

ALEA SRL SB

Benefit Corporation · Friuli Venezia Giulia

IMPACT
ASSESSMENT

2025



BETTER.
ONE WORD.
ONE COMMITMENT.

Better
alea



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Who We Are: Identity, History and Purpose

Identity

Alea Srl SB is a company specialising in office furniture, with more than fifty years of experience in the wood and furniture industry. Headquartered in Sarone di Caneva (Pordenone, Italy), it operates in over 90 countries, creating beautiful, comfortable and functional workplace solutions. While remaining a family-owned business, Alea has established a strong international presence through its showrooms in London, Paris, Dubai, Miami and Milan. Alea's manufacturing model is based on an almost entirely in-house production cycle. Cutting, edging, drilling and assembly all take place at its 15,000 m² facility in Sarone di Caneva. Supported by a consolidated network of suppliers, its just-in-time philosophy enables rapid response times, even for highly complex projects. Alongside its standard collections, Alea also delivers bespoke solutions through Alea Design+Build, the division established in 2021 to support clients from design development through to installation.

"Everything we do is driven by a simple yet ambitious principle: improving every day. We call this commitment to continuous improvement Better—a mindset that inspires us to combine innovation, aesthetics and responsibility in every stage of our work."



Our History

1972 Company founded (CMC) in Caneva, within the furniture manufacturing district of north-eastern Italy.

2001 Opening of the Miami headquarters to strengthen the Company's presence in North America.

2005 Alea Srl is established, consolidating the Company's identity.

2017 Opening of the London showroom in Clerkenwell.

2019 Generational transition and renewal of the corporate brand identity.

2023 Integration of m | artedesign and transformation into Alea Srl SB – Benefit Corporation.

2025 Opening of the Milan showroom and relocation of the Paris showroom to its new premises.

Vision, Mission and Purpose

Mission:

*“Creating beautiful, comfortable
and inspiring workplaces.
Places where people feel good.”*

Purpose:

*“Our vision and passion
shape beauty for the future”*

Our Guiding Values:

- Care** giving attention to every detail in everything we do
- Unity** working together as one team, striving to create value for ourselves and for all our stakeholders.
- Systematic Approach** pursuing shared objectives through transparent and structured management.
- Integrity** leading by example, guided by fairness and responsibility.
- Passion** building lasting relationships that generate well-being for everyone.

Alea’s 2025

2025 was a year of consolidation and new challenges in an increasingly complex international landscape. To achieve the objectives we had set ourselves, we launched training programmes on the circular economy, strengthened our ESG communication and reinforced our relationships with local stakeholders. The figures presented in this report do more than describe the size of our Company—they reflect the choices we have made and the value they generate.

Alea as a Benefit Corporation

What is a Benefit Corporation?

Benefit Corporations are a legal form of business introduced in Italy in 2016, making it the first country in Europe to formally recognise the possibility of combining profit-making with the pursuit of aims of common benefit. Unlike traditional companies, Benefit Corporations do not renounce profitability; rather, they consciously integrate it with responsibility towards people and the environment. Their distinguishing feature is the inclusion of aims of common benefit in the Company’s Articles of Association, together with a commitment to pursue them in a concrete, measurable and verifiable manner. In addition to generating value for its shareholders, a Benefit Corporation assumes responsibility for creating positive impacts—or mitigating negative ones—for workers, local communities, the local area and the environment. Under Italian law, Benefit Corporations are required to publish an Impact Assessment every year. This public document transparently reports the actions undertaken, the results achieved and the objectives set for the future. It represents the Company’s primary accountability tool towards all stakeholders, including employees, customers, suppliers, institutions and local communities.

Alea’s Journey as a Benefit Corporation

Alea Srl became a Benefit Corporation in December 2023, adopting the corporate name Alea Srl SB. This decision did not represent a break with the past, but rather the natural culmination of a path already underway: the transformation made explicit and formally binding the values and behaviours that had long guided the Company’s activities. As required by Italian legislation, Tiziano Carlot was appointed Impact Manager. The Impact Manager is an integral part of the Company’s governance, with the specific responsibility of defining, monitoring and reporting annually on the common benefit objectives, ensuring that the statutory purposes remain an operational point of reference rather than merely a statement of intent.

