practice" along the entire sales chain means recognising that environmental and social commitment is an integral part of its identity.

In a sector where the relationship with distribution partners is decisive in reaching the end consumer, this tour had a value that goes beyond information: it built alignment, provided storytelling tools and strengthened dealers' ability to translate the Core Values, i.e. the strategic pillars, into a consistent narrative at the point of sale. In this way, the Giro d'Italia became a cultural accelerator: an essential step in spreading a common language, building trust and activating a network capable of credibly amplifying the company's commitment to sustainable development.



2026 Commitments

The 2026 Strategic Plan activities guiding Veneta Cucine's development:

Extension of the supplier assessment and qualification system based on ESG criteria.

Launch of meetings and round tables with suppliers to share Veneta Cucine's climate strategy and promote direct engagement of the supply chain.

Launch of dealer engagement through dedicated listening initiatives, aimed at strengthening dialogue on sustainability issues and supporting more effective communication to the end customer.



CORE VALUE IV

Corporate culture and identity

Valuing people as the driving force of change, investing in skills, health and safety, welfare and participation in change. Consolidating a shared culture and solid governance that make sustainability tangible in everyday choices, strengthening a sense of belonging, integrity and the ability to deliver over time.

06

708
Total workforce[1]

569
Employees

98%
Of employees on permanent contracts

88%
Men

69 (12%)
Women

ISO 45001 certification
Health and Safety
for all production plants

4.2%
Turnover

4,042
Total hours of training delivered during the year

1.3 million
Invested in Health and Safety[2]



1 Including Employees, Contractors, Agency workers, Interns.
2 Investments aimed at technological innovation and at improving health, safety and well-being conditions for people in the workplace. Technical details are provided in the chapter.

Caring deeply about people, every day

At Veneta Cucine, **attention to people is an integral part** of the **organisational model** and the **corporate culture**, consistent with its identity as a family business, and is expressed every day in the production departments, in the offices and at moments when people come together.

Veneta Cucine's commitment to people is evident from the very first contact, based on the belief that every new employee should be seen, recognised and supported along their growth path. To this end, structured onboarding programmes have been set up, which also include direct meetings with the Chairman's office and the Chief Executive Officer: a concrete gesture of responsibility and transparency aimed at immediately sharing the company's values, expectations and sense of belonging.

One concrete sign is the time devoted **to listening**. The internal culture is based on a simple idea: everyone should be able to talk to someone, be seen, recognised and supported. This translates into a **real and continuous presence** of managers, seen not only as operational coordinators but also as points of reference for matters relating to well-being and safety, onboarding, training and professional development.

The attention and care devoted to people translate into a development strategy focused on "in-house" skills. Through listening sessions and initiatives such as job rotation, the Company supports professional growth and, where possible, promotes the development of internal resources. This approach not only fosters a **dynamic and inclusive working environment**, but also ensures **contractual stability**, which over time has become a distinctive feature.

The results can also be seen in quiet but powerful signals: **very low turnover and recurring feedback** from people joining the company, who are often surprised not to feel like a number despite the size of the workforce. **Caring deeply about people** is not just a stated intention, it is something tangible.

During 2025, Veneta Cucine consolidated its commitment to employee well-being through an investment plan aimed at improving ergonomics, health, safety and the quality of working environments.

Main **investments** completed (2025):

- **Innovation for ergonomics:** purchase of the new CNC machining centre (routing and edge banding), which has made it possible to automate production phases. This investment significantly reduces manual handling of loads and improves air quality, protecting operators' long-term health.

- **Infrastructure safety:** structural upgrading works for the safety of the Galileo building, as well as the installation of new protective guardrails, ensuring maximum safety during maintenance work at height and constant oversight of structural risks.

- **Fire Prevention:** installation of new smoke and heat exhaust ventilators (SHEVs) with automated opening, and upgrades to fire-fighting systems to maintain the highest levels of compliance.

- **Well-being and dignity at work:** complete renovation of the sewer system for the workshop and packaging departments, as well as the creation of a new refreshment area and a renovated customer route, improving the microclimate and the welcoming feel of everyday spaces.

While investments in ergonomics, safety and the quality of working environments concern caring for people within departments and offices, the **welfare** system extends the same attention beyond the company's boundaries.

Parenthood is the first of these moments. Settling children into nursery or preschool is supported with **15 hours of paid leave**, which can also be taken by the hour; illness of children up to the age of 5 entitles employees to **5 days a year of fully paid leave**, granted in **addition to the statutory entitlement**.

The same supportive approach that guides internal growth paths is then extended to families: **scholarships** for employees' children who achieve outstanding academic results and, for employees and their family members, **discounted terms on courses and career guidance** at the CUOA Business School.

These are complemented by **two long-term protection tools: supplementary health care**, for which the company covers 100% of the employee's share, and a **monthly contribution to supplementary pension schemes** for employees enrolled in the Fondo Solidarietà Veneto, with a portion dedicated to additional insurance cover.



Strengthening of the Human Resources Department

In mid-June 2025, the Human Resources Department was **strengthened with the arrival of a new dedicated team member**, increasing its ability to listen and its day-to-day presence on the ground, including in operational and production areas. This closer presence among people has made the onboarding of new employees more effective and has made it possible to monitor the internal climate more continuously, picking up on needs and issues promptly.

The more structured Human Resources Department has also **ensured greater continuity of initiatives** and the ability to support a larger number of projects, **consolidating a people management model that is more attentive, accessible and consistent with the corporate culture.**

To support this strengthening, in 2025 Veneta Cucine also began implementing a digital personnel management system, aimed at bringing more order to shift planning and operational coverage, and at providing a more structured information base for understanding existing skills and development paths. In this way, a **tool** designed to improve production planning also helps, in a complementary way, to **enhance people's skills and development.**

Beyond the square metre: the "Virgilio" Project

In a company that covers more than 100,000 square metres, it is easy to feel confined to one's own workspace, focused on a single technical task repeated every day, but Veneta Cucine believes that the quality of every detail comes from an awareness of the whole.

In 2025, by listening to the needs raised directly by department managers, the Virgilio Project was born. It is not simply technical shadowing, but a **guidance and orientation programme** for both new hires and long-standing employees.

Why "Virgilio"? Because everyone needs a **guide** to help them see beyond their own workstation. The company "Virgilio" shows how that single panel, that component or that corridor cleaning are essential pieces of a larger mosaic: the kitchen that will enter people's homes.

"Our goal is that no one should feel like a number or an isolated cog. We want every employee, looking at one of our kitchens on display in a showroom, to be able to say with pride: 'Part of my work is in that beauty.' "

Operations Director



HEALTH AND SAFETY: A CULTURE OF PROTECTION

At Veneta Cucine, protecting health and safety is a commitment that goes beyond regulatory compliance and has become an integral part of our organisational well-being. In line with the ISO 45001 standard, a proactive approach is adopted that places the culture of prevention at its centre. We do not merely provide protective equipment; we promote widespread awareness so that every employee plays an active role in their own safety and that of their colleagues.

