

A photograph of a modern building facade made of light-colored concrete. A large, dark, triangular shadow is cast on the wall. A section of the wall features horizontal stripes. A pine tree is in the foreground on the left, and a bush is on the bottom right. The sky is overcast.

Poliform

2025 SUSTAINABILITY REPORT

Poliform



Dear Stakeholders,

We are pleased to introduce the fifth consecutive edition of our Sustainability Report: a milestone which shows our uninterrupted commitment, and, at the same time, reminds us that sustainability is not a single goal to be reached, but a step-by-step process to be followed with perseverance and dedication.

For the past five years we have been reporting with full transparency on the actions, results and ambitions that guide our vision for responsible and long-lasting development. With this edition we are renewing our commitment to reporting in accordance with the criteria of the Corporate Sustainability Reporting Directive (CSRD), offering increasingly structured and traceable data aligned with European standards.

Data illustrating this process are to be found in this report.

Figures that make us proud, but which do not, in any way, represent the final destination, rather stages of a journey that will continue with the same determination, aware that each new target reached leads to the next one. This is precisely what sustainability means: not a finish line to be crossed, but a process to be followed with perseverance, determination and passion.

Alberto Spinelli, Aldo Spinelli e Giovanni Anzani
Poliform Managing Directors

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Poliform

Poliform was established in 1970 as the evolution of an artisanal enterprise founded in 1942. Since its inception the Company has been characterized by a strong industrial connotation, aimed at combining design excellence with assembly production, to meet the needs of a constantly evolving and increasingly global market.

Throughout the years, Poliform has interpreted the changes in the lifestyles and tastes of an international clientele, while keeping its identity and offering furnishing solutions that blend aesthetics, functionality and innovation. The collection is divided in furnishing systems and accessories for every room in the home, expression of a cohesive and elegant style.

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

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

In 2023 the company further expanded its offer and launched its first outdoor collection, committed to offering a complete and transversal range of home furnishing solutions.

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

HIGHLIGHTS

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Environmental performance



944,16 MWh Energy produced from photovoltaic sources a +9,78% increase compared to 2024



-4% energy consumption compared to 2024 equal to a 1.071,23 MWh reduction compared to the previous year.



-6,45% Scope 1 + 2 emissions compared to 2024 344,23 tCO₂e emissions avoided compared to the previous year.



-8% total production of waste compared to 2024 a reduction of 350 tons compared to 2024.



96% waste destined to reclaiming operations Nearly all waste produced is destined to reclaiming.



-5,53% waste production / hours worked index an improvement of waste management efficiency compared to 2024.

Social performance



834 Employees
women make up 21% of workforce.



96,28% Permanent work contracts
very high levels of occupational stability.



15,23% employees under the age of 30
equal to 127 employees belonging to younger
age categories.

Governance performance



No sanctions for corruption or bribery-related
incidents.

GENERAL DISCLOSURES

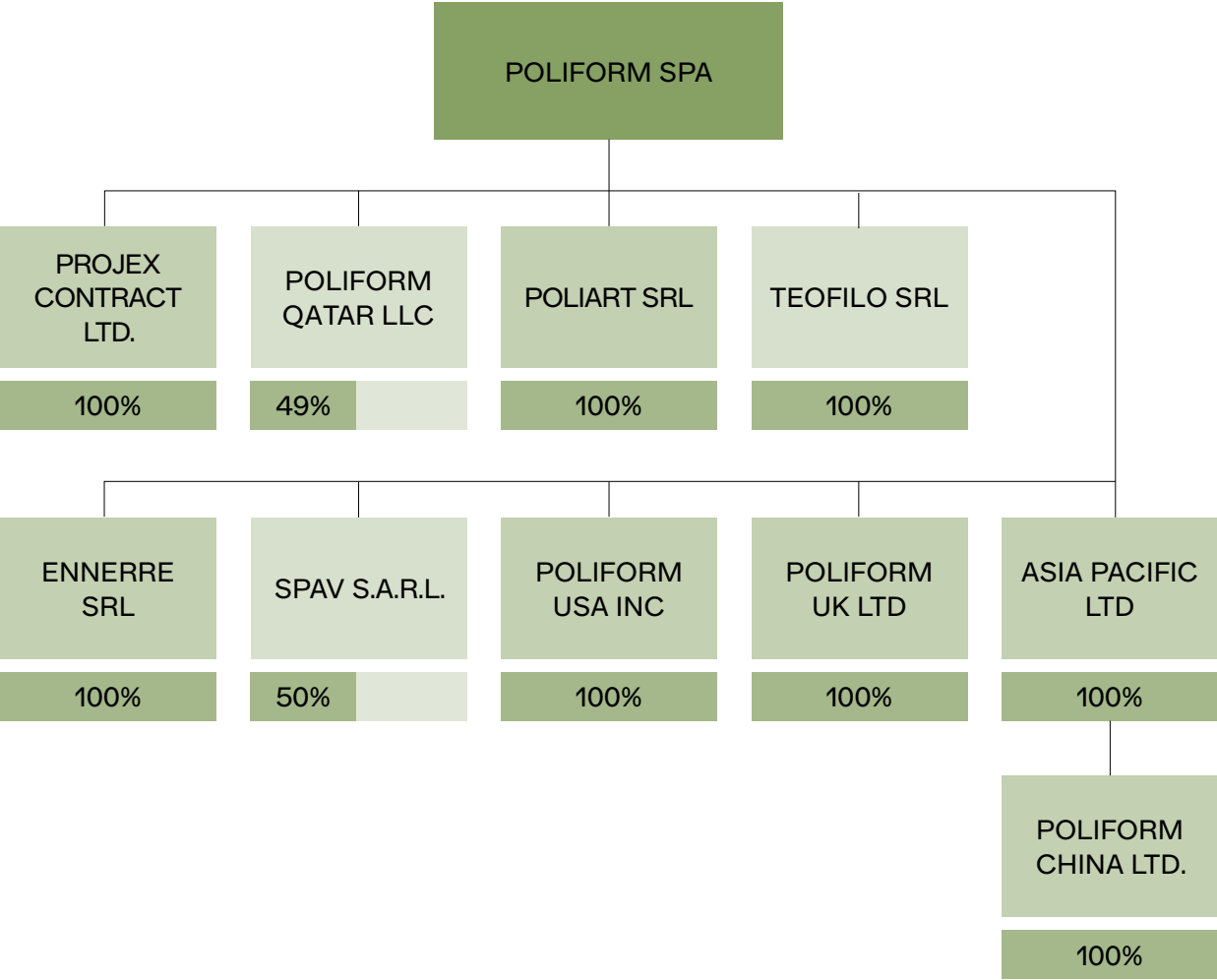


General basis for the preparation of the sustainability statement

General basis for the preparation of the sustainability statement

The reporting scope of the sustainability disclosures listed below is the same as the Group Consolidated Financial Statement and consists of Poliform S.p.A. (consolidating company) and the companies consolidated on a line-by-line basis (for further details please refer to the Financial Statement as of 31 December 2025).

The following chart shows the current corporate structure:



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

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

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

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

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

The role of the administrative, management and supervisory bodies

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

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

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

Said model complies with the applicable legislation in Italy, where the Company has its registered offices.

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

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

Composition of administrative, management and supervisory bodies

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

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

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

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

Information provided to the administrative, management and supervisory bodies

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

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

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

The interactions and operations described above are recorded in the Management Review of the environment and quality management systems; a document that is periodically updated and shared during dedicated meetings. e condiviso tramite appositi momenti d'incontro.

Strategy business model and value chain

Strategy

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

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

Market, products and services, clients

Poliform collections includes a wide range of furnishing solutions for every area in the home, kitchens, bookcases, wall systems, wardrobes, beds, chairs, tables and upholstered furniture.

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

Poliform has always been committed to ensuring that each one of its products is designed to last. Its design philosophy is based on minimalist and functional aesthetics, without superfluous details to focus on durability and efficiency.

Each product combines aesthetic longevity and innovative design, with the meticulous choice of materials and high levels of engineering, to guarantee optimal performance and flawless installation.

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

This commitment includes choosing responsibly sourced materials and promoting solutions that facilitate recycling and repurposing.

Over the years Poliform has expanded its activity in the Contract sector, becoming a point of reference in the market of large supplies.

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

Value chain

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

Production activities for the Group are exclusively carried out by the parent company Poliform S.p.A. and Poliart S.r.l.

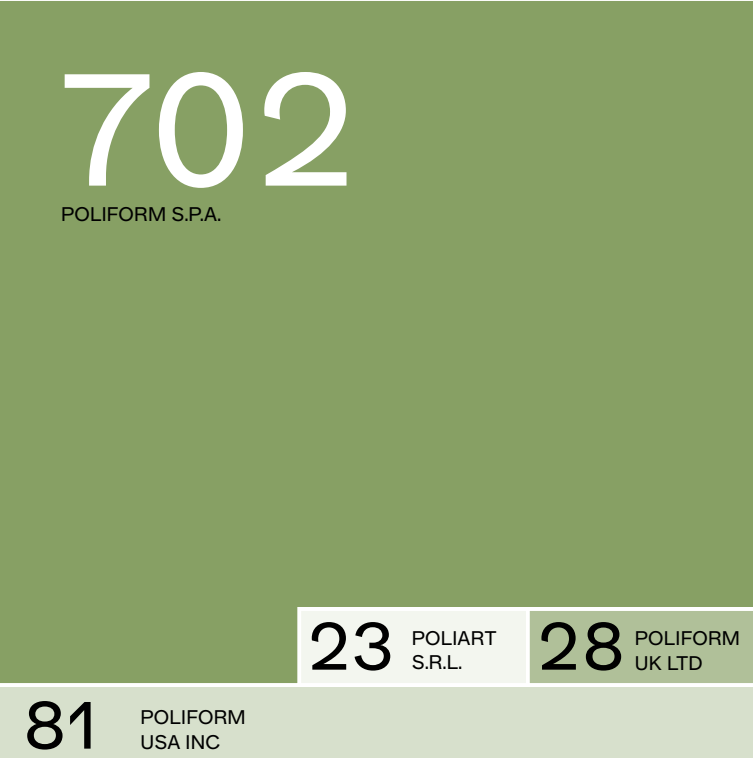
Intra -company activities are summarized in the following table:

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

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

Numero dei dipendenti

Qui di seguito viene riportato il numero dei dipendenti aggiornato al 31/12/2025, suddivisi per le società del Gruppo.