The SDGs and Our Contribution to the Sustainable Development Goals

Agenda 2030 and the Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) are at the heart of the United Nations 2030 Agenda, adopted in 2015 by 193 countries. They represent a universal action plan to end poverty, protect the planet and ensure peace and prosperity by 2030. The SDGs are not intended solely for governments: every organisation, business and individual has a role to play. For Alea, the SDGs are not merely an external communication framework but a compass for assessing our real impact. The aims of common benefit set out in our Articles of Association were not derived directly from the 2030 Agenda, yet they naturally align with its principles. Operating responsibly towards the environment, investing in people and working closely with local communities are precisely the commitments that the Agenda calls upon businesses to embrace.

Alea contributes directly to 10 of the 17 Sustainable Development Goals through its statutory aims of common benefit and the concrete actions it undertakes every year.



Creating Shared Value: Our Vision

At Alea, being a Benefit Corporation is not simply a legal status—it is our way of doing business. We believe that creating economic value and generating a positive impact are not competing objectives, but complementary dimensions of a resilient and sustainable business model.

- Product quality and environmental sustainability reinforce one another. Designing durable, repairable furniture made from certified materials is not only an ethical choice—it creates value for customers while reducing environmental impact.
- People's well-being is a productive asset. Investing in employees' professional development, workplace safety and quality of working life helps build a more resilient organisation, capable of attracting and retaining talent.
- Our relationship with the local community is a strategic resource. Collaborating with schools, supporting local associations and working with regional suppliers all contribute to creating an ecosystem that benefits both the Company's growth and the community in which it operates.

Governance and Structure of Our Objectives

Our aims of common benefit are set out in the Company's Articles of Association and are organised into three strategic areas: Circular Economy and Innovation, Local Development, People's Well-being and Employment, Cooperation With Organisations and Institutions. For each area, specific objectives have been defined and translated every year into concrete, measurable and verifiable actions.

This third Impact Assessment, prepared since Alea became a Benefit Corporation, transparently reports the progress achieved during 2025 and outlines our ambitions for 2026, with the aim of strengthening the trust of all our stakeholders and demonstrating that positive change is possible, measurable and repeatable.

The SDGs to Which Alea Contributes

The following table illustrates, for each relevant SDG, the area of impact in which Alea’s commitment is reflected and the concrete actions through which it is implemented.

SDG	AREA OF IMPACT	HOW ALEA CONTRIBUTES
SDG 3 — Good Health and Well-Being	People’s Well-being	Promoting a culture of health and safety in the workplace and designing workplaces that enhance the physical and psychological well-being of employees and customers.
SDG 4 — Quality Education	Education and Local Development	Hosting students through school-to-work programmes and internships with technical institutes (ISIS Sacile e Brugnera and ITS Academy Udine). Providing ESG and sustainability training for employees. Collaborating with universities on research and development projects.
SDG 8 — Decent Work and Economic Growth	Employment and Growth	Creating quality employment opportunities within the local area, supporting employees’ professional development, promoting corporate welfare initiatives (such as Friday afternoon summer closures) and attracting talent.
SDG 9 — Industry, Innovation and Infrastructure	Product Innovation	Integrating ecodesign into product development, using epoxy powder coatings to eliminate solvent emissions and reduce production waste, providing Life Cycle Assessment (LCA) training, exploring innovative materials derived from recycled and industrial waste, and strengthening the R&D team with two new specialist roles.
SDG 11 — Sustainable Cities and Communities	Workplaces and Communities	Designing workplaces that improve quality of life, promoting long-term furniture rental as a sustainable consumption model, and supporting local cultural and community organisations.
SDG 12 — Responsible Consumption and Production	Circular Economy	100% FSC®-certified wood sourcing, long-lasting and fully disassemblable products, reduced manufacturing waste, LCA training, and a communication plan for the new furniture collection developed according to ecodesign principles

