



SANTALUCIA
MOBILI

SUSTAINABILITY REPORT

2024

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■ LETTER TO STAKEHOLDER



Santalucia Mobili was among the first companies in the furniture industry to publish a Sustainability Report, marking the beginning of its *TO DO FUTURE, towards sustainable change* transformation in 2020. The initiative started with dedicated training sessions for the company's leadership during the pandemic and has since become a cornerstone of Santalucia Mobili's strategic vision. Through TO DO FUTURE, the company integrates sustainability principles into organizational processes, material selection, and people management.

In 2024, with the support of the Sustainability Ambassador Group, Santalucia Mobili implemented several concrete initiatives centered around employee well-being.

An internal climate survey was conducted to assess workplace satisfaction, alignment with company values, and emerging needs.

Based on the findings, the company outlined plans to introduce a *canteen service* for both production sites and offices by 2025, and subscribed to a health insurance policy offering *financial assistance in case of serious illness*, including one preventive medical examination of each employee's choice.

Special attention was also given to women's health through *free preventive breast screenings* (mammography and ultrasound), organized in partnership with Welfare Care.

Santalucia Mobili reaffirmed its long-standing support for sports, continuing its sponsorship of Volley Prata and extending it to the women's youth volleyball team in Brugnera.

In parallel, the company advanced its *transition to a Benefit Corporation*, formally integrating common benefit objectives into its bylaws and obtaining this new legal status in March 2025. This achievement reflects a long-standing commitment to sustainability and underlines the company's responsible and forward-looking approach to business.

Today, sustainability is fully embedded in Santalucia Mobili's corporate strategy. For 2025 and beyond, the company aims to align its common benefit goals with its business plan, creating a cohesive and credible framework that strengthens the integration of purpose and performance — with TO DO FUTURE remaining at the heart of this vision.

The BoD of Santalucia Mobili

METHODOLOGICAL FRAMEWORK

This year, Mobilificio Santa Lucia S.P.A. SB [GRI 2-1], hereinafter Santalucia Mobili, presents its fourth Sustainability Report, confirming its commitment to a plan of sustainable development and to offer all stakeholders relevant information in a clear and transparent format. This report demonstrates the company's awareness of the strategic importance of sustainability in its business model, and the process of increasing awareness underway within the main corporate divisions.

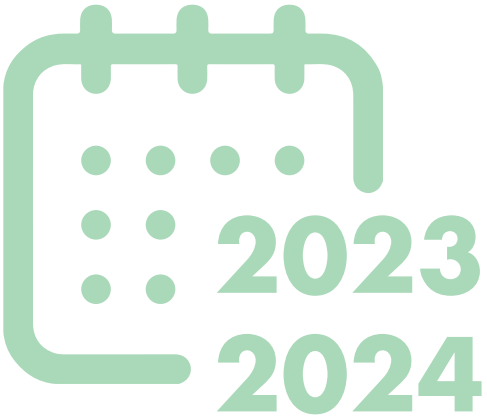
The reporting principles adopted are those of the **Global Reporting Initiative(GRI)**, selecting the “with reference” option. The GRI Standards (core option) represent the most widely recognised sustainability reporting framework globally and promote public reporting of sustainability actions using a system of indicators.

At the same time, Santalucia Mobili has been guided by the action plan of the SDGs, the **17 Sustainable Development Goals** agreed in 2015 by the governments of 193 UN member states. These reporting tools have enabled the company to identify significant impacts on the economy, the environment and society, and share them with all stakeholders according to globally recognised standards.

The reporting period for the fourth sustainability report is the year 2024 and this corresponds with the financial reporting period. The data contained in this sustainability report will be updated annually [GRI 2-3]. The document has not been submitted for assessment by third parties [GRI 2-5]. The material topics identified apply to the company sites in Via Manin 34 and Via Sagree 21, both of which are in Prata di Pordenone (Pordenone, Italy) [GRI 2-1]. The entities included in sustainability reporting are the same as those including in financial reporting [GRI 2-2]. There is a revision of data relating to energy consumption for previous years (see the section “Consumption”).

For any further information about Santalucia Mobili’s sustainability journey detailed in this report, please contact Domenico Basso: d.basso@santaluciamobili.it [GRI 2-3].

This document was published on: **October 2025** [GRI 2-3].



HIGHLIGHTS



5.000+
pannelli al giorno



550.000
colli all'anno

Santalucia Mobili:



became a member of the
Ecological Panel Consortium

Santalucia Mobili works with:





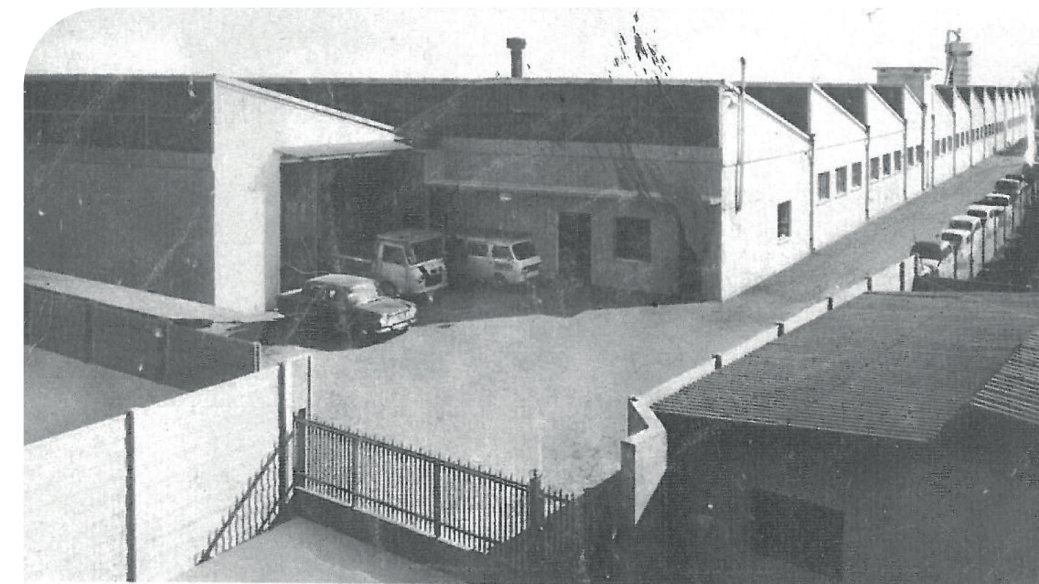
THE COMPANY

“We have changed the angle, turning marginal features such as storage units into modular spaces for living our daily lives.”

Santalucia Mobili is a well-organised, tenacious and dynamic company producing wooden furniture [GRI 2-6], driven by enthusiasm and teamwork.

We want to grow and improve, and it is here that our furniture takes shape, making us known around the world.

This is why we follow all new developments in the world of materials, finishes and workmanship with interest, to make sure we are always able to meet the needs of a diverse and attentive public.



1.1 OUR HISTORY. Everything began in a small workshop

10



1965

Santalucia Mobili was founded in 1965 in Prata di Pordenone and its history runs parallel to the economic and industrial development of the local area, along with other social and cultural shifts.

It all started in the garage of one of the founders, then developing in a much larger warehouse space. These artisan beginnings continued to underpin Santalucia Mobili style, becoming a defining characteristic of its business model.



1994-2001

Initially, the core business was focused on manufacturing standard furniture sets for bedrooms and children's bedrooms. From 1994 to 2001 **the range expanded with addition of modular bedroom and living-room furniture.**



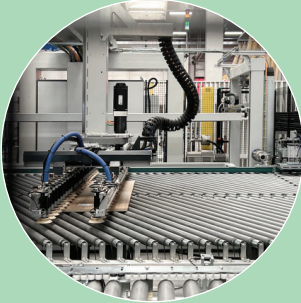
2005

This also required updating of production and, in 2005, the **second manufacturing site** was built in just six months, located in Prata di Pordenone.



2017

Our story can also be told through the **evolution of the company logo**. Carried through the decades, it underwent its latest **restyle** in 2017, which gave it its current look targeting higher market positioning.



2020

Since 2020, **a series of investments have been made in technology**, essential to anticipate the future requirements of a market that is moving ever faster and becoming ever more demanding.



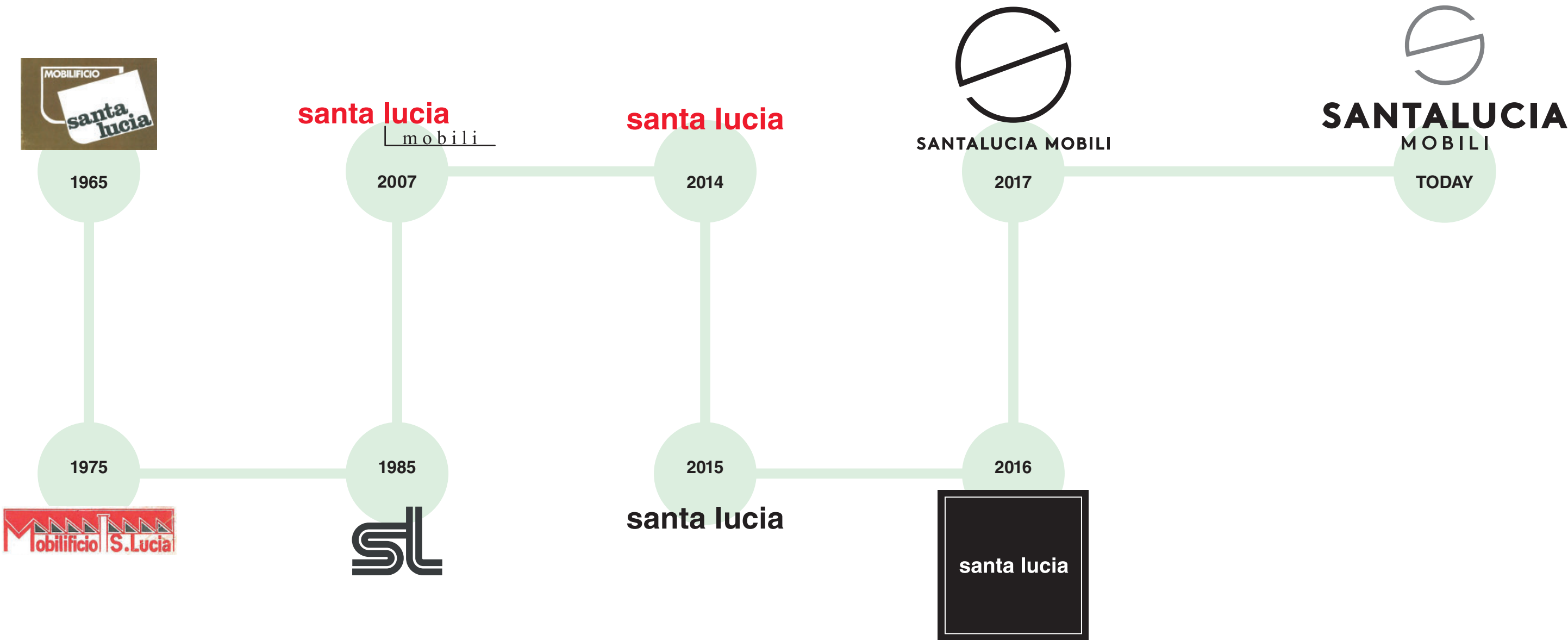
2025

In 2025, **Santalucia Mobili celebrates its 60th anniversary and becomes a Benefit Corporation**, strengthening its commitment to a sustainable and responsible business model.

This evolution further reinforces the "TO DO FUTURE" project, launched in 2020 to align with the United Nations 2030 Sustainable Development Goals (SDGs) and to optimize business processes through a Lean approach, fostering growth that prioritizes the well-being of both people and the environment.

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EVOLUTION OF THE SANTALUCIA MOBILI LOGO



1.2 OUR SUPPLY CHAIN

Santalucia Mobili's supply chain is a complex process involving various players and phases. Here is a general description [GRI 2-6]:

1. PROCUREMENT OF RAW MATERIALS

Santalucia Mobili's supply chain begins with procurement of the raw materials required for furniture production. These raw materials can include **wood, metal, fabrics, glass and electronic components**, depending on the type of furniture produced.

2. PRODUCTION

Once the raw materials have been purchased, the production phase begins. Santalucia Mobili has production plants equipped with advanced machinery and technology for the manufacture of furniture. This phase includes the **processing of raw materials and wood, manufacture of components, assembly and quality control**.

3. PACKAGING AND WAREHOUSING

After production, furniture is adequately packaged to protect it during transport. **Safe and resistant packaging materials** are used to avoid damage during transport and warehousing.

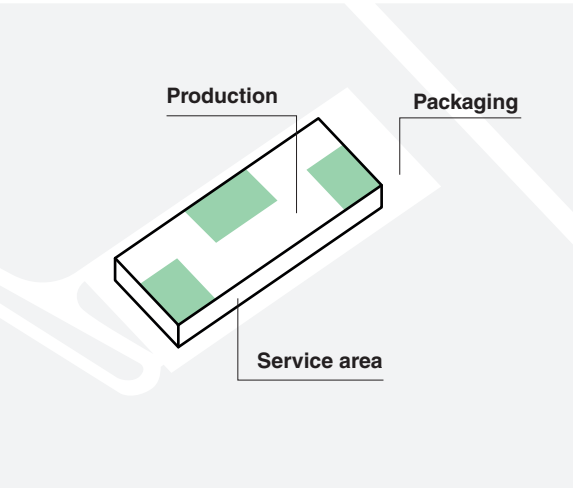
4. DISTRIBUTION

Santalucia Mobili has a **network of distributors and retailers in different areas**. Furniture is shipped to sales points employing distribution logistics. This phase involves **coordination of shipments, monitoring of logistics and management of orders** to guarantee prompt and accurate delivery of furniture to sales points.

5. AFTER-SALES ASSISTANCE

Santalucia Mobili also provides customers with after-sales assistance services. This may involve **management of warranty requests, assistance for installation of furniture, maintenance and problem solving**. The company is committed to offering a high-quality service to guarantee customer satisfaction.

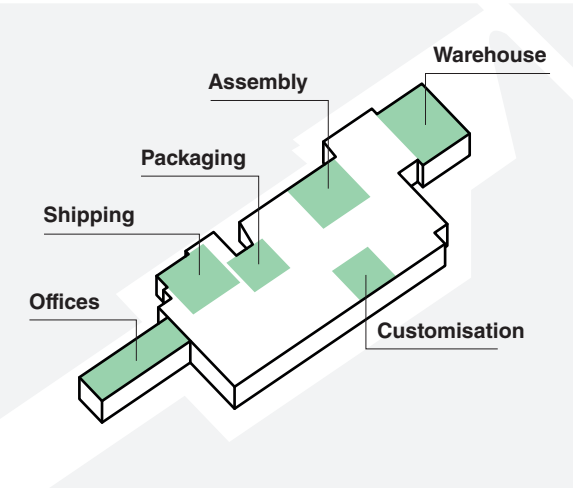
35,350 m²
PRODUCTION SPACE



Via Sagree, 21

12,600 m²
production site

At the Via Sagree production site, we **manufacture MTS (make to stock) semi-finished products and a proportion of MTO (make to order) semi-finished products**.