ENVIRONMENTAL DISCLOSURE

CLIMATE CHANGE	25
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Climate change

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

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

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

Impacts, risks and opportunities management

Policies related to climate change mitigation and adaptation.

Poliform S.p.A. adopts an Environmental Policy within the UNI EN ISO 14001 certified management system; the policy, approved by the Board, is available for consultation on the bulletin boards of the company's websites. Here are some excerpts:

Established in 1970 for the production of furnishing systems for every room in the home, the company has always paid close attention to sustainability issues. Poliform S.p.A. recognizes the importance of compliance with environmental regulations, the reduction of production processes-related impacts and the need to address the growing awareness of clients and communities on environmental protection.

During the performance of its activities, the company is committed to meeting the needs of clients and stakeholders, managing processes in accordance with criteria of excellence and environmental responsibility; in detail:

- using eco-friendly, safe and certified raw materials;
- promoting transparent relationships with employees, local communities, clients, suppliers and institutions;
- pursuing the continuous improvement for the efficient use of energy and materials;
- promoting clients, suppliers and stakeholders' awareness and engagement on environmental issues.

The Policy also defines the principles to be pursued by the company. Among the main ones are:

- managing processes according to the logic of progressive reduction and rationalization of energy consumption;
- promoting environmental awareness among clients, suppliers, and other affected parties, by offering high-quality products together with information/training programs on environmental topics.

Actions and resources related to climate change and adaptation

A series of initiatives were carried out during the two-year period to reduce the environmental impact of Poliform S.p.A., in line with the schedule detailed in the system documentation pursuant to ISO 14001.

The Group environmental commitment, which focuses on Greenhouse Gas (GHG) emissions, implemented a series of initiatives aimed at mitigating climate changes, which include:

- the installation of a dedicated photovoltaic plants monitoring software to avoid waste, reduce inefficiencies to the minimum and check any anomalies in real time;
- inflow, internal and outflow logistics are handled by a dedicated internal team in charge of scheduling pick-ups and deliveries to/from suppliers, as well as the intra-site handling of goods, as efficiently as possible;
- the replacement of the wood dust-powered furnace with a more efficient solution, fitted with a heat-metering system, at the Poliform S.p.A. production plant in Lurago.

Poliform offers to all new employees a dedicated training course on environmental issues, with special focus on good practices and conducts to be adopted in the company.

Targets related to climate change mitigation and adaptation

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

The corporate targets in the system documentation include the following:

SUSTAINABILITY TOPIC	TARGET	TIME HORIZON
Climate change and energy	Replacement of the wood dust furnace in Lurago (with a more efficient unit, fitted with a heat-metering system)	Completed
	Retrofitting of lighting systems in all Poliform S.p.A. sites, to be replaces by LED technology.	In progress

Energy consumption and mix

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

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

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

The Poliform S.p.A. sites in Anzano del Parco, Lurago d'Erba, Inverigo and Mirovano are equipped with photovoltaic plants. A photovoltaic plant is also installed on the premises of the Poliart S.r.l. production plant.

In 2025 the Poliform Group produced 944,16 MWh and consumed 619,05 MWh of electricity thanks to its photovoltaic plants, covering 7.8% of total electricity requirements.

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

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

Data related to the energy consumption and mix are not available for Poliform USA, since the premises are leased properties and, therefore not directly attributable to Poliform USA, Inc.

In 2025, he Poliform Group recorded a reduction of total energy consumption, from 26.961,32 MWh in 2024 to 25.890,09 MWh in 2025.

In 2025 the Poliform Group confirmed its commitment to the use of sustainable energy sources, with energy consumption from renewable sources equal to 10.398,25 MWh. Self-generated fuel-free renewable energy increased by 7.4% compared to 2024, validating the direction taken aimed at increasing energy autonomy and progressively reducing environmental impacts.

POLIFORM GROUP ENERGY CONSUMPTION	U.M.	2024	2025
Total energy consumption from company's own operations MWh	MWh	26.961,32	25.890,09
Total energy consumption from renewable sources	MWh	12.102,41	10.398,25
Energy production from wood dust*	MWh	11.525,86	9.779,20
Consumption of procured electricity covered by Guarantees of Origin	MWh	-	-
Consumption of self-generated fuel-free renewable energy	MWh	576,55	619,05
Total energy consumption from fossil fuels	MWh	14.858,91	15.492,00
Consumption of electricity, heat, steam or cooling systems from fossil fuels (from the power grid)	MWh	7.334,79	7.292,10
Consumption of diesel oil	l	325.755,26	314.081,99
Consumption of natural gas	Smc	369.203,56	442.325,73

Total energy consumption from company's own operations MWh	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Total energy consumption from company's own operations MWh	MWh	24.892,66	793,84	N.D.	203,59
Total energy consumption from renewable sources	MWh	10.283,25	115,01	N.D.	0
Energy production from wood dust*	MWh	9.779,20	-	N.D.	-
Consumption of procured electricity covered by Guarantees of Origin	MWh	-	-	N.D.	-
Consumption of self-generated fuel-free renewable energy	MWh	504,05	115,01	N.D.	-
Total energy consumption from fossil fuels	MWh	14.609,41	679,00	N.D.	203,59
Consumption of electricity, heat, steam or cooling systems from fossil fuels (from the power grid)	MWh	6.922,37	269,37	N.D.	100,37
Consumption of fuels from crude oil and petroleum products – diesel oil	l	304.450,00	-	N.D.	9.631,99
Consumption of fuel from natural gas	Smc	404.883,00	37.428,00	N.D.	14,73

* the figure was calculated considering the lower calorific value (PCI) increased by 5% to obtain the higher calorific value (PCS). PCI wood dust =19,7 MJ/kg.

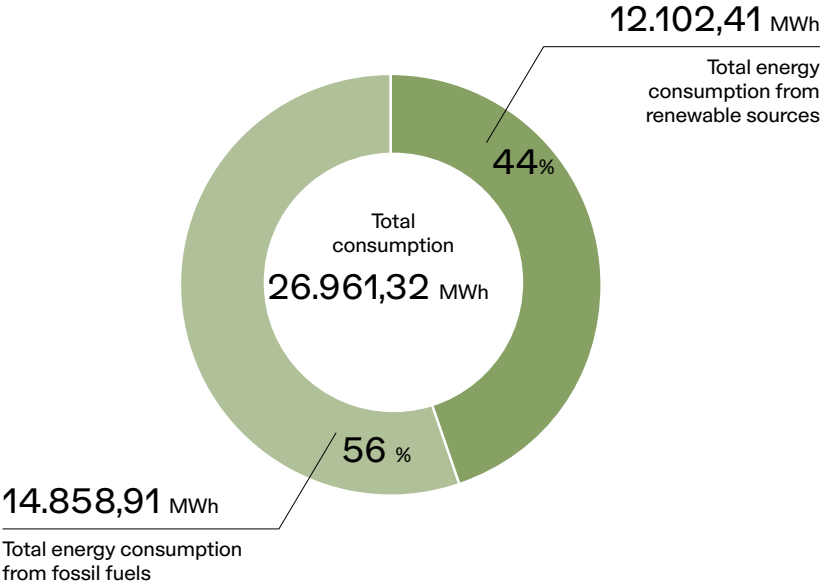
For Poliform S.p.A., the values are also reported in indexed form using an energy intensity indicator, calculated as the ratio between total energy consumption and hours worked/ year, in order to better compare performance over time.

INTENSITY	U.M.	2024	2025
Energy intensity	MWh	0,02	0,02

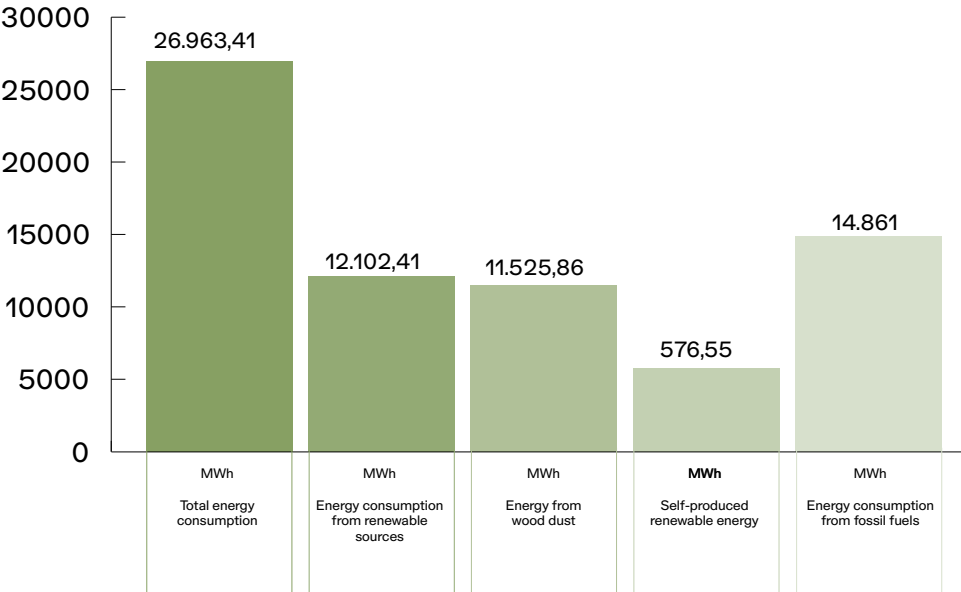
No fluorinated gas (F-gas) leaks were recorded in the two-year period being reported.

