



SUSTAINABILITY REPORT

2024



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Letter to Stakeholders

"We are passion and vision for the beauty of tomorrow"

Our purpose is the compass that guides our daily actions, a path that seeks continuous improvement at all levels, as clearly demonstrated by our sustainability project, "Better". All our products, whether office or contract, are intended to create well-being in the new office and working environments we create or in those we help renovate. We do so by recreating in the company context—in the production plant, in the warehouses and also in all offices wherever located—the spirit and attention typical of a craftsman, as if we ourselves were the final user of our products. Alea has always been pursuing this mission, by renewing it day after day in an ever-changing local, national and international socio-economic environment, which, being subject to a physiological evolution and balances unfortunately made precarious by the never-ending conflicts in the world, must be listened to, understood and governed as far as possible. Over the last two years, the biggest challenge we have been investing time, people and financial resources in is sustainability, and today we are taking another significant step forward on this path by presenting this sustainability report, which combines data from 2023 – the year of the first, historic report – with data from 2024. This document entailed the direct and indirect involvement of the entire organisational structure in its preparation. Impact, one of the key words of our action: how much impact does our company have on the territory? Positively as well as negatively. What are the boundaries of this territory, how far does our influence, direct and indirect, go? How can we make our development more and more sustainable? These are critical questions, whose flow of answers is continuous (and constantly evolving, as they are not carved in stone), aiming to give an even more focused direction to our business, which has always firmly kept certain values in its mind and heart. By pursuing a real circular economy model. Our first official step, after consulting dedicated professionals, was the (non-compulsory) choice to become a Benefit Corporation, hence the new full name Alea Srl SB. A change of vision and paradigm, dated December 2023, for a renewed development model. A strong and certified commitment towards our territory is expressed in our new articles of association, i.e. consuming the right amount of and also regenerating its resources, with the ultimate aim of using 100% renewable energy. To this territory we want to give as much positive value as possible, in as many ways and forms as possible. Environment and

community have thus become part of the company's business in all respects, as also the daily search for the best furniture ever created by the company or the most innovative material, which must clearly meet, today even more than in the past, strict criteria of sustainability and durability. Alea therefore aims not only to grow in profits, as any company does, but to do so by making its business management even more virtuous, by putting people, relationships and aggregation, as well as the principles of transparency and equality, at the centre. This applies both for people internal and directly connected to Alea, i.e. employees, collaborators, suppliers and customers, and for people who are external to the company, i.e. the community that surrounds us and in which every company plays an important social role. And this is crucial if we consider the whole system of companies in a territory, in a country. The people who make up the corporate structure deserve special mention. Our team has been constantly growing, specifically with the acquisition of m | artedesign and Alea Design & Build, and training. With professionalism, identity, precision and passion, our girls and boys, our women and men, carry out extraordinary work every single day, which allows Alea to be present in 90 countries around the world and to proudly export Made in Italy. Italy, the region of Friuli-Venezia Giulia, the province of Pordenone, the territories of Caneva and Sarone are always our home, places we constantly promote through regular dedicated activities, in cooperation with other local entities, including also companies.

CEO Alea Srl SB
Tiziano Carlot



Alea in figures

98
Employees



60+
Export countries



100%
Waste sent to recovery operations



73%
Expenditure in favour of local suppliers



38%
Women in the company



ISO
9001 - 14001 - 45001

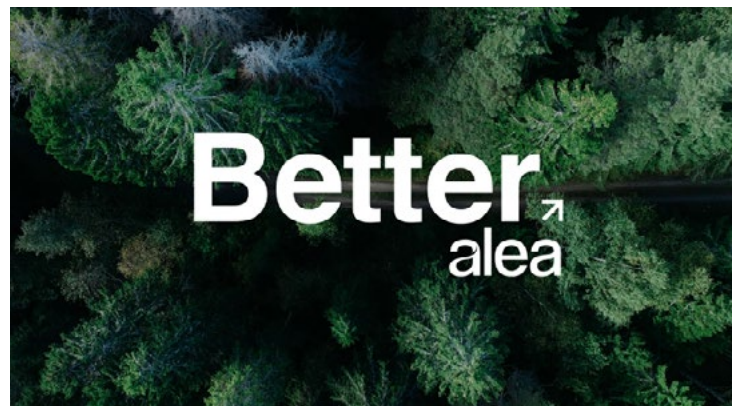


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Our Identity

Alea Srl SB is an office furniture company which has been operating in the wood furnishing sector for more than 50 years. Deeply rooted in its local context, it has succeeded in evolving over time to become one of the most active office furniture companies on the international market, while maintaining its family-run structure. In everything we do, we are guided by a simple but ambitious principle: to improve every day. This pursuit of continuous improvement is what we call **Better**, which drives us to combine innovation, aesthetics and responsibility in every phase of our work. We work to support our customers in furnishing spaces and workplaces with beautiful, comfortable and functional solutions, and to offer quality products combining aesthetics and comfort. We help design **places where people feel Better**. In addition to our standard products, we also create solutions designed to meet the specific demands of our customers, which are always attentive to new developments in terms of design and materials and sensitive to the innovative solutions proposed by the market. Our company headquarters and our production plant are located in Sarone di Caneva, in the northern Italian province of Pordenone, within one of most dynamic and qualified production districts in Europe. The plant, covering a total of 15,000 square metres, is equipped with state-of-the-art technology and machinery. The headquarters was completely renovated in spring 2008 and brings together the management and sales, technical and administrative offices, as well as meeting areas where customers and events are hosted to make Alea known to the world outside. Here is where our concept of sustainability takes shape: concrete, authentic, future-oriented. A way of thinking, creating and producing that values time, people and the environment. A **Better** way of making.



Key Stages in Our History

1972

1972 is the year the company was founded, originally named CMC. The company was founded based on the vision of its three founders. Initially focusing on the national market, we have been contributing to the economic development of our local context, which is among the most vibrant industrial districts in Europe.

2001

Aiming at entering new markets and looking at an increasingly international context, in 2001 we established a company in North America, in Miami. This allowed us to reach more market segments and strengthen our competitive position.

2005

On 18 July, our company name changed. We became Alea Srl, still continuing to cultivate the distinctive identity that had been distinguishing us for years.

2017

As part of our brand internationalisation strategy, in 2017 we opened our London showroom in the Clerkenwell area, the so-called "Little Big Italy" as well as the beating heart of London interior design. By doing so, we opened our doors to architects and industry insiders, generating positive impressions thanks to a modern exhibition space and our new furniture proposals.

2019

2019 was a crucial year in our recent history. The generational transition in the governance of the company was completed and our corporate identity refreshed. This stage resulted in a strengthened corporate image, opened the way to improvement in the communication of our company's history, values and services, and gave us renewed impetus to address the challenges of the future.

2021

In 2021, being aware of the transformation processes in our target market and pursuing a continuous improvement approach, we took part in the creation of a new company, Alea Design & Build, specialised in tailor-made comprehensive responses to the specific needs of customers. Thanks to the cooperation with our partners, the customer is accompanied step by step from the beginning of the process to the realisation of the final output.

2023

In December 2023, following the incorporation of our partner company m | artedesign Srl, embodying an expression of our same geographic area, we formed Alea Srl SB. By becoming a benefit corporation, we decided to integrate social and environmental goals into our articles of association, in order to contribute to a development based on the principles of sustainability.



Our Business

We are a 100% Made-in-Italy company operating in the office furniture industry and specialised in contract design solutions.

We hold an important position in the market thanks to its philosophy of constant innovation and its strong reliability in the development of products for end consumers. We perform furniture design, manufacture and installation, taking care of each and every detail throughout the entire production process in the realisation of both standard and customised solutions.

The concept of office is constantly evolving and providing the impetus

for continuous research: our aim is to develop solutions that meet the customer's expectations, in the broader interest of the community and through sustainable use of resources. Over the years, we have succeeded in combining the quality of fine craftsmanship and the solidity of industrial production in a unique way. We combine high-quality materials with an efficient production organisation based on a "just-in-time" approach. By coordinating multiple suppliers we offer our customers a quick response to even the most complex requests. The production cycle is almost entirely carried out in the main factory: cutting, edge banding, drilling and assembly are the main operations we perform. Such activities follow the key stages of product conception, resulting from the creativity and skill of the designers we collaborate with, and design by our technicians. We rely on third-party suppliers for some processing operations, in particular for painting and coating, while a network of agents and dealers puts us in contact with buyers. Many of our dealers also take care of the assembly of furniture and partitions at the customer's building site. Our furniture shapes the spaces of a rather diverse clientele: professionals, industries, credit institutions, government and research bodies are just some of the customers to whom we devote care and attention at every processing stage.



Our Products

Our product lines are characterised by style and unique technical features. Workstations, meeting tables, private offices, partition walls, containers and receptions are some of our product types for the market.

Over the years, new products have been created in collaboration with the best-known and most prestigious design studios in the world. Our designers and technicians develop each project aiming at maximising design and functionality. Their thorough knowledge of the production process enables them to perfectly translate ideas into real products meeting customers' specific needs. Our products are divided into three main lines: furniture, spaces and seating.

· Furniture

Working furniture has adapted to changes in working modes. Thanks to remote working and digitisation, desks become spaces for meeting and sharing ideas. As for executive offices, our aim is to design carefully crafted environments in which attention to detail and fine finishing recreate an atmosphere of relaxation and comfort in a hybrid design combining managerial solutions and domestic spaces.

We also make furniture for reception rooms, which convey the very first impression of a business.

We design solutions that optimally convey corporate values.

We create tables for meeting rooms, relaxation areas and lounge rooms, and design complements (coat racks, outdoor solutions, planters), storage elements (sliding doors, drawer units, cabinets) and accessories that can be flexibly used in any type of office with the aim of combining design and functionality.