Via Daniele Manin, 34

22,750 m²
production site

At the Via Manin production site, we handle **assembly, packaging and shipment of goods**. The entire process is managed through planning and scheduling of production based on the portfolio of orders, which enables us to guarantee an efficient and well-organised flow of activities throughout the supply chain.

1.3 OUR BRANDS

Santalucia Mobili creations are grouped into two brands, each with its own identity but perfectly complementing one another. Despite providing distinct responses to our customers' requirements, they work in perfect harmony [GRI 2-6].



HOMY: FUNCTIONAL STYLE

HOMY

Homy is the Santalucia Mobili brand for **furnishing your living space and bedroom with products you can count on, featuring carefully designed details.** Every element has been designed and made to meet all living space needs, offering an infinite number of solutions. Design and functionality are at the heart of all HOMY collections. The strength of this brand is its ability to **transform marginal features such as storage units into modular spaces for daily living.**



PRATICO: YOUNG SPIRIT

PRATICO

Pratico represents **young furnishing trends with textured effects and versatile geometric designs in original compositions,** where functionality and design go hand in hand. This furniture features modern designs for the living and bedroom spaces, which can be customised with unique details: the effect is always practical, just as the name suggests.

1.4 OUR MARKETS

Our primary market is Italy and we are strengthening our presence in the international market, extending across 5 continents and 43 countries. In 2023, the areas with the strongest growth were: **Europe, North America, South-East Asia and the Middle East: particularly France, the Philippines, Singapore, the United Arab Emirates and the USA** [GRI 2-1].

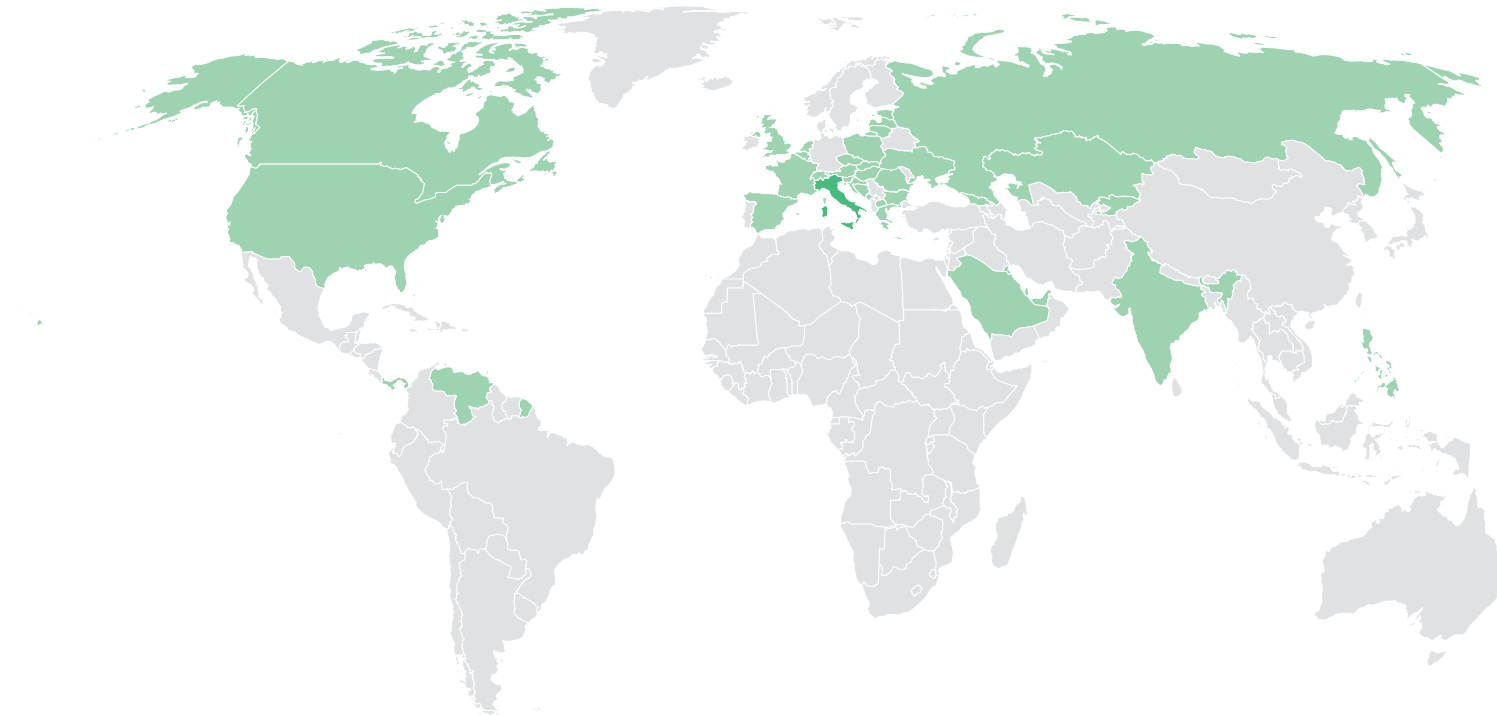
Santalucia Mobili continues to invest in the development of its existing markets and approach new emerging markets such as Africa and India. We will also relaunch our programme of openings of Chinese showrooms, after recent closures due to the pandemic.

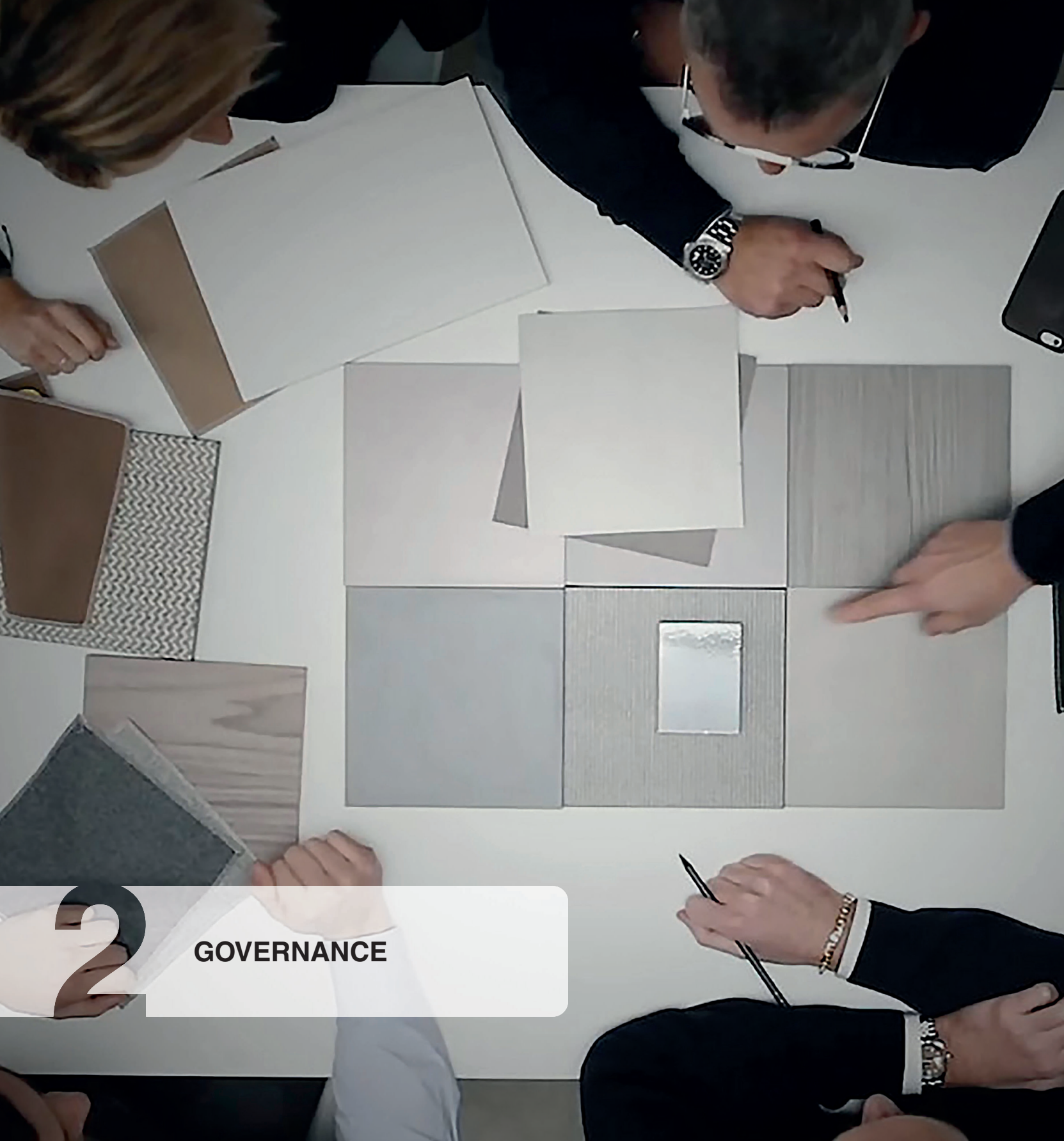


continents



countries

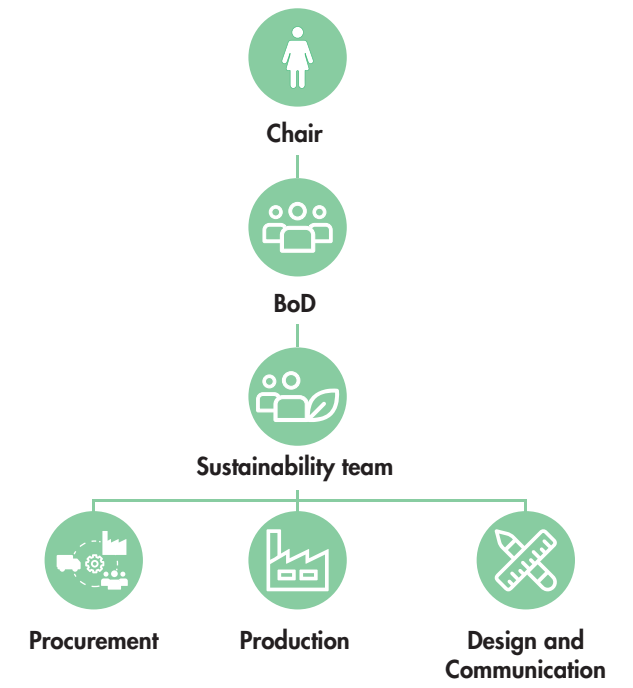




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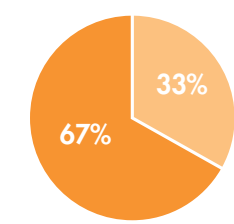
GOVERNANCE

Santalucia Mobili is governed by a **Board of Directors (BoD)** elected at the Shareholders' Meeting. The members of the BoD are appointed by the Shareholders [GRI 2-9]. They are all executive directors and have the necessary expertise to responsibly manage the business in relation to sustainable-development goals. Directors therefore assume full responsibility for economic, social and environmental performance, although there is currently no procedure in place to assess management of impacts [GRI 2-18]. The BoD is currently made up of two men and one woman. The BoD is composed of the Chairperson, Managing Director, and Vice Chairperson, with an age range of 50–61 years. The BoD is composed in this way to ensure diversity and independence [GRI 2-10]. The chair of the highest governance body is not a top executive in the organisation. [GRI 2-11]



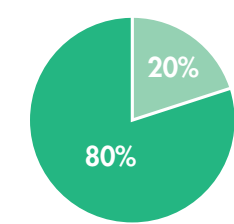
BoD

- Women
- Men



Sustainability team

- Women
- Men



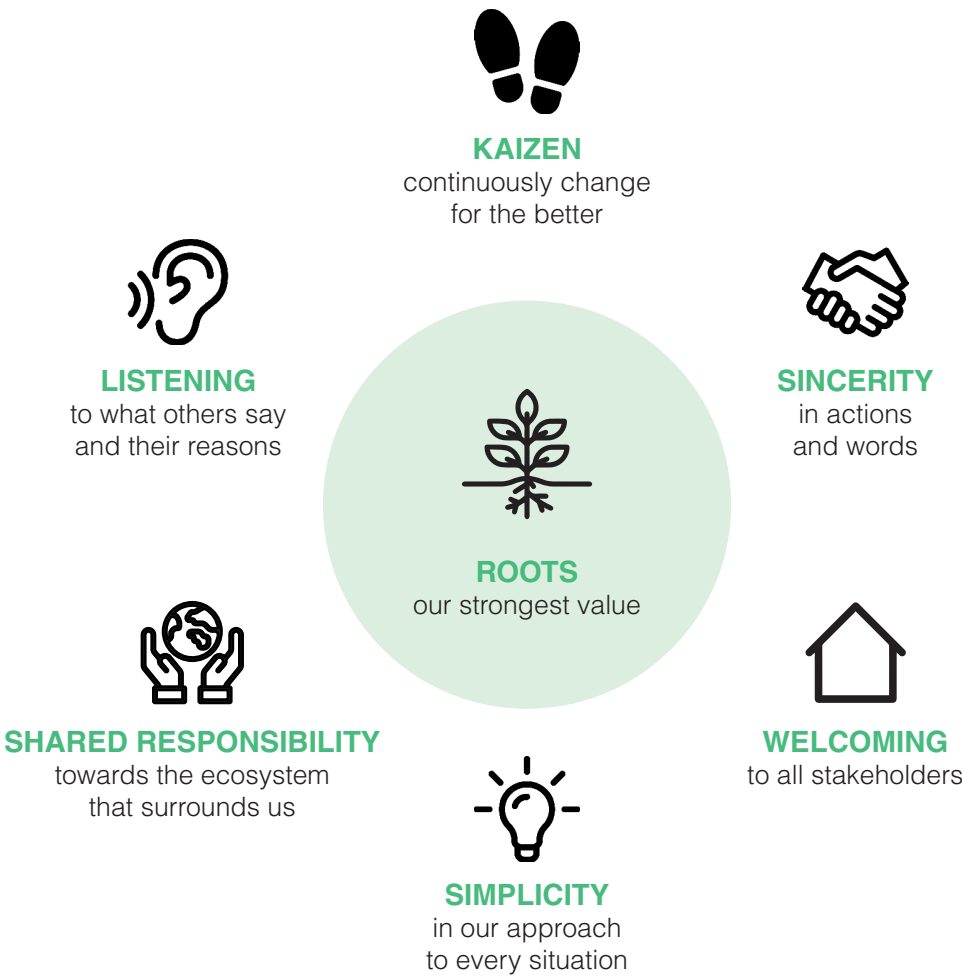
Santalucia Mobili is strongly committed to sustainability. This is why a **Sustainability Team** [GRI 2-17] was established in 2020, formed of an extended BoD, with participation of some members of the BoD and the heads of strategic functions for the organisation: procurement, sales, marketing, operations, EDP and treasury. The team continuously reports to the highest governance body on management of the organisation's impacts on the economy, environment and people [GRI 2-12]. In particular, a monthly meeting is held to discuss these matters [GRI 2-13].