F-GAS	U.M.	2024	2025
F-Gas leaks	kg	0	0

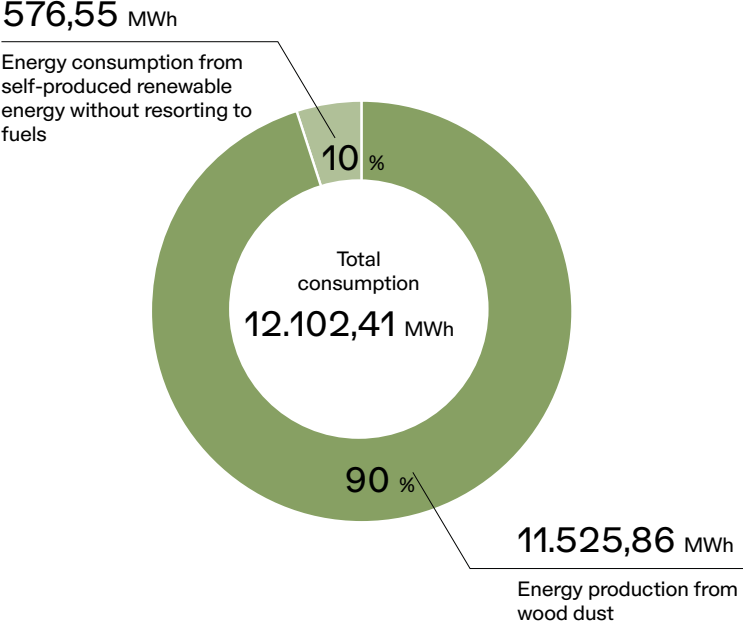
Poliform Group- Energy consumption MWh - 2024



Poliform Group - Energy consumption MWh - 2025



Poliform Group - Energy consumption MWh - 2025



Gross scope 1, 2, 3 GHG emissions and total GHG emissions

Poliform has been performing analyses and inventory of greenhouse gas emissions (GHG) since 2019. Calculations refer to the Group's GHG emissions, with the exclusion of Poliform USA Inc., as previously specified.

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

SCOPE 1: DIRECT EMISSIONS	Emissions resulting from the direct combustion of fossil fuels, such as gas used for heating, fuel for company's vehicles and f-gas emissions; sources of emissions classified as Scope 1 are owned and directly controlled by the Organization and the resulting emissions are classified as direct emissions.
SCOPE 2: INDIRECT EMISSIONS FROM THE CONSUMPTION OF PURCHASED ELECTRICITY	Emissions resulting from the purchase and production of purchased electricity and consumed by the Organization. They are calculated using two different methods: - Location Based: takes into consideration the average domestic energy mix; - Market Based: which takes into consideration the energy delivered by the supplier, net of Guarantees of Origin. This method closely represents the actual situation.

In 2025, the Poliform Group recorded a reduction in overall energy-consumption related GHG gas emissions. More specifically, Scope 2 emissions (Market Based) decreased by 12.7%, levelling off at 3.217,28 tCO2e compared to 3.683,14 tCO2e recorded in 2024, validating the Group's commitment for increasingly efficient and sustainable energy management.

This result is attributable to the energy efficiency and consumption optimization activities implemented during the year and the increase of self-generated fuel-free renewable energy.

GHG EMISSIONS	U.M.	2024	2025
Scope 1	tCO2e	1.670,24	1.772,42
Scope 2 (Location Based)	tCO2e	2.008,10	1.715,39
Scope 2 (Market Based)	tCO2e	3.683,14	3.217,28
Scope 1+2 (Location Based)	tCO2e	3.678,34	3.487,82
Scope 1+2 (Market Based)	tCO2e	5.353,38	4.989,70

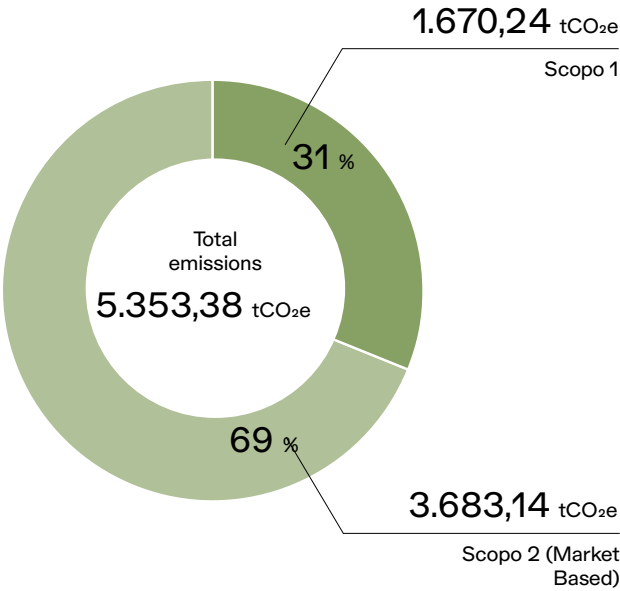
GHG EMISSIONS	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Scope 1	tCO2e	1.671,27	75,83	N.D.	25,32
Scope 2 (Location Based)	tCO2e	1.628,42	63,37	N.D.	23,61
Scope 2 (Market Based)	tCO2e	3.054,15	118,84	N.D.	44,28
Scope 1+2 (Location Based)	tCO2e	3.299,69	139,20	N.D.	48,93
Scope 1+2 (Market Based)	tCO2e	4.725,42	194,67	N.D.	69,61

Poliform S.p.A. emission performance is also analyzed using an emission intensity indicator, which compares overall emissions to hours worked.

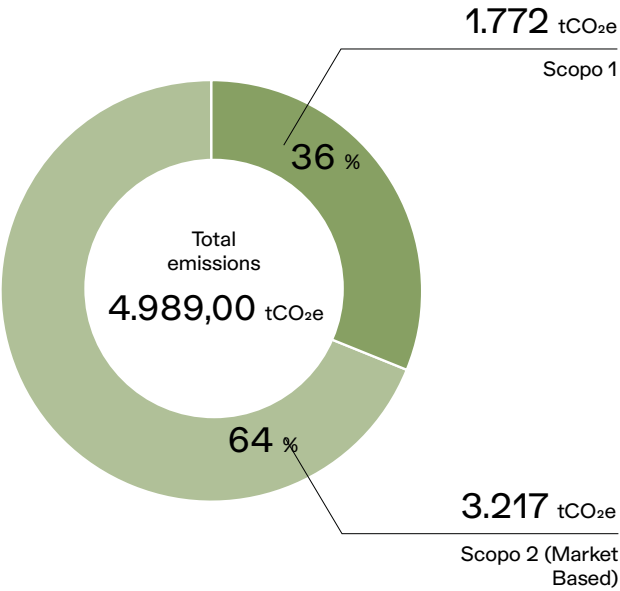
Poliform Group's emission intensity slightly decreased in 2025, confirming the company's ability to optimize energy consumption and limit climate-changing emissions, by progressively improving operational efficiency and environmental performance.

INTENSITY	U.M.	2024	2025
Emission intensity	tCO2e/h	0,0039	0,0038

Poliform Group - GHG tCO2e - 2024 Emissions



Poliform Group - GHG tCO2e - 2025 Emissions





Pollution

Poliform is not required to file an EPRTR report, since its activities do not fall within the ones subject to regulation 166/2006. The analysis of the substances classified in accordance with Regione Lombardia Resolution 4837 of 2021, which implements the amendment of Legislative Decree 152 with Legislative Decree 102/2020, is performed annually by the HSE department.

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

Water and marine resources

The Group regularly monitors its water consumption, despite it not being an applicable topic, since the majority of consumption is attributable to domestic purposes, and water is procured from the public aqueduct.

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

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

WATER CONSUMPTION	unit of measure	2024	2025
Poliform Group	mc	13.674	13.428

WATER CONSUMPTION 2025	UM	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Water from the public aqueduct	mc	12.345	586	N.D.	497





Resource use and circular economy

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

Policies related to resource use and circular economy

Poliform S.p.A. adopts an Environmental Policy within the scope of the UNI EN ISO 14001 certified management system. The documentation defines the environmental principles that the company commits to pursue.

Including:

- managing processes according to a logic of progressive reduction and rationalization of raw materials consumption
- reducing, as far as technically and economically sustainable, the environmental impact of processes, starting with the use of low-impact raw materials from safe and certified origin;
- promote increased awareness on the issue of resources and circular economy among clients, suppliers and other interested parties, by offering high-quality products and at the same time, sharing information on the related environmental topics.

Actions and resources related to resource use and circular economy

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

Poliform is highly committed to ensuring that all its products can perform their function over time, always guaranteeing the highest quality. Poliform adopts a clean and minimalist style, avoiding non-essential details, to develop products that will last in time. This aesthetic longevity is combined with high-quality design, high levels of engineering in our modular systems, the accurate choice of raw materials and the safety of flawless installation.

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

The project to replace the polystyrene packaging used for our upholstered furniture with other solutions using recycled materials was completed in 2025.

Targets related to resource use and circular economy

The following circular economy-related targets were identified:

SUSTAINABILITY TOPIC	TARGET	TIME HORIZON
Circular economy	Replacing polystyrene packaging for our upholstered furniture	Completed
	Replacing polystyrene packaging for our furnishing complements with cardboard packaging	In progress

Resource inflow

WOOD

The raw material most used by the company and the one that made Poliform a leading brand in the wood-furnishing, home décor sector.

Wood is a 100% natural, recyclable material used to make the majority of Poliform's indoor and outdoor furnishing. The material used in our collection is guaranteed from responsibly managed forests to ensure sustainability in the entire supply chain.

Wood-based products are completely recyclable to reclaim material or energy. Our outdoor teak collection and the material used to produce our systems is FSC certified.

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

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

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

The company has complied with these requirements since 2013.

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

PLASTIC AND DERIVATES

Poliform mainly uses plastic materials for coating furnishing complements; especially ABS and polyethylene. ABS is a very durable plastic that does not corrode easily. Given its properties, it can be heated repeatedly and is considered one of the most suitable plastic materials to be recycled. It is also impact resistant and extremely durable. Polyethylene or polyzene is a thermoplastic resin with excellent insulating properties and chemical stability. It is a very versatile, inexpensive material.

Other synthetic materials, such as Corian or PVC are used in the Kitchen division.

SEMI-FINISHED METAL PRODUCTS

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

MARBLE, CERAMICS AND OTHER NATURAL MATERIALS

Natural materials, such as marble, ceramic quarts and others are extensively used in the Kitchen division.