Thanks to the continuous training provided by the Safety and Environment Office and the constant monitoring of the microclimate and risk factors, outstanding results were achieved in 2025:

- **50% reduction in the number of injuries** from 2023 to 2024, despite a 5% increase in hours worked.
- **15% reduction in the number of injuries** from 2024 to 2025, despite a 17% increase in hours worked.
- Over **1,900 hours of mandatory training** focused on safety for blue-collar staff, maintaining constant oversight of risk management.
- **Skills Development (non-mandatory training): 748.5 hours** were devoted to extracurricular training and technical refresher activities.

For Veneta Cucine, the constant updating of the Risk Assessment Documents (DVR) and the active involvement of employees demonstrate that a healthy working environment is not just a technical goal but a moral responsibility towards every person in the company.



The “Greenway”: giving Value back to the Break

In a highly efficient production setting, space is often conceived in terms of infrastructure and operational organisation. However, the quality of work at Veneta Cucine is not measured solely during activity: it also continues in the **conditions that allow people to recover properly**, starting with how they experience their breaks.

2025 saw the launch of the Greenway, a **concrete project to make common areas more pleasant during breaks**.

The work began at the headquarters, where previously purely functional areas were redeveloped with the addition of shaded areas, planters and dedicated furniture. The goal was simple: **to offer** employees, from both the offices and the production departments, a **welcoming place** to spend their break, sheltered from the sun and away from work flows. The Greenway project was designed to be replicable: following the positive results of the first phase, in 2025 design work began on a similar area at the new Galileo building.

Creating quality spaces means recognising that the time spent at the company must be sustainable at every moment.



GROWING TOGETHER

In 2025, Veneta Cucine stepped up its focus on soft skills, with particular attention to the quality of **relationships within teams and collaboration between departments**. The evidence gathered during meetings with key figures in the organisation highlights how **people management** is increasingly **recognised as a structural part of managers’ day-to-day work**: not only what is achieved, but also how people work together, deal with problems, build a climate of trust and sustain motivation and engagement.

To this end, a **programme** was launched with the support of an external consultant with psychological and organisational expertise, **aimed at developing shared tools and language to improve internal communication**, the understanding of group dynamics and the management of complex situations. The programme combined individual coaching sessions, aimed in particular at coordinators and managers, with group work sessions in departments and functions where a need had emerged to clarify roles, mutual expectations and ways of working together.

Specific attention was paid to settings in which the relational component has a direct impact on work effectiveness and safety, especially when operations take place under pressure or in urgent conditions (for example, in internal service activities and production support). In these cases, **strengthening the ability to listen**, to align people and to manage conflicts helps not only to improve the climate but also to make cooperation smoother and problem-solving more timely.

Alongside the **development of interpersonal skills**, the company continued to consolidate **technical training**, with the aim of supporting professional growth and the development of the skills needed in the various roles. Overall, the integrated approach combining technical skills and soft skills reflects the desire to foster a working environment in which performance, quality and organisational well-being reinforce one another.

Training programme in Japan: people, processes and continuous improvement

During 2025, Veneta Cucine’s Operations Director undertook a study trip to Japan as part of a training programme developed in collaboration with Toyota, aimed at **gaining first-hand insight into organisational and cultural models focused on continuous improvement and on valuing people**. The experience allowed direct immersion in the principles of the Toyota Production System and the “Toyota Way”, with a focus that goes beyond technical efficiency and concerns above all **organisational culture**: how leadership, shared responsibility and people’s involvement in day-to-day processes are built.

This programme was a highly valuable step, because it offered practical insights not only into how to organise activities but, above all, into how to work more effectively with people: from listening and the quality of relationships to clarity of roles and responsibilities, through to **creating the conditions that allow everyone to fully express their skills and potential**. Precisely because of the value attributed to this experience, Veneta Cucine has chosen to gradually extend it to other internal figures: as early as 2026, other employees will take part, with the aim of making the trip a recurring event so as to **fuel a continuous cycle of growth and skills transfer.**



Production time-outs: structured spaces for daily and weekly discussion

Building on ideas gathered over the years and on the awareness that the quality of results also depends on the quality of **relationships** and **internal communication**, Veneta Cucine has introduced a way of working inspired by the language of sport: production time-outs. These are **short, structured moments of discussion**, held both within individual departments and across departments on a cross-functional basis, at different intervals depending on operational needs, daily or weekly.

A significant example concerns maintenance, where the time-out takes place every day as a handover between shifts: people exchange information on problems encountered, solutions adopted, pending activities and priorities for the day. This mechanism meets a concrete need typical of multi-shift settings: **reducing discontinuity and misunderstandings**, preventing communication from relying solely on messages or notes and instead rebuilding a **sense of team and continuity**.

Alongside the daily sessions, there is also a weekly session involving department managers and some cross-functional roles (safety, management systems, technical office, planning), with a short meeting on Friday mornings. The aim is twofold: on the one hand, to quickly **align** the status of activities and priorities; on the other, to create a **space for face-to-face dialogue** to bring problems and improvement opportunities to light, sharing both positive results and issues to be addressed.

These meetings also become opportunities to publicly recognise people’s contributions when complex situations are resolved or significant results are achieved. In this way, the time-out is not just an **organisational tool**, but also a **cultural safeguard**: it strengthens collaboration, reduces fragmentation between shifts and departments, values the work done and makes more visible the daily commitment that, although substantial, often risks going unnoticed.

A CULTURE OF SERVICE

At Veneta Cucine, sustainability is not only about choosing eco-friendly materials or efficient production processes, but extends to the ability to build trust and value over time for those who choose its products. Truly putting consumers at the centre means building a solid and lasting relationship: this is the highest form of responsibility for a company.

For the 2025/2026 period as well, the commitment to customer support was recognised by the most prestigious independent market surveys, confirming Veneta Cucine as an absolute benchmark in the furniture sector:

1st Place **Italy's Best Customer Service 2025/2026** (L'Economia del Corriere della Sera): Veneta Cucine was named the best company in Italy for customer service in the "Kitchen Furniture" category. The survey, conducted by Statista on a sample of 15,000 consumers, gave the company an excellent score of 8.39. The evaluation criteria rewarded professional expertise, quality of communication, customer focus and the variety of solutions offered.

Top Servizio 2026 (ITQF and A&F di Repubblica): as part of the largest survey on service experience in Italy, conducted by the German Institute for Quality and Finance, Veneta Cucine received the "Top Servizio" award in the "Kitchen Assistance" category. With a score (Service Experience Score) of 61.6%, the company ranks significantly above the industry average (54.2%), consolidating a steady trend of excellence compared with previous editions.