· Spaces

Partition walls are essential structures for customising office spaces and giving them new life. They make it possible to create divisions within open spaces, thus providing privacy for optimal work management. We also give a new look to spaces with our line of booths, our “pods”: structures, innovative in design and materials, capable of creating new volumes within existing ones. This valuable solution for large workplaces embodies the new concept of working environment and the changes in spaces and ways of working.



· Seating

We produce task or operational seats to ensure the highest levels of ergonomics and durability. Comfortable and essential, they ensure correct posture for those who spend a lot of time sitting at their desks.

Our “managerial” seats are intended for management functions. With their contemporary and ergonomic shapes, they ensure comfort and suitability for prolonged use. Our “executive” line includes executive seatings that clearly and immediately express the representative and unique style of a company and its management. Based on careful design research and material selection, attention to each and every detail confers authoritativeness, design, functionality and efficiency to our products. The “visitor” seats are ideal for non-prolonged use and for setting up waiting rooms or meeting rooms. These solutions are characterised by maximum versatility and designed to combine convenience and elegance. With its simple shapes, our “hybrid” line is extremely versatile and adapts to a variety of environments. Our “community” seats best meet the needs of large audiences and hosting in public places. S50 sofas are also available.





Incorporated into our company at the end of 2023, m | artedesign is now an Alea brand. Since 2012, m | artedesign has been passionately dedicated to the creation of new shapes, offering intimate and personal design elements. Meticulous attention to detail and high product quality are values that fit perfectly with the philosophy of our company. Together we want to offer a comprehensive proposal for furnishing spaces, including furniture, pods, structural elements and seating.



Our markets

Furnishing our customers' offices with a craftsman's care is the heart of our business activities. Competence, experience and passion for design are the cornerstones allowing us to stand out in the market and making our work and that of our partners so special.

We employ multiple distribution channels to reach our customers in order to best meet consumer needs. We rely on an extensive network of retailers based on long-standing partnerships developed over the years, but we also establish direct relationships with end customers. In order to coordinate such a diversity of channels as effectively as possible, our personnel is organised by geographic area and interfaces with the network of agents for the national market and with trusted retailers for the international one.

The Italian market was the launch pad for dreaming of greater international expansion. Today, foreign market is our main market, also thanks to the showrooms we set up in global centres such as London, Paris, and New York City. In 2001, in order to strengthen our presence in North America, we opened an office in Miami.

Specifically, in 2023, our turnover was generated in 65 countries by involving around 400 customers, subsequently reaching approximately 900 by 2024. Over time, collaboration with retailers has proven to be an effective strategy to promote Alea's style, products and vision in more than 90 countries around the world.



On the right, you can find a percentage breakdown of 2023 turnover by product type:



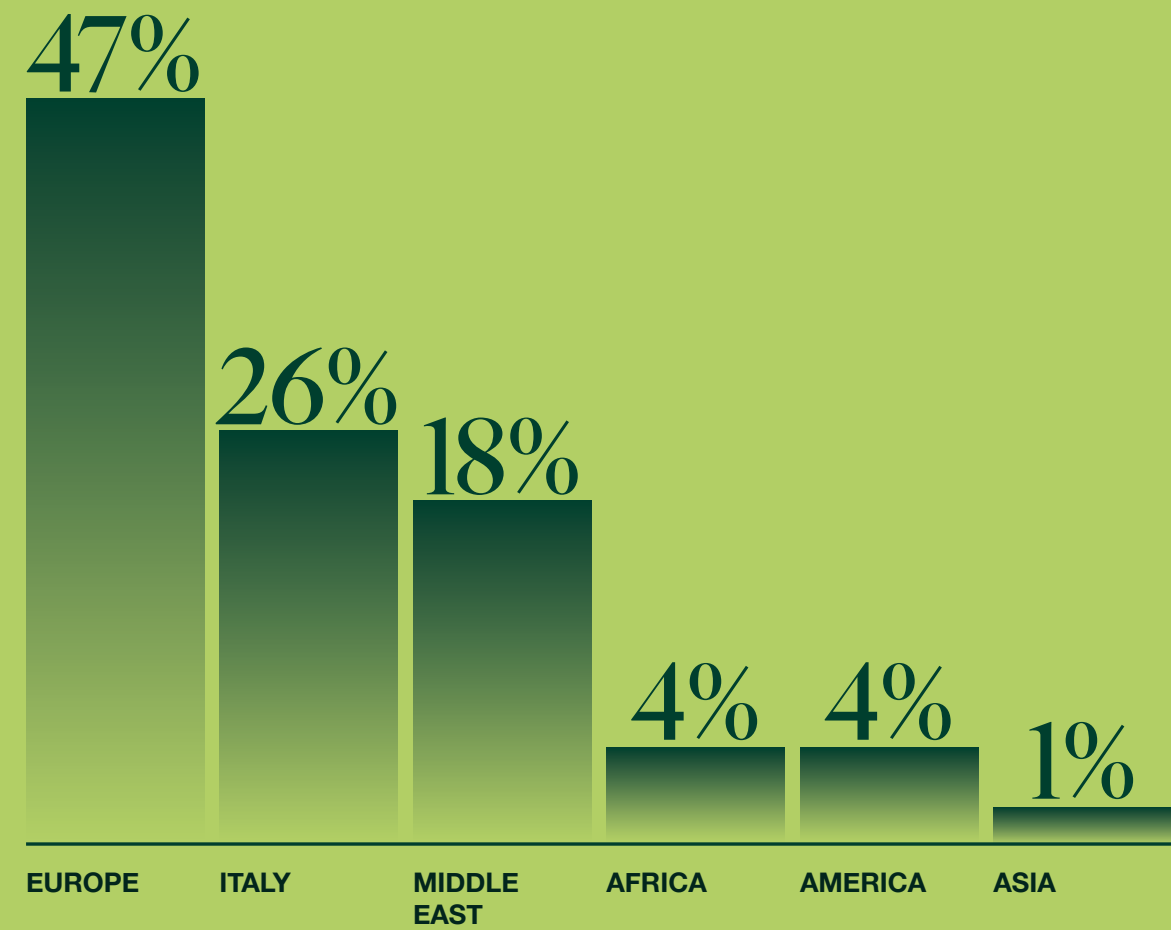
On the right, you can find a percentage breakdown of 2024 turnover by product type::



Paris showroom



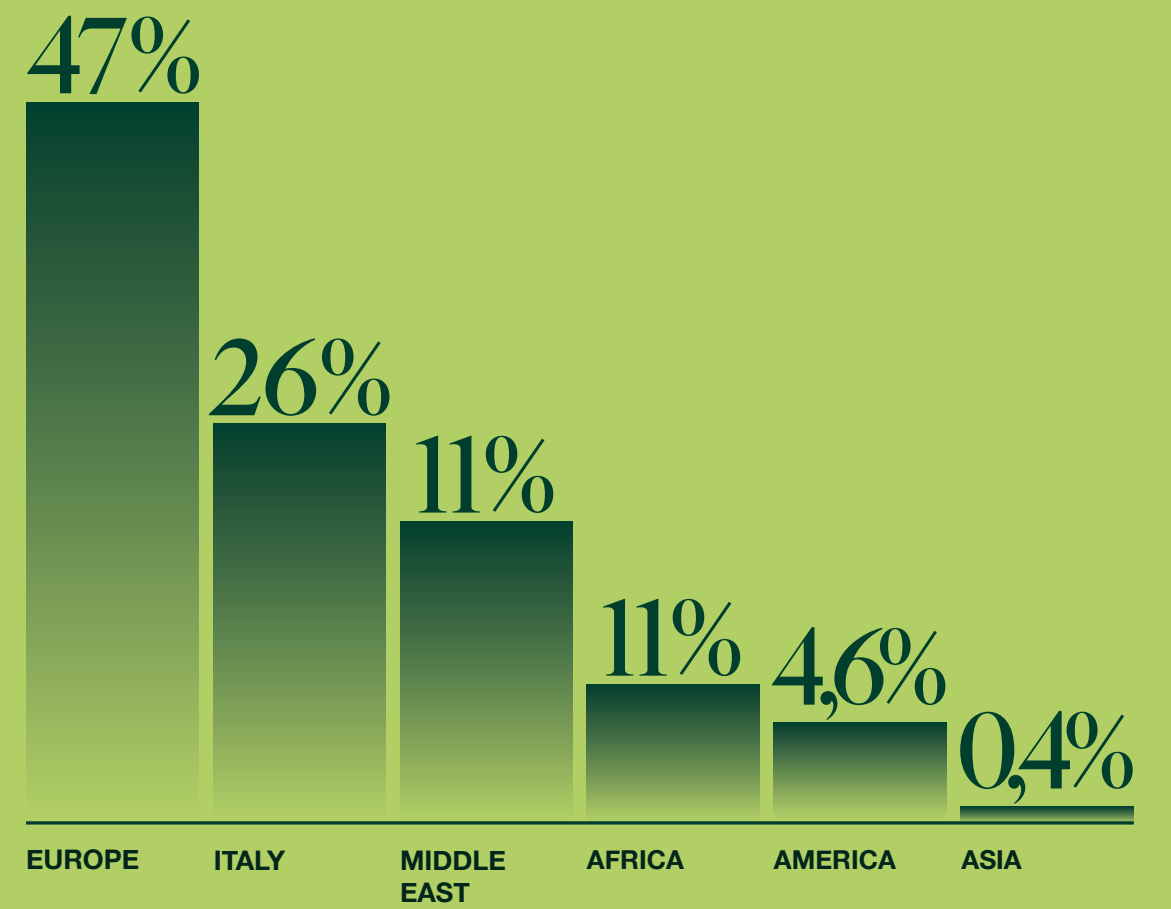
Below is a percentage breakdown of turnover by market in **2023**:



London showroom



Below is a percentage breakdown of turnover by market in **2024**



Our Sustainability Journey

Alea firmly believes in the principles of sustainability and places the safeguard of workers' well-being and respect for the environment at the very centre of its operations. Guided by this vision, we focus our efforts on environmentally friendly development, both in production processes and in end products. We are aware that sustainable action and thinking have positive impact on product and work quality, but also on internal relations, the community and the specific environment in which we operate.