■ 2.1 VISION, MISSION AND PURPOSE

A company's vision and mission are what guide its decisions regarding strategy and its concrete, long-term objectives. They define why a company exists, what it wants to do and how it intends to help make the world a better place.



■ 2.2 HOW WHAT WE BELIEVE TRANSLATES INTO WHAT WE DO



Values are the fundamental connection between our beliefs and our actions, guiding and directing our conduct and influencing our day-to-day experience. This is why definition of these values increases a sense of belonging within the company for employees, generating a strong sense of motivation leading to achievement of shared goals.



ROOTS

Santalucia Mobili is truly proud of its artisan heritage, rooted in the local area and a family environment drawing on great expertise. Today, it is these roots and DNA that provide the energy to achieve important goals and tackle future challenges in generating value for all stakeholders.



KAIZEN

Improvement is a continuous process made up of **many small steps, with the aim of maximising engagement**.



WELCOMING

Santalucia Mobili is a **family environment**, built on a welcoming and informal atmosphere. Only this will enable us to put our heart and soul into our work.



SHARED RESPONSIBILITY

Commitments made are observed, in the knowledge that **everyone's contribution is needed to generate value**. We operate in constant pursuit of quality, closely monitoring waste of energy and materials, respecting the system that we are part of.



LISTENING

The value of listening is linked to understanding others' thought processes. There is **free of expression of ideas**, which are carefully considered, openly and critically. All functions are included in dialogue: there are no labels and roles when dealing with growth through constructive discussion.



SINCERITY

Only through **constructive feedback** can we grow together. This is why it is important to move away from the logic of judgement and express points of view and expectations. Errors are an opportunity for growth, enabling identification of areas for improvement.



SIMPLICITY

There are no barriers at Santalucia Mobili: every day people live by what they create. The rules are simple and following them is the first step in creating respect. **Procedures are streamlined for simple and effective communication.**

2.3 “TO DO FUTURE”

A commitment to sustainability issues is a key strategic factor, as an integral part of business models and a vehicle for the generation of economic value.

Companies have a fundamental role to play in creating a more inclusive, fairer and more sustainable world, and integrating the 2030 Agenda Sustainable Development Goals represents an opportunity for development and growth of the Company and the areas in which it operates.

This is why Santalucia Mobili promotes investment, innovation and technological development.

Often, the concept of sustainability is associated primarily with environmental protection, but sustainability also means economic development and social responsibility. In the face of irreversible and destabilising environmental changes, we recognise that the environmental aspect is the most evident and visible. On this basis, we have launched **efforts to increase the efficiency of our processes through the application of lean philosophy.**

Today, we consider lean philosophy a pillar of our strategic plan, which **allows us to achieve sustainability goals in a more structured manner**, above all in terms of **reducing waste, continuous improvement** and **generating value** for all of our stakeholders.

Challenges, continuous improvement and teamwork are the key elements of our approach. We are convinced that process optimisation is achieved through employee development.

“To do future. Towards sustainable change” is the core of the Santalucia Mobili strategy.

This is a *To-Do* list of actions to build our future and effect sustainable change. The goal of these actions is to continue offering high-quality products while safeguarding the planet that we call home, selecting recyclable materials and organising production to reduce environmental impacts.

2.4 ETHICAL PRINCIPLES

Only through ETHICAL and RESPONSIBLE action can value be generated for all stakeholders: employees, customers, suppliers, commercial partners and communities.

The code of ethics is considered an asset for all parties engaging with Santalucia Mobili: it is a tool developed for people, to enable everybody to generate and share value. And it is also an alliance established by the company with its staff and key external stakeholders.

At the same time, the Code of Ethics also represents an assumption of responsibility. It is essential to guarantee the transparency and integrity of relations with stakeholders and management of conflicts of interest within the organisation [GRI 2-15].

Setting out the guiding principles and rules of conduct, for all those working at the company and for the company, also highlights the fundamental commitments that Santalucia Mobili makes in regard to employees and details the company's position in relation to third parties. During 2024, Santalucia Mobili has not identified significant cases of non-compliance with laws and regulations [GRI 2-27].

It is therefore clear how strongly Santalucia Mobili believes in the content of the Code of Ethics, which is far more than just a document: it is the basis for all relations.



3

OUR PARTNERS, CREATING VALUE TOGETHER



Doing business requires
solid and lasting relationships.



On this basis, Santalucia Mobili often plays an active role in events and initiatives organised by associations and organisations, both locally and nationally [GRI 2-28].



CONFINDUSTRIA ALTO ADRIATICO aims to **unite local areas, cultures and economic and social visions across geographical borders.** It has a single operational structure and three offices in Trieste, Pordenone and Gorizia, in order to better serve the needs of members.

Santalucia Mobili also plays an active role in the **“CLUSTER LEGNO ARREDO CASA FVG”** consortium, to **create synergies and dialogue among business within the sector in the region,** and with Federlegno and the Friuli-Venezia Giulia Regional Government, to **put forward the needs and requirements of the carpentry sector and the home and furniture industry.**

Ties have also been made outside the region to help the industry grow, in particular with the various kitchen manufacturers located in the Marche region. One leading initiative is the Innovation Platform, a training centre for the wood and furniture sector with an industry 4.0 approach, which employees are welcome to participate in.

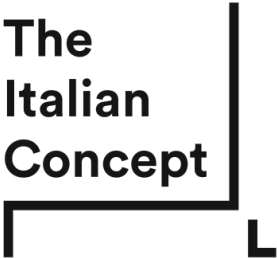
CLUSTER FVG
LEGNO ARREDO CASA



THE ECOLOGICAL PANEL CONSORTIUM is a sustainability association promoting the reuse of resources, particularly wood, **in response to the growing need to safeguard the environment.**



ITALIAN HABIT is a network of businesses in the furniture industry established in 2013 to **create industrial synergies and share expertise.** Offering furniture solutions, the overarching aim is to seize the opportunities offered by the market, especially in the contract sector.



THE ITALIAN CONCEPT is a network of brands specialising in the production of made-in-Italy chairs and furnishings and accessories, offering high-quality design solutions. **An eye for detail, constant innovation and customisation are our Group's core values.** Santalucia Mobili has been selected as a partner to enhance and broaden **the range of furnishings for domestic spaces and the hotel sector.**



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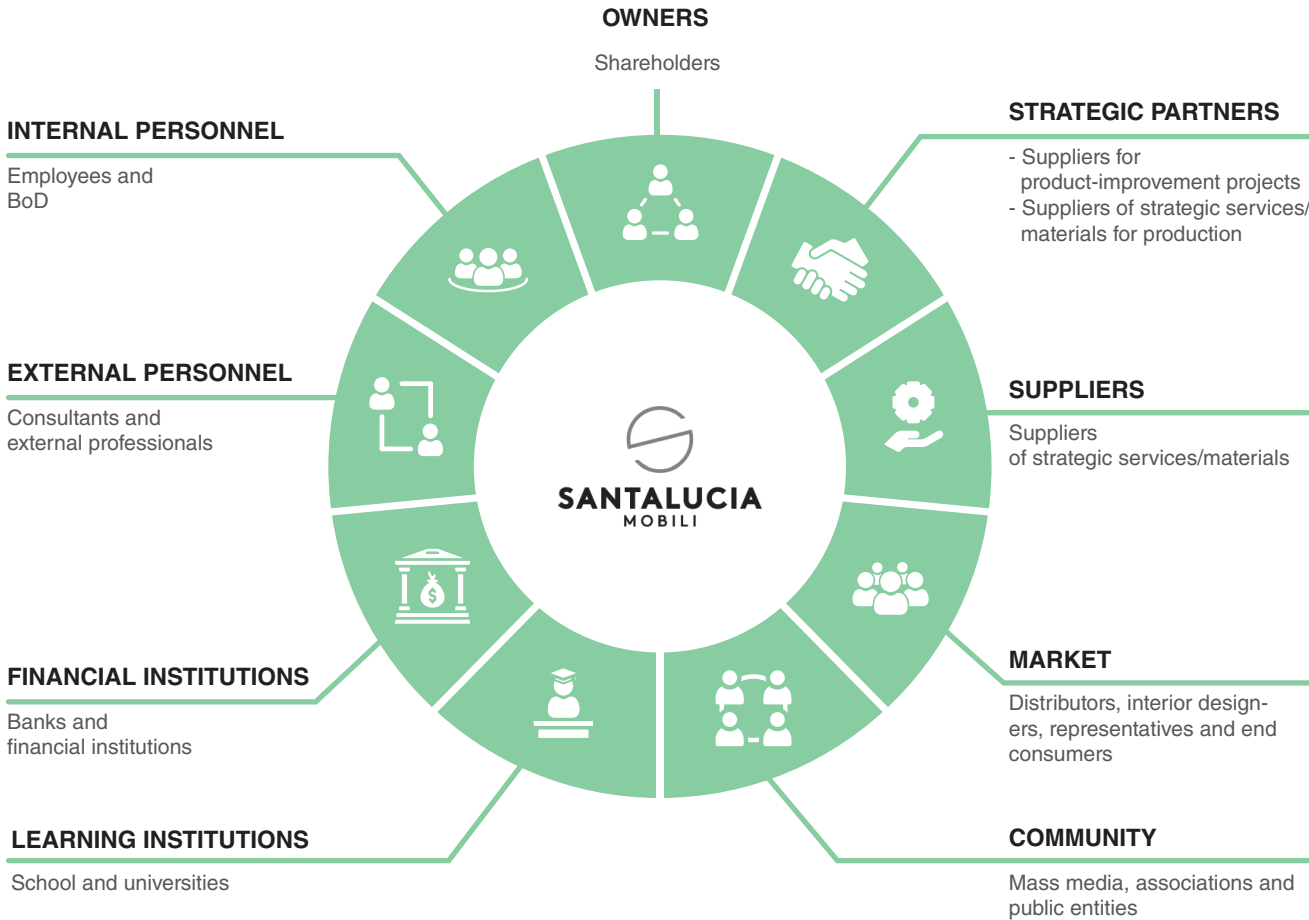
A PATH OF SUSTAINABILITY

Our stakeholders are individuals or entities with an interest in the company.

The stakeholders and the company have an interdependent relationship: decisions and actions of the company impact stakeholders and, likewise, stakeholders influence the company. It is crucial to establish opportunities for dialogue in order to understand one another's needs. In fact, everything starts with stakeholder engagement, the process used by an organisation to engage with relevant parties,

identifying and understanding their needs and expectations in terms of sustainability. Launch of a stakeholder engagement process demonstrates the company's desire to place sustainability at the core of its strategy.

The key categories and sub-categories of Santalucia Mobili stakeholders are mapped as follows:



4.1 OUR BUSINESS MODEL

POSITIVE IMPACTS

The main positive impact for our company is enjoyed by customers, who can literally feel the quality of our products.

In terms of suppliers, we establish long-term relationships of trust, particularly at the local level. Engagement with the community is an important aspect and on this basis we support local associations, from sports organisations to social cooperatives.

We consider our workers a fundamental resource. This is why we promote training programmes for employees that support personal development and we strive to listen to the needs of every individual, upholding the balance between personal and working life.

KEY PARTNERS

Our key partners are suppliers and retailers, both highly important for the company. The former enable us to source the reliable and high-quality raw materials that we use to create our products, while the latter serve as the bridge between the company and end consumers. We also consider financial institutions and consultants as suppliers.

We choose our suppliers of raw materials partly on the basis of the certifications they hold, which are increasingly important in several of the markets we operate in.

KEY ACTIVITIES

Our core business is the production of furniture. The production process is performed entirely in-house, from coating of chipboard panels through to packaging and shipping. We reach end customers through furniture retailers, e-commerce and interior-design firms. We maintain an ongoing relationship with customers through graphic software and showroom services.

KEY RESOURCES

Our business has many key resources. During the production process, machinery and personnel (for uploading orders and process assistance) are key resources. We also use software for design and process management. Our website, designed to be intuitive and engaging, is another important resource.

COST STRUCTURE

Our costs are distributed across multiple areas and processes. These include costs for personnel, machinery, energy consumption, raw materials and commercial materials. The key resource with the greatest impact on our cost structure is personnel, whilst production is the key activity with the highest costs.

NEGATIVE IMPACTS

The negative impacts of our business model are derived from multiple processes. Consumption of electricity by machinery has a significant impact as we are a manufacturing company, as does our consumption of gas for heating of plants and the use of vehicles for distribution. In addition, the use of raw materials, such as chipboard, melamine and paper, represents a further significant impact within our company processes. From an environmental perspective, we are doing our best to mitigate negative impacts through a project for the installation of photovoltaic panels at one of our plants and through research into new materials such as bio-paints and coatings that are natural and easily recycled. To mitigate our impacts and make production more efficient, we have also invested in Lotto Uno, a system that enables us to adopt a more targeted approach to production, manufacturing to orders already confirmed by the customer (avoiding warehouse stock awaiting sale).

VALUE PROPOSITION

The values that distinguish our business are reliability, precision and punctuality. We provide custom solutions for our clientele, helping them to make a choice using graphic software, a store locator, printed catalogues and samples of the materials we use.

CUSTOMER RELATIONS

Focusing on the customer is very important for us. This is why we have a targeted discount policy for each customer category and we work to promote customer loyalty through mutual trust and comprehensive assistance, whatever the need.

INFORMATION CHANNELS

The information channels we use vary depending on the type of customer. The main channels include price lists, catalogues, newsletters, social media, email and our website.

CUSTOMER GROUPS

As we successfully meet differing requirements, our end customers range from 25 to over 80 years of age, and consist of people with a taste for contemporary design aesthetics. Our most important customers are specialist retailers with a strong presence in the region.

REVENUE STREAMS

Our revenue streams are connected to our generation of value and are fuelled by the development of high-quality products that are easy to assemble with balanced costs for customers.