GLASS	Poliform uses glass to produce tables and coffee table tops, and cabinet doors. Glass can be considered for all intents and purposes an “everlasting material”: it can, in fact, be recycled repeatedly, without loss of material or properties.
FABRICS	Poliform mainly uses fabrics made with natural fibres, such as cotton and linen, or artificial fibres, such as viscose. Natural fibres are considered, by their nature, to be sustainable, given their recyclability properties and the limited consumption of auxiliary resources (such as chemicals or energy employed during the processing/production stage). Poliform works with a selected network of local suppliers, rated for their reliability, traceability, and transparency. The fabrics are chosen based for their sustainability, and the performance of the finished product.
CHEMICALS	Some processes, for example gluing and painting, require the use of auxiliary chemicals. Our industrial processes are optimized in order to reduce the consumption of chemicals according to the production unit, and consequently, reduce the risks connected with each auxiliary material. The company is researching the best possible solutions available for painting processes, preferring water-based paints to solvent-based ones. This solution, in addition to obvious advantages in terms of occupational health and safety, has resulted in a lower impact on the environment in relation to the danger of waste produced.

PAPER FOR OFFICE USE	Since Poliform is a product design and development company, paper still plays a key role in our day-to-day work. The company is engaged in an awareness campaign to reduce printed documents in the office, and, whenever paper needs to be used, it is procured from FSC certified sources.
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Packaging

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

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

The solution adopted guarantees high flexibility and reduction of waste: packaging is produced internally and therefore can be easily adapted to the extreme variety of dimensions and shapes of our products.

A spend classification was performed for the two production companies, namely the parent company Poliform S.p.A. and Poliart S.r.l for the 2024-2025 two-year period.

The following table shows the data with different units of measure.

There was an increase in the purchase of FSC certified materials, from 738.490 sq.m. in 2024 to 749.867 sq.m. in 2025, validating the Group's commitment to the responsible and sustainable procurement of raw materials.

RESOURCE INFLOW	TYPE	U.M.	POLIFORM S.P.A.		POLIART S.R.L.	
			2024	2025	2024	2025
Technological materials	Plastic and derivates	€	177.657	220.361		
	Semi-finished metal products	€	3.597.248	5.608.273		
	Natural materials (marble, quarts, ceramics)	€	3.146.248	4.280.541		
	Synthetic materials (Corian, PVC, ...)	€	192.236	132.401		
	Upholstery (muslin mock-up)	€	5.042.886	5.351.136		
	Glass	€	2.216.426	1.956.670		
	Chemicals and auxiliary products	kg	224.181	250.036	8.368	7.813
	Electric appliances	n	1.400	1.922		
Biological materials	Wood based materials	€	19.822.614	13.458.375		
	Wood based materials	kg			299.941	290.570
	Fabrics and leather	€	5.912.240	5.842.740		
	Paper (reams)	€	81.208	114.987		
	Cardboard	€	1.222.391	1.270.202		
Certified biological materials	FSC materials	Sq.m.	738.490	749.867		

Resource outflow

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

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

Hazardous waste represents a very small percentage of the total amount, equal to 3.5% of total waste.

There was a decrease of waste produced in 2025 by the Poliform Group.

WOOD DUST

Reclamation of energy (R1) – Wood dust

Plants to produce thermal energy by combusting wood dust were installed at the Arosio, Inverigo and Lurago d'Erba facilities. Large quantities of wood dust, a by-product of cutting scraps, are thus reclaimed to produce energy to be used internally in each production site. Approximately 1,700 tons of scrap wood are reclaimed every year, with a thermal yield of approximately 3.5 billion kilocalories. The quantities of wood scraps reclaimed to produce energy are constantly increasing.

DISTILLATION OF SOLVENTS

Reclamation of material (R2) – Distillation of solvents

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

In 2025 the Poliform Group recorded a decrease of overall waste produced equal to 8,1%, from 4.693.351 kg in 2024 to 4.339.851 kg in 2025. In addition, over 96% of non-hazardous waste produced during the year was destined to reclamation, confirming the commitment to optimize production processes and the responsible management of resources.

Wood dust conversion into energy, 1.778.037 kg in 2025, represent a consolidated practice which gives value to a secondary raw material within our industrial processes.

Detailed data for 2025.

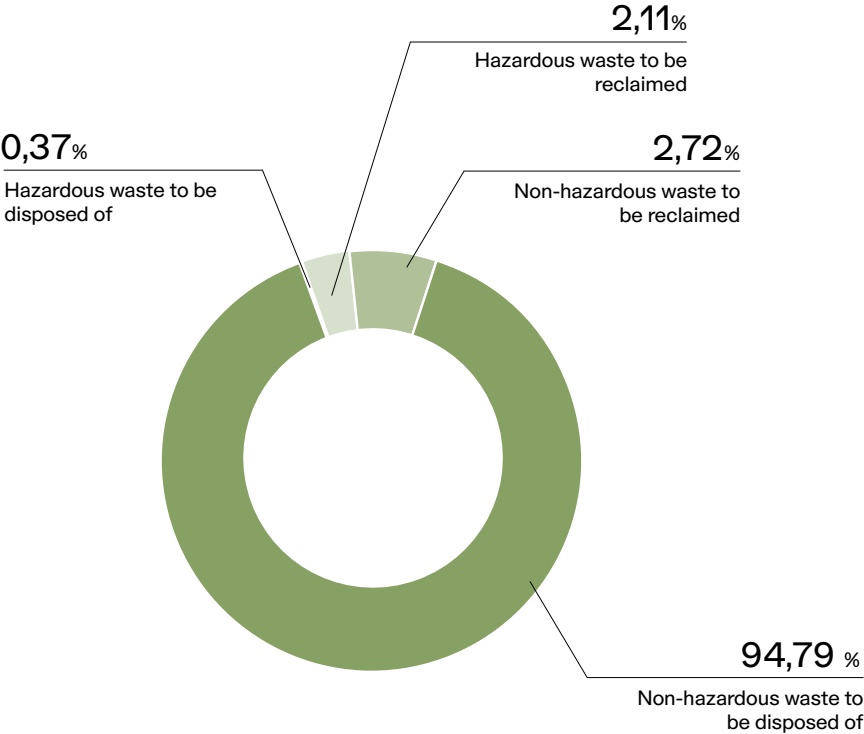
POLIFORM GROUP		
Waste (kg)	2024	2025
Total generated waste	4.693.351	4.339.851
Total non-hazardous waste	4.576.876	4.187.951
Non-hazardous waste to be disposed of	127.827	131.045
Non-hazardous waste to be reclaimed	4.449.049	4.056.906
Total hazardous waste	116.475	151.900
Hazardous waste to be disposed of	17.441	19.720
Hazardous waste to be reclaimed	99.034	132.180
Secondary raw material (internal energy reclamation) wood dust	2.095.610	1.778.037
Waste to be recycled (reclamation of material) distillation of solvents	21.900	20.760

WASTE (KG)	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Total generated waste	4.135.139	164.260	n.a.	40.452
Total non-hazardous waste	3.983.299	164.260	n.a.	40.392
Non-hazardous waste to be disposed of	100.391	30.500	n.a.	154
Non-hazardous waste to be reclaimed	3.882.908	133.760	n.a.	40.238
Total hazardous waste	151.840	0	n.a.	60
Hazardous waste to be disposed of	19.660	0	n.a.	60
Hazardous waste to be reclaimed	132.180	0	n.a.	0
Secondary raw material (internal energy reclamation) wood dust	1.778.037	n.a.	n.a.	n.a.
Waste to be recycled (reclamation of material) distillation of solvents	20.760	n.a.	n.a.	n.a.

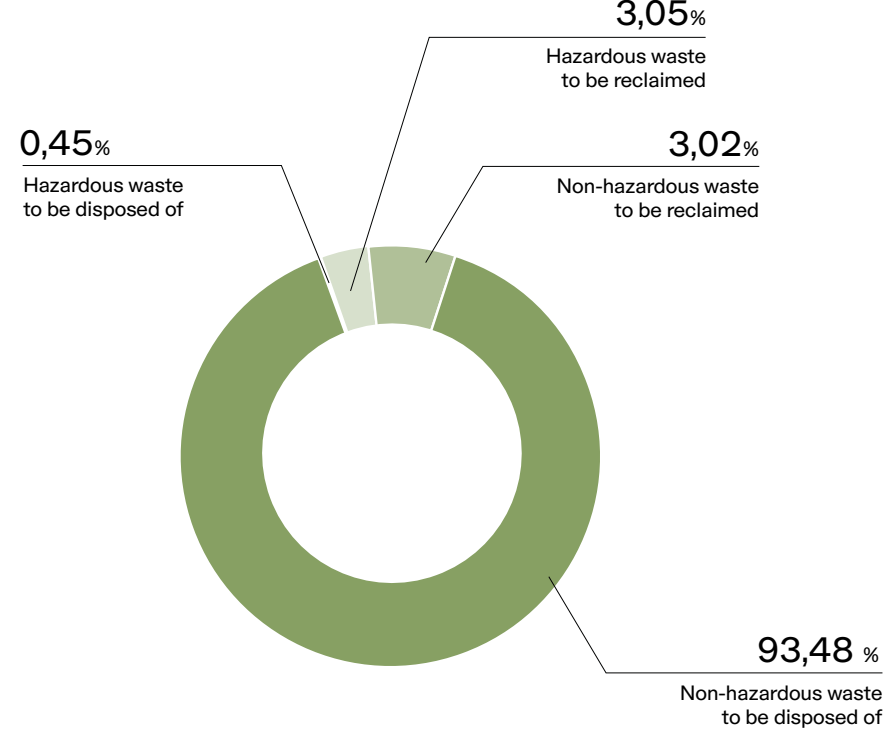
The following table shows Poliform S.p.A. waste-related data expressed in indexed format: index per activity unit (worked hours).

In 2025 the waste production index went from 3,50 kg/h to 3,30 kg/h, showing an improvement in process efficiency and management of the Group's production resources.