Sustainability principles are integrated within our activities at several levels. Sustainability for us means acting ethically, i.e. in accordance with the company's Code of Ethics and the national and international regulations, as well as seeking continuous improvement by pursuing product excellence and listening to stakeholders and a market sensitive to sustainability issues. Being sustainable also means increasing efficiency, with a view to better managing costs and, at the same time, reducing the impact on the environment and resources. For Alea, sustainability means also ensuring a safe and healthy working environment where people are fully valued, by investing in the development of their skills and their participation in the company mission.

The UN Agenda 2030

The UN Agenda 2030 for Sustainable Development is an action programme for people, planet and prosperity signed in 2015 by the governments of the 193 UN member states and approved by the UN General Assembly. The Agenda includes 17 Sustainable Development Goals (SDGs) that are part of a broader action agenda with 169 socio-economic, environmental and institutional targets to be achieved by 2030. The main purpose of the Agenda 2030 programme is to raise global awareness on sustainability issues in a collective journey in which no country is left behind.



For a Sustainable Development

Sustainable development is a model of growth that aims to meet the needs of present generations while ensuring that future generations can also meet their own needs. It is an integrated model, in which the economic, social and environmental dimensions are closely interconnected. From this perspective, there is no real growth if there is no balance between wealth creation, resource utilisation and environmental protection, and improving of the living conditions of people and societies.

In Alea we are aware of the value of sustainable growth, both on an internal level, with regard to our employees, and on an external level, looking at the broader market. To make this commitment concrete, we have put in place a number of initiatives emphasising the importance of integrated business strategy management to address the environmental, social and economic impacts associated with business activities.

These are key principles to ensure business continuity and to contribute positively to the society and environment in which we operate.

Materiality Analysis

Within Alea, responsibility for coordinating sustainability initiatives lies with the management. In 2023 we started an internal sustainability process which resulted in the preparation of a materiality analysis allowing us to map, identify and assess the sustainability issues that are most relevant to the organisation and its stakeholders, i.e. all those who interact with the company in whatever capacity.

Stakeholders and partnerships

The relationship with stakeholders is a central aspect of sustainability strategies. “Stakeholders” are all individuals, groups or organisations that have a direct or indirect interest in the activities carried out by a company. Alea’s internal and external stakeholders include:



We nurture the relationships with our stakeholders and make sure that they are constantly kept up-to-date on news about our company and its progress, through regular communications as well as newsletters and digital channels. Company visits for external stakeholders are aimed at presenting new products, strategies undertaken and our processes.

Partnerships are another component of our sustainable strategy. Being a member of industry associations creates significant relational capital for the company. Alea works in synergy with several prominent associations, consortia and technology hubs of its industry, including:



Member of



The impacts of activities

Through a thorough analysis of our activities and business model, considered from an economic, social and environmental perspective, we identified the environmental and social aspects on which the company has the greatest impact, as well as their influence on the organisation's economic success. In order to carry out a rigorous analysis, an internal team was set up bringing together the people responsible for the different areas of the company, so as to benefit from their different expertise. The materiality analysis, conducted in close cooperation between the internal group and a team of experts, led to the definition of a list of impacts, i.e. the effects, positive or negative, that the company's activities have on the environment and society. Significance was then measured for each impact.

Materiality analysis is the starting point for building a sound and lasting sustainability strategy. The results obtained provide a precise map of the impacts to be monitored and carefully managed, thus allowing to optimally channel resources and actions.

SDG	MATERIAL TOPIC	IMPACTS	
 	Material sourcing and efficiency	Consumption of raw materials: wood and wooden products, glass and metals	NEG
	Material sourcing and efficiency	Consumption of natural resources and packaging-related waste generation	NEG
	Material sourcing and efficiency	Choosing local suppliers in the company's value chain	POS
	Emissions	Dust emissions into the atmosphere due to the production cycle	NEG
	Emissions	Transport-related emissions of climate-changing gases in the raw material procurement, outsourced processing and distribution stages	NEG
 	Energy management	Use of fuel from non-renewable sources	NEG
	Energy management	Electricity consumption, especially for panel processing	NEG
	Business ethics and integrity	Failure to adapt to market changes and consequent loss of competitiveness	NEG
  	Business ethics and integrity	Transformation into Benefit Corporation and creation of a corporate identity aimed at generating common benefit	POS
	Product design and life-cycle management	Impacts in the life cycle caused by absence of monomaterials in product design and manufacture	NEG

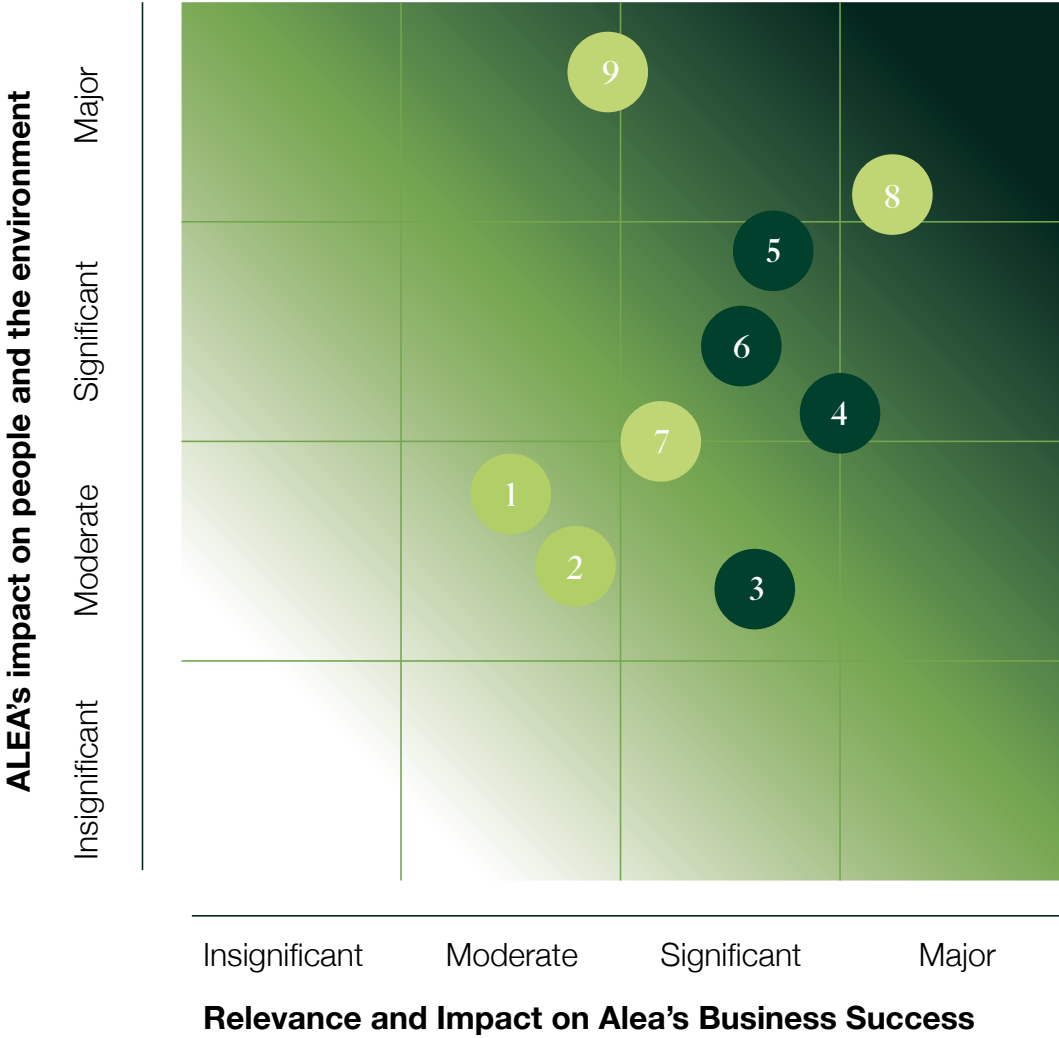
	Product design and life-cycle management	Generation of scrap and waste from production	NEG
	Product design and life-cycle management	Impacts related to the product's end-of-life stage: disassembly, recycling, disposal	NEG
 	Product design and life-cycle management	Collaboration with universities and educational institutions for design and product development	POS
 	Product design and life-cycle management	Products and environments designed to have an impact on the working well-being of the end customer	POS
	Product design and life-cycle management	Single-material packaging solutions and use of recyclable packaging	POS
	Quality and Safety of Products	Indoor emissions during product use, generating potential VOCs (Volatile Organic Compounds)	NEG
	Quality and safety of products	Potential non-compliances of products to quality and safety requirements	NEG
	Quality and safety of products	Compliance with product safety requirements set by international standards	POS
	Health and safety of employees	Use of potentially harmful substances (glues), emission of hardwood dust and formaldehyde	NEG
	Health and safety of employee	Negative impacts on the health and safety of workers involved in the higher-risk processing steps	NEG
	Support to the local community	Supporting the local economy through established partnerships with suppliers of materials and outsourced processing	POS
 	Support to the local community	Contribution to local development by supporting local initiatives	POS
	Support to the local community	Job creation for the local population	POS
 	Support to the local community	Supporting the employability of younger generations through internships combined learning-working programmes	POS
 	Valuing and developing people	Negative impact of failure to value and develop all people in the organisation, with consequences for work climate and growth capacity	NEG
 	Valuing and developing people	Impacts related to personnel turnover, generational change and difficulty in attracting/retaining young talent	NEG
 	Valuing and developing people	Developing people's skills through investment in training	POS



Identified Topics

In Alea, we have structured the materiality process in several stages:

- 1. Context analysis**
Definition of the business context and of topics that are relevant for stakeholders and the market.
- 2. Identification of material topics**
Collection of topics that are relevant to the company and its stakeholders.
- 3. Classification and prioritisation of impacts**
Assessing the importance of each topic for the company, both in terms of its impact on people and the environment and its relevance to the economic success of the organisation. The different impacts—both positive and negative, current and potential—of the organisation were grouped into individual topics, corresponding to the material topics for the organisation. These were then grouped into three macro areas, corresponding to three megatrends: governance (G), social (S) and environmental(E).



