



Quadrifoglio Group



SUSTAINABILITY REPORT 2023

■ DESIGN OFFICE

● DESIGN LIVING

◆ DESIGN LIGHTING



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We here present our fifth report.

Our evolutionary process towards *environmental, social and economic* sustainability continues.

The current general context is characterised by high-level objectives, such as decarbonisation, which, however, have longer implementation times than initially presumed.

Therefore, it is time for intermediate reviews to adjust the hypothetical new paradigm to the actual capacity of the system to accomplish it, thereby adapting the road map to the actual speed, without, however, diverting our gaze from the objectives.

The proliferation of regulatory standards continues, sometimes late, unclear and not yet defined, with respect to which a part of the actors systematically tend towards uncritical adaptation.

In light of this context, in my opinion, the system today should make the effort to move towards the pursuit of "true" sustainability, the tangible reduction of impacts, the creation of concrete tools that enhance human resources, the dissemination within organisations of a deep environmental and social culture, the creation of dedicated work teams and more.

The hope is that, despite the economic decline, and despite the fact that the macroeconomic fundamentals are unfavourable and the geopolitical situation is characterised by escalating conflicts, humanity will remain steadfast in its commitment to protecting the planet.

Quadrifoglio Group has defined important and broad-spectrum objectives with respect to which the Company's commitment is considerable and constant, in particular with regard to product sustainability, greater involvement of suppliers, the enhancement of human capital and especially of young people and support for the community, all underpinned by the ideal TOWARDS NET ZERO.

Adherence to the main standards is now part of our history, having been acquired over many years. However, attention to the evolution of the regulatory environment is always high and the adoption of new schemes is always taken into strong consideration.

The work in the direction of achieving objectives is supported by continuous activities such as the training of personnel at all levels, participation in groups such as the Confindustria Veneto Est Sustainability Group, the daily work of the internal Sustainability Team and others, which allow us to amplify the Company's evolutionary processes.

I conclude by renewing my gratitude to all those who, in our Group, but also around the world, are committed with motivation to achieving challenging objectives to improve the situation on our planet, so as to give a worthy future to the next generations.

My hope is that their efforts will be joined by those who are in a position to resolve conflicts and bring back peace and prosperity.

Alessandro Cia
CEO – Quadrifoglio Group



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identity

Quadrifoglio Group stands out for a long tradition in the creation of furnishing systems and accessories, designed to improve the well-being of people in the workplace.

Today the Group is appreciated as an international, reliable and versatile *partner*, capable of conceiving and creating innovative and design environments, ensuring completely Italian made products and a constant and growing attention to sustainability.

Since its inception, Quadrifoglio Group has focused on the design and production of furnishing solutions designed to improve well-being in the workplace.

Since 2022, the Group has also expanded its product portfolio to include solutions for the *living* and *lighting* sector, establishing itself as a comprehensive, globally present and trusted partner.

The Company is dedicated to creating innovative, design-driven spaces made in Italy, with the aim of offering not only furniture, but solutions that guarantee well-being, comfort and pleasantness for people.

1.01

THE IDENTITY OF THE GROUP

Established in 1991 in the province of Treviso, the Company was founded by specialising in the production of office furniture.

Thanks to constant growth and a strong orientation towards internationalisation, over the years it has established itself both nationally and internationally in the creation of complete and tailor-made furniture projects.

Following a rebranding strategy and an internal reorganisation, in 2022 the Group established the *Design Office*, *Design Living* and *Design Lighting* divisions in order to offer solutions for the business, residential and hospitality world and for lighting **characterised by high quality, the high possibility of customisation and being made entirely in Italy.**

Recognising the ever-changing needs of contemporary living, Quadrifoglio Group stands out for its design projects, the result of strategic collaborations with architects and designers, with attention to detail and high quality materials. Another differentiating factor can be identified in the growing **attention to sustainability**: from the choice of raw materials to waste management, from logistics optimisation to the search for innovative approaches along the entire production chain, the Group takes great care to ensure that each process is oriented towards minimising environmental impact and promoting people's well-being.

The high level of flexibility that characterises the entire production cycle allows the Company to offer a wide and diverse portfolio of innovative, modular and highly customisable furnishings and accessories in terms of size, finishes, colours and fabrics.

This wide range of options enable us to meet the precise, specific, functional and aesthetic needs of customers, contributing to the creation of spaces characterised by beauty, functionality and comfort.

Broad and transversal portfolio of innovative furnishings and accessories

WHAT HAS QUADRIFOGLIO GROUP'S TRAJECTORY BEEN?

1991

QUADRIFOGLIO SISTEMI
D'ARREDO S.P.A. IS
ESTABLISHED

Quadrifoglio Sistemi d'Arredo S.p.A. was founded in 1991 in Mansuè, in the province of Treviso, as a company specialising in office furniture. It immediately distinguished itself for its **design**, attention to detail and refined materials.

2011

THE COMPANY
ACQUIRES KARBOXX

In 2011, the Company acquired Karboxx, a company operating in the lighting industry.

2012

ESTABLISHMENT OF OFFISIT

In 2012, **Offisit** was founded, operating in the creation of designer seats, sofas, armchairs and chairs, characterised by a **focus on the well-being and safety of the user, quality** and respect for the environment.

2019

TOTAL ACQUISITION OF
KARBOXX

In 2019, the acquisition of **Karboxx**, as the lighting division, was completed, with the aim of expanding the product range and introducing soundproofing and lighting solutions, as well as taking care of decorative aspects and meeting contemporary aesthetic and professional requirements.

Well-being, People, Innovation

Quadrifoglio Group is made up of 3 companies: **Quadrifoglio Sistemi d'Arredo S.p.A., Offisit and Karboxx.**

Over the years, the Group has consolidated its growth, maintaining certain essential values that are still considered fundamental pillars, namely, the sense of well-being of living the furniture to the full, the well-being of people and their needs and technical and conceptual innovation. By providing an excellent consultancy service, the Group guarantees its markets continuous assistance, from design to material construction. Moreover, thanks to a process of internal growth pursued also through the acquisition of new companies, today Quadrifoglio Group is configured as an international player providing all-round solutions in the design furniture sector and in particular for *office* and *contract environments*.

The companies in the Group are supported by a fourth entity which provides services and all are owned by the Holding Company.



Commitment to protecting the environment and people's health

Looking at the offer, over 50,000 product customisations are available for different environments, ranging from executive desks and workstations to chairs, armchairs and sofas, from reception areas to complete furnishings for meeting rooms, from partitions and acoustic booths to cabinets and bookcases, from office lighting to decorative lighting, from panels to sound-absorbing lamps, and on to living solutions for residential and hospitality environments.