Poliform Group generated waste - 2024



Poliform Group generated waste - 2025



SOCIAL DISCLOSURE

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Own workforce

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

Constant focus on people, as single individuals and as a community, is what drives Poliform to meet their different needs and requirements, managing a series of initiatives aimed at improving the standards of life inside and outside the company.

Policies related to own workforce

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

Specific reference is made to company policies concerning:



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

Reporting channels

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

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

In 2025, Poliform S.p.A. introduced a whistleblowing system with a dedicated portal for filing complaint to the competent Committee. The portal is accessible to every person that within the scope of their activities, becomes aware of regulatory or internal violation. Confidentiality and protection from retaliation is guaranteed to whistleblowers, as well as to possible facilitators or other connected subjects.

Actions related to own workforce

Some examples of good practices implemented by the company:

PARENTHOOD

To make life-work balance easier, Poliform S.p.A, introduced flexible working hours for working mothers with children under the age of 8; they can have a shorter lunch break and leave work half an hour earlier. Thirteen women are currently taking advantage of this option.

It was also decided to extend the duration of paid parental leave for Poliform USA Inc., applying the maximum period provided for by the state of New York to the branches located in Florida, California and Washington D.C.

CORPORATE RATES

Poliform S.p.A. offers its employees the possibility to take advantage of corporate rates for insurance and banking services at various local banking institutions with subsidized fees and rates. The services of a local accounting firm are available to employees for filing tax returns.

Corporate rates are also available at local shopping centres, auto mechanics, gyms, pharmacies and physical rehabilitation centres. Benefits include luncheon vouchers for all employees.

WELLBEING

In order to promote the wellbeing of its personnel, Poliform USA Inc., gives its employees the possibility to work remotely for limited periods of time and personal needs. The option “Summer Recharge Days” was also introduced to give employees an extra free day each month during summer to rest and recharge.

Targets related to own workforce

In line with the principles of integrity and transparency which guide the organization, the implementation of the Code of Ethics has been defined as a priority target. The Code of Ethics is a fundamental tool for guiding conduct, decisions and internal and external relations in accordance with shared and responsible standards.

TOPIC	TARGET	TIME HORIZON
Own workforce	Implementation of the Code of Ethics	Medium
	Implementation of the internal whistleblowing channel	Completed

Characteristics of the Undertaking’s employees

The following tables show personnel data, analyzed by gender and type of contract to offer a clear and transparent picture of workforce composition.

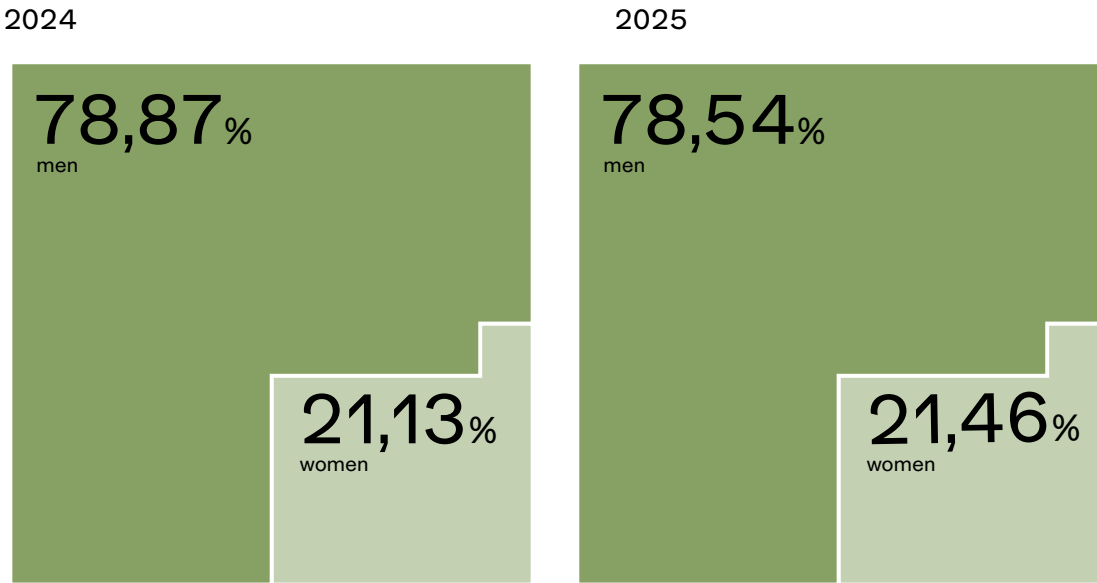
As of 31st December 2025, total company’s personnel amounts to 834 people. In addition, in September 2025, Poliform USA, Inc. inaugurated Poliform LATAM, a new office located in Santiago, Chile, with 5 employees, 4 women and 1 man.

In 2025 the Poliform Group confirms a stable employment structure, characterized by a strong prevalence of permanent work contracts, equal to over 96% of total employees. Constant is the number of female personnel, with 179 women employed in 2025.

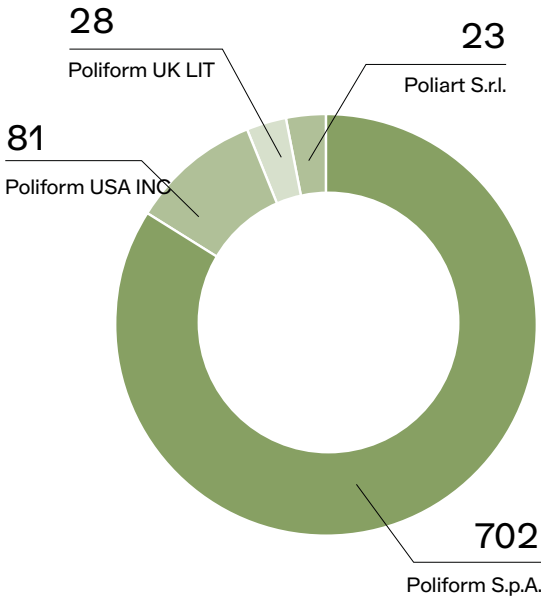
CHARACTERISTICS OF THE UNDERTA- KING'S EMPLOYEES	U.M.	2024	2025
Total employees	n	847	834
Men	n	668	655
Women	n	179	179
Total employees with permanent work contract	n	815	803
Men	n	642	629
Women	n	173	174
Total employees with temporary work contract	n	32	31
Men	n	26	26
Women	n	6	5
Total full-time employees	n	835	822
Men	n	665	652
Women	n	170	170
Total part-time employees	n	12	12
Men	n	3	5
Women	n	9	7
Total separations	n	74	73
Turnover (%)	6,5%	16,7%	19,1%

CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES/ 2025	U.M.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Total employees	n	702	23	81	28
Men	n	583	21	37	14
Women	n	119	2	44	14
Total employees with perma- nent work contract	n	673	21	81	28
Men	n	558	20	37	14
Women	n	115	1	44	14
Total employees with tempo- rary work contract	n	29	2	0	0
Men	n	25	1	0	0
Women	n	4	1	0	0
Total full-time employees	n	697	20	79	26
Men	n	582	19	37	14
Women	n	115	1	42	12
Total part-time employees	n	5	3	2	2
Men	n	1	2	2	0
Women	n	4	1	0	2
Total separations	n	44	4	21	4
Turnover	%	6,3	17,4	25,9	14,3

Poliform group - Employees' characteristics %



Total employees (n)
Poliform Group 2025



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

The Group avails itself of non-employee worker, such as retired collaborators, freelancers and agents.

In 2025, there were 70 non-employee workers in the Poliform Group, with the same number of female workers compared to the previous year (11 collaborators).

NON-EMPLOYEE WORKERS	u.m.	TOTAL 2024	TOTAL 2025
Men	n	53	59
Women	n	11	11

NON-EMPLOYEE WORKERS 2025	u.m.	POLIFORM S.P.A.	POLIART S.R.L.	POLIFORM USA INC	POLIFORM UK LTD
Men	n	56	0	0	3
Women	n	10	0	1	0

Collective bargaining coverage and social dialogue

All employees in the Italian plants and offices are protected by collective national labour agreements (CCNL in Italian) and are represented by union representatives, guaranteeing 100% coverage.

Diversity metrics

Diversity is considered an added value in the Poliform Group, which enriches the Organization and strengthens its ability for innovation; the following tables show the main data related to the composition of top management by gender and the distribution of company’s workforce by age group.

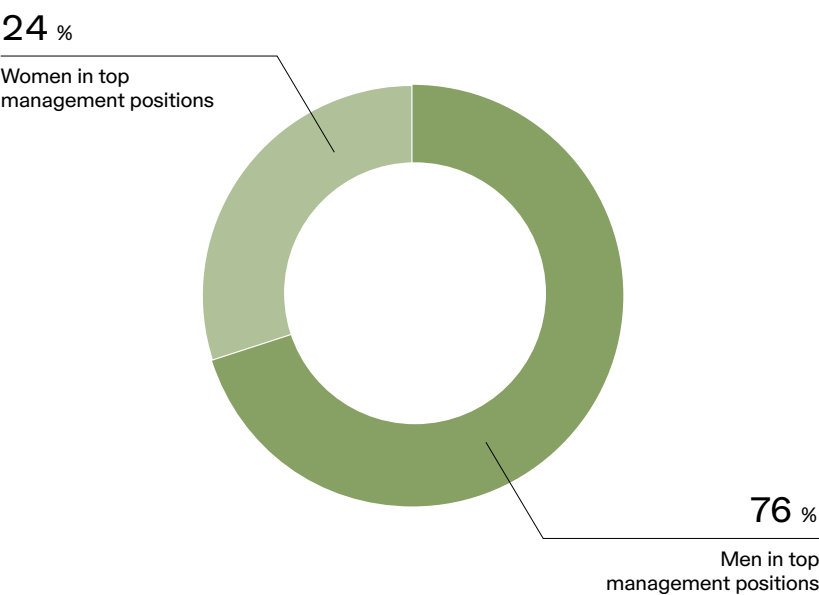
In 2025, there was an increase of positions covered by women in top management for the Poliform Group, with a percentage that went from 21,05% to 24,32%, a sign of the commitment to have increased representation in senior managerial roles. In addition, the data show a balanced distribution of employees in the different age groups.