These results, based on more than 330,000 evaluations in total, show that attention to after-sales and customer assistance is not just an ancillary service, but a concrete commitment to transparency and people's satisfaction.

The project has already involved pilot groups in production and technical offices, **bridging the gap between departments and turning efficiency into a sense of participation**. Because when you understand the value of your contribution upstream and downstream of the process, work stops being just a task and becomes part of a collective endeavour.



Italy's Best Employers 2026

In 2026, Veneta Cucine was included in the "Italy's Best Employers for Women" ranking, compiled by Statista in collaboration with Corriere della Sera. The award identifies the employers most highly rated by women workers in Italy, based on an independent survey gathering the assessments of over 100,000 employees.

The ranking is built by combining women workers' direct recommendations of their own employer with the overall perception of companies operating in the same sector. The award is a reputational indicator of company policies on inclusion, gender equality, organisational well-being and work-life balance.

2026 Commitments

The 2026 Strategic Plan activities guiding Veneta Cucine's development:

- Extension of the training programme inspired by the Toyota Production System, gradually involving new key figures to promote shared leadership and a culture based on valuing people and continuous improvement.
- Monitoring employee satisfaction through periodic surveys to continuously gauge the internal climate and guide actions supporting organisational well-being
- Integration and gradual extension at Group level of the initiatives already launched, promoting a consistent approach and the sharing of practices across the various companies/functions.
- Organising cross-functional sessions to analyse the results of internal surveys, gather innovative ideas and tackle operational challenges by bringing the different business lines into dialogue.



Ties with the Local Area and Community

The connection to the local community and the creation of shared value are fundamental aspects of the corporate social responsibility strategy. Strengthening the company's commitment to the local community by renewing our support for local organizations and associations. Continuing to actively promote initiatives dedicated to the social, cultural, and environmental development of the communities in which it operates.

07

Support for the breast cancer awareness day

For the third year in a row, Welfare - Care came to Roncade (TV) to promote a day dedicated to prevention. Women aged between 35 and 49 who had not had check-ups in the previous 12 months were able to have a free mammogram and/or ultrasound at their mobile clinic.



Per Mio Figlio

Veneta Cucine cares deeply about children's physical and mental well-being. In 1997, together with a group of Treviso entrepreneurs, the company was a founding member of the "Per mio Figlio" Onlus association. The association's primary goal is to improve the quality of life of hospitalised children and their parents through its ongoing activities in the paediatric wards of Treviso hospital.

Since then, the company has sat on the association's board of directors and supports the projects identified from time to time by the scientific committee made up of doctors from the hospital's paediatric department.

The project under way in 2024, and since completed, was the "dream room" (Procedural AnalgoSedation Room (PASR)), a room dedicated to procedural analgosedation, which aims to reduce pain and anxiety in hospitalised children who have to undergo surgery or a painful procedure.



Costruisci un sorriso

"Costruisci un sorriso" is a legally recognised association, established in January 2020. It was founded at the initiative of a number of volunteers who had already been working in the Democratic Republic of the Congo for many years. During their last trip, in November 2019, they identified a site where there was an absolute need to bring education to local children.

This gave rise to the "Boscolac" Project. Thanks to the generosity of many donors, a school was built with six classrooms, a staff room, toilets and a rainwater collection tank. Today the school has around five hundred primary pupils and a vocational course in tailoring and sewing. The school is free of charge and all running costs, including teachers' salaries, are covered by "Costruisci un sorriso".

Veneta Cucine therefore decided to support the project to build the "Marzia nel Cuore" medical centre for the school's pupils. This medical centre aims to treat the pupils and will make it possible to carry out activities to prevent other diseases. Over time, it will also provide care to mothers and the rest of the community.



Sports Partnerships

Veneta Cucine promotes a multidisciplinary sports culture, supporting organisations ranging from football to volleyball and other physical activities, with the aim of fostering talent, inclusion and ties with the local area.



Supporter of the Comisso Prize

For Veneta Cucine, supporting and promoting cultural events is an important opportunity to engage with local organisations and an effective way of generating positive impacts on society. With this in mind, the company is a sponsor of the Giovanni Comisso Regione del Veneto Literary Prize, awarded every year in Treviso to a deserving work of Italian fiction and a biography, both published in the reference year.

The Prize was established in Treviso in 1979 to promote knowledge of the works of the writer Giovanni Comisso and, in 2025, reached its 44th edition, confirming the strong participation and involvement of the community.



Benetton Rugby Sponsorship

For the 2025-2026 season, Veneta Cucine entered into a sponsorship agreement with Benetton Rugby in order to strengthen its roots in the local area. The Club, founded in 1932 to promote sport among students, is today one of the leading professional rugby clubs in Italy and enjoys international visibility thanks to its participation in the United Rugby Championship, a cross-border competition featuring Welsh, Irish, Scottish, Italian and South African club teams.

Sponsoring the Club makes it possible to strengthen the heartfelt bond between the Company and the local area and to support a sports organisation synonymous with quality, passion and constant dedication to achieving success, all values that Veneta Cucine also promotes.

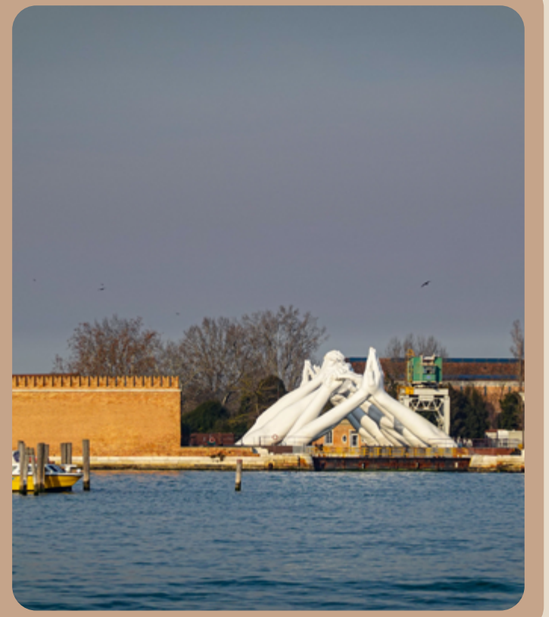


Culture and education

Veneta Cucine believes in enhancing artistic heritage and supporting education. A particularly significant commitment is its support for the 19th International Architecture Exhibition of the Venice Biennale and its collaboration with architect Carlo Ratti, curator of the "Intelligens. Natural. Artificial. Collective." edition (see p. 43).

The company also supports exhibitions at the Musei Civici di Treviso, helping to enhance the artistic heritage of the area and make it more accessible, and has renewed its donation to the Fondazione Biennale di Venezia for the International Architecture Exhibition.

In the field of education, Veneta Cucine collaborates with prestigious institutions such as Bocconi University and the Istituto Comprensivo di Roncade, reflecting the company's attention to the educational paths of the younger generations, from primary school to management training.