The founding principles and values that guide the Group's companies are reflected in the decision to follow a *responsible policy*, aimed at safeguarding the health of the environment and people and promoting **sustainable development**, as evidenced by the numerous actions taken, such as the meticulous selection of traceable raw materials, the continuous updating of production techniques, the use of renewable energy sources and the adoption of an advanced waste management system, supported by both national and international *green certifications*.

The Group, in fact, demonstrates a concrete commitment to sustainable development that can be found both at the product level and in the construction philosophy adopted in the building of the new headquarters, conceived with low environmental impact criteria. In addition, the long-term investments made aim to generate lasting benefits in terms of sustainability, going beyond the mere achievement of certifications for sites and production processes.

In summary, Quadrifoglio Group's objective of making sustainable design a vehicle for improving the quality of the environment and people's lives has resulted in the progressive adoption of an operating model increasingly aligned with the principles of the circular economy, with particular attention to the responsible management of resources and the minimisation of waste.

In line with its corporate communication strategy, Quadrifoglio Group constantly promotes the importance of designing work spaces that guarantee the well-being of people.

The concept of well-being, for Quadrifoglio Group, goes beyond just the concrete elements, and includes intangible aspects that enrich the experience.

Innovation in design, functionality and comfort, combined with attention to environmental sustainability, is not only a goal but also a driving force for the Company.

The ability to create value for customers through the continuous renewal of aesthetics and functionality has always been a fundamental strategic component.

Design, functionality and comfort for every work environment

The Group's offices

The headquarters of Quadrifoglio Sistemi d'Arredo S.p.A. is the beating heart of the Group and represents a technological and highly innovative production hub, in which the operational and management offices are also located.

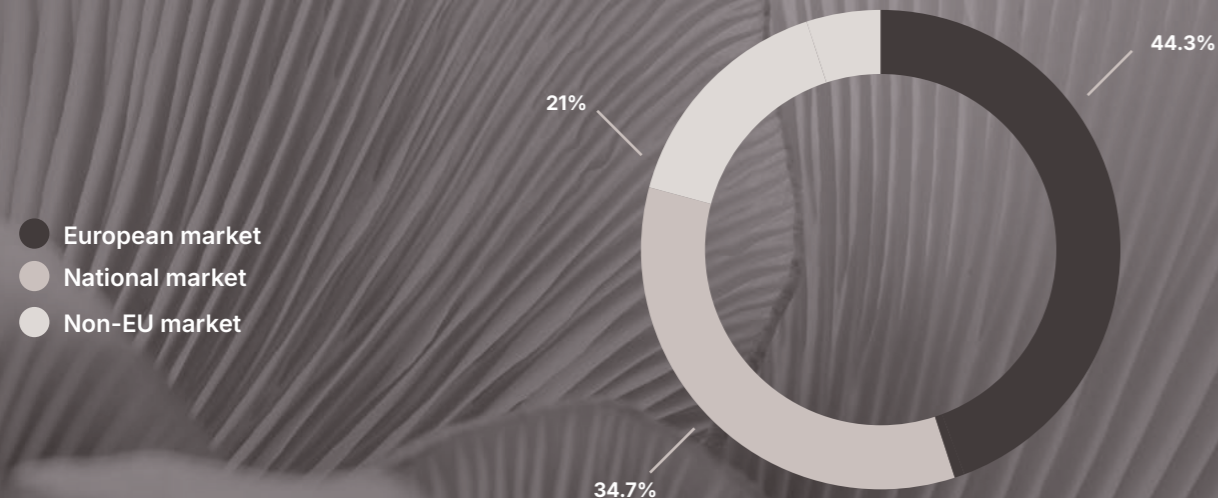
A second production plant, devoted completely the manufacture of seats, armchairs and sofas is located in Premariacco, in the province of Udine. It was also recently enlarged and renewed with cutting-edge machinery and covers a total area of more than 50,000 m².

Target Markets

Internationalisation, which has always been at the heart of the Group's strategies, represents a crucial lever for growth and innovation to strengthen the Company's competitiveness and encourage the consolidation of strategic partnerships with global players.

The main foreign market remains France, followed by Germany, Spain and the UK (despite the complexities introduced by Brexit).

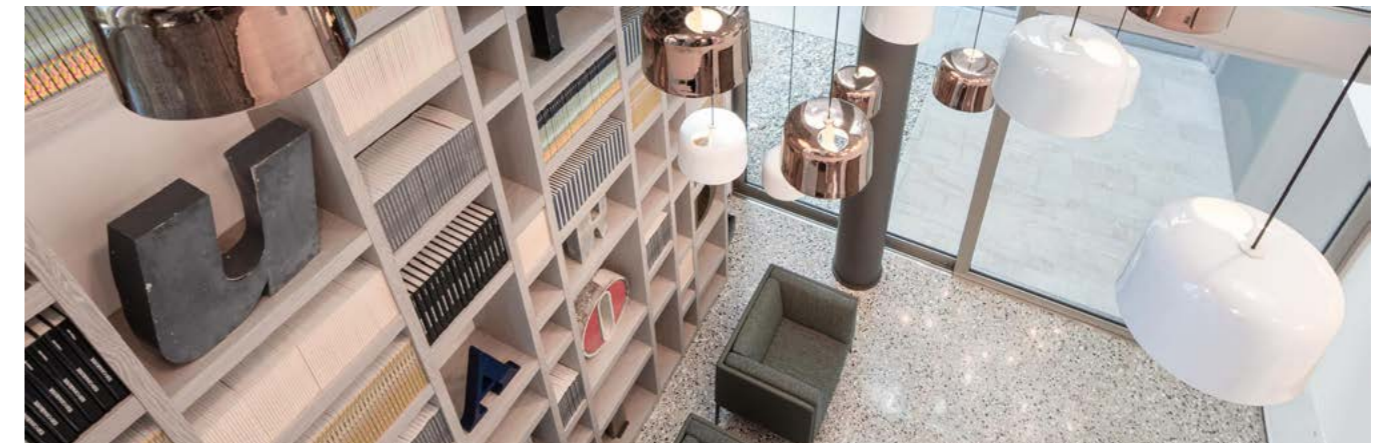
Breakdown of revenues from sales and services by geographical area



1.02

THE GROUP'S VALUES AND VISION

well-being
centrality
of people
innovation



Vision

Quadrifoglio Group aims to establish itself as a reliable and expert global partner in the furniture sector, as well as a point of reference, in Italy and abroad, for the realisation of complete projects for business, residential and hospitality environments.

A distinctive and strategic feature of the Group lies in its all-encompassing vision of *sustainability*, a characteristic that permeates all activities performed.