E	1	Emissions
	2	Energy management
G	3	Material sourcing and efficiency
	4	Product design and life-cycle management
	5	Quality and safety of products
	6	Business ethics and integrity
S	7	Health and safety of employees
	8	Valuing and developing people
	9	Support to the local community

Significant material topics form the map for our future actions. This methodology is aimed at developing actions to increase positive impacts and mitigate negative ones.

ESG Strategic Plan

To complete the materiality analysis process, a first ESG strategic plan was drawn up at the beginning of 2024, identifying the sustainability issues and objectives on which we intend to focus our efforts in order to translate them into concrete actions and measurable indicators.

The main lines of action have been defined based on Alea SB’s aims of common benefit as set out in its articles of association: circular economy, enhancement of people and the local area, and cooperation with organisations and institutions are the areas in which we intend to pursue our plan. With this in mind, for the two-year period 2024-2025, at Alea we have chosen to focus on reducing our environmental impact (closely linked to SDG 13), on developing ESG skills through training initiatives (cutting across SDGs 4, 9, 12 and 16), on strategic communication and brand promotion (in line with SDGs 8 and 12). Activities have been planned to improve the efficiency of business processes and consolidate internal procedures for ESG reporting.

A detailed description of the individual actions taken, targets and results achieved is contained in Alea Srl SB’s Impact Report.



Responsible governance

At a time when the focus on the social and environmental impact of companies is increasing, sound governance is the basis for ethical and transparent behaviour. Companies that choose to take this path position themselves as responsible leaders, capable of generating long-term value not only for themselves, but for the society as a whole.

Becoming a Benefit Corporation: Aims of Common Benefit

As of 2023, we are a Benefit Corporation (“Società Benefit” in Italian), which is a choice that reinforces our desire to generate a positive impact beyond profit. A Benefit Corporation is a type of company that incorporates aims of common benefit into its articles of association, a business model recognised by the Italian legal system which constitutes an evolution of traditional paradigms. In addition to pursuing profit for their shareholders, these companies voluntarily strive to generate a positive impact on social and environmental aspects. For us, it is an important step in a journey of conscious evolution, which sees sustainability as a strategic and value-based choice. A choice that translates into a daily, concrete and improvement-oriented way of acting. It is our Better: a commitment that grows over time and guides our decisions in every aspect of the company. Our decision to take the form of a Benefit Corporation reflects our desire to build an increasingly sustainable corporate governance. Sustainability is related to organisational models that foster transparency and responsible behaviour towards stakeholders. As stated in its articles of association, Alea SB is committed to pursuing aims of common benefit in several areas. To reduce our environmental impact, we work to promote circular economy practices such as recycling and reuse, with the aim of reducing the use and waste of resources, and adopt an eco-design approach in the development and manufacture of products, paying attention to their entire life cycle. We are committed to choosing sustainable wood supply chains and to dealing responsibly with those involved in the supply chain. To foster growth in the area, we want to establish partnerships with universities and research institutions for product development, continue to support local employment, attract new talent, create a work environment that fosters personal and professional growth, and also support local initiatives economically. We also consider it important to make our contribution to disseminating the values and practices of sustainability both within and outside the company, by regularly communicating our results to our stakeholders, with particular regard to future generations.

Mission & Philosophy

The articles of association of the Benefit Corporation indicate the path we have taken towards sustainable development. We want to walk this path remaining true to our identity and to what we have been doing for 50 years with care, expertise and dedication, that is, to give shape to our customers’ ideas and transform them into places to live, in harmony with our mission and philosophy:

**“Our mission is to create beautiful, comfortable and inspiring workplaces.
Places where people feel good”**

Our Purpose & Values

In conjunction with the transformation into a Benefit Corporation, we defined Alea’s purpose and values. The purpose identifies the reason why an organisation exists, a major aim to be concretely integrated into everything we do. Going back through our history and to the roots of the company, we identified this purpose:

**“We are passion and vision
for the beauty of tomorrow”**

Our values are the guiding principles by which we wish to be inspired: they embody Alea’s vision and identify what we consider important in our work and in our relationships with those we collaborate with.

Care

Our key is to approach every challenge with calm and confidence, paying attention to all the details of our actions.

Unity

Together, we seek happiness for ourselves and our stakeholders.

Systematicity

Having clear objectives defines the way. Sharing them with the team through transparent management makes it possible to achieve them.

Integrity

We lead by example and are fuelled by honesty. Balance and fairness are our strength

Passion

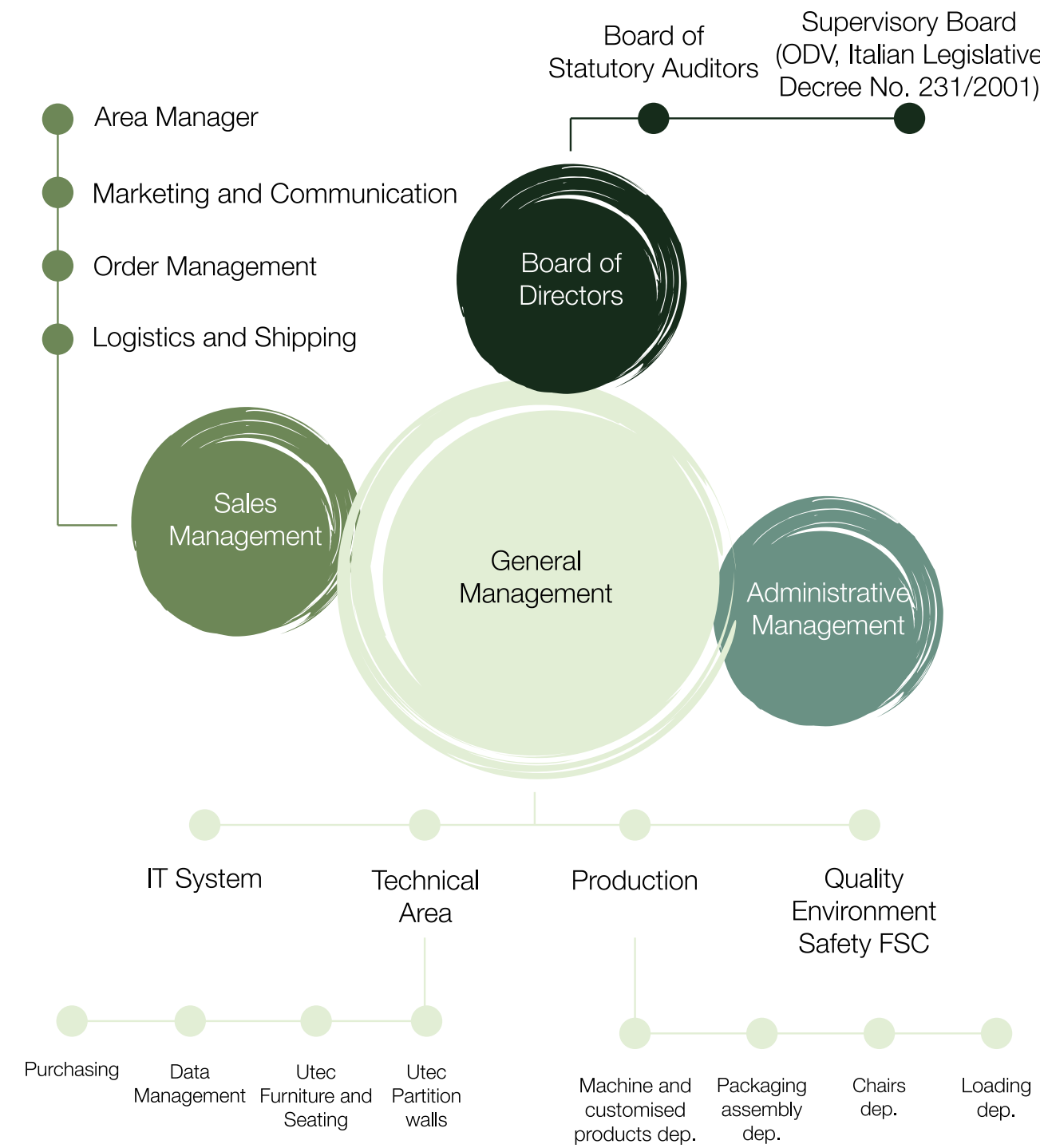
We cultivate relationships over time, putting love into our organisation to generate well-being for all.



Governance Structure

The board of directors (BoD) is the highest governance body. It has the task to define the company's strategies and the responsibility to manage its business activities in a responsible manner, taking actions that ensure economic, social and environmental performance. It is therefore within the responsibility of the BoD to manage the significant sustainability impacts of the business, as well as to assess the impact generated as a Benefit Corporation. The BoD is appointed by the shareholders' meeting and holds office for an indefinite term. It currently consists of three members, one woman and two men, one of whom serves as president. Alea's activities are audited by the competent supervisory body. At the operational level, the BoD communicates with area directors, then with managers and finally with employees.

Below is an outline of the organisational structure we have adopted.



Integrity and Ethics in Business Conduct

We believe that honest and transparent business conduct is central to our sustainability journey. Our ethics are reflected first and foremost in the tools we have put in place in support of governance.