SDG	AREA OF IMPACT	HOW ALEA CONTRIBUTES
SDG 13 — Climate Action	Reducing Environmental Impact	Using low-impact coatings, participating in environmental awareness initiatives, promoting sustainable practices, and operating a photovoltaic system that supplies approximately 48% of the Company’s renewable electricity needs.
SDG 15 — Life on Land	Sustainable Timber Supply Chain	Exclusive sourcing from FSC®-certified supply chains to protect forest ecosystems, preserve biodiversity and safeguard the rights of communities throughout the supply chain.
SDG 16 — Peace, Justice and Strong Institutions	Ethics and Governance	Maintaining the 3-Star Legality Rating awarded by the Italian Competition Authority (AGCM), operating under the Supervisory Body established pursuant to Legislative Decree 231/2001, and ensuring transparent reporting through both the Impact Assessment and the Sustainability Report.
SDG 17 — Partnerships for the Goals	Partnerships and Networks	Collaborating with universities and research institutions across North-East Italy, partnering with non-profit organisations and local cultural associations, and participating in international trade fairs to promote ESG values.

Why the SDGs Matter to a Company Like Alea

Alea operates in the office furniture sector. Every product becomes part of a workplace, influences the well-being of the people who use it and embodies the story of its raw materials, manufacturing processes and supply chain relationships. This makes Alea’s impact tangible and measurable: it is not about abstract concepts, but about everyday decisions. The SDGs help us view this impact from a global perspective and understand how each action contributes to a broader vision. Every decision is made responsibly—from the material selected for a single panel to the internship opportunity offered to a student.

Sustainability is not a project that exists alongside our business. The SDGs are the roadmap that helps us understand where we are heading and how far we still have to go.

Aims of Common Benefit

As a Benefit Corporation, Alea pursues aims of common benefit that are organised into three strategic areas and translated into concrete, measurable and verifiable actions over time. These aims are embedded in the Company's Articles of Association and provide the foundation for the operational commitments described in the following chapter.

Strategic Area 1 – Circular Economy and Innovation

Rethinking the product life cycle to reduce environmental impact and create sustainable value.

- Promote circular economy practices through the design, manufacture and promotion of products that minimise waste and encourage the reuse and recycling of raw materials, with particular emphasis on wood.
- Design robust, high-quality furniture that delivers long-lasting performance throughout its service life.
- Integrate ecodesign principles into product patenting and development in order to minimise environmental impact across the entire life cycle.
- Develop innovative solutions for the use of industrial production by-products and manufacturing waste.
- Collaborate with universities and research institutions across North-East Italy to develop projects



aimed at continuously improving the environmental performance of our products.

- Support and select sustainable FSC®-certified timber supply chains in order to preserve ecosystems and biodiversity.
- Offer long-term office furniture rental, promoting more flexible, circular and reuse-oriented consumption models.

Strategic Area 2 – Local Development, People's Well-being and Employment

Investing in people and in the local community as a driver of shared sustainable development.

- Promote initiatives that support employees' personal and professional development.
- Contribute to local economic growth by creating employment opportunities and attracting talented professionals.
- Foster and strengthen a culture of health and safety.
- Design workplaces that enhance people's well-being and improve the quality of working life.
- Promote and disseminate best practices in sustainability and the circular economy.