This concept leads to living and concretely experiencing the theme. Initial evidence of this is found in the Mansuè headquarters, characterised by an essential and contemporary design that privileges the quality of materials and the reduction of environmental impact (qualities that also distinguish many of Quadrifoglio Group's products).

The philosophy promoted by the Group identifies 3 values on which it bases its approach:

Well-being

The concept embraced is that of *"feeling good"*, a feeling that involves all the senses and finds concrete application in product ergonomics, in the aesthetic pleasantness of the finishes, in the acoustic insulation properties of the accessories, in the protection of visual well-being, and in the attention to the use of materials that reduce the environmental impact and protect the health of those who live in that space.

Centrality of people

Following the pace of a constantly evolving world, working and living contexts have new needs, and it is precisely to respond to these new needs that the Group designs places and furnishings tailored to people. Technology, spaces, and the vision of work and life have changed methods, habits and needs, giving rise to new ways of understanding and living spaces, both public and private. For this reason, at Quadrifoglio Group, the needs of customers and *partners are carefully listened to*, thus creating furnishings and accessories in line with these new inputs.

Innovation

From concept to design, sustainability strategies and technological experimentation, innovation is a fundamental aspect for the Group which passes through partnerships with designers, patents, certifications and complete ranges of modular, customisable and Italian made furnishings that are suitable for different settings. The approach aimed at innovation is expressed in the creations, in the approach to the market and in the attention to people, with the awareness that well-designed furniture improves the quality of the environments in which we live.



governance and ethics

The governance model adopted by Quadrifoglio Group reflects a balance between tradition and innovation in which all bodies collaborate in a coordinated manner ensuring shared, ethical, reliable and sustainable management.

These principles mainly guide the conduct of company activities and business management.

Quadrifoglio Group adopts a traditional corporate governance model, which guarantees a functional balance between management effectiveness and robustness of internal controls and consists of two main bodies, namely, the **Board of Directors** and the Board of **Statutory Auditors**.

The **Board of Directors**, composed of the Group's founding shareholders, represents the central corporate governance body, holding full powers of ordinary and extraordinary management and constituting itself as the strategic and operational hub of the Company.

Its composition promotes decision-making agility and ensures alignment consistent with the Company's values and long-term vision.

The appointment of positions such as a Chairperson, a Chief Executive Officer with operational powers and a Managing Director, guarantees and reflects a clear allocation of executive responsibilities and aims to optimise decision-making efficiency while maintaining adequate checks and balances mechanisms.

A crucial aspect of the mandate of the Board of Directors is the verification of the adequacy of the organisational, administrative and accounting structure, with particular emphasis on the internal control and risk management system. This oversight function is fundamental to guarantee organisational resilience and the ability to cope effectively in an increasingly complex and changing business context.

Among the many responsibilities of the Board of Directors, the development of economic, social and environmental strategies certainly plays a central role.

In this process, the multiple evaluations and specialist consultancies commissioned from external professionals denote a growing commitment to the integration of ESG (Environmental, Social, Governance) best practices into the Company strategy, not only responding to the growing expectations of stakeholders in terms of sustainability and corporate responsibility but also anticipating them.

The Board of Statutory Auditors completes the governance organisation chart of Quadrifoglio Group, acting as an independent supervisory body.

Its supervisory functions extend to compliance with the regulatory and statutory framework, as well as compliance with the principles of proper administration.

The mandate of the Board of Statutory Auditors covers crucial aspects such as monitoring the financial reporting process, assessing the adequacy of the organisational structure and internal control systems, and verifying the reliability of the administrative-accounting system.

From a regulatory point of view, the Group's Board of Directors has adopted an Organisational Model in accordance with Legislative Decree No. 231/2001, with the aim of identifying and assessing the risks of crime to which the Company is exposed.

These include crimes against government bodies, corporate and financial crimes, as well as those related to environmental protection and occupational health and safety.

The definition of the Model also made it possible to extrapolate the values contained in the Code of Ethics and to organise a coherent management system.

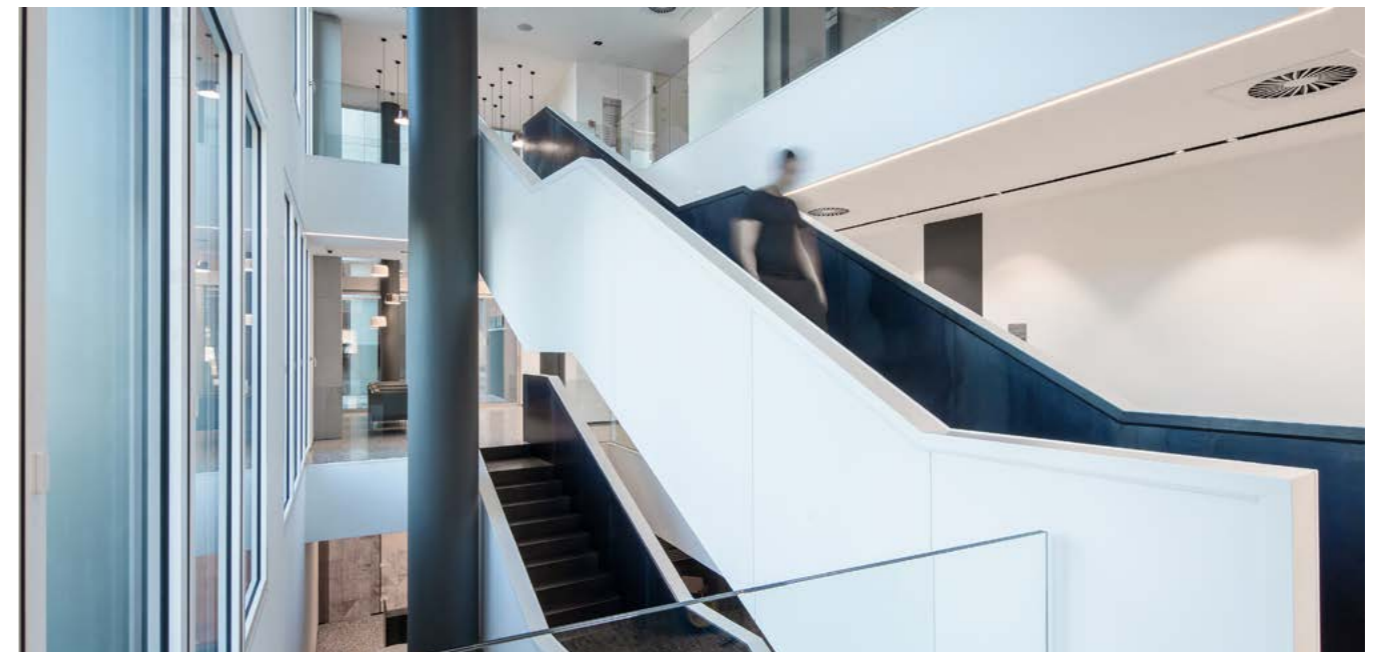
To protect the integrity of the Company and for the purpose of overseeing with regard to the functioning and observance of the Organisation, management and control model, a Supervisory Body (SB) has been established, tasked with gathering periodic information and recipient of the reports produced by those who become aware of possible violations of the provisions of the Code of Ethics and/or the measures of the Model.