Appendix

The analysis process, the collection of evidence and the drafting of this document were carried out with the methodological support of NATIVA S.r.l. Società Benefit, a strategic partner that has supported the Company in its evolution towards regenerative business models and in structuring the content in line with the highest international standards.

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METHODOLOGICAL NOTE

This document is the **Sustainability Report of Veneta Cucine S.p.A.**, prepared annually on a voluntary basis. The report describes the Group's environmental, social and governance (ESG) commitment, strategies and performance for the 2025 financial year (from 1 January to 31 December 2025), offering a transparent view of the corporate responsibility model adopted.

Reference standards and Double Materiality
Unlike previous editions, the selection of content for this document has evolved towards the Double Materiality approach, anticipating the European reporting directives (CSRD). The topics covered were identified by analysing both the impacts generated by the company externally (Impact Materiality) and the risks and opportunities that sustainability factors may generate for the Company's economic and financial value (Financial Materiality).

The Report has been prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" (GRI), under the "In accordance" option, ensuring maximum transparency and international comparability.

Scope and reliability of data
The reporting scope refers to Veneta Cucine S.p.A. and includes all the Company's offices and production plants. To allow a dynamic assessment of performance, data are presented in comparison with the previous financial year (2024). To ensure the accuracy and reliability of information, the use of estimates has been limited; where used, they are based on the best available methodologies and are clearly indicated.

Approval and publication
The document was submitted for approval to the Board of Directors of Veneta Cucine S.p.A. on 27 May 2026. The Sustainability Report has not been subject to external assurance by independent third parties.

In the interests of accessibility and sharing, the document is publicly available on the Company's website: **www.venetacucine.com.**

IMPACTS, RISKS AND OPPORTUNITIES

ESRS TOPIC	SUB-TOPIC	IRO	DESCRIPTION
E1 - CLIMATE CHANGE	Climate change mitigation	Negative impact	The entire life cycle of the products, from the production of raw materials to manufacturing, distribution and disposal, generates high greenhouse gas emissions.
E1 - CLIMATE CHANGE	Climate change adaptation	Risk	Costs to be incurred to deal with the consequences of extreme weather events on stores, warehouses and production sites.
E1 - CLIMATE CHANGE	Energy	Negative impact	The consumption of electricity and gas at production sites, warehouses and in operational activities contributes to climate-altering emissions and to the company's overall environmental footprint. The impact depends on the energy mix used, the efficiency of the plants and the energy intensity of production processes.
E1 - CLIMATE CHANGE	Energy	Risk	Rising and volatile energy prices can affect operating costs and margins. Dependence on non-renewable energy sources can also increase exposure to climate regulations, carbon costs and growing market expectations.
E1 - CLIMATE CHANGE	Energy	Opportunity	Investments in energy efficiency, self-generation from renewable sources, process optimisation and reduced consumption can generate cost savings, greater resilience to energy prices and an improved ESG positioning.
E2 - POLLUTION	Air pollution	Negative impact	The use of materials, adhesives, paints, panels and components can generate emissions of formaldehyde, VOCs and other substances that may affect indoor and outdoor air quality. The impact concerns both the production phase and the use phase of the product, with potential effects on the environment, workers and end consumers.
E2 - POLLUTION	Air pollution	Risk	Stricter regulations on VOCs, formaldehyde, emissions and indoor air quality may require investment in alternative materials, production technologies, testing, certifications and control systems. Failure to adapt may generate regulatory, reputational and commercial risks.
E2 - POLLUTION	Air pollution	Opportunity	The development of low-emission materials, certified panels, and lower-impact paints and adhesives can strengthen the perceived quality of the product and attract customers who care about the healthiness of home environments. Specific certifications can become a distinctive market feature.
E4 - BIODIVERSITY AND ECOSYSTEMS	Impacts and dependencies on ecosystem services	Negative impact	Sourcing wood, metals and other raw materials can contribute to land-use change, pressure on forests, habitat loss and ecosystem degradation. The topic is particularly relevant for a kitchen manufacturer, as wood is a core raw material and the traceability of sources becomes a critical factor.
E4 - BIODIVERSITY AND ECOSYSTEMS	Impacts and dependencies on ecosystem services	Opportunity	The use of FSC-certified wood, traceable materials and responsible sourcing practices can reduce exposure to environmental and regulatory risks, improve reputation and strengthen the brand's credibility with customers, distributors and institutional stakeholders.
E5 - RESOURCE USE AND CIRCULAR ECONOMY	Resource inflows related to products and services, and waste	Negative impact	Kitchen production requires extensive use of raw materials, semi-finished products, components and packaging. This contributes to the consumption of natural resources and can increase dependence on virgin materials, with environmental impacts along the supply chain.
E5 - RESOURCE USE AND CIRCULAR ECONOMY	Resource outflows related to products and services, and waste	Negative impact	The disposal of end-of-life products generates complex waste, often made up of different materials that are difficult to separate, recover or recycle. Design that is not geared towards durability, repairability and ease of disassembly can increase the environmental impact of the product over its life cycle.
E5 - RESOURCE USE AND CIRCULAR ECONOMY	Resource outflows related to products and services, and waste	Opportunity	Integrating eco-design into product development — durability, modularity, repairability, ease of disassembly and recyclability — is a strategic lever for reducing environmental impacts, differentiating the offering and attracting consumers who are increasingly attentive to the sustainability of durable goods.
S1 - OWN WORKFORCE	Working conditions	Positive impact	Offering stable employment, fair wages, corporate welfare, work-life balance measures and health and safety protocols contributes positively to the well-being, motivation and satisfaction of Veneta Cucine's people.
S1 - OWN WORKFORCE	Working conditions	Risk	Injuries, non-compliance with health and safety regulations, difficulties in managing production peaks or excessive use of overtime can lead to legal costs, operational disruptions, reputational damage and a loss of attractiveness as an employer.
S1 - OWN WORKFORCE	Working conditions	Opportunity	Solid policies on welfare, safety, work-life balance and job stability can increase engagement, productivity, retention and the ability to attract new skills.
S1 - OWN WORKFORCE	Equal treatment and opportunities for all	Positive impact	Investments in training, skills development and professional growth have a positive impact on the workforce, improving employability, technical skills, internal competitiveness and opportunities for professional development.
S1 - OWN WORKFORCE	Equal treatment and opportunities for all	Risk	Turnover can reduce the return on training investments and lead to the loss of critical skills. Ineffective management of professional development can reduce engagement, productivity and the ability to attract talent.
S1 - OWN WORKFORCE	Equal treatment and opportunities for all	Opportunity	Training programmes and skills development paths can strengthen competitiveness, innovation, production quality and the organisation's ability to adapt to market changes.