4.2 THE IMPACTS OF OUR BUSINESS

In 2024, we continued work to structure the process for double materiality analysis, carrying out research and interviews with internal stakeholders [GRI 2-29]. Within the company, members of the sustainability team and the executive board, heads of department and heads of market were involved. Their task is to classify impacts and the importance of certain sustainability topics on the success of Santalucia Mobili, and the company's impact on people and the environment in relation to these sustainability topics.

The list of impacts is regularly analysed and reviewed by the parties responsible for internal supervision of company activities.

The following table sets out the most significant impacts, both positive and negative, and both current and potential, along with a brief description contextualising them in relation to Santalucia Mobili. Each is linked to the corresponding ESG megatrend and material topic.

TOPIC	POSITIVE IMPACTS
Contribution to development of the local community	<ul style="list-style-type: none">- Guaranteeing work for the local population- Increasing economic benefits for the local community- Positive impact of initiatives supporting the community- Building lasting economic relationships with the local area
R&D and sustainable innovation	<ul style="list-style-type: none">- Support from the organisation for research and development- Development of innovative products with reduced environmental impact
Supply-chain management	<ul style="list-style-type: none">- Active collaboration with various suppliers of raw materials, enabling the launch of new projects or improving existing products
Strategic partnerships	<ul style="list-style-type: none">- Partnerships with universities and research centres for product development
Circular economy	<ul style="list-style-type: none">- Reuse of packaging materials to limit the quantity of waste being disposed of
Training and culture of sustainability	<ul style="list-style-type: none">- Raising awareness amongst employees and community of sustainability topics (training and culture of sustainability)

TOPIC	NEGATIVE IMPACTS
Raw materials	<ul style="list-style-type: none">- Consumption of virgin raw materials: wood and derivatives- Consumption of natural resources, production of waste (paper, wood, iron and plastic) for packaging- Consumption of wood (pallets) for packaging
Emissions	<ul style="list-style-type: none">- Impacts due to transportation (consumption of fuel and emissions), production of packaging waste (paper/carboard, plastic and wood)- Consumption of fuel, atmospheric emissions, noise during distribution- Emissions of volatile organic compounds (VOCs, carbon-based compounds that easily evaporate into the atmosphere, such as acetone, trichloroethylene, isopropyl alcohol, butanone and white spirit)
Energy consumption and production efficiency	<ul style="list-style-type: none">- The impacts related to sectioning, sanding, squaring, drilling, etc. are: electricity consumption and production waste- Electricity consumption, use of potentially hazardous substances (glues), dust and formaldehyde emissions and production of waste (offcuts, glue containers, dirty rags and small metal scrap)- Consumption of electricity, fuel and water
Circular economy	<ul style="list-style-type: none">- Impacts connected with product “end of life”: disassembly, recycling and disposal
Occupational health and safety	<ul style="list-style-type: none">- Negative impacts on health and safety of workers involved in high-risk processing phases
Employee wellbeing	<ul style="list-style-type: none">- Negative impact associated with failure to value people at all levels of the organisation
Employment (attracting talent)	<ul style="list-style-type: none">- Failure to attract personnel and generational turnover
Strategic partnerships	<ul style="list-style-type: none">- Difficulty establishing a system and network of businesses (strong focus on individual interests alone)
Waste management	<ul style="list-style-type: none">- Dust emissions and waste production (processing offcuts) due to shredding, cutting and sectioning of wooden materials- Production of processing offcuts- Production of waste during disassembly/disposal phase- During usage phase, incorrect management of product and packaging can affect quantity of waste produced- Production of waste (coating residue and containers, coating sludge and wastewater, dust or fume filters, used thinners and rags dirtied with coatings)

4.3 IMPORTANCE OF PRIORITIES

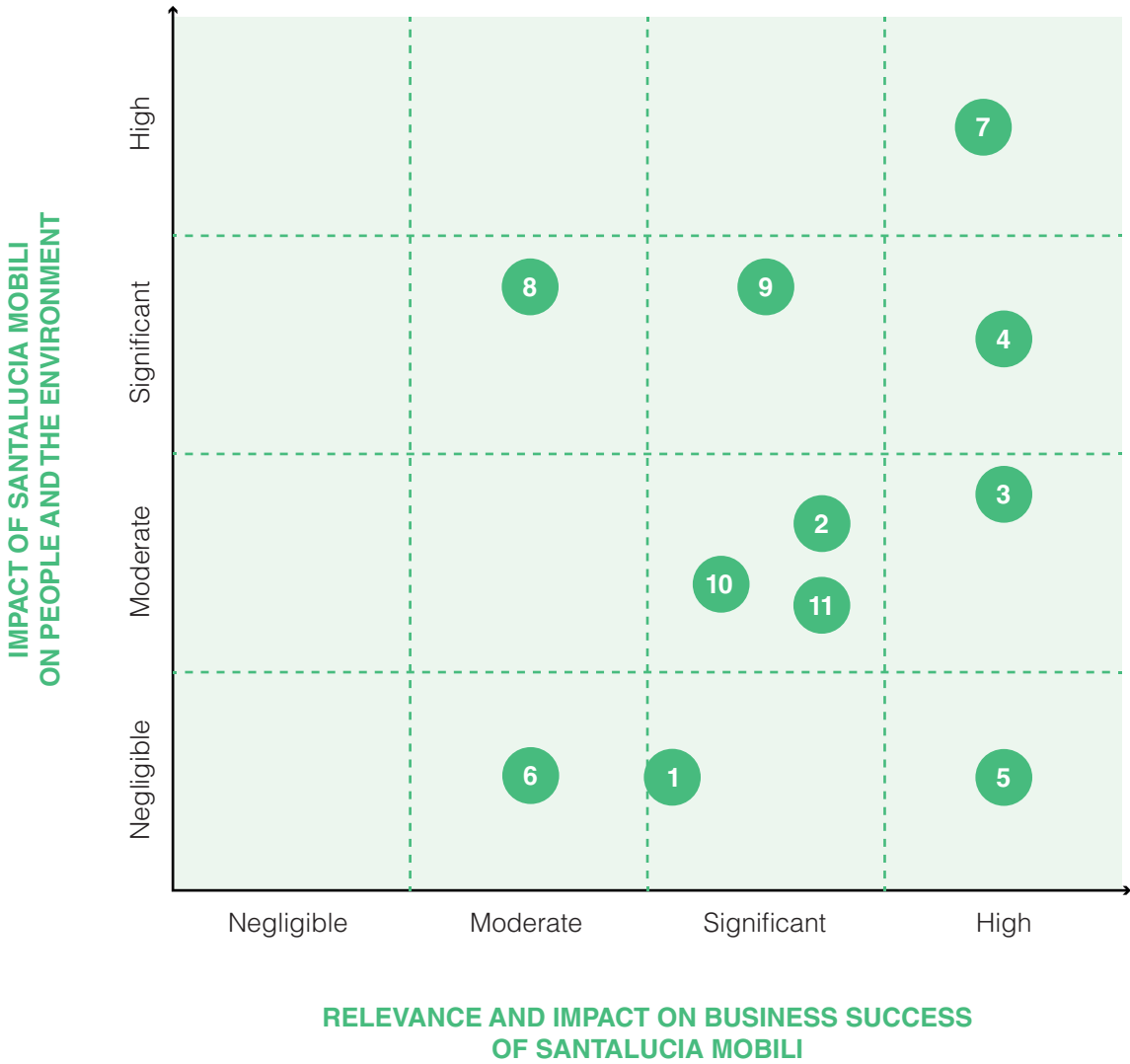
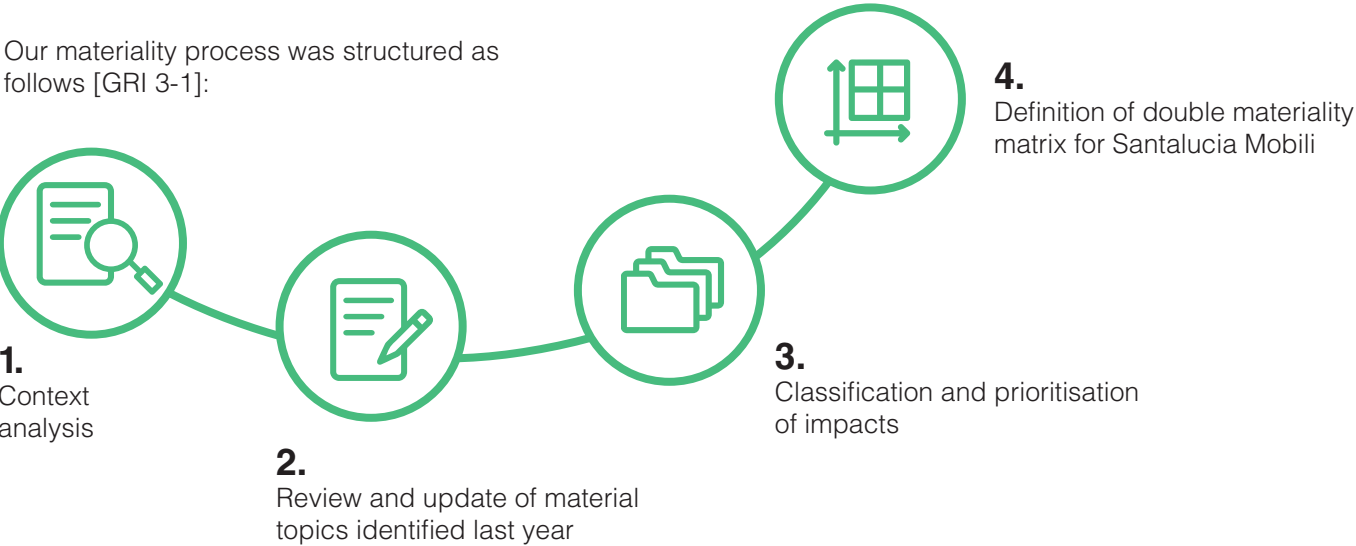
Through the process of due diligence, as required by GRI standards, we have identified the ESG themes of importance considering positive and negative potential and current impacts.

Due diligence is monitored through a tool shared within the BoD and monthly updates on progress of the business in terms of economic, environmental and social impacts [GRI 2-12] [GRI 2-14].

This has enabled us to identify our social and environmental strategic priorities, in line with our business strategy.

4.4 DOUBLE MATERIALITY

Our materiality process was structured as follows [GRI 3-1]:



KEY			
1	Management of supply chain and raw materials	7	Employment (attracting talent)
2	Waste management	8	Strategic partnerships
3	Energy consumption and production efficiency	9	Contribution to development of the local community
4	Circular economy	10	R&D and sustainable innovation
5	Occupational health and safety	11	Training and culture of sustainability
6	Employee Well-Being		

■ 4.5 TOPICS IDENTIFIED

The results of the materiality assessment enable us to direct our strategic decisions for sustainability towards the areas of greatest importance. Our materiality assessment has been integrated with the **Enterprise Risk Management (ERM)** methodology.

This has given us a complete picture of which topics are of greatest importance for Santalucia Mobili [GRI 3-2]:



We will continue to monitor and evaluate the impact of our activities, in order to adopt correct measures and constantly improve our sustainability performance.

We remain committed to positively contributing to people's wellbeing and protecting the environment, in line with the sustainability topics that we have identified as important and priority issues for our company [GRI 2-25].

■ 4.6 SUSTAINABILITY GOALS AND THE 2030 AGENDA

Santalucia Mobili is actively committed to promoting sustainability, focusing primarily on **consumption and responsible-production goals** and on **creating opportunities for dignified employment that support economic growth**. The company has also identified **innovation of the industry and its infrastructure** as another priority goal.

For this purpose, Santalucia Mobili established partnerships with other companies in the local area that share its interests in the sector, creating synergies for the sustainable development of the area. The company places **great importance on continuous training of employees, guaranteeing opportunities for professional growth and development**. In addition, Santalucia Mobili has established partnerships with universities to help boost education and quality levels.

The company's commitment to the environment is demonstrated through its attention to energy consumption and emissions, focusing particularly on reducing formaldehyde emissions. The company adopts various measures and strategies to minimise the environmental impact of its production processes and promote the use of sustainable materials and technology.



Santalucia Mobili has identified the key topics through its materiality matrix and has included these in its sustainability plan. These topics are closely linked to various goals of the UN 2030 Agenda, which have been selected in order to achieve the specific targets and have been translated into tangible actions.

4.7 OUR COMMITMENT FOR THE FUTURE



The general goal underlying all of Santalucia Mobili's operations is **to do business as you would run your home, adopting a sustainable and responsible approach in every activity.**

Below is a list of the initiatives, grouped into the three areas of sustainability, that Santalucia Mobili intends to implement in the coming years.



AREA PEOPLE

ACTION	PROGRESS
• Personal health initiatives: organisation of at least two initiatives per year	Completed
• Quantification of the organisational culture	Started
• Implementation of a company wellbeing system	by the end of 2025
• Creation of a model for gathering ideas	by the end of 2025



AREA GOVERNANCE

ACTION	PROGRESS
• “Sustainability Ambassadors” project: launch of the project and planning of activities by the team	Started
• Increase awareness of ESG issues:	Started Trasformation by the end of 2025
• Aumento della consapevolezza sui temi ESG: - Participation in at least two annual awareness events - Creation of an inhouse awareness campaign by the end of 2026	by the end of 2025 by the end of 2026
• Target turnover: reach € 40 million by 2028	by the end of 2028
• Safeguarding company expertise: - Development of the management team, with promotion of managerial growth for five key figures - Systematization of mentoring plans	Started by the end of 2025



AREA ENVIRONMENTAL

ACTION	PROGRESS
• Reduced use of energy from non-renewable sources: installation of photovoltaic system	Completed
• Energy assessment: drafting of a plan to improve and reduce energy consumption	by the end of 2026
• Review of the production flow for semi-finished products: optimisation to reduce consumption and waste	by the end of 2026
• Research and use of materials with reduced environmental impacts: continuous development of innovative solutions	by the end of 2026



5 PEOPLE AND THEIR WELLBEING

The people who make up our company are one of the key drivers of our success.

It is they who contribute to the creation of a strong and dynamic organisation, animated by enthusiasm and teamwork. On this basis, we constantly strive to ensure that our employees work in a safe and welcoming environment. We consider their safety and wellbeing an absolute priority.