The Code of Ethics of the Quadrifoglio Group has been adopted, to date, by Quadrifoglio Sistemi d'Arredo S.p.A. and contains principles and provisions that are binding for the Directors and for all the people linked by employment relationships with the Company.

Corporate values converted into principles of behaviour

The intent of the Code of Ethics is to transform company values into *principles of behaviour* towards stakeholders that are mainly applied to the conduct of company activities and business. As a series of ethical and social rules, the document promotes virtuous behaviour without conflicts between corporate and personal interests and therefore represents the Company's reference point also in terms of anti-corruption.

Available on the Group's website, the Code of Ethics is issued to new recruits as a fundamental document for a transparent alignment on founding values and standards of behaviour.



+100h group

meetings on
sustainability
issues



Sustainability Work Group

Another differentiating element of the sustainability governance model is represented by the establishment of a **Sustainability Work Group**. Operational since 2019, the Group is an entity of fundamental importance, demonstrating a concrete commitment to the integration of sustainability principles into the Company's strategy and operational dynamics.

The composition of the Work Group, which has nine members from the Group's main corporate macro-areas, reflects a holistic approach to sustainability; in addition, gender equality within the team also ensures a plurality of perspectives, essential to face the multidimensional challenges of corporate sustainability.

Within it, the presence of the CEO has a particularly significant aspect. Indeed, his participation ensures a strategic alignment between sustainability initiatives and the overall objectives of the Company, facilitating the integration of ESG considerations in decision-making processes at the highest level.

In addition, this approach is in line with the recommendations of the main international guidelines that emphasise the importance of the involvement of top management in sustainability issues.

The Group's operations, characterised by monthly meetings, facilitate a structured and continuous approach to sustainability management, while ensuring constant monitoring of environmental and social performance, thereby allowing an agile implementation of improvement initiatives.

Parallel to these periodic review moments, Quadrifoglio Group's commitment to the continuous development of skills in sustainability is highlighted by continuous training. In fact, **828 hours of training were dedicated in 2023** reflecting an internal capacity building strategy, aimed at enhancing the skills of the Work Group, also with regard to the ability to disseminate a culture of sustainability within the organisation, a crucial element for the long-term success of ESG initiatives.

The focus on strategic approaches, performance indicators, megatrends and sustainable innovation management in team training identifies a more mature approach to sustainability, which goes beyond mere regulatory compliance.

The Group's responsibility in preparing the Annual Sustainability Report underlines the importance attributed to transparency and communication with stakeholders.



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RISK MANAGEMENT

The activities of the Board of Directors also include the functions of the **Control and Risk Committee** in order to define the direction of the internal control and risk management system in line with the Company's strategies.

In particular, the CEO of Quadrifoglio Sistemi d'Arredo S.p.A. directly supervises the identification of the main company risks, regularly presenting them to the Board for evaluation.

The internal risk management system is aligned with the objectives of the sustainability strategy, integrating some specific indicators to monitor and improve performance in this area.

During 2023, a mapping of the areas of attention related to sustainability was completed, from which risks emerged that the Quadrifoglio Group takes into account in particular with regard to:

- energy management;
- optimisation of the use of the resources, also with a view to the circular economy;
- resilience of the supply chain;
- re-reading in terms of impact of the relevant issues that emerged from the materiality analysis.

CERTIFICATIONS AND AUTHORISATIONS

Quadrifoglio Group's approach to certifications reflects the Company's strategic commitment to *operational excellence and sustainability*, manifested through the implementation of a robust internal management system and the obtaining of internationally recognised certifications.

The Group's portfolio of certifications includes:

ISO 9001: index of the Group's commitment to operational efficiency and customer satisfaction.

ISO 14001: which certifies the Group's adoption of an environmental management system, highlighting the Quadrifoglio Group's proactive approach towards the mitigation of environmental impacts and regulatory compliance in this area.

ISO 45001: which recognises the implementation of a management system in the field of health and safety in the workplace, emphasising the priority given to the well-being of employees.



FSC™ and SEA Certification

Obtaining FSC™ certification for the chain of custody, from both Quadrifoglio Sistemi d'Arredo and Offisit, demonstrates a tangible commitment to responsible sourcing and sustainable management of forest resources.

Further evidence of the Group's environmental responsibility consists in obtaining the Single Environmental Authorisation (SEA), obtained by the Quadrifoglio Sistemi d'Arredo production plant and valid until 2030, specifically in relation to atmospheric emissions.

Quadrifoglio Group's integrated approach to management systems has brought multidimensional benefits:



Improving environmental performance through the implementation of effective monitoring and measurement tools.



Optimisation of resource management and reduction of the ecological footprint, with particular attention to the minimisation of waste, pollution and discharges.



Strengthening regulatory compliance in the environmental field.



Promoting a safe and efficient working environment, aligned with the sustainable development goals that emphasise health, well-being, dignity at work and economic growth.

The holistic methodology for the management of internal and external processes, combined with the adoption of heterogeneous certifications in the field of sustainability, reflects an evolving integration of ESG (Environmental, Social, Governance) principles in the Group's operations.

This orientation not only makes it possible to mitigate operational and reputational risks, but also positions the Company as a responsible entity in its sector.

Finally, the mention of Offisit's recent certification in 2023 suggests an ongoing and evolving commitment to excellence and sustainability within the Group.



our stakeholders and material issues

Through open dialogue and transparent collaboration with its stakeholders, it is possible to create shared value and contribute to a more sustainable future.

Adoption of dual materiality from 2019

Over the years, Quadrifoglio Group has progressively implemented a **process** of stakeholder engagement and materiality **analysis** that reflects a rigorous methodological approach aligned with industry best practices.

Started in 2019, this **development** maintains its validity thanks to the stability of the corporate structure and the market context that, although fluid, is being refined on sustainability matters.

The periodic review conducted by the Work Group in 2022-2023 has also started a path towards the adoption of the *concept of double materiality*, leading the Group to evaluate both the positive and negative impacts of its activities, while at the same time making it possible to identify any changes in stakeholder dynamics and the Company ecosystem.