ESRS TOPIC	SUB-TOPIC	IRO	DESCRIPTION
S2 - WORKERS IN THE VALUE CHAIN	Working conditions	Risk	Production interruptions due to incidents at suppliers' plants represent an economic and reputational risk for Veneta Cucine.
S4 - CONSUMERS AND END-USERS	Information-related impacts for consumers	Positive impact	Transparent communication on certifications, materials, origin, quality, durability and sustainability features of the product enables consumers to make more informed and conscious choices.
S4 - CONSUMERS AND END-USERS	Information-related impacts for consumers	Risk	Environmental or social claims that are inaccurate, unsubstantiated or perceived as greenwashing can lead to a loss of trust, reputational damage, challenges from stakeholders, consumers or authorities, and potential commercial impacts.
S4 - CONSUMERS AND END-USERS	Information-related impacts for consumers	Opportunity	Transparency on certifications, origin of materials, composition, environmental features and product quality can become a competitive advantage, strengthening trust, reputation and brand preference.
S4 - CONSUMERS AND END-USERS	Personal safety of consumers	Positive impact	Adopting high standards of safety, quality and technical compliance contributes positively to the protection of end-users, reducing the likelihood of accidents, defects or improper use.
S4 - CONSUMERS AND END-USERS	Personal safety of consumers	Risk	Product defects, incorrect installations or failure to comply with safety requirements can lead to legal liability, recalls, complaints, after-sales costs and a loss of trust in the brand.
S4 - CONSUMERS AND END-USERS	Personal safety of consumers	Opportunity	Higher standards of safety, quality and certification can facilitate access to more demanding markets, increase consumer trust and differentiate Veneta Cucine from its competitors.
G1 - BUSINESS CONDUCT	Corporate culture	Risk	Difficulty in aligning values and behaviours across the entire organisation may represent a risk.
	Management of relationships with suppliers	Opportunity	Creating long-term partnerships for sustainable innovation that ensure operational continuity and loyalty represents an opportunity for Veneta Cucine.

GRI TABLES

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
GRI 2 General Disclosures - 2021 version	2-1 Organizational details	pp.8-9; pp.12-15	—
	2-2 Entities included in the organization's sustainability reporting	p.80	—
	2-3 Reporting period, frequency and contact point	p.80	—
	2-4 Restatements of information	p.16	—
	2-5 External assurance	p.80	Not subject to external assurance.
	2-6 Activities, value chain and other business relationships	pp.8-9; pp.12-15; p.25; pp.56-59	—
	2-7 Employees	p.64; p.103	—
	2-8 Workers who are not employees	p.64; p.103	—
	2-9 Governance structure and composition	pp.16-17	—
	2-10 Nomination and selection of the highest governance body	pp.16-17; p.105	—
	2-11 Chair of the highest governance body	p.16	As at 31 December, Veneta Cucine's Top Management does not include the Chairman of the Board of Directors, as he is not formally an employee of Veneta Cucine S.p.A.
	2-12 Role of the highest governance body in overseeing the management of impacts	pp.16-17	—
	2-13 Delegation of responsibility for managing impacts	pp.16-17	—

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
	2-14 Role of the highest governance body in sustainability reporting	pp.16-17; p.80	—
	2-15 Conflicts of interest	—	—
	2-16 Communication of critical concerns	p.17	—
	2-17 Collective knowledge of the highest governance body	—	Not reported
	2-18 Evaluation of the performance of the highest governance body	—	At the date of drafting this document, there is no procedure in place for evaluating the performance of the Board of Directors in overseeing the management of impacts on the economy, the environment and people.
	2-19 Remuneration policies	—	The members of the Board of Directors receive a fixed component set by the Shareholders' Meeting of Veneta Cucine S.p.A. Senior executives receive a fixed component and, for some of them, a variable component linked to the results achieved. At present, there is no remuneration, either for the Board of Directors or for senior executives, linked to objectives and results achieved in relation to the organisation's impacts on the economy, the environment and people.
	2-20 Procedure for determining remuneration	—	With regard to the Board of Directors, its remuneration is determined by the Shareholders' Meeting of Veneta Cucine S.p.A. and allocated amongst the members at a subsequent meeting of the Board. As regards employees, Veneta Cucine complies with the provisions of national collective bargaining agreements. It should also be noted that Veneta Cucine does not seek the advice of independent experts when determining remuneration.
	2-21 Annual total compensation ratio	—	2-21 has not been reported for confidentiality reasons. Veneta Cucine S.p.A. does not publicly disclose remuneration and is not subject to any regulatory obligation in this respect.
	2-22 Statement on sustainable development strategy	p.5	—
	2-23 Policy commitments	p.5; p.17; p.59	—

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
	2-24 Embedding policy commitments	p.17; pp.30-31; p.59	—
	2-25 Processes to remediate negative impacts	—	—
	2-26 Mechanisms for seeking advice and raising concerns	p.17	—
	2-27 Compliance with laws and regulations	p.17	During the reporting period, there were no significant cases of non-compliance with laws and regulations, and no fines were paid in relation to such cases.
	2-28 Membership associations	Federlegno p.40	The company is also a member of Confindustria, the main organisation representing Italian manufacturing and service companies.
	2-29 Approach to stakeholder engagement	pp.25-26; p.57; p.60	—
	2-30 Collective bargaining agreements	p.103	100% of employees are covered by the collective bargaining agreements applicable to the relevant sector.
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	—	During 2025, there were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of the products and services offered.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p.16	—
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p.56; p.59; p.102	—
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p.36; pp.90-91	—

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
	301-2 Recycled input materials used	p.36; p.40; pp.90-91	—
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp.48-49; p.92	—
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp.48-50; p.92	—
	305-2 Energy indirect (Scope 2) GHG emissions	pp.48-50; p.92	—
	305-3 Other indirect (Scope 3) GHG emissions	pp.49-51; p.56; p.93	—
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.52; pp.93-101	—
	306-2 Management of significant waste-related impacts	p.40; p.52	—
	306-3 Waste generated	p.52; pp.93-101	—
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.37; p.64; p.67	—
	403-2 Hazard identification, risk assessment, and incident investigation	p.67	—
	403-3 Occupational health services	p.67	—

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.16; p.67	—
	403-5 Worker training on occupational health and safety	p.67; p.108	—
	403-6 Promotion of worker health	pp.64-65; p.68	—
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.59; pp.64-65	—
	403-9 Work-related injuries	p.67; pp.106-107	—
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	p.17	In 2025, as in 2024, no confirmed cases of corruption were reported that led to the dismissal of employees or to measures whereby contracts with business partners were terminated or not renewed due to corruption-related violations. Furthermore, during the reporting period, there were no public legal cases relating to corruption brought against Veneta Cucine S.p.A. or its employees.
GRI 404: Training and Education 2016	404-1 Average hours of training per year	p.64; p.67; p.108	—
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	Omission
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.64; p.104	—