Quality, Environment and Safety Policy

In Alea we are aware of the value of transparency and the importance of clear corporate policies to achieve sustainable governance. Our Quality, Environment and Safety Policy (QAS, “Qualità, Ambiente e Sicurezza”) plays a key role in clearly, precisely and explicitly defining the company’s principles and objectives regarding quality, environment and safety, thus providing a clear vision to employees, customers and other stakeholders. It is a framework that supports the organisation in managing compliance with current regulations and standards. The company policy, articulated in several aspects, is a fundamental part of the Integrated Management System. Compliance obligations, health and safety of workers, personnel involvement, environmental commitment, chain of custody and continuous improvement are the aspects covered by our policy.

The Code of Ethics and the Organisation, Management and Control Model 231

Our organisation is committed to translating these principles into concrete actions, firstly through the adoption of the Code of Ethics. This document provides the basis for the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001. It is an integral part of it and contains the guidelines that all those working for Alea are expected to follow. The Code of Ethics, in order to ensure maximum use by all employees of the organisation, was formalised and is available on the company website. Sensitive issues for the organisation are defined in said document, which include:

Business Management Conduct

We have defined policies and best practices concerning conflicts of interest, the proper use of company assets, and relations with customers and suppliers.

Relations With External Stakeholders

We pay attention to how we relate to public institutions and the media mass media.



Confidentiality

Confidentiality is a relevant issue for us, as our activities constantly require the acquisition, storage, processing, communication and disclosure of news, internal documents and company know-how (deeds, reports, notes, studies, drawings, photographs, software, etc.).

Personnel Policies

Personnel policies describe how human resources management and development take place.

Protection of Health, Safety of Workers and the Environment

We have formalised a dedicated policy in order to raise awareness within the company and establish mechanisms for risk prevention.

Transparency of Accounting Information and Internal Audits

At all levels of our organisation, we disseminate the importance of having an adequate internal control system.

Whistleblowing

In accordance with the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231, we have established a whistleblowing procedure. The aim is to ensure a reliable and confidential channel for informing the company about any non-compliance or critical issue as to ethical standards and general principles. Through the Code of Ethics and the Organisation, Management and Control Model 231, we intend to promote transparent business conduct, which is the result of a culture based on trust and responsibility.

Legality Rating

Legality and transparency are founding principles of every company and organisation. To certify this fundamental commitment, Alea has obtained the legality rating issued by the Italian antitrust authority (Autorità Garante della Concorrenza e del Mercato) with a score of 3 out of 3 stars.

Our Approach to the Supply Chain

We believe that a solid and responsible supply chain is key to sustainable business. We are therefore committed to working with suppliers who share our vision, with a view to promoting and enhancing a culture of quality, health and safety at work, and respect for the environment. We aim to build relationships of trust and mutual respect with our suppliers, based on collaboration and the sharing of common goals. We favour long-standing partnerships that we have been developing over decades, which allow us to consolidate common know-how and develop innovative and customised co-designed solutions. In our industry, working with partners who share our vision helps us to strengthen the identity and “Italian style” of our products. The just-in-time approach aimed at optimising production processes and minimising waste requires close cooperation with our suppliers, which results in greater efficiency and flexibility for the entire supply chain. Alea’s supply chain mainly involves suppliers of raw materials, specifically wood panels, but also metal and glass components. Other supplies consist of semi-finished products and outsourced processing. Sometimes we rely on employment agencies in our search for workforce. Our approach is based on traceability and transparency. We consider it key to promote responsible use of resources. Alea purchases solid wood panels and components with FSC® (Forest Stewardship Council®) certification, which guarantees that the wood used comes from responsibly and sustainably managed forests, avoiding procurement from illegal sources and the exploitation of resources, workers and communities. Alea is committed to comply with the Chain of Custody requirements set out in the standard. In order to reduce the environmental and social impact of our activities, we have decided to give preference to local supplies and subcontractors. This allows us to support local economies and reduce CO2 emissions associated with transport. This gives us greater control over the quality of products and ensures that high standards are met. In 2023, 75% of the company’s expenditure went to local suppliers. The company defines as “local” those suppliers whose operations are based within 200 km from Alea’s place of business in Sarone di Caneva. In 2024, 20% of new suppliers were selected based on environmental criteria.

This table refers to expenditure in favour of local suppliers.

GEOGRAPHICAL	LOCAL SPENDING PERCENTAGE 2023	LOCAL SPENDING PERCENTAGE 2024
Friuli Venezia Giulia	58%	51%
Veneto	17%	22%
Total	75%	73%

Imports, from EEC countries, do not exceed 2% of total purchases and mainly concern electrical accessories.

Our Certifications

We have actively committed to achieving high standards of quality and responsibility by adopting ISO-certified management systems. By adhering to the most widely used international standards, we guarantee high quality products and services meeting customer expectations, ensure a safe working environment and regularly monitor the environmental impact of our activities. These certifications are an important benchmark for our company and an added value for all stakeholders.



ISO 9001:2015

Alea Srl SB is certified under the quality management standard. This certification was obtained for our headquarters in Caneva and for our plant located at Via Mezzomonte in Sacile. Creating clear and shared quality procedures has enabled us to improve quality, reduce errors and increase the operational efficiency of our processes.

ISO 14001:2015

This certification demonstrates our willingness to cultivate increasing environmental responsibility. In concrete terms, it implies constantly assessing the risk of environmental damage that could result from our activities and ensuring proper management in full compliance with regulations.

ISO 45001:2018

With a systemic approach, this certification guides the company in managing health and safety risk and in promoting safer working practices for its employees.

ESG Rating

As of 2024, Alea has put in place an important initiative to measure its environmental, social and governance (ESG) impacts by adopting Ecomate, a specialised corporate sustainability assessment software compliant with European and Italian regulations and based on relevant international standards. This tool performs an assessment through 200 questions grouped into 11 modules and divided into the three ESG dimensions: Environmental, Social, Governance. As for Governance, the examination of ESG performance focused on transparency and the tools implemented to tackle corruption, as well as the sustainability of both the products and the supply chain for production materials. The economic module investigates the company’s financial sustainability and its innovation capacity in the search for new market opportunities. The modules on the environment measure the attention paid to waste management and the promotion of the circular economy, and include an analysis of energy consumption and the use of renewable sources. In the Social domain, the approach and ways of involving stakeholders, including employees and end customers, are investigated. In addition, an assessment is made of the actions put in place to promote occupational safety and health, while some other questions concern employee well-being and the company’s remuneration and pension policies. The platform gives back a result expressed in a score between 0 and 100, which allows the company to be placed in a certain risk class, in the same way as with financial ratings.

AAA	80-100	VERY LOW RISK
AA	65-79	
A	55-64	LOW RISK
BBB	45-54	MEDIUM/LOW RISK
BB	35-44	MEDIUM RISK
B	25-34	MEDIUM/HIGH RISK
CCC	15-24	HIGH RISK
CC	6-14	
C	0-5	VERY HIGH RISK
D	ANY	JUNK
E	00	NOT RELEVANT



ESG Rating GRADE

A

ESG SME Rating

60/100

In 2024, Alea obtained a score of 60/100, which places the company in class A. This process is a first step towards greater awareness of the influence of sustainability issues on the company’s business and, at the same time, highlights potential areas for improvement. The process of obtaining an ESG rating is a fundamental first step toward greater awareness of the influence of sustainability issues on business operations. At the same time, the analysis provided by the Rating highlights potential areas for improvement and serves as a tool for monitoring the effectiveness of actions taken to optimize internal processes with a view to sustainability.

E

47/100

S

64/100

G

68/100

Our People

In Alea we recognise the value of people. The dedication and professionalism of our employees are the lifeblood for the achievement of our goals. The technical skills and professionalism of those who work with us are a resource that we want to enhance and preserve. This is why we are committed to cultivating and fully developing the skills and competences of each individual. We promote a safe, inclusive and stimulating working environment, where everyone’s energy and creativity can find full expression. We seek stable and long-term collaborations and give preference to permanent employment arrangements. We make minor use of fixed-term and temporary contracts, which are regulated by a precise company policy and used as a temporary measure when incorporating new personnel. The presence of some part-time employees is a response to the specific needs of certain workers. We want to offer employees quality employment, with a view to promoting a medium- to long-term vision. As at 31 December 2024, Alea has a workforce of 98 employees, all operating in our sites within the Friuli-Venezia Giulia region, plus 3 full-time temporary workers. Temporary workers make up a small percentage of our workforce and, at the end of their contract, the company considers hiring them directly as employees. In 2024, 5 temporary workers were directly hired by Alea.



The following tables provide breakdowns of employees by gender and contract type.

YEAR 2023

	WOMEN	MEN	TOTAL
Permanent contracts	33	53	86
Fixed-term contracts	1	3	4
			90

YEAR 2024

	WOMEN	MEN	TOTAL
Permanent contracts	32	58	90
Fixed-term contracts	5	3	8
			98

YEAR 2023

	WOMEN	MEN	TOTAL
Full-time	33	54	87
Part-time	1	2	3
			90

YEAR 2024

	WOMEN	MEN	TOTAL
Full-time	35	60	95
Part-time	2	1	3
			98

Alea applies the Italian national collective labour agreement for the Wood and Furniture industry (“Contratto Collettivo Nazionale del Lavoro Legno e Arredo”), guaranteeing its employees fair working conditions and wages in line with industry standards. We are deeply committed to protecting workers’ rights and all our employees are covered by the collective agreement.

The following table provides details of new hires and terminations for the year 2023.

NEW HIRES 2023

GENDER	UNDER 30	30-50	OVER 50	TOTAL
Men	7	6	3	16
Women	4			7
	10	9	3	22

TERMINATIONS 2023

GENDER	UNDER 35	35-50	OVER 50	TOTAL
Men	4	1	1	6
Women	2	1	1	4
	6	2	2	10

The following table provides details of new hires and terminations for the year 2024.