The engagement methodology, initially based on the proposal of an anonymous questionnaire, aligns with the principles of the AA1000 Stakeholder Engagement Standard and has been enriched with an assessment of the impacts.

The categories of stakeholders involved are:



3.01

MATERIALITY ANALYSIS

Compliance with international GRI standards

The process of defining the material issues complies with the guidelines defined by one of the main international reference standards on sustainability budgets, namely the Global Reporting Initiative (GRI) and, specifically, in its GRI 101 definitions: Foundation and GRI 3: Material Topics 2021.

Compliance determines methodological robustness.

The selection of the topics under investigation and the definition of the “material issues” are the result of an analytical process that integrates:

- An in-depth analysis of the sector’s literature, both nationally and internationally;
- A comparative survey of leading competitors and best in class in the office and contract furniture sector;
- An activity of comparison and sharing within the organisation.

The macro-categories taken into account in the process relate to:

<p>ENERGY MANAGEMENT management of the energy component through efficiency and/or reduction actions.</p>	<p>LOGISTICS & TRANSPORT sustainable management of internal logistics and in/out transport.</p>	<p>BRAND REPUTATION actions to protect the brand.</p>
<p>GHG EMISSIONS an issue closely linked to the consumption of energy carriers (electricity, gas, steam, heat) and climate change.</p>	<p>CHEMICAL MANAGEMENT risk and danger of the substances used in the production cycle of the products.</p>	<p>RELATIONS WITH THE STAKEHOLDERS customers, suppliers, local community, credit institutions, media, control bodies, future generations, etc., with a view to sustainability.</p>
<p>WASTE MANAGEMENT efficient waste management in a 3R perspective, giving preference “reduction”, “reuse” and “recycling” activities</p>	<p>RESEARCH & DEVELOPMENT development and research of new product lines with higher sustainability value (<i>ecodesign</i>).</p>	<p>FINANCIAL RESULTS importance of having positive financial results in order to invest strategically in sustainability.</p>
<p>SUSTAINABLE SUPPLY CHAIN engagement with partners and suppliers in order to build dialogue that ensures <i>socially</i> and <i>ecologically responsible</i> sourcing, increasing sustainability value over time.</p>	<p>IMPACTS FROM A LIFE CYCLE PERSPECTIVE study and evaluation of the environmental impacts of products.</p>	<p>ETHICS corporate governance, ethics, and anti-corruption.</p>
<p>CIRCULAR ECONOMY/END OF LIFE end-of-life management of products, customer education and/or change in the <i>business</i> model.</p>	<p>WORKPLACE health & safety, working conditions, corporate welfare.</p>	<p>MANAGEMENT COMMITMENT explicit towards sustainability issues</p>
<p>PERSONNEL In terms of remuneration, diversity and inclusion, respect for human rights, skills development, projects and ideas.</p>	<p>RISK MANAGEMENT risk management and prevention action.</p>	

The materiality analysis conducted by Quadrifoglio Group led to the identification of **11 material issues** among the 39 total contained in the macro-categories reported. The result achieved emerges from the convergence between the aggregated and appropriately weighted vision of the stakeholders and the internal perspective of the Company.

The internal Sustainability Group subsequently conducted an in-depth assessment of the impact of each material issue, applying a multi-criteria methodology that includes:

1. Type of impact: positive or negative categorisation;
2. Main area of influence: economic, environmental, social and/or human rights;
3. Causality: distinction between direct and indirect impacts;
4. Magnitude: assessment of the magnitude of the potential benefits or damages;
5. Nature of the relapses: classification into potential or actual;
6. Geographical extent of the relapses;
7. Intensity of the restorative effort: estimation of the resources necessary to mitigate any negative impacts;
8. Frequency of occurrence;
9. Regulatory status: identification of any compliance obligations on the subject.

The analysis in question provided the basis for the development of impact management strategies, including:

- Mitigation actions for negative impacts
- Amplification initiatives for positive impacts

The summary of this multidimensional assessment has been codified into an impact matrix, resulting in a governance tool for the strategic management of material ESG issues that reflects an advanced approach to integrating sustainability principles into corporate strategy and emphasises the evolving process on the issue of ESG due diligence and non-financial risk management.



POSITIVE IMPACT	THEMES	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SCOPE OF INFLUENCE				NEGATIVE IMPACT
			ECONOMIC	ENVIRONMENTAL	SOCIAL	HUMAN RIGHTS	
•••	Climate change	<p>The theme influences and is influenced by QUADRIFOGLIO'S activity. The Company's recognition of the problem of climate change leads to strategic decisions to reduce CO2 emissions. Change is taking place:</p> <p>External</p> <ul style="list-style-type: none"> • Changes in supply chains, which make it more difficult to guarantee the sustainability of products. • Greater regulation of institutions and need to meet increasingly stringent sustainability criteria. • The increase in the frequency of extreme calamitous events, which has a direct impact on company activities. <p>Internal</p> <ul style="list-style-type: none"> • The growing sensitivity of people to climate change, which makes it important for companies to take measures to reduce their environmental impact. <p>QUADRIFOGLIO mitigates its impact by obtaining a good portion of its energy needs from photovoltaic systems. Over the last few years, it has renovated its headquarters by adopting high-efficiency home automation criteria. The production lines have been automated and rendered with high efficiency and low energy consumption.</p>	X	X	X	X	•••••
••	Anti-corruption	<p>Quadrifoglio has implemented an Organisation and Management Model 231 and defined its own code of ethics all of which has helped reduce the risk of unlawful violations by promoting ethical and sustainable business practices.</p> <p>The Company has assessed a potential negative impact due to poor dissemination within the organisation that could hinder the effectiveness of the system of policies implemented, putting the Company at risk both from a legal point of view and as regards its excellent reputation.</p>	X	X	X		••

Impact intensity generated: • mild • low •• moderate ••• relevant •••• very relevant