DIVERSITY	u.m.	TOTAL 2024	TOTAL 2025
Men in top management*	n	30	28
Women in top management*	n	8	9
Percentage of women in top management*	%	21,05	24,32
Employees under 30	n	141	127
Employees between 30 and 50	n	438	433
Employees over 50	n	268	274

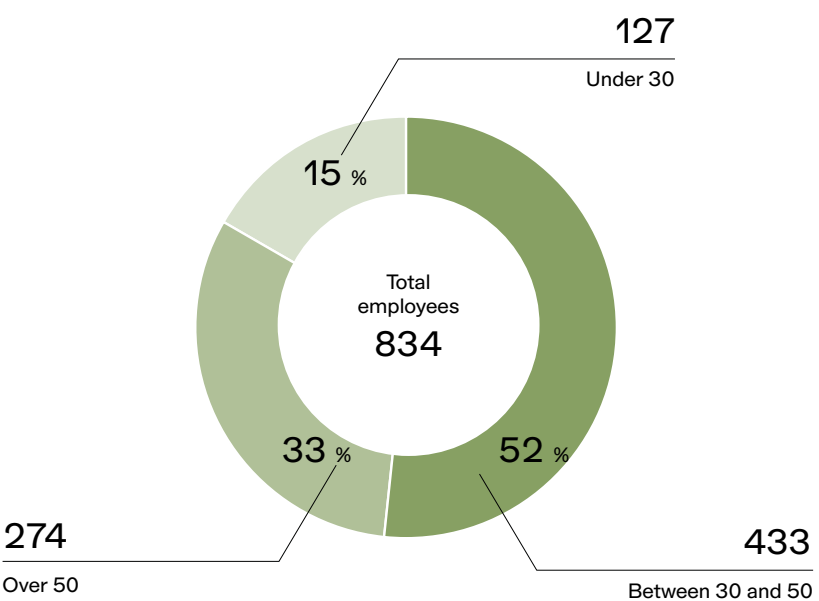
DIVERSITY 2025	u.m.	POLIFORM SPA	POLIART SRL	POLIFORM USA INC	POLIFORM UK LTD
Men in top management*	n	20	0	5	3
Women in top management*	n	3	0	4	2
Percentage of women in top management *	%	13	0	44	40
Employees under 30	n	106	3	17	1
Employees between 30 and 50	n	352	11	52	18
Employees over 50	n	244	9	12	9

* top management: administrators and personnel hired in managerial positions

Top management diversity - Poliform Group 2025



Employees’s divertity (age) -Poliform Group 2025



Social protection

True to the definition of “human company”, the Poliform Group prioritizes the wellbeing of its personnel by implementing forms of social protection. Said protection covers 100% of the Group own workforce and covers areas such as illness, unemployment, injuries, parental leave and retirement.

Notwithstanding workers’ rights regulated by the various contracts, the Group also offers, without any discrimination, the possibility to take extended periods of leave for personal or family reasons (mourning or illness of a family member) without jeopardizing the work Contract.

Social protection is guaranteed in the Italian companies by collective national labour agreements (CCNL) in full compliance with current regulations. Poliform USA complies with local regulations, often extending statutory benefits.

Persons with disabilities

Inclusion is a core value for Poliform.

Poliform S.p.A.’s workforce currently includes 20 people with disabilities, 3 women and 17 men, equal to 2.85% of total employees.

Training and skills development metrics

Reference documents, within the human resources management system, include a matrix of the skills required for each function, periodically updated to ensure alignment with business needs.

Poliform performs an annual analysis of the training needs of each corporate function: the Human Resources department exchanges information with function managers and evaluates the possibility of activating the most appropriate courses. The topics are diverse: from foreign language courses, especially English, to more specialized ones for the single departments, such as safety, first aid, internal training, forklift operators, workers’ safety representatives, prevention and protection service manager training, and other technical topics.

In 2025, Poliform S.p.A. provided 514 hours of non-mandatory and 416 hours of mandatory training.

CUSTOMER TRAINING AS A COMPETITIVE ADVANTAGE

The development of a continuous internal training program is one of the key elements for the growth and development of a company. At the same time, being able to organize customized training programs for external stakeholders is crucial for consolidating long-lasting relationships based on trust, competitive advantages and tangible long-term benefits.

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

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

Over the years all the courses have been collected, organized and made available through a dedicated portal, to make this knowledge available on an on-going basis.

In 2025 the Poliform Group continued to promote the development of skills and professional growth of its employees, with special emphasis on the Group’s foreign companies.

More specifically, Poliform USA Inc. offered an average of 50 training hours per employee, while Poliform US Ltd increased the average number of training hours in 2025 from 15,5 to 25 for each employee.

To be noted that the share of employees involved in periodic performance and career development assessment increased by 50% both for male and female personnel at Poliform UK Ltd.

TRAINING	u.m.	POLIFORM S.P.A.		POLIART S.R.L.		POLIFORM USA INC		POLIFORM UK LTD	
		2024	2025	2024	2025	2024	2025	2024	2025
Male employees that took part in periodic performance and career development assessments	%	0	0	N.D.	N.D.	10	5	25	50
Female employees that took part in periodic performance and career development assessments	%	0	0	N.D.	N.D.	10	5	30	50
Average number of training hours per employee	h	2,78	1,32	N.D.	N.D.	50	50	15,5	25

Health and safety metrics

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

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

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

In 2025 the Poliform Group confirms its commitment to the protection of workers' health and safety. No deaths due to work-related accidents or occupational illnesses were reported in the companies belonging to the Group.

There was a significant reduction of recorded work-related accidents at Poliform USA Inc., which went from 5 in 2024 to 1 in 2025, with a significant improvement of the rate of recordable accidents, from 6.83 to 1.32, and the accidents frequency index, which dropped from 34.17 to 6.62.

HEALTH AND SAFETY	u.m.	POLIFORM S.P.A.		POLIART S.R.L.		POLIFORM USA INC		POLIFORM UK LTD	
		2024	2025	2024	2025	2024	2025	2024	2025
Number of deaths due to work-related accidents or occupational illnesses	n	0	0	0	0	0	0	0	0
Number of recordable work-related accidents	n	7	11	0	0	5	1	0	0
Rate of recordable work-related accidents	%	1,09	1,76	/	/	6,83	1,32	/	/
Accidents frequency index IF	-	5,46	8,79	/	/	34,17	6,62	/	/
Accidents frequency rate IG	-	0,1	0,2	/	/	0,03	0,02	/	/
Workdays lost due to work related accidents	n	134	255	/	/	5	3	/	/
Hours worked	h	1.282.051	1.251.422			146.335	150.998		

Work-life balance metrics

Nel 2025 il Gruppo Poliform ha continuato a garantire strumenti a supporto dell'equilibrio tra vita professionale e vita privata, confermando la possibilità per i dipendenti di usufruire di congedi per motivi familiari nelle diverse realtà del Gruppo.

WORK-LIFE BALANCE	u.m.	POLIFORM S.P.A.		POLIART S.R.L.		POLIFORM USA INC		POLIFORM UK LTD	
		2024	2025	2024	2025	2024	2025	2024	2025
Male employees who have taken leave of absence for family-related reasons	%	0,8	0,17	0	0	0	0	0	0
Female employees who have taken leave of absence for family-related reasons	%	2,30	1,68	0	0	1	0	3	7

Poliform S.p.A. monitors the main leave of absence-related metrics, in order to evaluate using tools to support parenthood and personnel wellbeing, in line with its policies on work-life balance.

Poliform S.p.A. leaves for 2025

WORK-LIFE BALANCE	u.m.	WOMEN	MAN
Leave of absence law 104	%	2,1	6,9
Two-year leave for the care of a disabled relative law 388	%	0	0,43
Unpaid leave	%	0	0
Paternity leave	%	-	2,7
Maternity leave (mandatory):	%	0,43	-

As previously reported, it was also decided to extend the duration of paid leave for Poliform USA Inc. employees, applying the maximum period provided for by the State of New York to the offices located in Florida, California and Washington D.C.

Incidents, complaints and severe human rights impact

There were no-known charges filed and severe impacts on human rights in the two-year period being analyzed.



Workers in the value chain

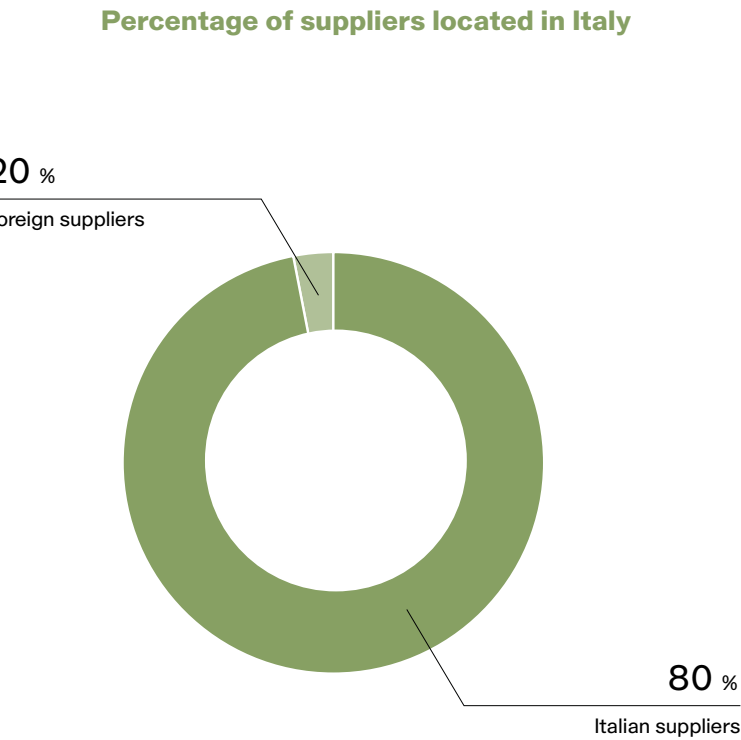
The Poliform Group most valuable assets are its cultural heritage and its technological know-how. Thanks to limitless creativity, and the artisanal expertise inherited from the tradition of the best furniture manufacturing district in the world, combined with cutting edge know-how, the company searches for continuous improvement and innovation. This approach is reflected in the constant pursuit for excellence along the entire production chain.