NEW HIRES 2024

GENDER	UNDER 30	30-50	OVER 50	TOTAL
Men	8	0	1	9
Women	4	4	2	10
	12	4	3	19

TERMINATIONS 2024

GENDER	UNDER 35	35-50	OVER 50	TOTAL
Men	3	3	0	6
Women	2	0	3	5
	5	3	3	11

We firmly believe in fairness and merit. For this reason, we offer all employees equal opportunities for professional development, without discrimination of any kind. We ensure that every decision regarding employees is made objectively and based solely on criteria of merit, competence and professionalism. We endeavour to ensure transparency and fairness in our procedures for selecting, hiring, training and remunerating employees. We regularly monitor the company climate through surveys and interviews with our employees, to ensure that the working environment facilitates collaboration between men and women and between generations.

Women account for 38% of the company population. The main age group is people aged between 30 and 50. In a complex labour market, where finding skills is not easy, we also pay attention to the younger generations and perform constant scouting. We have established partnerships with educational institutions and design schools to host some high school students in the framework of the combined learning-working programmes provided for by the Italian education system (Percorsi di Alternanza Scuola Lavoro). Said initiatives proved to be useful tools for seeking out and attracting talent, an effective channel for recruiting and retaining employees within the company.

The table provides a breakdown of employees by gender, age and job.

YEAR 2023

	GENDER	UNDER 30	30-50	OVER 50	TOTAL
Manual workers	Men	3	14	10	27
Manual workers	Women	2	10	3	15
Office workers	Men	11	6	6	23
Office workers	Women	8	10	1	19
Middle Managers	Men		1	4	5
Top Managers	Men			1	1
		24	41	25	90

YEAR 2024

	GENDER	UNDER 30	30-50	OVER 50	TOTAL
Manual workers	Men	6	14	11	31
Manual workers	Women	2	11	2	15
Office workers	Men	11	5	7	23
Office workers	Women	9	12	1	22
Middle Managers	Men		2	4	6
Top Managers	Men			1	1
		28	44	26	98

Employee Well-Being

In Alea, employee well-being is considered a fundamental aspect of corporate life. Care and attention towards the people in our team result in a positive, safe and stimulating working environment, where professional growth goes hand in hand with work-life balance. Investing in employee well-being means nurturing motivation, enthusiasm and a sense of belonging to the company, which can further translate into greater creativity, innovation and productivity. In order to improve the work experience of our employees, we have undertaken several initiatives, such as, among others, flexibility policies facilitating work-life balance. In order to promote the physical and mental health and well-being of employees, we offer the opportunity to enjoy a dedicated canteen service, the cost of which is partially borne by the company. The possibility of having meals in the company helps workers to reduce work-related stress and car journeys, with benefits for the working climate and the sharing of spaces and moments other than just work. In addition to the statutory parental leave, in Alea we decided to introduce some further benefits for senior and junior managers, i.e. a company car for business and personal use, as well as sickness and accident insurance. The well-being of people is strictly bound to their involvement. We get our employees involved in many ways, through regular training on new products and business processes, as well as by offering them the opportunity to attend trade fairs or events at our showrooms in Italy and other countries. To foster team spirit among our people, we organise company dinners and recreational events, such as the annual five-a-side football tournament, and encourage them to contribute to internal newsletters and social media marketing activities.



Training

Training plays a key role in the sustainable growth of Alea, operating in an ever-changing industry. We invest in training our employees to strengthen their skills, foster innovation and nurture a corporate culture based on continuous improvement. We believe that in this way each employee can carry out their work autonomously and competently. We are aware that only by nurturing the skills of those who work with us we can we achieve our aims of greater social and environmental sustainability, as these are challenges that require integrated and constantly evolving knowledge. Mandatory courses and intern training are subject to annual planning. Accurate reporting through records and our management system allow us to monitor the training actions we implement so as to improve their effectiveness, in line with management system procedures. All our employees are subject to regular performance and personal development reviews throughout the year. Training is planned based on discussions between heads of department and heads of function, who collect feedback on the effectiveness of activities at their completion, in consultation with the company's management. We have adopted an approach based on continuous and regular learning. A monthly training session for personnel is planned on topics related to new products, optimisation of production processes, and the introduction of new computer software. Mandatory health and safety training in the workplace is carried out in accordance with laws and regulations. Personnel are also involved in specific webinars, tailored to the needs of their job and organised by trade associations and institutional bodies. Examples include training courses held between November and December 2024 on artificial intelligence and customs matters. Other employee skills improvement programmes included training on company products and processes, specific training on CAD programmes, administrative topics and sustainability-related topics, such as carbon footprint calculation and sustainability management. In the first half of 2024, 7 employees took part in a training course on key ESG issues, totalling 24 hours; in November, 3 employees started a course to become Sustainability Managers, which ended in early 2025. Our training actions are completed by internal training and mentoring, aimed both at training new recruits and at upgrading workers' skills as part of our process improvement measures.

The table below provides a breakdown of training hours by gender.

YEAR 2023

GENDER	TOTAL HOUR PROVIDED	AVERAGE TRAINING HOURS PER EMPLOYEE
Women	224	6
Men	325	6
	549	6

YEAR 2024

GENDER	TOTAL HOUR PROVIDED	AVERAGE TRAINING HOURS PER EMPLOYEE
Women	170	5
Men	510	9
	680	7

Health and Safety at work

Policies and Actions for Health and Safety

As stated in our Quality, Environment and Safety Policy, the protection of workers’ health and safety is a cornerstone of our business management. In Alea, we operate in full compliance with the safety standards set out in current legislation (Italian Legislative Decree no. 81/2008), by using practices that support us in the timely identification and implementation of measures to limit the risk of accidents and occupational diseases as much as possible.

To ensure an optimal organisation, starting from 2011 we have voluntarily implemented an ISO 45001-compliant management system as a tool for continuous improvement of the health and safety conditions of our employees. The choice of certified standards is indicative of the organisation’s willingness to set consistent targets and to monitor the results regularly and transparently. The company’s management is committed to involving and consulting employees, and to defining roles and resources for the proper functioning of the procedures set out in its management system. In order to ensure high safety standards, we have implemented several measures. The most significant measures include:

Scheduled ordinary plant maintenance by internal personnel and extraordinary maintenance by the manufacturer or qualified personnel.

- Regular maintenance of fire-fighting systems and equipment by qualified professionals.
- In-house management of statutory schedules for compliance verification of mandatory training.
- Regular delivery of dedicated training in our premises.
- Internal management of health surveillance schedule, on-site health surveillance visits.
- Regular verification of the functioning of safety devices by the persons in charge and provision of the prescribed PPE.
- Updating risk assessments with external support from qualified technicians.
- Appointment of responsible persons. As of July 2024, an internal worker has been appointed as the contact person for safety issues and to support the Head of the Prevention and Protection Service. The latter is an external person and was appointed in November 2024.

Risk and accident management

The above actions are accompanied by periodic risk assessment, in accordance with regulations and management manuals, which sets the basis for drafting the Risk Assessment Document required by Italian law (Documento di Valutazione dei Rischi, DVR). Such Document, updated with the external support of qualified technicians and complemented by the procedures of the integrated manual for Quality, Environment, and Safety, provides a map of the risks arising from our activities as well as guidelines for acting in order to eliminate hazards, replace hazardous processes, operations, materials or equipment with less hazardous ones, use appropriate personal protective equipment, and implement proper technical and planning measures, work reorganisation measures, and administrative measures (training and appropriate staff rostering).

The risk management approach is complemented by technical and planning measures for reorganising work, appropriate staff rostering, as well as verification of the proper use of mandatory personal protective equipment. A key to reducing risk is training: 10 health and safety training sessions were delivered in 2023, while 7 courses on health and safety at work were delivered in 2024, totalling 105 hours. One hour of induction training was provided by our Quality, Environment and Safety Manager to each of the 20 new recruits, increasing the total number of hours of health and safety training delivered to 125.

Our workers are involved and encouraged to report the occurrence of any hazardous situations, by means of written and/or verbal reports, as well as by direct discussion with supervisors and other individuals with safety-related roles (RLS, RSPP and DDL). The report can be made anonymously through the channel provided for by the whistleblowing procedure. In any case, the management is committed to protecting workers from any reprisal following the reporting of accidents, dangers, risks and possibilities.

We carried out a thorough mapping of tasks and related hazards. In Alea, people are employed in the production area, as machine line and custom manufacturing workers, and in the assembly, packing and loading departments. The other jobs comprise forklift drivers, drivers and, finally, office workers. The main injuries to which our workers are exposed include bruises, impacts and cuts. All injuries, accidents and near-miss events are recorded. In the case of accidents and injuries, an analysis of the causes is carried out, and preventive and improvement actions are put in place based on near-miss events. Within the company a Prevention and Protection Service is provided, in order to protect the occupational health of those who work in the organisation. Constant health surveillance, regular inspections by the competent doctor and supervision by the personnel in charge enable us to maintain high standards. A further assessment of health risks and necessary prophylaxis is provided for sales personnel travelling abroad and especially to risk areas. Alea protects the confidentiality of health information, which is handled exclusively by the designated professional and the specialised support structure. The documentation is personal and treated in accordance with privacy regulations by authorised persons only. All workers (employees and non-employees) are covered by the management system. This calculation did not take into account interns and students engaged in combined learning-working programmes due to the short duration of their stay at our facilities and their limited exposure to risks, in accordance with the training projects.

In 2023 only one accident with minor consequences occurred among employees, while an accident with minor consequences also affected a non-employee worker. The total number of working hours performed amounted to 159,988. In 2024, two minor accidents involved employees, while only one accident involved non-employees. The total number of hours worked was 161,797 for employees and 12,832 for temporary workers.