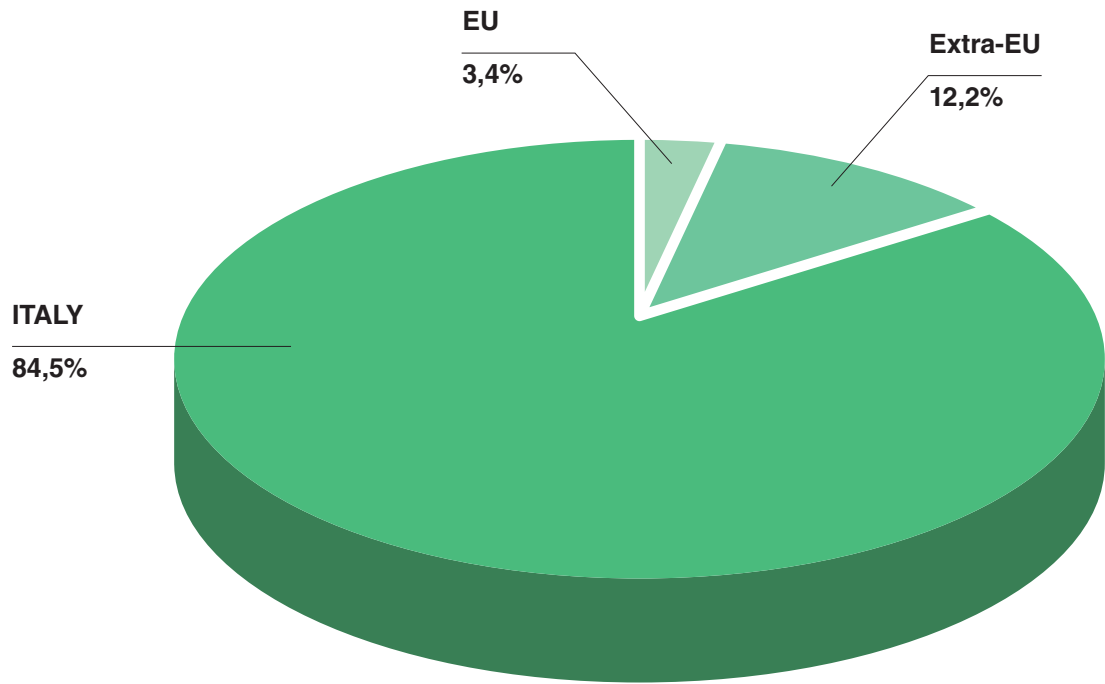
We adopt specific measures and procedures to guarantee workplace safety, reducing risks and providing adequate training. We recognise that a safe environment promotes a climate of trust and enables our employees to fully express their skills and expertise.

As of 31/12/2024, we benefit from the expertise of **163 employees**, grouped as follows [GRI 2-7]:

	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	114	44	158	108	41	149	105	39	144
Fixed-term	4	1	5	4	-	4	2	1	3
Total	118	45	163	112	41	153	107	40	147
Full Time	114	34	148	106	31	137	101	29	130
Part Time	4	11	15	5	11	16	6	11	17
Total	118	45	163	111	42	153	107	40	147

The variations, compared to the previous financial year, were driven by the need to strengthen the internal workforce. New employees were hired under fixed-term and permanent contracts, following a recruitment and selection process conducted by the Human Resources department. During the year, temporary agency workers

were also employed, 15 of whom were subsequently offered permanent contracts directly with Santalucia Mobili. More specifically, personnel on agency contracts, also added due to unexpected increases in orders, hold the following roles: loading/unloading personnel, packaging personnel and machinery operators.



All Santalucia Mobili employees are fully covered by **National Collective Labour Agreements** (CCNL) for the carpentry and interiors sector [GRI 2-30].

The majority of Santalucia Mobili employees are from surrounding communities, highlighting the company's strong roots in its local area.

At Santalucia Mobili, communication is open and the company fosters listening and understanding of each individual's needs. There is a particular focus on work-life balance, adopting part-time and remote-working solutions wherever possible. The company promotes opportunities for engagement, involving personnel at all levels of the company, to promote interaction, a sense of belonging and team spirit.

Undeniably, there has been a global structural change in the labour market, which has prompted our company to redefine its employment management policies. New working requirements have arisen, along with new selection procedures and working methods. This has led the company to adopt structural changes promoting the updating of offers of employment [GRI 3-3].

We have aligned ourselves with changes, adding figures that enable the necessary evolution for achievement of the goals set in our vision for the future. We have also added figures who, by shadowing longstanding experienced personnel, will be able to follow personalised professional training pathways to enter the workforce.

We seek to cultivate a **safe and informal working environment, where our personnel can feel at ease**. We consider the suggestions of our employees and accommodating their requests wherever operationally feasible. In fact, we believe that sharing our successes with all employees is a powerful strategy.

By 2022, we started to monitor the effectiveness of actions taken regarding the management of employment. A skills matrix has been created that indicates an adequate level of assessment for each active employee, aligned with their duties and responsibilities, and specifies goals achieved. A general assessment index has also been drawn up, which we undertake to update

quarterly, in cooperation with division heads. The tools introduced has enabled an increased sense of responsibility amongst our employees, further raising personnel awareness of their role in the wider corporate structure.

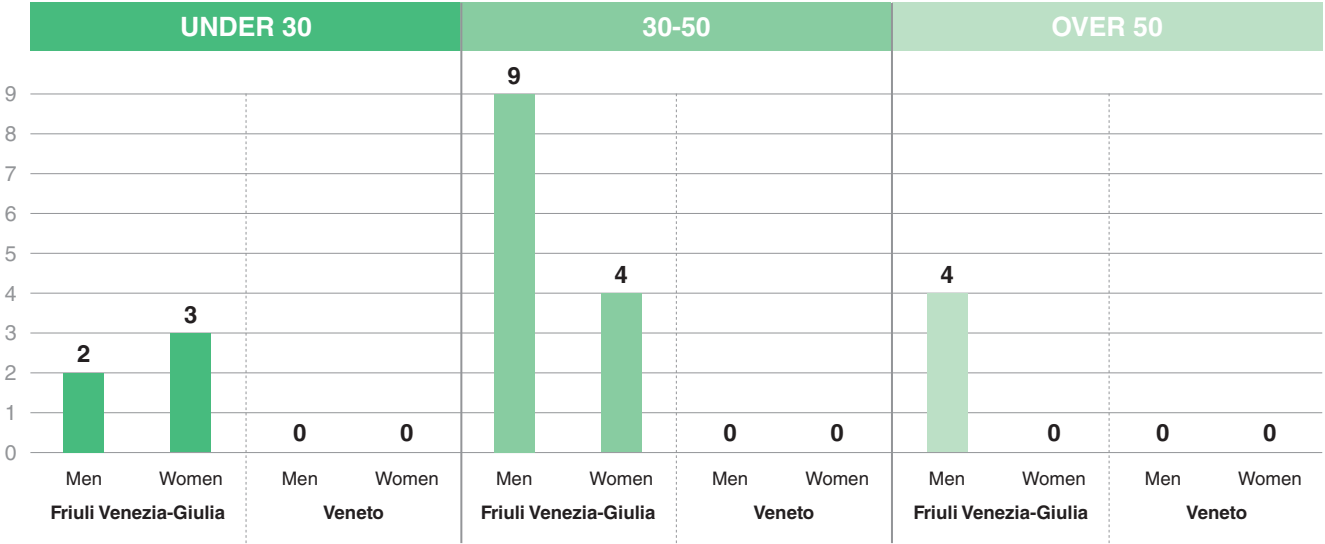
Since 2024, we have introduced a report on departmental training activities and on-the-job learning, which enables us to monitor employee development. As part of our employer branding strategy, we engage daily with both internal and external stakeholders.

We strive to build synergy with other companies in the area, including competitors, through a collaborative communication network. We also implement joint training programs with local schools, the Regional authorities, and the Cluster Legno Arredo, with the goal of attracting, recruiting, engaging, and retaining top talent, while consistently and effectively promoting the company's image in an appealing and authentic way.



5.2 OUR TURNOVER

The table below presents figures for **new hires** [GRI 401-1]

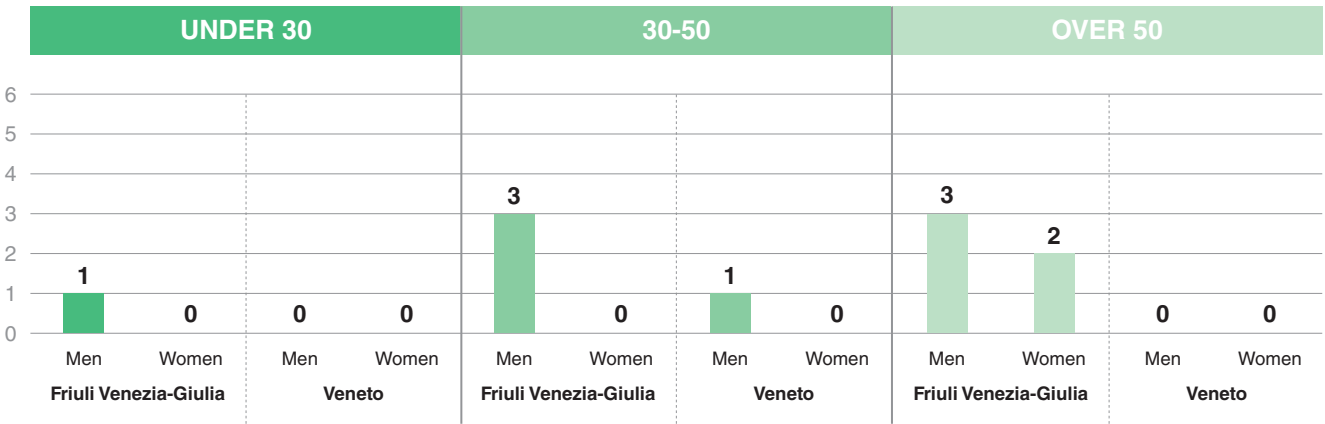


In order to guarantee a series of protections and advantages that contribute to worker wellbeing and safety, benefits provided by Santalucia Mobili include **supplementary healthcare support** through the **Fondo Altea** fund, for workers in the carpentry and construction-materials sectors; insurance coverage extended to all employees which provides coverage of

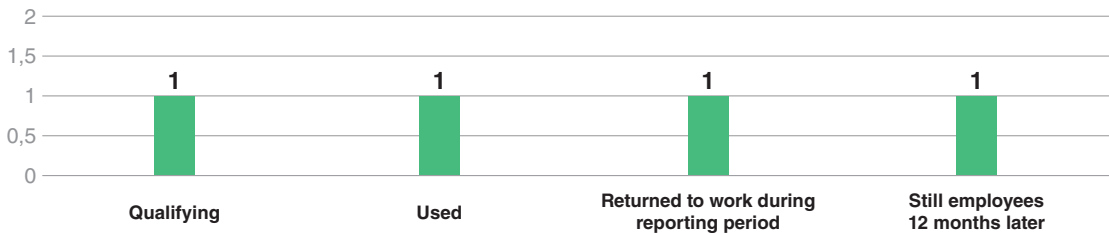
expenses in the event of 7 serious illnesses and one specialist visit per year for each individual employee, at affiliated facilities; parental leave as per legislation [GRI 401-2].

Return-to-work rates and employee loyalty following parental leave are 100%.

The table below presents figures for **turnover** [GRI 401-1]



The table below presents figures for **parental leave** [GRI 401-3]



■ 5.3 TRAINING

Human capital is a hugely important strategic resource, and it is therefore **essential to invest in furthering the professional skills of all people, with a long-term vision.**

Santalucia Mobili is actively committed to training both individuals and teams, offering professional-growth opportunities involving all levels of the company, from a technical and interpersonal perspective. Results are seen not only in professional development of personnel but also in growth of the business as a whole [GRI 3-3].

One key initiative is the **Innovation Platform**, a **training centre for the carpentry and interiors sector with an industry 4.0 approach.**

Employees are invited to participate in this initiative, which offers skills and training activities for specialisation in the use of advanced systems and machinery. Health and safety training conforms with all applicable regulations. Training paths outside the sphere of occupational health and safety have been planned on the basis of employee training requirements.

Professional growth is also closely tied to the company’s adoption of lean philosophy.

Lean management includes techniques for management and development of personnel, considered as the real driving force for improvement of the company. It is important to involve all levels of the organisation, including top management, managers, team leaders and operational personnel, in improvement processes.

The commitment to fully engage and promote our people has had positive effects on the efficiency of company processes.

■ 5.3.1 SUSTAINABILITY AMBASSADORS



At the end of 2023, we launched the “Sustainability Ambassadors” project. This ambitious initiative aims to **propagate a culture of sustainability within the organisation**, across all levels.

A group of personnel from various areas of the company participated in an initial training cycle. This preliminary immersion in the key themes of sustainability enabled them to acquire a knowledge of the principles and challenges involved in sustainable development and its potential impacts, in terms of risks and opportunities, in relation to the company’s operations.

At the end of this process, several individuals were selected and a voluntary team of internal ambassadors was established. These are **key figures who will have the task of actively promoting sustainability within the company**, through suggestions and tangible, innovative initiatives.

The project aims to foster participatory change, where each employee is invited to contribute with ideas and tangible actions to develop corporate culture and build a more sustainable future.



■ 5.3.2 MONITORING TRAINING EFFICACY

Evaluation of training efficacy is carried out after an appropriate period of time, where possible, in order to verify whether the individual has achieved the set goals and demonstrates assimilation of the skills in question. This evaluation is performed by a competent figure capable of providing a reliable assessment.

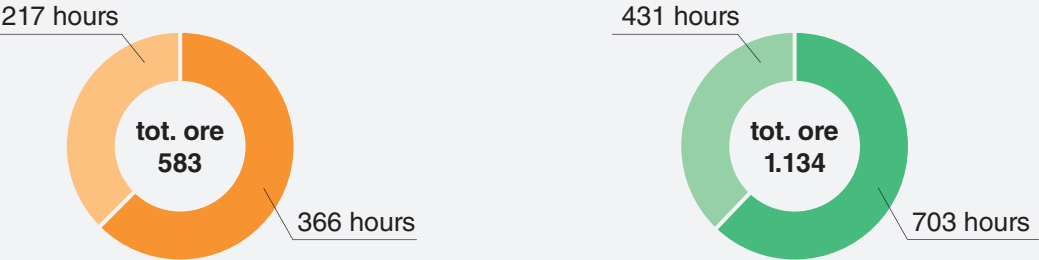
The skills matrix also enables us to track the training progress and acquisition of new expertise for each individual employee and the organisation as a whole. In the event of a low assessment score in the matrix, we organise targeted training, also for individual employees, offering them from a senior company tutor.

For courses provided by external bodies, we consider efficacy to be confirmed with the awarding of a corresponding certificate, particularly if the course involves an examination or final test.
For in-house company courses or on-the-job training, efficacy is evaluated by the ability of the employee to demonstrate assimilation of the necessary skills (e.g. use of a piece of machinery or execution of a task) and the ability to independently manage assigned duties.