POSITIVE THEMES IMPACT	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SCOPE OF INFLUENCE				NEGATIVE IMPACT
		ECONOMIC	ENVIRONMENTAL	SOCIAL	HUMAN RIGHTS	
•	<p>Corporate governance and culture in terms of transparent admission of any errors and compliance with ethical standards and behaviour</p> <p>Transparency and integrity are essential factors for success. QUADRIFOGLIO improves its management of the issue by adopting a series of measures in communication and engagement, policies and procedures.</p> <ul style="list-style-type: none"> • Communication and engagement: through a sharing of the Company's mission, vision and objectives, making corporate information available in an accessible way and informing stakeholders. • Policies and procedures: the adoption of policies and procedures that promote lawfulness, ethics and the management of sustainability issues. <p>The Company has assessed a potential negative impact due to poor dissemination within the organisation that could hinder the effectiveness of the system of policies implemented, putting the Company at risk both from a legal point of view and as regards its excellent reputation.</p>	X		X	X	••••
•	<p>Women and management</p> <p>QUADRIFOGLIO has adopted measures to promote gender equality, in a process of continuous improvement. The theme incorporates potential negative impacts on the following areas:</p> <ul style="list-style-type: none"> • Damage to corporate reputation. • Loss of talent. • Increased legal risk. 	X		X	X	••
••••	<p>Circular Economy</p> <p>In QUADRIFOGLIO there is a culture of circularity that allows us to adopt measures to reduce the impact on the environment. There is a potential negative impact as a result of the increase in the scarcity of raw materials, a regulation that requires companies to comply with increasingly stringent circularity criteria. Increased consumer awareness can push businesses towards a more circular approach.</p> <p>Another potential negative impact is represented by the impoverishment of resources and skills that are fundamental to allow the Company to further increase its progress in the circular economy.</p>	X		X	X	•••

POSITIVE THEMES IMPACT	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SCOPE OF INFLUENCE				NEGATIVE IMPACT
		ECONOMIC	ENVIRONMENTAL	SOCIAL	HUMAN RIGHTS	
••	<p>Raw materials</p> <p>Through its approach to the use of sustainable, FSC™-sourced and recycled materials, QUADRIFOGLIO mitigates a potential negative impact that could occur if there were to be a return to the extensive use of virgin materials, with consequent negative impacts from deforestation and forest depletion.</p>	X	X			•••••
•	<p>Skills and career transition</p> <p>QUADRIFOGLIO promotes an inclusive and respectful work environment in which all employees feel appreciated and valued. Employees are provided with regular and constructive feedback to help them improve their skills. Numerous training courses are provided. A potential negative impact is assessed due to a possible lack of perception by current and potential future employees of the Company's commitments on this issue.</p>	X	X	X	X	•••
••	<p>Customer relations</p> <p>QUADRIFOGLIO takes care of the relationship with the customer by becoming a partner for the design of spaces dedicated to work and living but with a fundamental attention to well-being and health.</p> <p>Potential negative impacts are related to individual factors that can affect customer perception, organisational factors that can affect customer satisfaction, and environmental factors that, on the other hand, can affect the competitiveness of the Company and its ability to meet customer needs.</p>	X	X	X		•
•	<p>Waste in terms of correct management and the choice of recycling and reuse policies with respect to disposal</p> <p>By implementing a waste management system QUADRIFOGLIO helps to reduce pollution, conserve natural resources and protect human health. In addition, it increases competitiveness by reducing disposal costs. Negative impacts are both potential and real. The real impacts are inherent to the business activity while the potential negative impacts are associated with penalties for incorrect internal management, penalties for incorrect labelling on packages and incorrect separation of waste that increases the volume produced and the related management costs.</p>	X	X	X		••

Impact intensity generated: • mild • low ••• moderate •••• relevant ••••• very relevant

Impact intensity generated: • mild • low ••• moderate •••• relevant ••••• very relevant

POSITIVE THEMES IMPACT	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SCOPE OF INFLUENCE				NEGATIVE IMPACT
		ECONOMIC	ENVIRONMENTAL	SOCIAL	HUMAN RIGHTS	
••	Responsible Supply Chain in terms of both protecting Quadrifoglio's know-how and developing sustainability audits on suppliers' premises	X	X	X	X	••••
••	New product development	X	X	X	X	•••

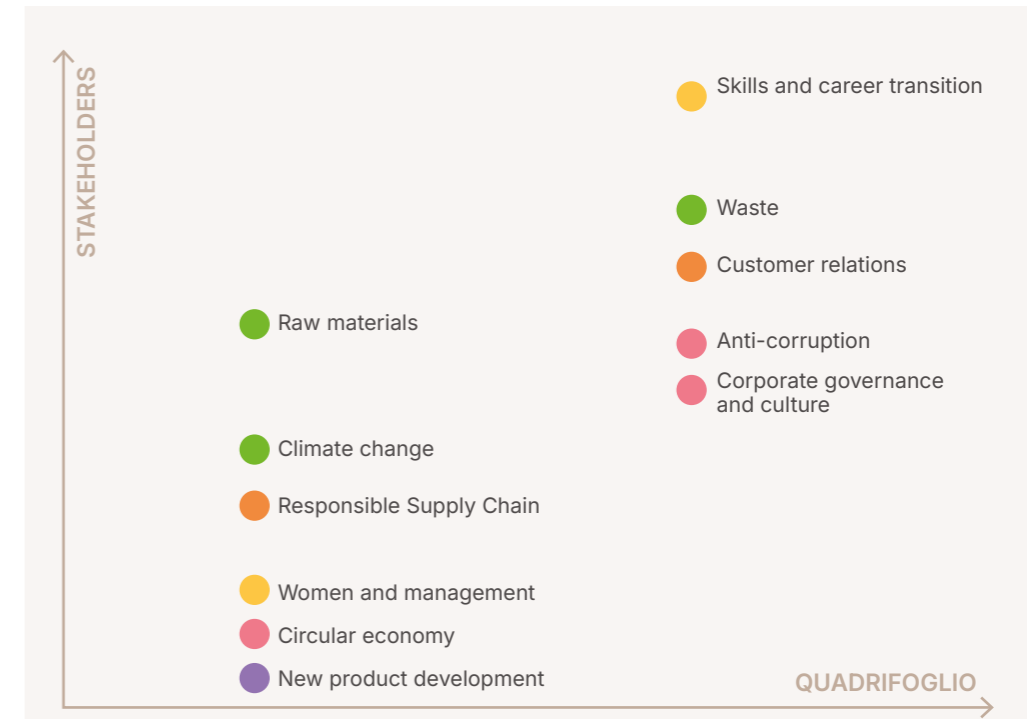
* The impacts considered as positive mainly refer to an assessment with respect to activities aimed at mitigating actual negative impacts. The activities undertaken by Quadrifoglio Group that generate positive impacts, such as the use of electricity from its photovoltaic system, prevent or mitigate real negative impacts.

Impact intensity generated: • mild • low ••• moderate •••• relevant ••••• very relevant

The result of this activity has allowed the materiality matrix to be updated, facilitating a re-reading of the material issues also according to the intensity of the impact generated, real or potential.