The tables report detailed figures on accidents, divided between employees and non-employees.

EMPLOYEES	2023	2024
Accidents at work with minor consequences	1	2
Accidents at work with severe consequences	0	0

NON-EMPLOYEES	2023	2024
Accidents at work with minor consequences	1	1
Accidents at work with severe consequences	0	0



Our Activities in Support of the Local Community

At Alea we want to be an active member of the local community and act responsibly towards it. The most significant impact of the company is the employment opportunities we offer to the local area and the contribution this makes to its development through the economic value we distribute to our workers and suppliers. Collaboration with local schools allows us to support education and training by offering internship and placement opportunities. In-company experiences enrich the schooling of the students we host and are aimed at increasing the employability of younger generations: in our vision, this potentially benefits both the company and the future of the industry.

In 2022, we collaborated with the design higher education institute Scuola Italiana Design di Padova (SID) and the scientific and technological organization Parco Scientifico Tecnologico Galileo SCpA in the context of the “ALEA COMMUNICATION DESIGN 22/23” study and research activities. Two new graduates from the above-mentioned school were hired at the end of the collaboration. In 2024, we kept working with local schools on PCTO projects (Percorso Competenze Trasversali per l'Orientamento, i.e. cross curricular skills for education and career guidance). In particular, two agreements were signed with the high schools Isis Sacile Brugnera and Liceo Artistico Statale B. Munari Vittorio Veneto. We make donations to local bodies and organisations to support actions aimed at improving community life and addressing situations of social fragility, in particular for the benefit of the Parish Maria Immacolata, the Pro Castello Caneva association, and the Associazione Famiglie Scuola Caneva APS. Over the years, we have actively participated in events and sporting activities, and sponsored the football teams of the municipality and province, as well as the local tennis club. Such initiatives have been implemented in order to support small local entities and thus give continuity to sport projects, as we are aware of their important social and aggregative value, as well as their role in promoting healthy lifestyles.

In 2024, we supported the following sport organisations:

- Nuovo Pordenone 2024 FC ASD
- Tennis Club Caneva
- ASD Sarone 1975-2017
- ASD M9 SPORT CLUB

Lastly, in 2024, we signed up for membership with the energy community Soc. Coop. Benefit Comunità Energetica Part-Energy to share on the network the electricity produced by the photovoltaic system we installed during the year. Energy communities promote local renewable energy, reducing dependence on fossil fuels and emissions. They also strengthen social cohesion by involving citizens in energy management and promoting greater environmental awareness.

Care for the Environment

We pay constant attention to the environment in which we operate, by choosing materials that are sustainable and compatible with the needs of our business and trying to limit the environmental impacts of manufacturing and transporting our products. Thanks to our in-house production capacities and expertise we create customised solutions making the environmental value we want to include in our products tangible to end consumers.

Quality and Sustainability of Products

Alea is committed to producing high-quality products that meet customer requirements and combine elegance, design, and functionality. We dedicate our efforts to the advancement and creation of excellent products, with a special focus on the responsible and sustainable management of the raw materials we use.

Materials

Constant research aimed at identifying and adopting sustainable and recyclable materials is essential to remain at the forefront of the industry and to ensure that products meet the highest standards in terms of environmental impact. Furthermore, it is important to transparently communicate to customers and other stakeholders the company's commitment to sustainability and ongoing efforts to continuously improve its business practices.

In Alea, we pay attention to both the choice of materials and the management of any related impacts. In the material selection process, we look for products that are certified.

Specifically, we purchase recycled panels and solid wood components with FSC® certification in order to avoid sourcing from illegal sources and contribute to a reduction in the consumption of natural resources. We also opt for CARB II panels to ensure high standards of material safety and reduce indoor formaldehyde emissions. We use water-based paints for embossed wood and epoxy powder coatings for metal structures with the aim of reducing pollutants from organic compounds.



Il marchio della
gestione forestale
responsabile

The following table shows the volumes, expressed in tonnes and classified as renewable and non-renewable, of the main materials used in 2023/2024 in Alea’s production cycle.

TYPE OF MATERIAL	MASS (TONNES) 2023	MASS (TONNES) 2024	RENEWABLE/ NON-R.
Melamine panel	2,950	2,791	Renewable
Cardboard	285	312	Renewable
Metals (iron, aluminium)	*	843	Non-renew.
Glass	91	99	Non-renew.
Total	3.326*	4.045	

**The data relating to iron and aluminum for 2023 has not been included as it was obtained prior to the management system update. In any case, there are no significant changes to report.*

As for the choice of materials to be used in the production processes, Alea implements a selection process by purchasing, subject to market availability and requirements in terms of technical and mechanical performance, materials with a higher recycled content.



The pictures below show the percentage of recycled content in the materials used during the reporting period. Percentages were taken from manufacturers’ declarations.



Safety of Products

For Alea, customer satisfaction and well-being are key objectives. It is crucial to understand and meet their needs, anticipating possible future demands. It is important to raise awareness and involve customers and suppliers, personnel and business intermediaries in order to promote and improve awareness of product quality and safety. This concept is highlighted in our Quality, Environment and Safety Policy. Specifically, at Alea, in order to prevent any kind of inefficiency or operational risk that could compromise quality, we carry out constant analyses of new products. Seating, furniture and partitions are regularly tested at accredited laboratories to assess their compliance with safety requirements. In addition, through our R&D activities, we are committed to seeking out materials and devising design solutions that improve the impact on the health and well-being of end consumers while also reducing possible risks. The table shows the percentage of products, broken down by category and type of analysis, that are tested and assessed for health and safety impacts on end-users.

PRODUCT CATEGORY	PERCENTAGE IMPACT ASSESSMENT 2023	PERCENTAGE IMPACT ASSESSMENT 2024
Furniture - Safety requirements	50%	51%
Furniture - Minimum environmental criteria	13%	13%
Furniture - LEED credits	50%	51%
Seating - Safety requirements	19%	25%
Spaces - LEED credits	25%	25%
Spaces - Safety requirements	-	13%

The wood conglomerate used in the production of the panels is CARB P2 class and meets ANSI/ BIFMA emission standards. Developed by the California Air Resource Board (CARB), said certification is aimed at reducing and controlling formaldehyde emissions from wood-based materials to ensure indoor air quality during their use. Reducing emissions of VOCs (volatile organic compounds) is particularly important for protecting human health and for maintaining indoor air quality in buildings, thus contributing to healthier and more comfortable spaces. To the same end, we prefer the use of water-based paints for embossed wood and epoxy powder coatings for metal structures. These actions result in a reduction of the indoor pollution associated with volatile organic compounds. These actions enable us to offer products that comply with LEED certification requirements. It is Alea’s willingness to work on extending these requirements to an ever-greater variety of products. For the coming years, we have set ourselves the goal of implementing tools such as the Environmental Product Declaration (EPD). Based on the Life-Cycle-Assessment (LCA) methodology, we intend to identify, monitor and improve the resource consumption and environmental impacts of our products, with a view to introducing sustainability principles and practices inspired by the circular economy into the production cycle.

The Environmental Impact of Our Processes

Caring for the environment, which is a priority commitment for Alea, not only means designing and manufacturing high-quality products compliant with safety standards, but also constantly working on processes, as evidenced by the adoption of the ISO 14001 environmental management system. The relevant guidelines are contained in our Policy, which we have disseminated internally by posting on notice boards and made accessible to our stakeholders via the company’s website. With regard to the environment, Alea is committed to conducting its operations by enhancing the efficient use of natural resources, preventing pollution, and establishing, assessing and periodically updating objectives and programmes aimed at improving its environmental performance.