Strategic Area 3 – Cooperation with Organisations and Institutions

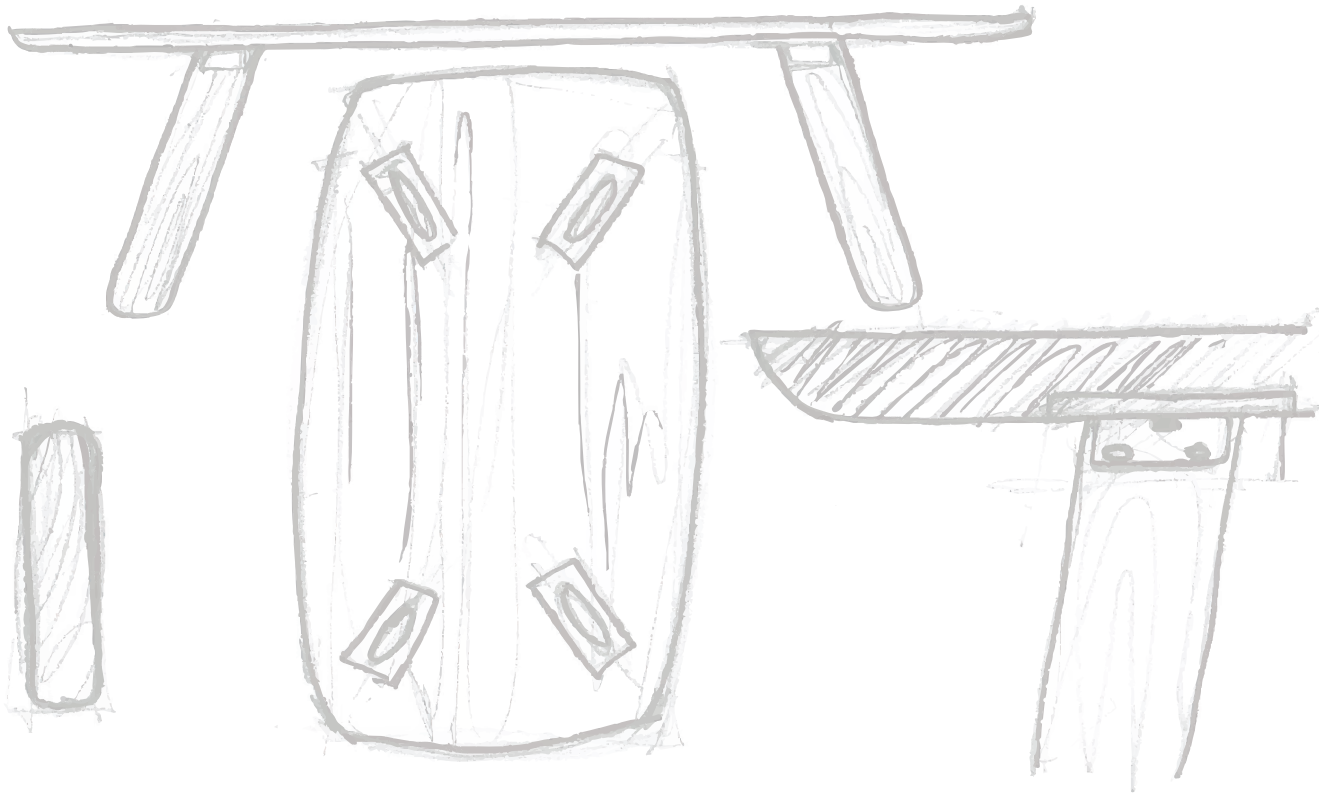
Building collaborative networks to amplify positive impact and embed sustainability within the local community.

- Collaborate on environmental education and awareness initiatives, with particular attention to younger generations.
- Reinvest part of the Company's profits in projects supporting volunteering, charitable initiatives and scientific research.
- Promote the values of sustainability and best practices both within and beyond the Company.
- Implement ethical and social impact models through the adoption of legality ratings and crime prevention policies.
- Communicate our actions and achievements transparently.

Impact Objectives and 2025–2026 Action Plan

The following sections present, for each of the three strategic areas, the stakeholders involved, the objectives established for 2025, the results achieved during the year and the Action Plan for 2026. The implementation status of each objective is indicated by a coloured status marker.

Throughout 2025, Alea continued its journey as a Benefit Corporation by translating its aims of common benefit into concrete initiatives focused on product innovation, environmental sustainability, responsible supply chains and local development.