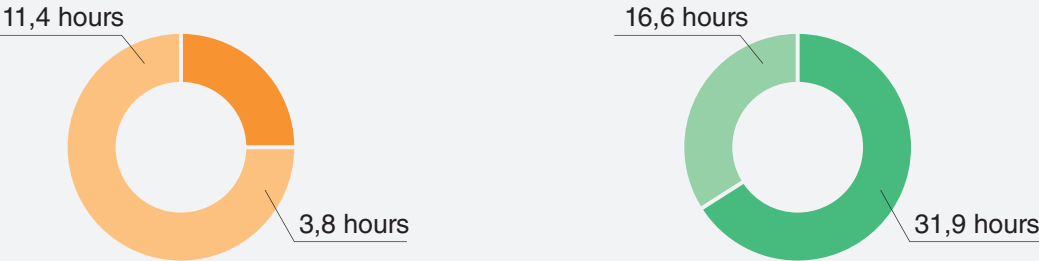
We believe that it is essential to ensure accurate evaluation of training efficacy, as this enables evaluation of the assimilation of skills and the ability to apply them in the working context.

We are committed to providing the resources and support necessary to ensure that evaluation of training efficacy is reliable and targeted at guaranteeing continuous improvement of our employees' skills and performance.

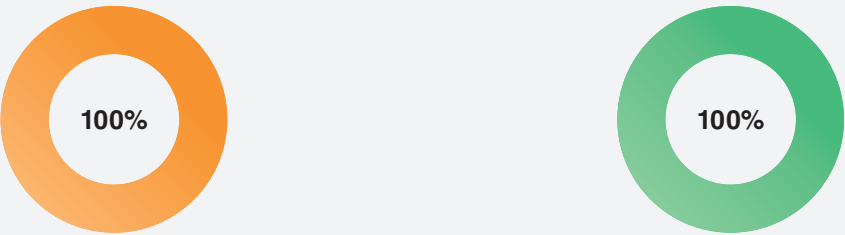
TOTAL HOURS OF TRAINING PROVIDED
to employees by gender and professional category [GRI 404-1]



AVERAGE HOURS OF TRAINING PROVIDED
to employees by gender and professional category [GRI 404-1]



Percentage of employees who underwent performance review
[GRI 404-3]



BLUE-COLLAR WORKERS

Women
Men

EMPLOYEES

Women
Men

■ 5.4 OCCUPATIONAL HEALTH AND SAFETY

■ 5.4.1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICIES AND ACTIONS

One of the key factors behind our company's success is its people, individuals who help build a strong, dynamic organization, driven by enthusiasm and teamwork. For this reason, we are committed every day to ensuring that our employees can work in a safe and welcoming environment.

We have launched specific initiatives for each company department, implementing lean-management training projects that integrate topics linked to occupational health and safety with constant improvement of working environments and production activity.

Through these projects, we aim to **promote a company culture rooted in health and safety and continuous improvement.**

We have undertaken specific initiatives within each department, launching Lean Management training projects designed to integrate workplace health and safety topics with the continuous improvement of work environments, a process further enhanced by the addition of a Lean & Quality Manager, as well as the optimization of production activities.

We intend to promote a mentality oriented towards prevention, awareness and individual and collective responsibility, to guarantee increasingly safe, health and efficient workplaces.

Santalucia Mobili is committed to supporting and promoting these initiatives, recognising the importance of an integrated approach that includes health, safety and continuous improvement in order to **achieve high quality standards and wellbeing for all members of personnel.**

Our company is committed to guaranteeing compliance with safety standards established by applicable regulations, with rolling monitoring and checks to prevent and reduce risks.

We have implemented a company policy to promote occupational health and safety. This policy enables training and education of all employees for the prevention of accidents, ensuring high safety standards not only for our personnel but also for visitors and employees of external companies that work with us.

We also define detailed emergency procedures to handle any accidents, guaranteeing prompt action and effective management of crisis scenarios [GRI 3-3].

The health and safety of our employees is an absolute priority and we have made a commitment to create a safe and welcoming working environment where everybody feels secure and protected. Through continuous training, working to increase awareness and application of best practices, we promote a culture of safety that involves all levels of the organisation.

The effectiveness of training is assessed after an appropriate period to evaluate the achievement of objectives and learning outcomes (since 2024, this has been documented using a dedicated evaluation form). The assessment is carried out by qualified personnel, including the HR Manager, supervisors, department heads, and the Health and Safety Officer (RSPP). For external courses, the obtaining of a certificate (especially when accompanied by a final exam) is considered evidence of effectiveness. For internal courses or on-the-job training, effectiveness is confirmed when the employee demonstrates learning and autonomy in the assigned tasks.

We recognise that the prevention of accidents and ensuring health in the workplace are essential to guarantee the wellbeing of people and the success of the company as a whole.





■ 5.4.2 THE HEALTH AND SAFETY MANAGEMENT SYSTEM IN THE COMPANY

Santalucia Mobili does not have a separate occupational health and safety management system. However, **the company constantly monitors the conditions of all workers in accordance with applicable standards and laws** [GRI 403-8].

Roles are described in a risk-assessment document (DVR) that provides indications on procedures to follow [GRI 403-1].

Workers are encouraged to report any near misses, i.e. situations that could have led to accident or injury. This enables investigation of working conditions that may not guarantee adequate health and safety. Such reports are assessed by the prevention and protection service. During periodic inspections, the head of the prevention and protection service interacts with workers, who are given the opportunity to flag any critical issues or problems. Nevertheless, identification and reporting of factors that may give rise to hazardous situations is the responsibility of the appointed officers. Despite the absence of a dedicated safety management system, routine checks are assigned to an external prevention and protection service.

The head of this service performs regular inspections of the company in order to guarantee compliance with safety regulations. If a worker perceives a risk, it is their duty to report this to the appointed officer, who will assess the working situation and adopt any corrective measures required. The absence of reports regarding workers' health and safety demonstrates the absence of conditions indicating possible hazards [GRI 403-2].

The National Collective Labor Agreement (CCNL) adopted by the company provides employees with the opportunity to enroll in the Fondo Altea – Unisalute, a supplementary healthcare fund established in 2012. This fund offers additional medical and social-healthcare services to employees and their families through a network of partner healthcare facilities across the region. Last year, the company also introduced a comprehensive insurance policy covering all employees. In addition, we enthusiastically joined the WelfareCare initiative, dedicated to breast cancer prevention and sponsored by the Municipality of Prata di Pordenone. [GRI 403-6] [GRI 403-7].

Information on the health and safety of workers is managed exclusively by the company doctor and the company does not receive any information on the state of health of its employees, but may receive indications on preventive measures in the case of specific risks [GRI 403-3].

Workers can report any conditions that place their occupational health and safety at risk through the Worker's Health and Safety Rep. These matters are handled during the periodic annual meeting, as dictated by article 35 of Italian Legislative Decree 81/08. There are no joint committees of management and workers to discuss health and safety matters.

■ 5.4.2 THE HEALTH AND SAFETY MANAGEMENT SYSTEM IN THE COMPANY

Training, particularly where financed, is shared with trade-union reps, who agree the proposed training goals [GRI 403-4].
In accordance with the State-Regions agreement of 21 December 2011 and the minimum training standards, workers are provided with generic and specific training based on their duties [GRI 403-5].

The main categories of occupational injuries that may affect workers include cuts, trips and falls. The action taken in the planning phase to eliminate dangers in the workplace and minimise risks are based on the use of a hierarchy of controls [GRI 403-9].

In 2024, indices for the frequency and gravity of injuries at Santalucia Mobili were calculated based on 1,000,000 working hours and are as follows (see page alongside) [GRI 403-9].

In 2024, no particular types of work-related illness have been identified at Santalucia Mobili [GRI 403-10].

In collaboration with our suppliers, we have introduced healthy snacks (such as nuts and vegan treats) in company vending machines to promote a healthier lifestyle among employees. A new corporate walking initiative is also being developed, allowing employees to participate voluntarily.

In 2024, water dispensers were installed in the offices and in the Via Sagree plant, replacing the supply of plastic bottles. These devices provide chilled and room-temperature still water. Installation is also planned at the Manin production facility, once the necessary connection works have been completed. [GRI 403-6].

FREQUENCY INDEX			
Year	No. accidents	No. hours worked	Table of contents
2024	2	265.433	7,53
2023	1	235.510,17	4,25
2022	3	234.293,41	12,80

SEVERITY INDICES			
Year	No. accident days	No. hours worked	Table of contents
2024	49	265.433	0,18
2023	2	235.510,17	0,01
2022	138	234.293,41	0,59

ABSENCE DUE TO ILLNESS			
Year	Hours of absence	Contracted hours	Table of contents
2024	8.973	328.895	2,73
2023	8.923,00	300.104,00	2,97
2022	12.458,50	291.313,00	4,28

ABSENCE FROM WORK			
Year	Hours of absence	Contracted hours	Table of contents
2024	66.801,30	265.433	25,17
2023	69.189,30	235.510,17	29,38
2022	62.843,99	234.293,41	26,82

OVERTIME AGAINST HOURS WORKED			
Year	Hours of overtime	Contracted hours	Table of contents
2024	3.501	265.433	1,32
2023	4.835,50	235.510,17	2,05
2022	5.754,00	234.293,41	2,46



■ 5.5 SUPPORTING OUR REGION



Santalucia Mobili undertakes to actively contribute to the wellbeing of the community.

The company promotes independent projects and supports organisations working in the social sphere, strengthening the relationship between the worlds of business and education [GRI 3-3]. Training is a priority for Santalucia Mobili, which collaborates with schools and implements educational initiatives. The company understands the importance of investing in young people's education and works to create an environment that nurtures

students' growth. Santalucia Mobili is actively committed to social progress, recognising that success goes beyond financial profit. Its social commitment serves as a positive example for other companies, inspiring integration between the business and social spheres.

THE VALUE OF PREVENTION. THE WELFARE CARE EVENT

Santalucia Mobili has chosen to take concrete action to care for the health of its employees by organizing a free prevention day in collaboration with WelfareCare and the Municipality of Prata di Pordenone. Thanks to the presence of a mobile clinic, several female employees were able to undergo free mammograms and ultrasounds in a private, comfortable, and professional setting.

WelfareCare is a Benefit Corporation specializing in health prevention through public and corporate events across Italy.

It promotes free screenings for the early detection of cancer and other serious diseases, with the goal of making prevention accessible to everyone. A tangible gesture through which Santalucia Mobili combines well-being and care for the health of its people.



A CHRISTMAS OF SOLIDARITY. SUPPORTING THE CRO AVIANO FOUNDATION

Santalucia Mobili chose to support the CRO Aviano Foundation by purchasing its traditional Christmas gift baskets, a gesture that combines the warmth of the holiday season with the spirit of solidarity. Through this contribution, **the company supports the foundation's research and cancer care initiatives**, providing tangible help to those working to improve the lives of patients.



SANTALUCIA MOBILI IS TEAMING UP WITH PRATA VOLLEYBALL CLUB

Santalucia Mobili has confirmed its support for the **Volley Prata male volleyball team**, as a **platinum sponsor**. This partnership between the company and the sporting world highlights Santalucia Mobili's active commitment to social initiatives and local organisations. It also represents an exciting opportunity to establish new relationships and to share stories and common goals.



SUPPORTING BRUGNERA 96 VOLLEYBALL CLUB

Santalucia Mobili is proud to support Pallavolo Brugnera 96, an association that stands as a key reference point for the local community and for women's volleyball. Through this partnership, the company aims to **make a tangible contribution to the growth of young athletes**, promoting the values of sport such as teamwork and dedication. A gesture that strengthens the bond with the local area and the people who are part of it.

TARAKOS APS

Santalucia Mobili continues to support the Tarakos APS association. These donations demonstrates Santalucia Mobili's commitment to supporting and contributing to the activity of Tarakos APS, an **organisation working to provide assistance and support to those with disabilities**. The company is proud to be able to help improve the quality of life of those in difficulty, showing its commitment to inclusion and wellbeing in the community. Santalucia Mobili's donation to Tarakos APS reflects the company's values of solidarity and social responsibility, and we are pleased to be able to make a difference to the lives of the people that Tarakos APS offers support to.



PROJECT FOR THE RECYCLING OF COFFEE GROUNDS

Santalucia Mobili is proud to be a part of the **Illiria Group project**, an initiative promoting sustainability and environmental responsibility. In cooperation with Illiria, **the company will collect residual coffee grounds generated during daily operations and transform them into a useful resource**.

The coffee grounds collected undergo a special process to extract essential oils and nutritional substances. These extracts are then used to produce sustainable materials and products, such as organic plant fertilizer or materials for use in furniture production. This approach enables Santalucia Mobili to reduce waste and contribute to a circular economy where waste becomes a valuable resource.

The project highlights Santalucia Mobili's commitment to sustainable business practices and environmental protection. The company is pleased to be doing its part for the creation of a greener and more responsible future, also through small gestures like collecting and recycling coffee grounds.



JAZZINSIEME

Throughout 2024, we supported a Jazz event, an occasion dedicated to music and culture. This sponsorship reflects the company's ongoing commitment **to support initiatives that enrich the local community and promote the arts**, creating opportunities for connection and shared experiences.