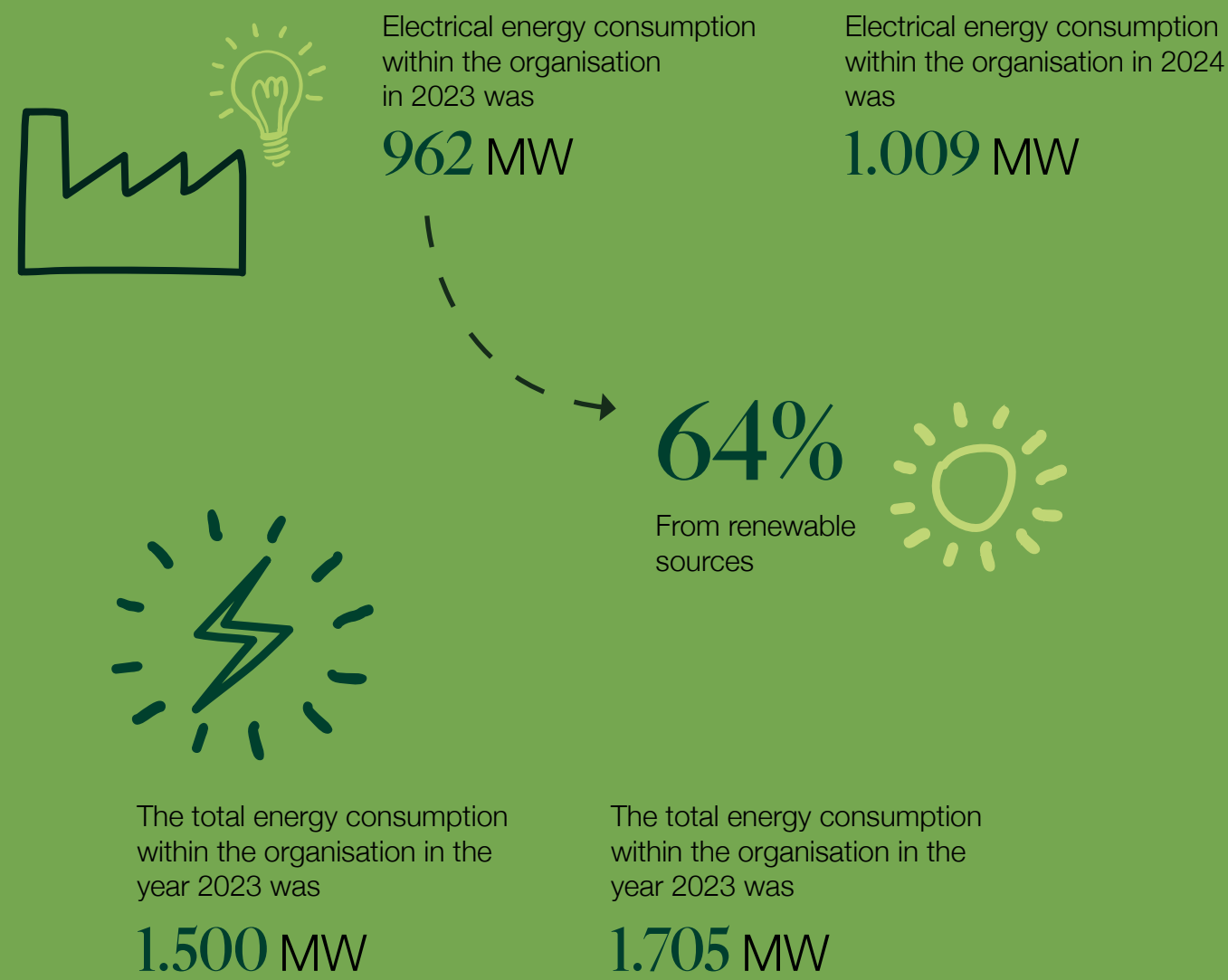
Energy

Energy consumption is a significant component in the conduct of our business. We therefore pay attention to energy management, with a view to achieving energy efficiency improvements. Electricity is mainly used for production lines, especially during panel processing, and to a lesser extent for lighting, office operations and heat pumps. Natural gas and LPG are used exclusively for the winter air conditioning system. Alea signed contracts with industrial associations for the supply of electricity. During 2024, we completed the installation of a photovoltaic system for the production and consumption of renewable electricity, with a total power of 490 kWh. In this way, as of 2025, we expect to increase our use of renewable electricity, with direct impacts on GHG emissions linked to our processes. Self-production of renewable energy is also a strategy that reduces the company’s energy dependence on external sources and at the same time mitigates the effect of energy price fluctuations. At Alea, maintenance programmes are established for air conditioning systems (summer and winter), which include periodic checks aimed at monitoring their energy efficiency. The decision to use state-of-the-art machinery makes it possible to optimise energy consumption during the entire working process. Moreover, power meters are installed to monitor the energy consumption of the main production lines. Time-controlled programming for limiting air conditioning to working hours only and controlling room temperatures helps prevent and reduce waste. Finally, we also pay attention to the effectiveness of the process of monitoring and analysing energy consumption: we thereby verify the actions taken and obtain indications on improvement actions to be implemented in the future.



The table below shows energy consumption from non-renewable sources in 2023 and 2024, broken down by fuel and given in megajoules.

FUEL	QUANTITY (MEGAJOULES) 2023	QUANTITY (MEGAJOULES) 2024
Natural gas	1,191,214	1,751,956
Liquefied Petroleum Gas (LPG)	57,215	57,215
Diesel oil	687,471	669,450
Gasoline	2.872	-
HVO	-	26,078
Total	1,938,772	2,504,699



Emissions

In the current context of increasing attention to the environmental impact of activities and to climate change issues, reduction in climate-changing emissions is a key challenge for companies. It is important to analyse the emissions generated by our company, with the aim of identifying areas for improvement and defining effective strategies for progressive reduction. In order to demonstrate our commitment to this issue, in 2023 we carried out a first calculation of the company's emissions, considering the financial year 2022 and referring to Scopes 1 and 2. The Carbon Footprint was also updated in 2024, based on data from 2023. Scope 1 refers to greenhouse gas emissions generated directly by the company, while Scope 2 refers to indirect emissions resulting from the production of electricity purchased by the organisation. Scope 3 measures indirect greenhouse gas emissions that occur throughout a company's entire value chain, excluding direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2). Instead, it considers emissions related to the purchase of goods and services (raw materials, semi-finished products, etc.), transport and distribution (upstream and downstream), business travel, waste management, and the use and end-of-life treatment of products sold.

The tables below provide an overview of Alea's Scope 1, 2, and 3 emissions in 2022 and 2023, expressed in tonnes of CO2 equivalent (tCO2e).

	2022	2023
Scope 1	123	117
Scope 2	418	480
Scope 3	-	6.948
Total	-	7,546

A further indicator identifies the intensity of emissions associated with the company's activities, equal to the ratio between total emissions (expressed in kgCO2e) and turnover (expressed in €). In 2023, this ratio was 0.32.

¹At the date of this report, the energy supplier has not yet made available the details of the energy mix for 2024.
²The calculation was made by using a market-based approach This method is based purchased by the company and electricity supply contracts, in order to attribute the emissions associated with the production of the energy actually consumed.



Waste

Alea rigorously manages this issue, by constantly monitoring the volume of waste generated by its activities and acting in full compliance with the relevant regulations. Responsible waste management is of paramount importance, as it shows the extent to which a company's approach takes into account both operational efficiency and care for the environment. Responsible management means reducing the amount of waste generated, but also promoting recycling and reuse, so as to significantly contribute to reducing environmental impact. In order to reduce the amount of waste generated, we have implemented several operational measures aimed at acting directly on our processes. Major actions include:

- Designing products taking into consideration the possibility of separate the different types of materials at the end of the life cycle.
- Designing packaging taking into consideration the possibility of easy separation.
- Using mainly cardboard packaging with a high recycled content.
- Planning production weekly based on confirmed orders in order to improve processes and logistics.
- Optimisation of cutting plans (for melamine panels) by means of dedicated software for a higher reduction of waste.
- Procuring melamine panels in formats that allow for better cutting performance with a view to greater efficiency.

Besides such upstream actions, the company also acts downstream by ensuring proper treatment of waste. In order to ensure a correct waste disposal procedure, Alea carries out the documentary verification of the authorisations required. In addition, the relevant forms, loading and unloading registers (FIR, Formulario di Identificazione Rifiuti) and the environmental declaration pursuant to the Italian model (MUD, Modello Unico di Dichiarazione Ambientale) are prepared, and regular analyses of the waste are carried out as required. Waste mapping made it possible to identify the most common types of waste, which include sawdust, panel waste, and paper and cardboard packaging. At our plant, waste is properly stored by using dedicated containers and a closed transfer system for sawdust. The processing area and the storage conditions are subject to periodic inspection. Other types of waste are collected in each department in dedicated containers for separate collection, which we actively promote among employees.

Nella tabella sottostante sono riportate le tipologie di rifiuti prodotti nel 2023/2024, indicando quantità, destinazione e pericolosità. La totalità dei rifiuti generati è avviata a procedure di recupero o riciclo.

TYPE	QUANTITY (TONNES) 2023	QUANTITY (TONNES) 2024	DESTINATION	HAZARDOUSN
Sawdus	171	170	Recupero-Riciclo	Non pericoloso
Panel waste	752	778	Recupero-Riciclo	Non pericoloso
Plastic filings and shavings	1,3	0,3	Recupero-Riciclo	Non pericoloso
Paper and packaging	61	69	Recupero-Riciclo	Non pericoloso
Plastic packaging	6	6	Recupero-Riciclo	Non pericoloso
Mixed packaging	19	25	Recupero-Riciclo	Non pericoloso
Used toners	0,06	0,01	Recupero-Riciclo	Non pericoloso
Glass	3,5	2,2	Recupero-Riciclo	Non pericoloso
Iron and steel	1,5	2,2	Recupero-Riciclo	Non pericoloso
Aluminium	0,6	0,3	Recupero-Riciclo	Non pericoloso
Discared equipm	-	0,8	Recupero-Riciclo	Non pericoloso

Methodological Note

This year, for the second time in our history, Alea Srl SB (also referred to as Alea) has published its Sustainability Report. We believe in the importance of sustainable business that pays attention to the impact on the environment, as well as the well-being of customers and our employees. We strive to develop eco-friendly processes and products, as well as to ensure transparency in making information available to all our stakeholders in a clear and comprehensible manner.

This document is the result of an in-depth analysis which was conducted through impact mapping followed by a materiality analysis. Such a process made it possible to identify the company's strengths and areas for improvement. The reporting period considered for this Sustainability Report covers two financial years, namely 2023 and 2024, which coincide with the financial years covered by our financial reporting, respectively. Sustainability reporting will be conducted on an annual basis. This report is not subject to any third-party review. In order to communicate sustainability performance in a standardised and comparable way, the Sustainability Report has been prepared based on the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), in accordance with the "with reference" option. The GRI Standards are one of the most commonly used reporting models for disclosing ESG actions and strategies by using indicators, together with the Sustainable Development Goals of the UN Agenda 2030, to which we have linked our current initiatives and the future actions we want to take.

In December 2023, we became a Benefit Corporation and incorporated m | artedesign Srl, which was already our partner company. The reporting scope therefore includes all the offices and facilities of Alea Srl SB: The data refer to the headquarters in Sarone di Caneva, our main site, and to the site and warehouse in Sacile. The sites in France and the United Kingdom, which are linked to showrooms in the capital cities of their respective countries, were not considered in this report.

This document was published in **June 2025**
For further information and clarification on the content of this report, please contact: Michela Carlot
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GRI Index

Declaration of Use

Alea Srl SB has reported the information mentioned in this GRI content index for the period from 1 January 2023 to 31 December 2024 with reference to the GRI Standards

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Pursuant to Article 31 paragraph 2-quinquies of Italian Law 340/2000, I, the undersigned Mr. Alessandro Pratesi, hereby declare that this document is a true copy of the original document filed with the Company.

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