AIM	STAKEHOLDERS	2025 OBJECTIVES	RESULTS ACHIEVED IN 2025	STATUS
Circular Economy	Employees Suppliers Customers	• Adopt Life Cycle Assessment (LCA) methodology through technical staff training. • Reduce paper consumption. • Reduce direct GHG emissions (Scope 1 and Scope 2) by 30%. • Join a local Renewable Energy Community. • Identify indicators for monitoring the environmental efficiency of production processes.	• Eight technical training sessions on LCA and the circular economy were delivered. • ERP implementation analysis was initiated and partially completed.	Partially achieved
Quality and Durability	Customers	• Design and market robust, high-quality furniture with an extended service life.	• A modular mono-material storage unit that is easy to disassemble was developed. • Product cleaning and maintenance guides were updated.	Completed
Ecodesign	Customers	• Develop a communication plan for the new ESG-oriented product collection.	• 8 posts were published across the Company's social media channels.	Partially achieved
By-products and Manufacturing Waste	Suppliers	• Develop innovative techniques for reusing industrial production by-products in line with ecodesign principles.	• A targeted selection process for fabrics made from recycled or textile waste materials was launched.	Partially achieved
FSC® Supply Chains	Suppliers Customers	• Promote sustainable FSC®-certified timber supply chains.	• 100% FSC® timber sourcing was maintained. Supplier documentation was updated and verified for compliance with certification standards.	Completed

Circular Economy

In 2025, Alea took significant steps towards integrating the principles of the circular economy into its manufacturing model by delivering eight internal training sessions for technical staff on Life Cycle Assessment (LCA) and circular economy practices.

The order management system is currently being analysed with a view to evolving from sales order management to production order management, enabling more accurate monitoring of production efficiency throughout the manufacturing process. The objectives relating to a 30% reduction in Scope 1 and Scope 2 GHG emissions and participation in a local Renewable Energy Community did not record measurable progress during 2025 and therefore remain strategic priorities for the coming years.

Quality and Durability

During 2025, Alea developed products featuring components that are easy to disassemble. This design approach makes it possible to repair, refurbish or dismantle products at the end of their service life, thereby reducing environmental impact and extending the useful life of the furniture. Product maintenance and cleaning guides were updated and made readily available to customers, promoting a more informed and responsible use of the products.

Ecodesign

During 2025, Alea launched the commercial communication campaign for its new ESG product collection, highlighting the Company's commitment to sustainability and responsible product development.

By-products and Manufacturing Waste

In 2025, Alea initiated a targeted review of its existing upholstery fabrics, giving preference to recycled materials whenever possible. Although a dedicated programme for fabrics derived specifically from textile waste has not yet been implemented, this activity has helped raise awareness among both the technical and commercial teams while identifying potential partners for future collaboration. A systematic mapping of internal waste streams has been scheduled as the first concrete step to be undertaken in 2026.

FSC® Supply Chains

In 2025, Alea once again confirmed that 100% of the wood used in its products was sourced from FSC® (Forest Stewardship Council) certified supply chains, ensuring full traceability of the entire supply chain whenever requested by customers. Supplier documentation was updated to ensure continued compliance with FSC® certification requirements and to provide customers and stakeholders with reliable, verifiable information.



2026 Action Plan Circular Economy and Innovation

AIM	2026 OBJECTIVE & TARGET
Circular Economy	Define performance indicators for cutting efficiency and panel waste percentage. Formalise anti-waste guidelines and apply the Life Cycle Assessment (LCA) methodology to at least one product.
Quality and Durability	Integrate formal repairability and durability criteria into product development. Introduce procedures supporting repair and reuse, and monitor the use of the after-sales maintenance service.
Ecodesign	Structure a Company-wide ecodesign approach across the entire product development process and define internal ecodesign criteria.
By-products and Manufacturing Waste	Continue the exploratory approach by organising at least one internal workshop involving the Technical Office and Purchasing Department to map waste streams and identify opportunities for material reuse.
Universities and Research	Establish at least one collaboration with a university or technical partner focused on ecodesign, innovative materials or manufacturing efficiency.
FSC® Supply Chains	Continue monitoring FSC® suppliers, maintain 100% FSC®-certified sourcing, and introduce ESG checklists for the selection of new timber suppliers.
Long-term Rental	Monitor market demand, assess the feasibility of a pilot project with at least one customer or partner where conditions are favourable, and define minimum service requirements for selected product ranges.