LEGEND:

- SOCIAL
- WORKPLACE
- RELATIONS WITH THE STAKEHOLDERS
- ENVIRONMENT
- ECONOMICS
- CONDUCT AND ETHICS
- PRODUCTS



Grouping by ESG issues

- SKILLS AND CAREER TRANSITION
- CLIMATE CHANGE
- RAW MATERIALS
- WASTE - CORRECT MANAGEMENT IN THE FIRST PLACE, BUT INCREASINGLY WITH REFERENCE TO THE CHOICE OF RECYCLING AND REUSE POLICIES
- CUSTOMER RELATIONS
- RESPONSIBLE SUPPLY CHAIN
- CORPORATE GOVERNANCE AND CULTURE OF TRANSPARENCY
- COMPLIANCE WITH ETHICAL STANDARDS AND BEHAVIOUR
- WOMEN AND MANAGEMENT
- ANTI-CORRUPTION
- NEW PRODUCT DEVELOPMENT AND CIRCULAR ECONOMY

Positive trend of increasing turnover reaffirmed

During 2023, the phase of economic uncertainty caused by geopolitical tensions and their consequences was prolonged and attested.

Fortunately, inflation growth has shown a slowdown, increasing in Italy by 5.7% compared to 2022 and reaching 6.3% in the Eurozone.

The restrictive policies adopted by the main Central Banks to counter inflation, through the increase in the cost of money, continued throughout 2023, leading to an inevitable increase in bank rates and a slowdown in the economic cycle, especially in the euro area.

Despite a complex scenario, the Group's performance in 2023 was positive: the Company showed a growth of more than 10% of its core turnover, going from €49.6 million in 2022 to €56.5 million in 2023.

Continued national and international expansion

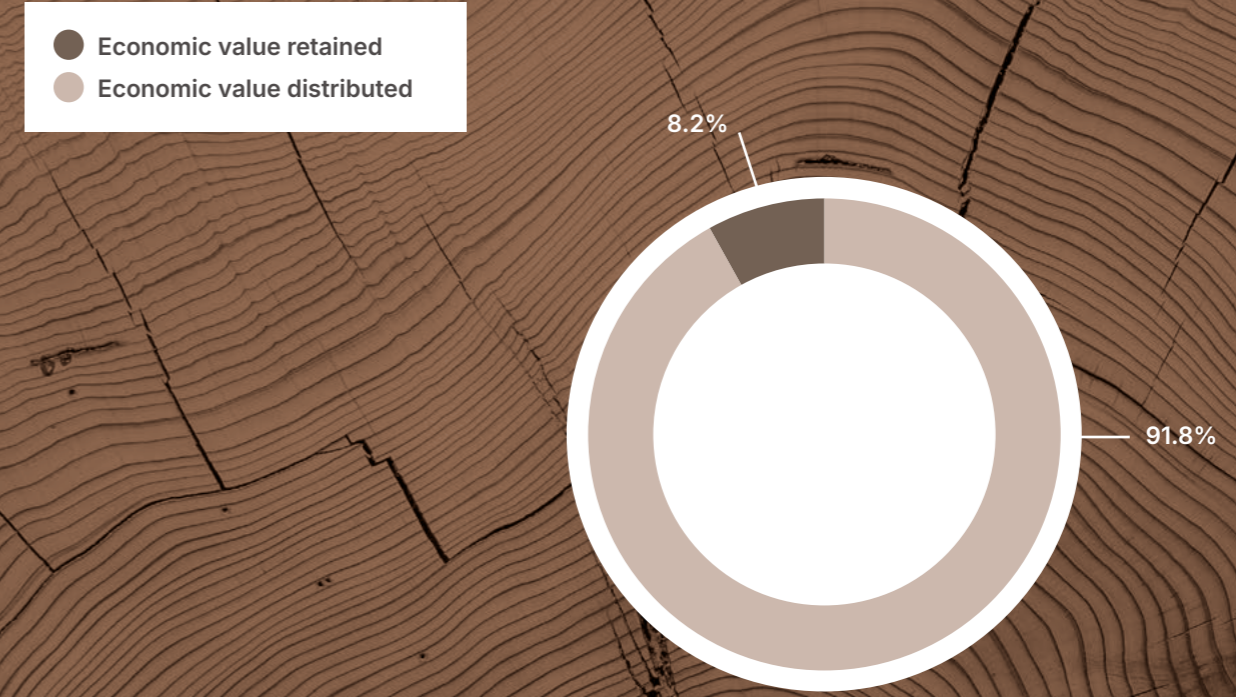
During 2023, moreover, several investments were made from a commercial point of view, both on national soil, through the expansion of the sales force in the Milan area and the confirmed presence at the Salone del Mobile, and abroad, through the development of agency relationships in the Far East and participation in various trade fairs in Spain (Habitat Valencia), France (Paris Design Week) and the United Kingdom (Workspace Design Show).

2023

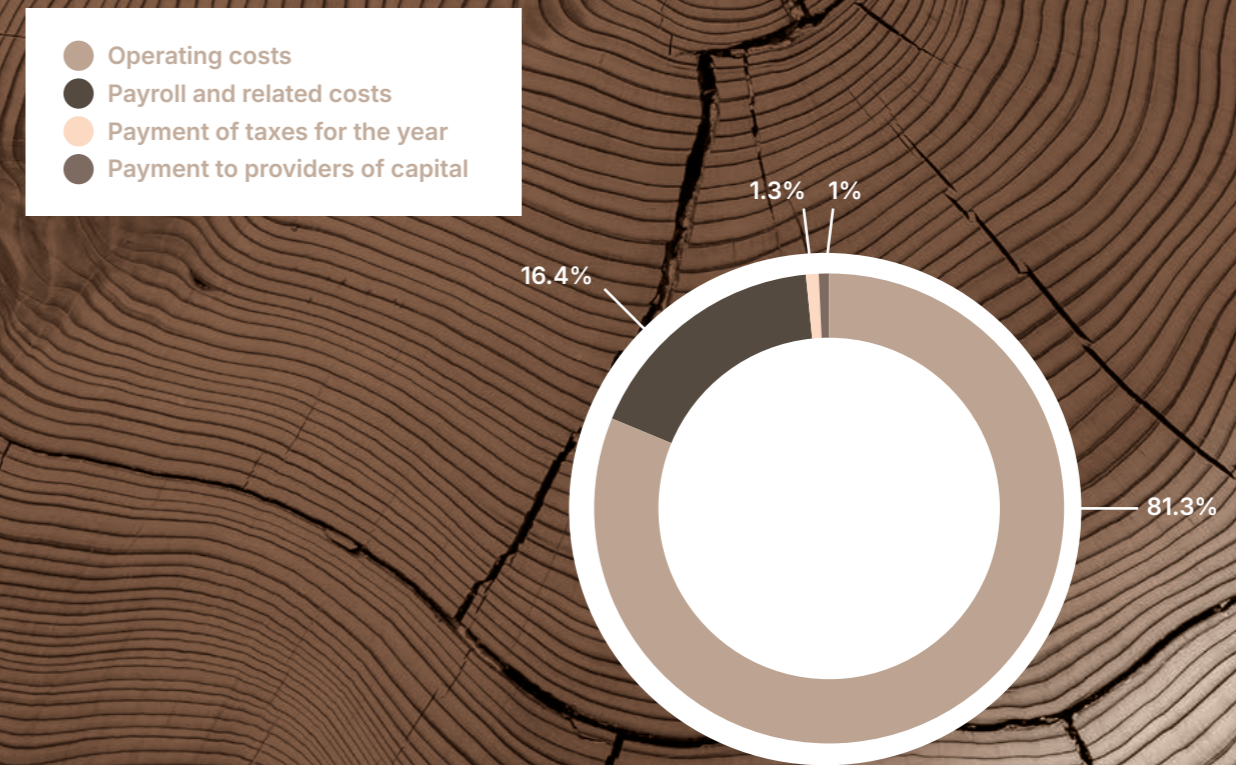
ECONOMIC VALUE DIRECTLY GENERATED AND DISTRIBUTED (€/000)