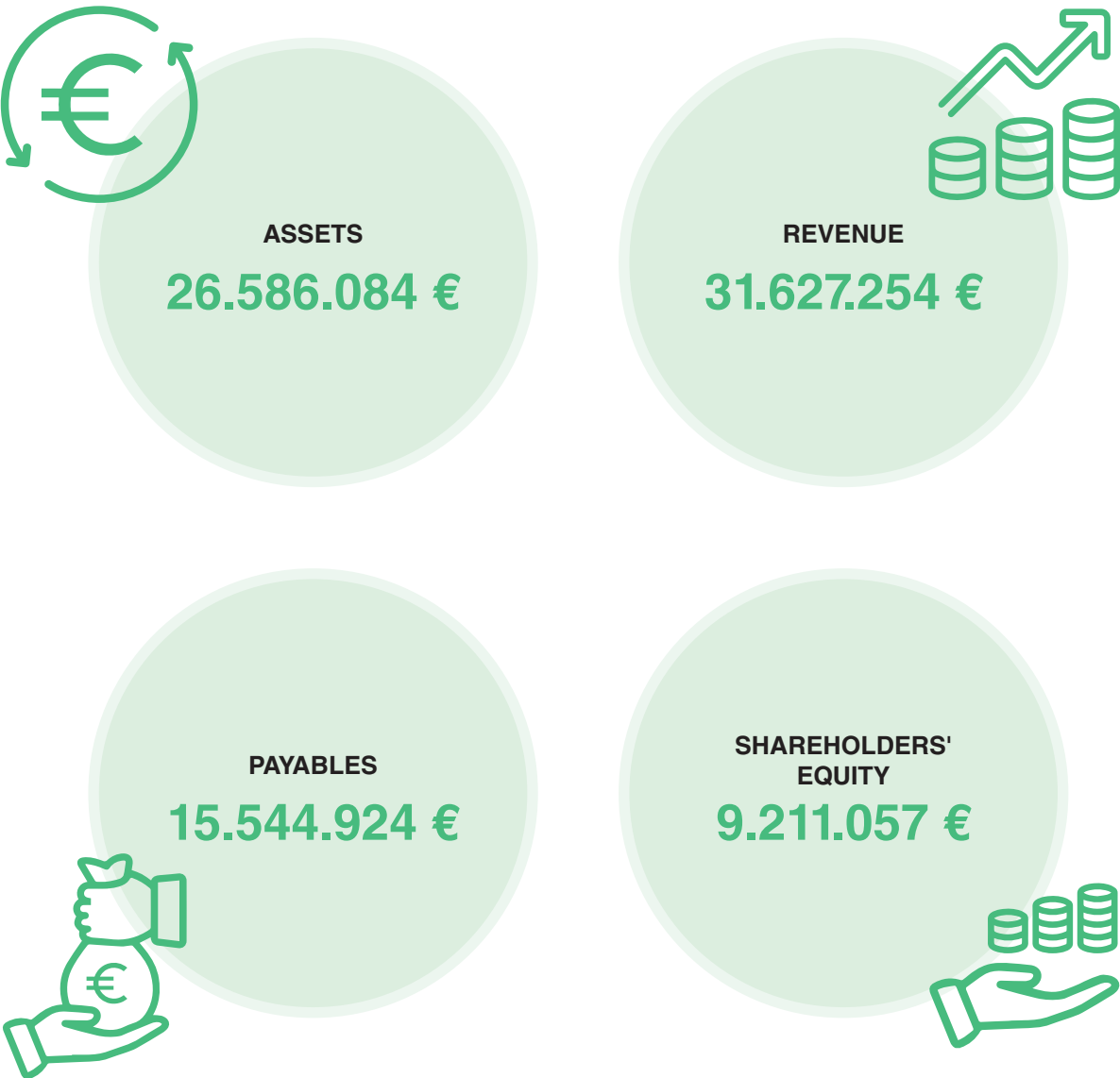
ADOPT AN ORGANIC BEEHIVE

Santalucia Mobili actively participates in the **“Adotta un alveare Bio”** (Adopt an Organic Beehive) project run by the **Iliria Group in partnership with Azienda Agricola Canais**, a Friuli-based farming business specialising in beekeeping. With 14 years of experience, the owner and expert beekeeper has been offering the chance to anyone interested to adopt one or more beehives.

Santalucia Mobili has chosen to join the project, adopting **10 beehives located near Moruzzo**. Each hive has been given a name linked to the company's brands and products. Through this adoption scheme, the company not only contributes to the protection of bees and promotion of sustainable apiculture, but also offers employees the opportunity to visit the beehives and receive updates on their management. On top of this, at the end of the season, a batch of organic honey is provided in gratitude.

5.6 CONTRIBUTION TO THE ECONOMIC DEVELOPMENT OF THE COMMUNITY

ECONOMIC RESULTS



MOBILIFICIO SANTA LUCIA SPA SB			
ECONOMIC VALUE GENERATED	2022	2023	2024
A) Production value	29.066.350	28.932.475	31.109.000
1. Sales revenue	29.066.350	28.932.475	31.200.000
2. Changes in inventories of work in progress, semi-finished and finished products	-	-	-
3. Increases in fixed assets Work in progress	-	-	-
4. Other revenues and income	345.240	402.989	518.000
Core-production revenue	29.411.590	29.335.464	31.627.000
B) Secondary and non-recurring components	2.817	1.351.950	48.000
1. +/- Secondary operations balance	2.817	1.351.950	-
Total economic value generated	29.414.407	30.687.414	31.676.000

ECONOMIC VALUE DISTRIBUTED	2022	2023	2024
A) Remuneration of personnel	6.319.538	6.810.823	7.859.000
B) Suppliers	21.817.345	22.728.257	22.416.000
1. Consumption of raw materials, consumables and goods	13.864.580	13.616.317	13.255.000
2. Costs for services	7.367.286	8.270.602	9.160.000
3. Costs for third-party assets	585.479	841.338	-
C) Remuneration to the public administration	(59.746)	3.281	81.000
D) Outgoings for debt capital	288.136	401.594	369.000
E) Outgoings for risk capital	-	249.999	(246.000)
F) Donations and contributions to associations	9.727	14.410	16.000
Total economic value distributed	28.374.999	30.208.364	30.495.000
% economic value allocated	96%	98%	96%

ECONOMIC VALUE HELD	2022	2023	2024
A) Amortisation, depreciation and write-downs	622.248	622.903	644.000
B) Unallocated profit	417.160	(143.853)	537.000
Total economic value held	1.039.408	479.050	1.181.000
% economic value held	4%	2%	4%

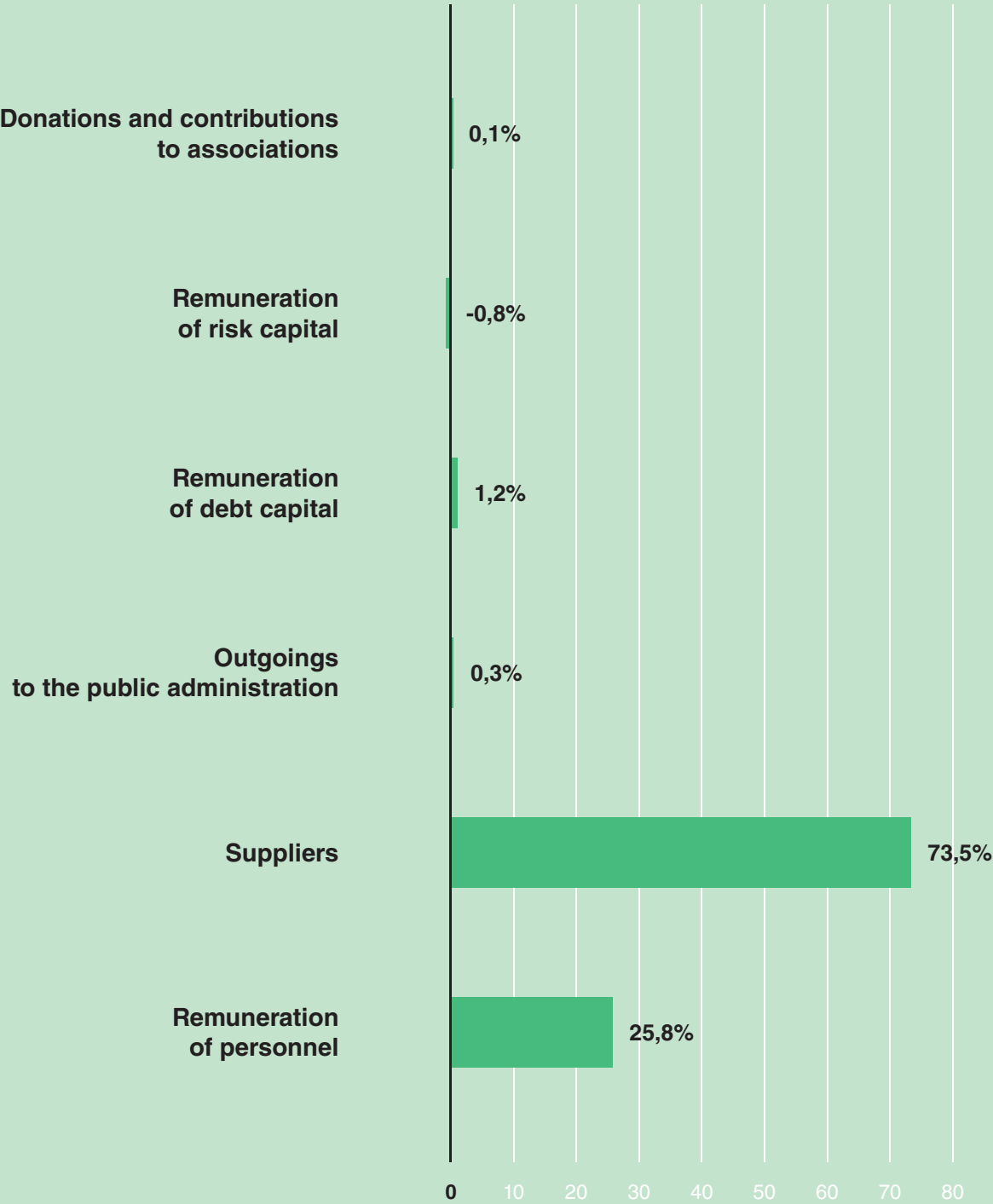
ALLOCATION OF VALUE GENERATED

Information on the creation and distribution of economic value provide a general idea of the creation of wealth by an organisation for its stakeholders. This is useful to identify a direct monetary figure going towards local economies..

This amount has been calculated according to the GRI 201 - 1 structure, which considers the economic value directly generated by the company and allocated.

From this value, it is possible to assess the wealth distributed during the reporting year to these areas:

- Donations and contributions to associations
- Outgoings for risk capital
- Outgoings for debt capital
- Outgoings to the public administration
- Suppliers
- Remuneration of personnel





6

COMMITMENT FOR THE ENVIRONMENT

Santalucia Mobili is committed to developing and manufacturing high-quality products, focusing particularly on reducing environmental impacts and maximising energy efficiency.

Through optimisation of the use of natural resources and raw materials, the company is committed to promoting sustainable and responsible management of resources [GRI 3-3].



6.1 PROCUREMENT OF RAW MATERIALS



Santalucia Mobili works with local suppliers to source a series of materials and services required for furniture production.

This strategic choice is aimed at promoting partnerships with local businesses, supporting the local economy and reducing the environmental impact associated with the long-distance transport of goods.

Santalucia Mobili recognises the importance of a local supply chain and works actively to establish robust relationships of trust with suppliers in the region.

The company defines “local” suppliers as those in the north-eastern regions of Italy, which represent 60% of total suppliers [GRI 204-1].

Santalucia Mobili works with strategic partners that supply the raw materials it requires, including **chipboard, melamine, hardware, etc.**

Although the company does not currently have a specific supply-chain management policy, it is implementing various initiatives with suppliers to improve cooperation, quality and efficiency of the supply chain.

These aforementioned initiatives include:



USE OF CARBOARD PACKAGING

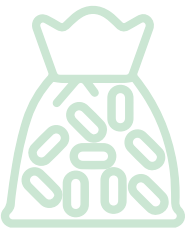
The company prefers the use of cardboard packaging rather than shrink wrap. This choice reduces the plastic use and promotes the adoption of more environmentally friendly materials.



BIO COATINGS



The company has introduced bio coatings on its products. These coatings are formulated with recycled raw materials using production phases with limited environmental impacts, reducing the use of harmful chemical substances.



BMB POLYSTYRENE PRODUCTS

Santalucia Mobili is using BMB polystyrene products, which can be recycled and contribute to reducing environmental impacts compared to traditional polystyrene products.



REPLACEMENT OF CLEANING PRODUCTS

Since 2023, Santalucia Mobili has been testing new non-toxic and less-polluting cleaning products as an alternative to those containing acetone and other toxic substances. This contributes to guaranteeing a safer working environment and reduce the negative environment impacts.

These initiatives highlight Santalucia Mobili's commitment to environmental sustainability and adoption of more responsible practices in the production process and management of products.

Santalucia Mobili recognises that it can be challenging to involve suppliers in sustainability efforts. Despite this, the company constantly strives to promote an informal dialogue with suppliers around these matters.

Even though partnerships may not always be structured, Santalucia Mobili always attempts to establish a certain level of dialogue to raise awareness amongst suppliers regarding the importance of sustainability and the adoption of environmentally friendly practices.

The company continues to work to further the involvement of suppliers and to promote greater awareness of sustainability issues throughout the supply chain.

So far, Santalucia Mobili has not evaluated suppliers from an environmental and social perspective [GRI 308-2] [GRI 414-2]. Nevertheless, the company recognises the importance of such evaluations and is considering implementation of more detailed evaluation procedures.

The goal is to include environmental and social criteria in the selection of all suppliers, in order to promote sustainable practices throughout the supply chain.

Santalucia Mobili is committed to increasing transparency and responsibility in the management of its suppliers, taking into account the environmental and social impacts of their operations.



6.2 ENERGY CONSUMPTION AND PRODUCTION EFFICIENCY

Energy consumption represents a significant component of Santalucia Mobili's production activity. Energy is consumed primarily in the following areas:

1. OPERATION OF PRODUCTION PLANTS AND ASSOCIATED SYSTEMS

Plants transforming wood into finished products require energy to power machinery and equipment used processing. This includes handling of the materials, processing of wood, assembly and other phases of the production cycle.

2. LIGHTING IN OFFICES AND THE PRODUCTION AREA

Adequate lighting is essential both in offices and production areas. Adequate lighting is necessary to guarantee a safe and comfortable working environment, and to facilitate precision and high-quality processing of wood.

Considering the importance of energy consumption in the carpentry sector, companies are increasingly trying to adopt measures to improve energy efficiency, reduce waste and use renewable energy sources where possible. This not only contributes to environmental sustainability, but can also offer significant financial savings in the long term.

3. EXTERNAL LIGHTING

External lighting can also require considerable amounts of energy. This may include lighting of parking areas, entrances to buildings and outdoor walkways, in order to ensure safety and visibility during nighttime hours.

4. OPERATION OF IT EQUIPMENT

In today's world, IT equipment is integral to production activity in the carpentry sector. Computers, servers and other electronic devices require electricity to operate, including cooling and power for IT systems.

6.2.1 ENERGY-MANAGEMENT POLICIES AND ACTIONS

Santalucia Mobili's energy-management policies are focused on rationalisation of energy consumption, targeting the **use of energy exclusively towards production goals and heating of working environments.**

The company is committed to identifying and implementing solutions aimed at maximising energy efficiency, minimising waste and losses [GRI 3-3].

Santalucia Mobili has adopted various strategies to manage energy use and reduce associated environmental impacts. In 2020, the company installed a **liquefied natural gas (LNG) plant** at one of its two facilities. The adoption of LNG as an energy source enables a reduction in greenhouse-gas emissions and increases the energy efficiency of the production process.



Additionally, Santalucia Mobili has invested in the installation of a **photovoltaic system** at its Via Sagree facility, capable of meeting the energy demands of the entire production area.

Solar energy is used to generate clean electricity, reducing reliance on traditional energy sources and helping to limit the environmental impact of CO2 emissions. The photovoltaic plant covers 2,500 m², for a total of 1,000 panels installed and total power of 522 kWp.