AIM	STAKEHOLDERS	2025 TARGETS	2025 RESULTS	STATUS
Professional Growth 	Employees Management	- Enrol at least one employee in a Sustainability Manager training programme. - Introduce flexible working hours. - Conduct a survey to improve the company canteen service.	3 employees completed Sustainability Manager training. - Summer working hours were adjusted to better support employees with families. - A survey was conducted to assess the company canteen service	Completed
Professional Growth 	Management	- Host at least two students through work-based learning or internship programmes. - Host one ITS Academy trainee.	Hosted two students from ISIS Sacile–Brugnera Institute and one student from the ITS Academy of Udine.	Completed
Health & Safety 	Employees	Promote and strengthen the culture of health and safety beyond the workplace.	Discussions were initiated with the Health & Safety Manager (RSPP) on two voluntary initiatives focusing on manual handling and health prevention awareness days.	To be launched
Sustainability Best Practices 	Local Community Cultural Associations	- Update sustainability and circular economy best practices and promote their dissemination both internally and externally. - Organise at least two events with partners. - Participate in two trade fairs and open new permanent showroom spaces.	- Launched a cultural project with Fondazione Santin and artist Alberto Pasqual. - Organised two themed events in Milan: one with Cartapani on the circular economy and one for architects on aromas and workplace environments. - Participated in trade fairs in Dubai and Paris.	Partially completed

Professional Development

In 2025, three Alea employees successfully completed a Sustainability Manager training programme, acquiring formally recognised expertise in ESG matters. The Company now has in-house professionals capable of interpreting sustainability reporting requirements and supporting the integration of its aims of common benefit into day-to-day business management. At the same time, Alea introduced Friday afternoon closures during June and July for production staff as a tangible corporate welfare initiative designed to promote a healthier work-life balance.

Employment and Talent

During 2025, Alea welcomed two secondary school students through school-to-work placement programmes and one trainee in collaboration with ITS Academy Udine, involving a total of two educational institutions from the local area. These initiatives further strengthened the Company's relationship with the education system while creating opportunities for young people to gain practical experience in the workplace.

Health and Safety

During 2025, Alea initiated an internal review with the Health and Safety Manager (RSPP) to identify voluntary initiatives capable of going beyond statutory health and safety requirements. Potential actions relating to manual handling and preventive healthcare were assessed, although none had yet been implemented by year-end. In 2026, this process will lead to the implementation of at least one concrete initiative. Forklift operators also completed a practical exercise simulating an electrolyte spill from a forklift battery and received specific training on the correct procedures to be followed in the event of an accidental spill.

Sustainability Best Practices

In 2025, Alea organised two thematic events in Milan. The first, held in collaboration with Cartapani, focused on the application of the circular economy to workplace environments. The second was dedicated to architects and explored the relationship between workspace quality and employee well-being. The Company also launched collaborations with several artists, transforming the Milan showroom into an exhibition space for contemporary artworks. From an international perspective, Alea participated in trade fairs in Dubai and Paris, promoting its ESG approach in markets where awareness of sustainability issues continues to grow.



AIM	TARGETS 2026
Professional Growth	Develop an internal communication plan. Launch an employer branding initiative to attract new talent. Conduct an employee engagement and workplace climate survey.
Employment & Talent	Organise at least one formal meeting with schools or Higher Technical Institutes (ITS). Host at least two students through internships or work-based learning programmes.
Health & Safety	Organise at least one voluntary health and safety initiative, in coordination with the Health & Safety Manager (RSPP), on a topic relevant to employees.
Workspaces	Complete the refurbishment of the upper terrace at the company headquarters.
Sustainability Best Practices	Organise at least two ESG-focused events in the showrooms. Continue collaborations with Fondazione Santin and Pordenone Piano City. Participate in at least two international trade fairs.

Cooperation with Organisations and Institutions

Reference SDGs: SDG 1, SDG 3, SDG 4, SDG 16, SDG 17

Alea recognises that sustainability is a journey that cannot be undertaken alone. The Company aims to strengthen partnerships and cooperation with organisations, educational institutions and local stakeholders in order to promote sustainability principles and actively engage people and organisations in the transition towards a more sustainable future.