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p.64; p.105	—
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	—	—

GRI 301-2 RECYCLED INPUT MATERIALS USED

	2024	2025
Packaging - Cardboard (kg)	**2.010.096**	**2.603.303**
recycled	1.112.990	1.487.422
non-recycled	897.106	1.115.881
Packaging - Polystyrene (kg)	**92.776**	**66.163**
recycled	—	—
non-recycled	92.776	66.163
Packaging - Plastic (kg)	**234.701**	**174.492**
recycled	234.701	174.492
non-recycled	—	—
Cardboard as share of total packaging	**86,0%**	**91,5%**
Units sold	696.944	748.885
Cardboard per unit sold	2,88	3,48
Recycled content in cardboard	55,4%	57,1%
Office printing (kg)	**29.372**	**27.709**
recycled	29.372	29.372
non-recycled	—	—

	2024	2025
Paints (kg)	**156.843**	**161.354**
recycled	—	—
non-recycled	156.843	161.354
Total (kg)	**2.523.788**	**3.033.020**
recycled	1.377.063	1.691.285
non-recycled	1.146.725	1.343.398

	2024	2025
MDF (m^3, company total)	**12.966**	**14.886**
recycled	1.297	1.489
non-recycled	11.669	13.397
Chipboard (m^3, company total)	**37.247**	**40.204**
recycled	35.784	38.718
non-recycled	1.463	1.486
Timber + veneer (m^3, company total)	**954**	**963**
recycled	—	—
non-recycled	954	963
Wood-based material (m^3, company total) - total of the three items above	**51.166**	**56.053**
recycled	37.080	40.206
non-recycled	14.086	15.846
Recycled chipboard	**96,1%**	**96,3%**
Recycled wood-based material	72,5%	71,7%

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION

ENERGY CARRIERS WITHIN THE ORGANISATION	2024	2025
Energy carriers for heating/production		
Natural gas (smc)	1.095.469	1.215.231
Diesel (l)	—	—
LPG (l)	—	—
Fuel for industrial vehicles (owned only)		
Natural gas (smc)	—	—
Diesel (l)	300	300
LPG (l)	—	—
Electricity purchased from the grid	**12.049.359**	**12.843.846**
of which from renewable sources (kWh)	12.049.359	12.843.846
of which from non-renewable sources (kWh)	—	—
Self-generated electricity	**2.542.303**	**2.623.319**
of which self-generated and consumed (kWh)	1.884.594	1.992.484
of which self-generated and sold/fed into the grid (kWh)	657.709	630.835

CAR FLEET (OWNED VEHICLES)	2024	2025
Business use		
Diesel (l)	33.293	33.062

GRI 305-1 AND GRI 305-2 – SCOPE 1 AND 2 EMISSIONS[1]

	2024	2025
Total Scope 1 (tCO2e)	**2.293**	**2.782**
Total Scope 2 - Location Based (tCO2e)	**3.796**	**3.026**
Total Scope 2 - Market Based (tCO2e)	—	—

1 Methodological note: The standards applied are the GHG Protocol and ISO 14064. The emission factors used come from DEFRA, Ecoinvent, suppliers' EPDs and suppliers' Product Carbon Footprints. The approach adopted is operational control and the reporting boundary is Veneta Cucine. The calculation includes the greenhouse gases CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3, and the reference GWP is 100 years.

GRI 305-3 – SCOPE 3 EMISSIONS

	2024	2025
Cat. 3.1 - Purchased goods and services (tCO2e)	106.510	105.690
Cat. 3.2 Capital goods (tCO2e)	5.497	1.409
Cat. 3.3 - Fuel- and energy-related activities (not included in Scope 1 and 2) (tCO2e)	1.028	1.105
Cat. 3.4 - Upstream transportation and distribution (tCO2e)	2.246	2.401
Cat. 3.5 - Waste generated in operations (tCO2e)	1.498	1.670
Cat. 3.6 - Business travel (tCO2e)	19	84
Cat. 3.7 - Employee commuting (tCO2e)	652	689
Cat. 3.9 - Downstream transportation and distribution (tCO2e)	n/a	4.315
Cat. 3.11 - Use of sold products (household appliances) (tCO2e)	117.655	152.578
Cat. 3.12- End-of-life treatment of sold products (tCO2e)	332	523
Cat. 3.14 - Franchises (tCO2e)	n/a	8.128
Total Scope 3 (tCO2e)	**235.437**	**278.592**

GRI 306-3 WASTE GENERATED

	2024	2025
030105 - Wood scraps and sawdust (t)	**8.053,380**	**8.551,070**
of which disposed of (D)	—	—
of which recovered (R)	8.053,380	8.551,070
of which hazardous	—	—
070213 - Plastic plinths (t)	**6,148**	**—**
of which disposed of (D)	—	—
of which recovered (R)	6,148	—
of which hazardous	—	—

	2024	2025
080111/080112 - Paint dust and liquid paint (t)	**102,082**	**112,124**
of which disposed of (D)	0,100	0,400
of which recovered (R)	101,982	111,724
of which hazardous	76,620	19,864
080116 - Paint sludge (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	0,460
of which hazardous	—	—
080118 - Paint crusts (t)	**0,100**	—
of which disposed of (D)	—	—
of which recovered (R)	0,100	—
of which hazardous	—	—
080317 - Spent toner (t)	**0,186**	**0,282**
of which disposed of (D)	0,186	0,282
of which recovered (R)	—	—
of which hazardous	0,186	0,282
080410 - Waste adhesive (t)	**2,020**	**1,216**
of which disposed of (D)	0,410	0,564
of which recovered (R)	1,610	0,652
of which hazardous	—	—
080416 - Water and adhesive (t)	**65,538**	**74,259**
of which disposed of (D)	—	—
of which recovered (R)	65,538	74,259
of which hazardous	—	—

	2024	2025
120121- Abrasive belts (t)	—	**0,112**
of which disposed of (D)	—	0,112
of which recovered (R)	—	—
of which hazardous	—	—
120199 - Aluminium offcuts (t)	—	**40,300**
of which disposed of (D)	—	—
of which recovered (R)	—	40,300
of which hazardous	—	—
130205 - Waste oil (t)	**0,200**	**0,180**
of which disposed of (D)	—	—
of which recovered (R)	0,200	0,180
of which hazardous	0,200	0,180
140603 - Spent solvent (t)	**8,660**	**6,940**
of which disposed of (D)	—	—
of which recovered (R)	8,660	6,940
of which hazardous	8,660	6,940
150101 - Paper and cardboard (t)	**468,350**	**620,240**
of which disposed of (D)	—	—
of which recovered (R)	468,350	620,240
of which hazardous	—	—
150102 - Nylon and polystyrene (t)	**60,430**	**76,620**
of which disposed of (D)	—	—
of which recovered (R)	60,430	76,620
of which hazardous	—	—