Taking action on value chain workers

The supply chain is without any doubt a fundamental part of Poliform’s value chain, which is why the company has chosen to rely on a network of mainly local suppliers (artisans and others), who offer a priceless combination of creativity and experience.

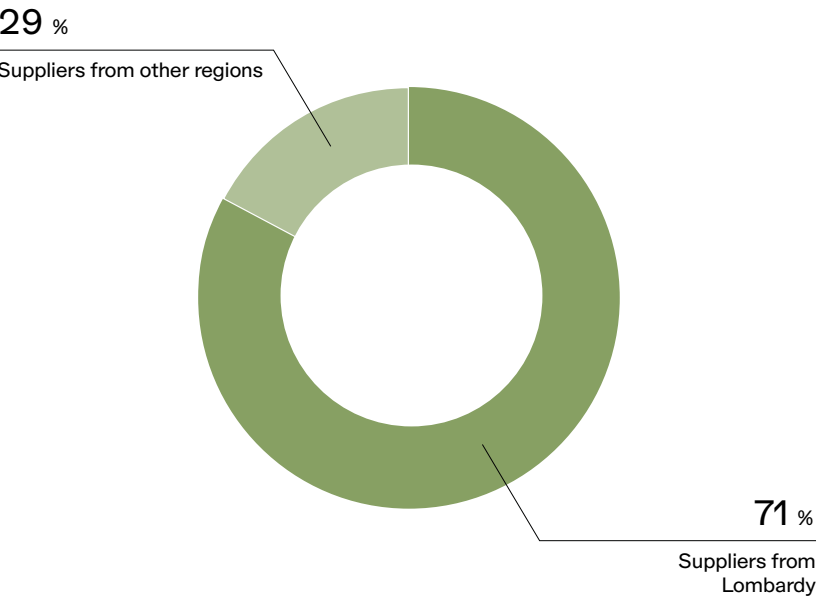
Thanks to its short-range procurement practices and the compliance with official certification standards, Poliform ensures that purchased materials meet the conditions that the company commits to comply with, in terms of quality and environmental standards.

According to the analysis of data related to the procurement of products and services, 80% of Poliform’s suppliers are Italian, while the remaining 20% are based abroad.



The supply network is also mainly based in the region: 71% are located in Lombardy and 29% come from other regions in Italy.

Percentage of suppliers located in the region of Lombardia



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

Targets related to workers in the value chain

After the adoption of the Code of Ethics the company aims to have it undersigned by all stakeholders, progressively extending acceptance to other workers in the value chain, such as suppliers and other external partners, in order to ensure common conducts and values aligned along the entire business network.

SUSTAINABILITY TOPIC	TARGET	TIME HORIZON
Workers in the value chain	Acceptance of the Group Code of Ethics	Medium



Affected communities

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

Policies related to affected communities

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

Channels to raise concern

The results of the double materiality process for the Poliform group have not shown significant negative impacts on local communities and, on the contrary, have highlighted a positive contribution on the social growth of the communities in which it operates.

To improve transparency and accountability, a whistleblowing system with a dedicated portal was activated in 2025: the portal is accessible not only to employees, but also to suppliers, former employees, candidates, administrators and shareholders; confidentiality and protection against retaliation is guaranteed to whistleblowers, facilitators or other connected subjects, thus providing a safe channel to report possible issues.

Taking action on affected communities

Among the various philanthropic initiatives sponsored by Poliform S.p.A., worth mentioning are the contributions to several foundations, associations and in general non-profit organizations active in humanitarian projects in Italy and abroad. Significant is the support to the Comunità San Patrignano, the Umberto Veronesi Foundation, the Anteas association, the local parishes and other local associations. Poliform S.p.A. is also a member of Confindustria Como, the FederlegnoArredo federation, the Associazione Disegno Industriale.

In the 2024-2025 two-year period, Poliform USA consolidated its commitment to support educational, cultural and professional initiatives. It especially supported Friends of Bocconi University, an alumni organization and fundraiser founded in 2013 to support the Università Commerciale Luigi Bocconi in the United States of America. Through its fundraising programs and alumni networking, Friends of Bocconi University offers students and faculty more opportunities to reach excellency in research and teaching, both in the United States and globally.

Poliform USA also endorsed the Italian national day in 2024 and in 2025, during the festivities for the Italian “Festa della Repubblica” promoting Italian culture and the bond with Italian communities in the United States.

At a national level, Poliform USA, Inc. also contributed to ASID, an association that supports the development of interior designers, architects and professionals in the sector. In December 2025, Poliform attended the Gala Hall of Fame by Interior Design, an event that celebrates and rewards top professionals in the industry.

GOVERNANCE

BUSINESS CONDUCT

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Business conduct

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

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

SUSTAINABILITY TOPIC	TARGET	TIME HORIZON
Business conduct	Implementation of Model 231	Short

Business conduct policies and corporate culture

Poliform S.p.A. è dotata di una Politica della Qualità per la divisione contract ai sensi della UNI EN ISO 9001.

The document details the targets the company intends to pursue. Some of the most significant are:

Keeping a relationship based on transparency, dialogue and openness with all affected parties, including employees, local communities, clients, suppliers and control Bodies;

Focusing every activity on clients' needs, to meet them to full satisfaction in a timely manner in order to reach a leading position in the market;

Consolidating relationships with suppliers to provide a higher-value and reasonably-priced service to its client.

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



Cases of corruption and bribery

The Group has not been convicted, and consequently, nor fined, for violating the law in cases of corruption and bribery. Therefore, no actions have been taken against the violations of the procedures and regulations aimed at fighting corruption and bribery for lack of said cases.



ANNEX

Interests and views of stakeholders

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

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

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

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

- Stakeholder's mapping and their classification;
- Interviews with the managers of the main corporate function to investigate the main elements of their activities, establish interest in sustainability issues and identify material projects/initiatives that can be the subject of specific reporting;
- interviews with the managers of the main business partners (Poliform UK and Poliform USA).

The results of the interviews were then shared with Corporate Management.

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

STAKEHOLDERS/ AFFECTED PARTIES	STAKEHOLDER INTERNAL	
	EMPLOYEES	SHAREHOLDERS, CAPITAL PROVIDERS
DIRECT/INDIRECT	direct	direct
MATERIALITY FOR CORPORATE ACTI- VITY (HIGH, MEDIUM, LOW)	high	high
LEVEL OF INTEREST ON SUSTAINABI- LITY ISSUES (HIGH, MEDIUM, LOW)	high	medium
WORKSHOPS, TRAI- NING AND FOCUS GROUPS	x	
OFFICIAL WEB SITE AND SOCIAL NETWORKING CHANNELS	x	x
WORKING GROUPS	x	x

STAKEHOLDERS/ AFFECTED PARTIES	STAKEHOLDER EXTERNAL					STAKEHOLDER EXTERNAL					
	MEDIA	SUPPLIERS OF MATERIALS	SUPPLIERS OF SERVICES	CLIENTS, FRANCHISEES AND AGENTS		END CONSUMERS	CONSUMERS' AND SECTOR'S ASSOCIATIONS	BANKS AND CREDIT INSTITUTIONS	PUBLIC AND REGULATORY AUTHORITIES	LOCAL AND GLOBAL COMMUNITIES	PARTNERSHIPS WITH UNIVERSITIES, SCHOOLS AND EDUCATIONAL INSTITUTIONS
DIRECT/INDIRECT	direct	direct	direct	indirect		direct	direct	direct	direct	direct	direct
MATERIALITY FOR CORPORATE ACTI- VITY (HIGH, MEDIUM, LOW)	high	medium	high	high		low	medium	low	medium	low	low
LEVEL OF INTEREST ON SUSTAINABI- LITY ISSUES (HIGH, MEDIUM, LOW)	medium	medium	high	high		medium	high	medium	medium	medium	medium
WORKSHOPS, TRAI- NING AND FOCUS GROUPS	x			x							
OFFICIAL WEB SITE AND SOCIAL NETWORKING CHANNELS	x	x	x	x		x	x	x	x	x	x
WORKING GROUPS										x	
QUESTIONNAIRES AND SURVEY		x	x	x							
PARTNERSHIP AND COLLABORATIONS		x		x							x

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

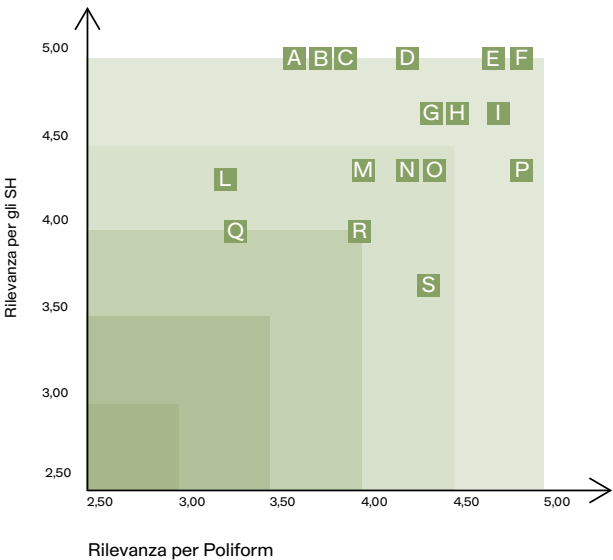
The determination of the materiality of impacts for the purposes of the CSRD was the result of a long process, integrating the various activities carried out by Poliform during the updates of the previous sustainability reports.

First, we considered the materiality matrix developed during the stakeholders' engagement activity in 2021, which represented a first step in determining a corporate sustainability strategy. For further information please refer to the 2021 report, chapter "Methodology note – materiality matrix".

In 2022 Poliform carried out an assessment of corporate materiality by reclassifying material topics and their related impacts. Said materiality is detailed in the 2022 report at the "material issues and analysis of impacts" chapter.