AIM	STAKEHOLDERS	2025 OBJECTIVES	RESULTS ACHIEVED IN 2025	STATUS
Environmental Education 	Non-profit organisations Schools	• Collaborate with non-profit organisations on environmental education initiatives.	• Environmental mural project launched with a local school. The mural will be created within the Company's premises.	To be implemented
Volunteering and Charitable Giving 	Sports organisations Religious organisations	• Collaborate with at least two local organisations.	• Financial contributions provided to five local organisations: Pordenone FC, Tennis Pasch, Xtreme Days, Pro Castello di Caneva and the Parish of Sarone.	Completed
Ethics and Legality 	Management, Supervisory Body	• Maintain the Legality Rating and crime prevention policies.	• Three-star Legality Rating maintained (AGCM). No reports submitted to the Supervisory Body under Legislative Decree 231/2001.	Completed
Transparency and Reporting 	Employees Customers Suppliers	• Communicate activities and results transparently, encouraging stakeholder engagement.	• Publication of the Company's second Sustainability Report.	Completed

Environmental Education

In 2025, Alea developed an artistic mural project in partnership with a local school to enhance the Company’s outdoor spaces. The project has been conceived as a participatory educational initiative: students and artists will work together on a theme centred on nature and sustainability, transforming a daily working environment into a permanent visual message. Installation is scheduled for 2027.

Volunteering and Charitable Giving

In 2025, Alea donated financial contributions and sponsorships to support five local organisations: Pordenone FC, Tennis Pasch, Xtreme Days, Pro Castello di Caneva and the Parish of Sarone. These contributions form part of the Company’s long-term commitment to reinvesting in the local social and sporting community that has supported Alea’s growth over many years, exceeding the initial objective of collaborating with at least two organisations.

Ethics and Legality

During 2025, Alea maintained its three-star Legality Rating, the highest recognition awarded by the Italian Competition Authority (AGCM) to companies demonstrating exemplary standards of legality, transparency and integrity. The Company’s Supervisory Body established under Legislative Decree 231/2001 continued its activities without receiving any reports during the year.

Transparency and Reporting

In 2025, Alea published its second Sustainability Report, further strengthening the Company’s commitment to transparent ESG reporting.



AIM	2026 OBJECTIVE & TARGET
Environmental Education	Complete the environmental mural project with the selected school. Develop at least one sustainability awareness initiative involving local schools.
Volunteering and Charitable Giving	Continue financial support for local non-profit and sports organisations. Assess at least one research or university project aligned with the Company’s statutory aims.
Ethics and Legality	Maintain the three-star Legality Rating and ensure no reports are submitted to the Supervisory Body.
Transparency and Reporting	Further improve the quality and completeness of impact reporting by enhancing stakeholder engagement and highlighting measurable achievements.

Our Measured Impact

Impact Assessment: NeXt Index® ESG

To assess its impact, Alea adopted the NeXt Index® ESG, a framework developed by NeXt Nuova Economia per Tutti, with the objective of measuring the Company's ability to generate shared value. The NeXt Index® ESG is an impact assessment methodology developed by the Italian non-profit organisation NeXt in 2013. It evaluates organisations through a holistic approach that goes beyond traditional financial and environmental indicators by incorporating human, relational and governance dimensions.



The Six Areas of Integrated Sustainability

- Governance and Leadership – quality of decision-making processes, transparency and ethical management.
- People and Organisational Culture – employee well-being, training, inclusion and corporate welfare.
- Environment and Territory – environmental impact of production processes, circular economy and relationships with the local community.
- Customers and Market – product and service quality, transparent communication and positive value creation.
- Supply Chain and Suppliers – responsibility throughout the supply chain, supplier selection criteria and material traceability.
- Community and Society – contribution to the local area's economic and social development and support for community organisations.

For Alea, adopting this assessment methodology means undergoing an independent external evaluation and benchmarking its performance against organisations following the same path. It represents a concrete exercise in transparency towards employees, customers, suppliers, local communities and investors.

The NeXt Index® ESG results are not simply an achievement to be communicated; they are, above all, a starting point for identifying areas for improvement and guiding future actions.