	2024	2025
150103 - Wooden pallets (t)	**37,670**	**73,170**
of which disposed of (D)	—	—
of which recovered (R)	37,670	73,170
of which hazardous	—	—
150104 - Metal packaging – Aluminium (t)	**0,480**	**0,460**
of which disposed of (D)	—	—
of which recovered (R)	0,480	0,460
of which hazardous	—	—
150106 - Mixed packaging (t)	**157,200**	**155,000**
of which disposed of (D)	—	—
of which recovered (R)	157,200	155,000
of which hazardous	—	—
150110 - Metal or plastic containers (t)	**16,444**	**18,552**
of which disposed of (D)	—	—
of which recovered (R)	16,444	18,552
of which hazardous	16,444	18,552
150111 - Empty spray cans (t)	**0,114**	**0,118**
of which disposed of (D)	—	—
of which recovered (R)	0,114	0,118
of which hazardous	0,114	0,118
150202 - Filters and rags (t)	**0,030**	—
of which disposed of (D)	—	—
of which recovered (R)	0,030	—
of which hazardous	0,030	—

	2024	2025
150203 - Rolls, filters and rags, belts, sleeves (t)	**105,004**	**93,240**
of which disposed of (D)	21,634	23,130
of which recovered (R)	83,370	70,110
of which hazardous	—	—
160211 – Refrigerators (t)	**2,620**	**0,760**
of which disposed of (D)	—	—
of which recovered (R)	2,620	0,760
of which hazardous	2,620	0,760
160103 - End-of-life tyres (t)	**0,033**	—
of which disposed of (D)	—	—
of which recovered (R)	0,033	—
of which hazardous	—	—
160213 - TVs and monitors (t)	**0,200**	**0,512**
of which disposed of (D)	—	—
of which recovered (R)	0,200	0,512
of which hazardous	0,200	0,512
160214 - Electrical equipment and household appliances (t)	**32,020**	**62,450**
of which disposed of (D)	—	—
of which recovered (R)	32,020	62,450
of which hazardous	—	—
160216 - Obsolete electrical cables (t)	—	**0,200**
of which disposed of (D)	—	—
of which recovered (R)	—	0,200
of which hazardous	—	—

	2024	2025
160303 - Ammonia and hydrogen peroxide (residues) (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
160304 - Inorganic waste other than 16 03 03 (t)	**5,940**	**3,630**
of which disposed of (D)	—	—
of which recovered (R)	5,940	3,630
of which hazardous	—	—
160305 - Paint touch-up kits (t)	**0,150**	**3,858**
of which disposed of (D)	—	—
of which recovered (R)	0,150	3,858
of which hazardous	—	3,858
160306 - PVC plinths (t)	—	**6,990**
of which disposed of (D)	—	—
of which recovered (R)	—	6,990
of which hazardous	—	—
160505 – Fire extinguishers (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
160601 - Lead batteries (t)	**0,320**	**0,226**
of which disposed of (D)	—	—
of which recovered (R)	0,320	0,226
of which hazardous	0,320	0,226

	2024	2025
160602 - Nickel-cadmium batteries (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
160604 - Alkaline batteries (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
161001 - Water from loading pits (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
161002 - Compressor condensate water (t)	**123,103**	**179,590**
of which disposed of (D)	123,103	179,590
of which recovered (R)	—	—
of which hazardous	—	—
170101 – Concrete (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
170107 - Mixtures or waste of concrete, bricks, tiles and ceramics (t)	**89,990**	**176,360**
of which disposed of (D)	—	—
of which recovered (R)	89,990	176,360
of which hazardous	—	—

	2024	2025
160708 - Tank cleaning residues (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—
170402 – Aluminium (t)	**66,340**	**37,520**
of which disposed of (D)	—	—
of which recovered (R)	66,340	37,520
of which hazardous	—	—
170405 - Iron and steel (t)	**149,870**	**102,100**
of which disposed of (D)	—	—
of which recovered (R)	149,870	102,100
of which hazardous	—	—
170411 - Cables other than those mentioned in 17 04 10 (t)	**2,110**	**2,030**
of which disposed of (D)	—	—
of which recovered (R)	2,110	2,030
of which hazardous	—	—
170603 - Insulation panels (t)	**0,048**	**8,360**
of which disposed of (D)	0,048	8,360
of which recovered (R)	—	—
of which hazardous	0,048	8,360
170604 - Sandwich panels (t)	—	—
of which disposed of (D)	—	—
of which recovered (R)	—	—
of which hazardous	—	—

	2024	2025
200102 – Glass (t)	**9,320**	**7,190**
of which disposed of (D)	—	—
of which recovered (R)	9,320	7,190
of which hazardous	—	—
Total waste generated (t)	**9.566,100**	**10.416,119**
of which disposed of (D)	145,481	212,438
of which recovered (R)	9.420,619	10.203,681
of which hazardous	105,442	59,652
% of waste recovered out of total	**98,48%**	**97,96%**
% of hazardous waste out of total	**1,10%**	**0,57%**

LOCATION OF PURCHASES

	2024			2025		
Geographical area of supplier location	**No. of suppliers per Area**	**Total annual spending per Area in €**	**Percentage of spending on local suppliers**	**No. of suppliers per Area**	**Total annual spending per Area in €**	**Percentage of spending on local suppliers**
Italy	738	250.024.958	94,0%	775	278.346.092	94,2%
Abroad	40	15.827.526	6,0%	52	17.083.414	5,8%
Total	**778**	**265.852.484**	**100,0%**	**827**	**295.429.507**	**100,0%**

GRI 414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA

NEW SUPPLIERS ASSESSED ACCORDING TO SOCIAL AND ENVIRONMENTAL CRITERIA

Supplier assessment	**2024**	**2025**
New suppliers contracted during the year	138	170
of which assessed according to social criteria	6	17
of which assessed according to environmental criteria	22	14
% of suppliers assessed according to social criteria	**4%**	**10%**
% of suppliers assessed according to environmental criteria	**16%**	**8%**

GRI 2-7 AND GRI 2-8 - WORKFORCE

	AS AT 31/12/2024			AS AT 31/12/2025		
Employees	**M**	**W**	**TOT**	**M**	**W**	**TOT**
Permanent	475	62	537	492	67	559
Fixed-term	8	4	12	8	2	10
Apprenticeship	1	–	1	–	–	–
Non-guaranteed hours	–	–	–	–	–	–
Total employees	**484**	**66**	**550**	**500**	**69**	**569**
External	**M**	**W**	**TOT**	**M**	**W**	**TOT**
Contractors	4	2	6	5	1	6
Agency workers	95	18	113	111	22	133
Interns	–	–	–	–	–	–
Others	–	–	–	–	–	–
Total external	**99**	**20**	**119**	**116**	**23**	**139**
Total workforce	**583**	**86**	**669**	**616**	**92**	**708**