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

Materiality matrix – excerpt from the 2021 Sustainability Report



- | | |
|---|--|
| A Staff training | L GHG emissions (CO2 and GHG) and climate change |
| B Professional growth opportunities | M Proper supply chain management |
| C Customer satisfaction and experience (Customer Experience) | N Business strategy and economic performance |
| D Health and safety in the workplace | O Data security and protection and Business Continuity |
| E Research, creativity and excellence | P Compliance with laws and regulations |
| F Product quality and safety | Q Employee well-being and work-life balance |
| G Partnerships for mutual improvement | R Equal opportunity, diversity, inclusion and non-discrimination policies |
| H Projects supporting local communities | S Efficient logistics and distribution |
| I Development and innovation | |

Impacts analysis – 2024 update

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

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

The following table shows the results of the above analysis:

The analysis described above yielded the results presented in the table below:

SUSTAINABILITY TOPIC		IMPACT IDENTIFIED	DIRECT PRO- CESSES / VALUE CHAIN
E1 Climate change	Adaptation to climate change	Negative: effect of climate change caused by GHG emission	Direct proces- ses and value chain
	Mitigation of climate change		
	Energy	Negative: reduced energy availability due to ener- gy-intensive production processes	Direct proces- ses and value chain
		Positive: reduction of energy consumption by transfor- ming scrap materials in energy (wood dust)	Direct proces- ses and value chain
E2 Pollution	Air, air and soil pollution	Negative: Emissions that, if not correctly control- led, could result in damage from pollution in the atmo- sphere and could potentially damage the environment and human health	Direct processes
	Pollution of living organisms and food resources		
	Substances of concern and of very high concern	Negative: environmental con- tamination by substances of concern and very high concern	Direct processes
		Negative: damages from the use of substances of con- cern and very high concern with potential consequen- ces on the environment and human health	Direct processes
	Microplastics		

Relevant, priority

Relevant

Not relevant

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

Relevant, priority

Relevant

Not relevant

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

Material, priority
 Material
 Not material

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

Material, priority
 Material
 Not material

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

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

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

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

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

The materiality of positive impacts is determined based on:

- Scale and scope, for actual impacts;
- Scale, scope and likelihood, for potential impacts.
- ESRS 2 IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

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



SUBTOPIC	DISCLOSURE	PAGE
E1	Climate change	25
E1 ESRS 2 GOV - 3	Integration of sustainability-related performance in incentive schemes	/
E1 - 1	Transition plan for climate change mitigation	/
E1 ESRS 2 SMB - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	ANNEX
E1 ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	/
E1 - 2 ESRS 2 MDR-P	Policies related to climate change mitigation and adaptation	26
E1 - 3 ESRS 2 MDR-A	Actions and resources in relation to climate change policies	28
E1 - 4 ESRS 2 MDR-T	Targets related to climate change mitigation and adaptation	29
E1 - 5 ESRS 2 MDR-M	Energy consumption and mix	30
E1 - 6 ESRS 2 MDR-M	Gross Scopes 1,2,3 and Total GHG emissions	36
E1 - 7 ESRS 2 MDR-M	GHG removals and GHG mitigation projects financed through carbon credits	/
E1 - 8	Internal carbon pricing	/
E1 - 9	Potential financial effects from material physical and transition risks and potential climate-related opportunities	/
E2	Pollution	41
E2 ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	/

E2 - 1 ESRS 2 MDR-P	Policies related to pollution	/
SUBTOPIC	DISCLOSURE	PAGE
E2 - 2 ESRS 2 MDR-A	Actions and resources related to pollution	/
E2 - 3 ESRS 2 MDR-T	Targets related to pollution	/
E2 - 4 ESRS 2 MDR-M	Pollution of air, water and soil	/
E2 - 5 ESRS 2 MDR-M	Substances of concern and substances of very high concern	/
E2 - 6 ESRS 2 MDR-M	Potential financial effects from pollution-related impacts, risks and opportunities	/
E3	Water and marine resources	42
E3 E3. ESRS 2 IRO - 1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	/
E3 - 1 ESRS 2 MDR-P	Policies related to water and marine resources	/
E3 - 2 ESRS 2 MDR A	Actions and resources related to water and marine resources	/
E3 - 3 ESRS 2 MDR T	Targets related to water and marine resources	/
E3 - 4 ESRS 2 MDR M	Water consumption	/
E3 - 5	Potential financial effects from water and marine resources-related impacts, risks and opportunities	/

SUBTOPIC	DISCLOSURE	PAGE
E4 ESRS 2	Biodiversity and ecosystems	
E4 - 1 ESRS 2 SBM 1	Transition plan on biodiversity and ecosystems in the strategy and business model	/
E4 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	/
E4 ESRS 2 IRO - 1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	/
E4 - 2 ESRS 2 MDR-P	Policies related to biodiversity and ecosystems	/
E4 - 3 ESRS 2 MDR-A	Actions and resources related to biodiversity and ecosystems	/
E4 - 4 ESRS 2 MDR T	Targets related to biodiversity and ecosystems	/
E4 - 5 ESRS 2 MDR M	Impact metrics related to biodiversity and ecosystems change	/
E4 - 6 ESRS 2	Potential financial effects from biodiversity and ecosystem-related impacts, risks and opportunities	/
E5	Circular economy – general disclosure	45
E5 ESRS 2 IRO - 1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	ANNEX
E5 - 1 ESRS 2 MDR-P	Policies related to resource use and circular economy	/
E5 - 2 ESRS 2 MDR-A	Actions and resources related to resource use and circular economy	47
E5 - 3 ESRS 2 MDR T	Target related to resource use and circular economy	47
E5 - 4 ESRS 2 MDR M	Resource inflow	48
E5 - 5 ESRS 2 MDR M	Resource outflow	57

SUBTOPIC	DISCLOSURE	PAGE
E5 - 6	Potential financial effects from resource use and circular economy-related impacts, risks and opportunities	/
S1	Own workforce	61
S1 ESRS 2 SBM - 2	Interests and views of stakeholders	ANNEX
S1 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	ANNEX
S1-1 ESRS 2 MDR-P	Policies related to own workforce	62
S1 - 2	Processes for engaging with own workers and workers' representatives to raise concerns	ANNEX
S1 - 3	Processes to remedy negative impacts and channels for workers to raise concerns	63
S1 - 4 ESRS 2 MDR-A	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of those actions and approaches	64
S1 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts, as well as to risks and opportunities	66
S1 - 6 ESRS 2 MDR-M	Characteristics of the undertaking's employees	67
S1 - 7 ESRS 2 MDR-M	Characteristics of non-employee workers in the undertaking's own workforce	71
S1 - 8 ESRS 2 MDR-M	Collective bargaining coverage and social dialogue	71
S1 - 9 ESRS 2 MDR-M	Diversity metrics	72
S1 - 10 ESRS 2 MDR-M	Fair remuneration	/

SUBTOPIC	DISCLOSURE	PAGE
S1 - 11 ESRS 2 MDR-M	Social protection	75
S1 - 12 ESRS 2 MDR-M	Persons with disabilities	75
S1 - 13 ESRS 2 MDR-M	Training and skills development metrics	76
S1 - 14 ESRS 2 MDR-M	Health and safety metrics	78
S1 - 15 ESRS 2 MDR-M	Work-life balance metrics	80
S1 - 16 ESRS 2 MDR-M	Remuneration metrics (remuneration gap and total remuneration)	/
S1 - 17 ESRS 2 MDR-M	Incidents, complaints and severe human rights impacts	80
S2	Workers in the value chain	83
S2 ESRS 2 - SBM 2	Interests and views of stakeholders	/
S2 ESRS 2 - SBM 3	Material impacts, risks and opportunities and their interaction with strategy and business model	ANNEX
S2 -1 ESRS 2 MDR-P	Policies related to value chain workers	/
S2 - 2 ESRS 2 MDR-A	Processes for engaging with value chain workers about impacts	/
S2 - 3 ESRS 2 MDR-A	Processes to remedy negative impacts and channels for value chain workers to raise concerns	/

SUBTOPIC	INFORMATIVA	PAGINA
S2 - 4 ESRS 2 MDR-A	Taking action on material impacts on value chain workers and approaches to mitigating material risks and pursuing material opportunities related to value chain workers and effectiveness of those actions and approaches	84
S2 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	86
S3 ESRS 2	Affected communities	89
S3 ESRS 2 SBM - 2	Interests and views of stakeholder	/
S3 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	ANNEX
S3 - 1 ESRS 2 MDR-P	Policies related to affected communities	90
S3 - 2 ESRS 2 MDR-A	Processes for engaging with affected communities about impacts	/
S3 - 3 ESRS 2 MDR-A	Processes to remedy negative impacts and channels for affected communities to raise concerns	90
S3 - 4 ESRS 2 MDR-A	Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	92
S3 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	/
S4	Consumers and end users	/
S4 ESRS 2 SBM - 2	Interests and views of stakeholder	/
S4 ESRS 2 SBM - 3	Material impacts, risks and opportunities and their interaction with strategy and business model	/
S4 - 1 ESRS 2 MDR-P	Policies related to consumers and end users	/

SUBTOPIC	INFORMATIVA	PAGINA
S4 - 2	Processes for engaging with consumers and end users about impacts	/
S4 - 3	Processes to remedy negative impacts and channels for consumers and end users to raise concerns	/
S4 - 4 ESRS 2 MDR-A	Taking action on material impacts on consumers and end users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions	/
S4 - 5 ESRS 2 MDR-T	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	/
G1	Business conduct	95
G1 ESRS 2 GOV - 1	Ruolo degli organi di amministrazione, direzione e controllo	96
G1 ESRS 2 IRO-1	Descrizione dei processi per individuare e valutare gli impatti, i rischi e le opportunità rilevanti	ANNEX
G1 - 1 ESRS 2 MDR-P	Politiche in materia di cultura d'impresa e condotta delle imprese	96
G1 - 2 ESRS 2 MDR-A	Gestione dei rapporti con i fornitori	/
G1 - 3 ESRS 2 MDR-A	Prevenzione e individuazione della corruzione attiva e passiva	/
G1 - 4 ESRS 2 MDR-M	Casi di corruzione attiva o passiva	97
G1 - 5 ESRS 2 MDR-M	Influenza politica e attività di lobbying	/
G1 - 6 ESRS 2 MDR-M	Prassi di pagamento	/

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



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