Santalucia Mobili closely monitors the efficacy of energy-management actions by monitoring monthly consumption trends.

The company gathers detailed energy-consumption data, including that derived from the electricity grid and the liquified natural gas (LNG) system.

By analysing this data, Santalucia Mobili evaluates the efficacy of measures adopted and correlates them with the company's turnover. Analysing this relationship between energy consumption and turnover enables a better understanding of the company's overall energy efficiency and identification of any areas for improvement.

The company also uses key performance indicators (KPIs) to evaluate energy performance trends. These KPIs include energy consumed per production unit, energy efficiency of machinery and equipment and the percentage reduction in greenhouse-gas emissions.

Through an approach based on data and constant monitoring, Santalucia Mobili is able to assess the impact of energy-management actions and to make any changes or improvements necessary to maximise efficiency and reduce environmental impacts in the long term.

The table below presents energy-consumption figures originating from invoices issued by energy suppliers [GRI 302-1].

Generic conversion factors were utilised to convert fuels into megajoules [GRI 302-2].




Santalucia Mobili's energy-intensity ratio is 0.066, an improvement on the 0.090 in 2023.

This measures the efficiency of energy use in relation to production or other activities, providing a relative measure of energy

consumed per production unit or output of the organisation.

The specific parameter selected to calculate Santalucia Mobili's energy intensity ratio is internal consumption of electricity and LNG (liquified natural gas) in relation to the organisation's turnover [GRI 302-3].

The self-consumed energy produced by the recently installed photovoltaic system has resulted in an annual reduction of 222 tCO2e.

TYPE OF NON-RENEWABLE FUEL	2024 CONSUMPTION (MEGAJoule)	2023 CONSUMPTION (MEGAJoule)	2022 CONSUMPTION (MEGAJoule)
 PURCHASED ELECTRICITY	7.732.580,40	8.786.307,60	8.974.440,00
 SOLAR ENERGY BY SELF-CONSUMPTION	1.567.508,40	219.276,00	-
 NATURAL GAS (COMPRESSED)	676.567,00	625.643,00	816.136,00
TOTAL	9.976.655,80	9.631.226,76	9.790.576,10

*conversion factor: 1 kilowatt-hour = 3.6 megajoules.

Production-linked efficiency indicators are important tools used by Santalucia Mobili to evaluate the efficacy and efficiency of the production process.

Our indicators include:



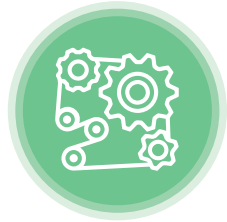
11,91

No. hours invested per product
against no. hours worked



117,53

Hourly
turnover



6

No. improvement
projects



0,48

No. hours worked
against no. packages units

6.3 WASTE MANAGEMENT

Santalucia Mobili implements rigorous waste management, constantly monitoring the volume of waste produced and ensuring observance of all regulations and applicable warehousing requirements. To facilitate this monitoring activity, the company uses a specially designed management system [GRI 3-3].

The most significant forms of waste for Santalucia Mobili include wood shavings, paper and cardboard packaging and packaging in mixed materials.

To prevent the production of waste from the organisation's activities, both upstream and downstream in the value chain, particular attention is paid to the design phase.

With regard to chipboard, offcuts have been reduced through the use of industry 4.0 machinery, which enable greater efficiency and reduced waste. Packaging, on the other hand, is designed to be recyclable, with the aim of reusing it or feeding it back into the production cycle.

In order to manage the significant impacts of waste produced, Santalucia Mobili adopts reuse and recovery practices.

One example is the incineration of waste to generate energy. The company focuses particularly closely on the correct storage of waste it processes, using dedicated separation structures.

In order to optimise the recovery of waste material, Santalucia Mobili works with specialised operators. These partnerships guarantee appropriate recovery of materials and serve to reduce the environmental impacts of waste management

In 2023, the company launched a partnership with Recycla for the disposal of non-recyclable waste and solid materials. This partnership enables us to adopt responsible and efficient practices in the waste-disposal cycle, helping to reduce environmental impacts [GRI 306-1] [GRI 306-2].



6.3 WASTE MANAGEMENT

The table below shows the types and quantities of waste produced [GRI 306-3] [GRI 306-4] [GRI 306-5]. Our operations do not involve the risk of spills [GRI 306-3].

Thanks to actions aimed at improving systems, almost all waste generated by Santalucia Mobili is fed into recovery or recycling operations.

Type of waste	Weight (Tonnes)	Sent for	Hazardous
Sawdust, shavings, cuttings, wood, particle board and veneer	2850,31	Recovery - Recycling	Non-hazardous
Paper and cardboard packaging	121,74	Recovery - Recycling	Non-hazardous
Mixed material packaging	53,09	Recovery - Recycling	Non-hazardous
Fly ash produced from co-incineration, containing hazardous substances.	27,23	Disposal Other disposal operations	Hazardous
Plastic packaging	26,61	Recovery - Recycling	Non-hazardous
Water-based liquid waste containing adhesives or sealants	19	Disposal Other disposal operations	Hazardous
Iron and steel	34,92	Recovery - Recycling	Non-hazardous
Mixed waste	5,6	Recovery - Recycling	Non-hazardous
Waste of plastic	3,83	Recovery - Recycling	Non-hazardous
Discarded equipment	3,41	Recovery - Recycling	Non-hazardous
Aluminium	1,94	Recovery - Recycling	Non-hazardous
Sanitary products, filtering materials, cloths and protective clothing	1,27	Recovery - Recycling	Non-hazardous
Other solvents and solvent mixtures	0,65	Disposal Other disposal operations	Hazardous
Waste adhesives and sealants, containing organic solvents or other hazardous substances	1,72	Recovery - Recycling	Hazardous
Discarded equipment	0,28	Disposal Other disposal operations	Hazardous
Non-chlorinated mineral oils	0,18	Disposal Other disposal operations	Hazardous
Other insulating materials containing or made of hazardous substances	0,17	Disposal Other disposal operations	Hazardous
Packaging containing residues of/contaminated by dangerous substances	0,06	Recovery - Recycling	Hazardous
Used toner for disposal	0,08	Recovery - Recycling	Non-hazardous
3.152,09			

6.4 MATERIALS

Dialogue between stakeholders regarding the choice of materials does not follow a formal procedure, but daily decisions are guided by continuous improvement. Santalucia Mobili does not currently have specific policies to manage the selection of materials. Nevertheless, for sofa products, the company has opted to use recycled fabrics and chosen Saviola environmentally friendly wood panels for certain finishes.

It is important to note that the company recognises the possible negative impacts deriving from the supply chain. Specifically, goods transport from suppliers to the company and vice versa is an aspect with a significant environmental impact. The company has also identified coatings as another area with a negative impact on the environment. It has adopted several specific measures to tackle these problems. For example, it is using bio coatings that contribute to reducing the environmental impacts associated with coating processes.

Other materials used in production are:

**Cardboard**

**Polystyrene**

**Packaging**

**Shrink wrap**

**Glues**

**Glass**

**Metal**

The Company recognises its responsibility to tackle the negative impacts of the supply chain and is taking concrete action for more sustainable selection of materials. Efforts continue for the adoption of increasingly environmentally friendly and industry-leading practices [GRI 3-3].

The table below presents the main raw materials used in production during 2024 [GRI 301-1].

Type of material	Quantity 2024
unprocessed MDF (m³)	71
unprocessed chipboard (m³)	7.866
melamine MDF (m²)	284
decorative paper (m²)	737.823
melamine chipboard (m²)	385.348

6.5 ECOLOGICAL PANEL

The Ecological Panel Consortium promotes the reuse of resources, particularly wood, in order to protect the environment.

Santalucia Mobili shares this vision and has adopted company policies focused on social responsibility and environmental protection. Santalucia Mobili furniture, furnishings and accessories are manufactured using 100% recycled wood panels, which do not require the felling of trees, instead reusing existing resources.

These environmentally friendly panels from the Mario Saviola Group, have **extremely low formaldehyde emissions**, making them a sustainable solution for interiors.

Santalucia Mobili is committed to offering sustainable quality that is reflected in the furniture and furnishings that go into homes, contributing to the creation of eco-friendly environments.



6.5.1 CERTIFICATION OF MATERIALS

Santalucia Mobili places great importance on the quality of its products, and this begins with the careful selection of suppliers and raw materials.

The majority of our suppliers are Italian and Austrian, as we wish to support the growth of our community and we prefer to work with local suppliers wherever possible. This choice also enables us to promote a culture of sustainability throughout the supply chain.

During the process for selection of materials, we seek certified products, with a particular focus on **certifications E1, FSC® and Carb II**.



FSC® certification, for example, identifies wood originating from forests managed in a correct and responsible way according to strict environmental, social and economic standards established by the Forest Stewardship Council® (FSC®). This is a global non-profit organisation promoting the responsible management of the world's forests.

For FSC® certification we implement specific policies and monitoring and checks are conducted by accredited third parties. For certification of the chain of custody, a certification body assesses the traceability of FSC® wood at the different stages of its processing and sale, from the arrival of timber at the sawmill through to production of semi-finished and finished products.



In addition to these certifications, we seek reliable suppliers that observe rules and delivery times, in compliance with **ISO 9001:2015 certified** quality standards.

This enables us to guarantee the quality of our products and offer our customers furniture that meets strict quality standards.

6.6 PRODUCT SAFETY



Santalucia Mobili places great importance on the health of people who use its products. We are always on the lookout for innovative solutions that can improve people's lives and offer an enhanced user experience, identified through detailed market research and analysis of consumer expectations.

One tangible example of this focus has arisen in response to the growing need to live in clean, hygienic and sanitized environments. To meet this need, Santalucia Mobili has adopted **SilverCoat surfaces** for all of its wardrobes.



These surfaces have **antibacterial properties thanks to the use of silver ions**, which are capable of destroying up to 850 different pathogens, killing bacteria extremely quickly. This solution is **useful in both domestic and hotel settings, offering superior hygiene and safety**.

With the introduction of SilverCoat surfaces, Santalucia Mobili demonstrates its commitment to supplying products that not only meet functional and design needs, but also contribute to ensuring environments are healthy and protected for users [GRI 3-3].

6.6.1 CERTIFICAZIONE PER LA SICUREZZA DEL PRODOTTO



Santalucia Mobili has further confirmed its commitment to product safety by acquiring **CARB certification** (California Air Resource Board).



This certification is based on the Airborne Toxic Control Measure (ATCM), which aims to **reduce and control formaldehyde emissions from wood-based materials** used in California and subsequently extended to become the reference standard in Europe as well.

Wood-based panels are classified on the basis of their formaldehyde emissions following the criteria defined by specific technical regulations for the sector.

An emissions class is assigned to the product on the basis of initial testing and regular checks on production. Class E1 panels (with low emissions) can be used without causing a steady-state concentration in the air of the testing chamber (in accordance with UNI EN 717-1) greater than 0.1 ppm, which represents the limit recommended by the World Health Organisation for domestic and living spaces.

Materials compliant with CARB 2 certification are identified directly by suppliers. This certification demonstrates Santalucia Mobili's efforts to guarantee product safety, ensuring that they meet the strictest emissions standards and helping to create healthier environments for consumers.

6.7 R&D, SUSTAINABLE INNOVATION AND A CIRCULAR ECONOMY

Santalucia Mobili is constantly active in research for new solutions to support the transition from a linear economy to a circular economy, working both on raw materials and product development, and anticipating the growing demands of consumers who are increasingly sensitive to environmental issues.

During the product-development phase, sustainability is central.

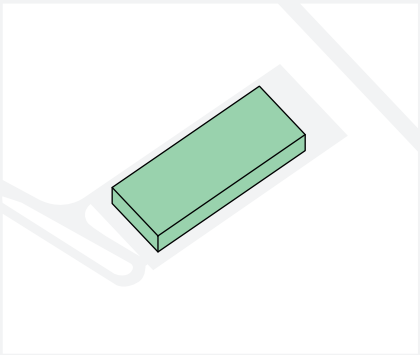
Our goal is to extend the useful life of furniture, using high-quality components that enable repeated assembly and disassembly. Furthermore, we aim to use recyclable materials such as aluminium and glass in our products [GRI 3-3].

In 2023, in the context of efforts to strengthen our commitment to an ever more sustainable approach to furniture design, we developed a concept for a sofa that can be fully disassembled with removable upholstery, and which is easy to take apart and completely recycle. The upholstered seats of the Evan sofa — featuring environmentally sustainable fabric, available in a range of colours — have fully removable covers. In fact, every part of the sofa, from the wooden frame to the upholstery, can be fully disassembled. With this approach, we have tried to achieve the perfect combination of design, comfort and respect for the environment.

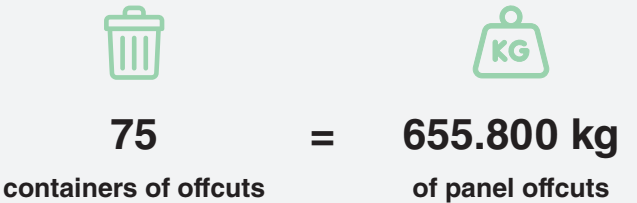
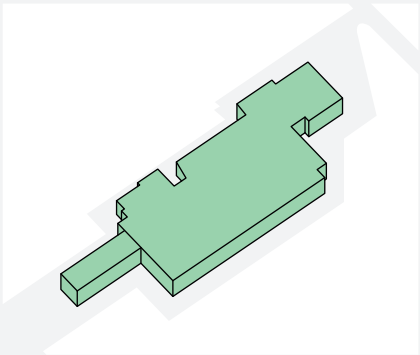
Offcuts from shredding of materials are used for heating via a dedicated heating system at the Via Sagree site.

This process enables us to efficiently harness and reuse processing residue, helping to reduce waste and adopt sustainable practices. Santalucia Mobili is committed to maximising use of available resources and promoting environmentally friendly solutions for the management of production offcuts.

VIA SAGREE, 21 plant



VIA MANIN, 34 plant



Frati is one of our panel suppliers with which we have established a framework agreement to return production offcuts.

These offcuts are then used by Frati for the production of new panels that are then reintroduced into the market.

In 2024, we sent Frati a total of 215 container-loads of waste, corresponding to 2.194.510 kg of panel offcuts from production at the Via Sagree facility.

We also sent 75 container-loads of waste from the Via Manin site, corresponding to 655.800 kg of panel offcuts.

These partnerships with our suppliers enable us to reduce waste, promoting circularity of materials and helping to build a sustainable economic model.





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Santalucia Mobili reserves the right to make all changes necessary to improve its products at any time and without notice.



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