GRI 2-30 - COLLECTIVE BARGAINING AGREEMENTS

	AS AT 31/12/2024			AS AT 31/12/2025		
Employees covered by collective agreements (no.)	–	–	550	–	–	569
Employees covered by collective agreements (%)	–	–	100%	–	–	100%

GRI 401-1 NEW HIRES AND TURNOVER

	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
	Hires 2024				**Hires 2025**			
Men (n)	23	25	7	**55**	11	20	5	**36**
Women (n)	2	4	2	**8**	3	4	–	**7**
Total (n)	**25**	**29**	**9**	**63**	**14**	**24**	**5**	**43**
Men (%)	–	–	–	11,4%	–	–	–	7,2%
Women (%)	–	–	–	12,1%	–	–	–	10,1%
Total (%)	–	–	–	**11,5%**	–	–	–	**7,6%**
	Leavers 2024				**Leavers 2025**			
Men (n)	7	11	16	**34**	2	6	12	**20**
Women (n)	2	4	3	**9**	–	2	2	**4**
Total (n)	**9**	**15**	**19**	**43**	**2**	**8**	**14**	**24**
Men (%)	–	–	–	7,0%	–	–	–	17,2%
Women (%)	–	–	–	13,6%	–	–	–	5,8%
Total (%)	–	–	–	**7,8%**	–	–	–	**4,2%**
	Net change 2024				**Net change 2025**			
Men (n)	16	14	- 9	21	9	14	- 7	16
Women (n)	–	–	- 1	- 1	3	2	- 2	3
Total (n)	**16**	**14**	**- 10**	**20**	**12**	**16**	**- 9**	**19**

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

	AS AT 31/12/2024				AS AT 31/12/2025			
By job category and gender	**M**	**W**	**TOT**		**M**	**W**	**TOT**	
Senior Managers (no.)	21	–	21		22	–	22	
White-collar employees (no.)	96	62	158		98	63	161	
Blue-collar workers (no.)	367	4	371		380	6	386	
Total (no.)	**484**	**66**	**550**		**500**	**69**	**569**	
By job category and age	**<30 years**	**30-50 years**	**>50 years**	**Total**	**<30 years**	**30-50 years**	**>50 years**	**Total**
Senior Managers (no.)	–	5	16	21	–	7	15	22
White-collar employees (no.)	30	77	51	158	28	84	49	161
Blue-collar workers (no.)	53	142	176	371	55	162	169	386
Total (no.)	**83**	**224**	**243**	**550**	**83**	**253**	**233**	**569**
Board of Directors - Members and gender	**M**	**W**	**TOT**		**M**	**W**	**TOT**	
Board members (no.)	5	2	7		5	2	7	
Board members (%)	71,40%	28,60%	100,00%		71,40%	28,60%	100,00%	
Board of Directors - Age groups	**<30 years**	**30-50 years**	**>50 years**	**Total**	**<30 years**	**30-50 years**	**>50 years**	**Total**
Board members (no.)	–	–	7	7	–	–	7	7

GRI 403-9 INJURIES

Number of injuries	2024	2025
Employees - Fatalities as a result of work-related injury (no.)	—	—
Employees - High-consequence work-related injuries, excluding fatalities (no.)	—	6
Employees - Non-serious work-related injuries (no.)	10	2
Employees - Total injuries (no.)	10	8
Agency workers - Fatalities as a result of work-related injury (no.)	—	—
Agency workers - High-consequence work-related injuries, excluding fatalities (no.)	1	—
Agency workers - Non-serious work-related injuries (no.)	2	3
Agency workers - Total injuries (no.)	3	3
Total - Fatalities as a result of work-related injury (no.)	—	—
Total - High-consequence work-related injuries, excluding fatalities (no.)	**1**	**6**
Total - Non-serious work-related injuries (no.)	**12**	**5**
Total injuries (no.)	**13**	**11**

Type of injury	2024	2025
Employees - Superficial injuries, open wounds and burns (no.)	2	3
Employees - Sprains, traumas, dislocations, fractures and strains (no.)	7	5
Employees - Amputations (no.)	1	—
Employees - Total injuries (no.)	10	8
Agency workers - Superficial injuries, open wounds and burns (no.)	—	—
Agency workers - Sprains, traumas, dislocations, fractures and strains (no.)	3	3
Agency workers - Amputations (no.)	—	—
Agency workers - Total injuries (no.)	3	3
Total - Superficial injuries, open wounds and burns (no.)	**2**	**3**
Total - Sprains, traumas, dislocations, fractures and strains (no.)	**10**	**8**
Total - Amputations (no.)	**1**	—
Total injuries (no.)	**13**	**11**

Hours worked	2024	2025
Employees - Hours worked (h)	1.001.609,40	1.163.684,75
Agency workers - Hours worked (h)	204.189,00	247.601,00
Total hours worked (h)	**1.205.798,40**	**1.411.285,75**

Rates	2024	2025
Employees - Rate of fatalities as a result of work-related injury	—	—
Employees - Rate of high-consequence work-related injuries (excluding fatalities)	—	5,2
Employees - Rate of recordable work-related injuries	10	1,7
Agency workers - Rate of fatalities as a result of work-related injury	—	—
Agency workers - Rate of high-consequence work-related injuries (excluding fatalities)	4,9	—
Agency workers - Rate of recordable work-related injuries	9,8	12,1
Total - Rate of fatalities as a result of work-related injury	—	—
Total - Rate of high-consequence work-related injuries (excluding fatalities)	**0,8**	**4,3**
Total - Rate of recordable work-related injuries	**10**	**3,5**

GRI 404-1 TRAINING

	AS AT 31/12/2024			AS AT 31/12/2025		
By job category and gender	**M**	**W**	**Tot**	**M**	**W**	**Tot**
Senior Managers (no.)	21	—	21	23	—	23
White-collar employees (no.)	96	62	158	98	68	166
Blue-collar workers (no.)	367	4	371	395	13	408
Total (no.)	**484**	**66**	**550**	**516**	**81**	**597**
Mandatory training	**M**	**W**	**Tot**	**M**	**W**	**Tot**
Total (h/no.)	**n/a**	**n/a**	**7,2**	**n/a**	**n/a**	**4,03**
Non-mandatory training	**M**	**W**	**Tot**	**M**	**W**	**Tot**
Total (h/no.)	**n/a**	**n/a**	**0,52**	**2,97**	**1,31**	**4,28**
Total training	**M**	**W**	**Tot**	**M**	**W**	**Tot**
Total (h)	**n/a**	**n/a**	**4.245,00**	**n/a**	**n/a**	**4.042,50**
Total (h/no.)	**n/a**	**n/a**	**7,72**	**n/a**	**n/a**	**6,77**

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Graphic Design: More Than 30 Seconds


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