Economic value directly generated	59,403	
Value of production	59,403	
Economic value distributed	54,538	
Operating costs	44,360	81.3%
Payroll and related costs	8,925	16.4%
Payment to providers of capital	531	1.0%
Payment of taxes for the year	722	1.3%
Economic value retained	4,865	

DISTRIBUTION OF THE ECONOMIC VALUE GENERATED



DISTRIBUTION OF THE ECONOMIC VALUE GENERATED





Our contribution to the SDGs

As reported in the UN's Financing for Sustainable Development Report, "If companies' business strategies do not become more sustainable, progress towards global sustainability goals will not be sufficient".

The Group there intends to measure our impact on the challenges of the SDGs and work to build a business that generates sustainable growth.

Quadrifoglio Group wants to actively contribute to the achievement of the **Sustainable Development Goals (SDGs)**, building a business that generates conscious and sustainable future growth over time. And precisely because of this objective, the impacts are also measured on the challenges of the SDGs.

With this in mind, the Group is implementing several relevant initiatives.

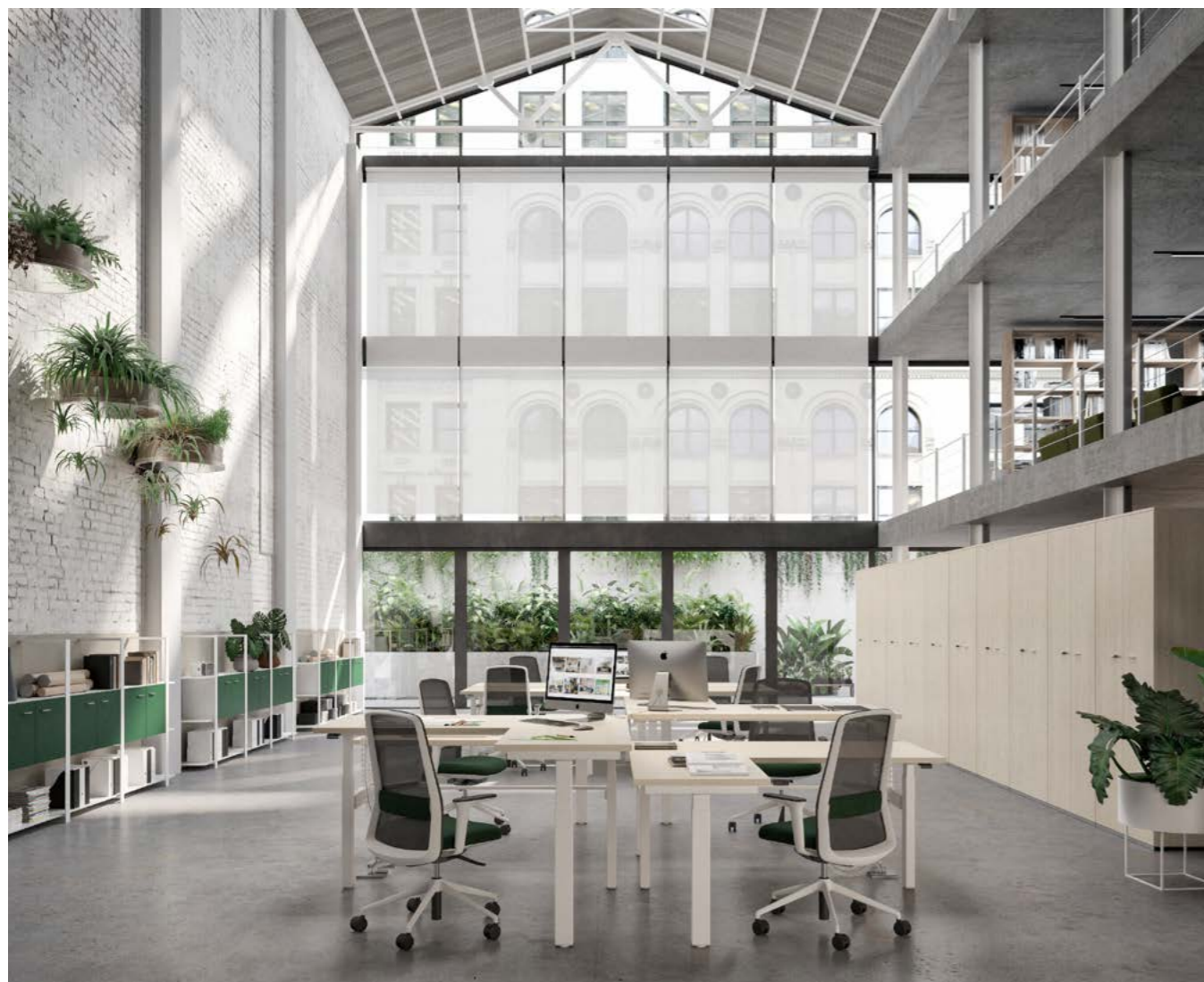
To contribute to SDG 4 (Quality Education), continuous training for employees is promoted, providing opportunities for learning and professional development.







With regard to SDG 5 (Gender Equality), equal pay and opportunities are guaranteed, with particular attention to the inclusion of women in leadership roles.






As part of SDG 7 (Clean and Affordable Energy), the Quadrifoglio Group is reducing its energy consumption by adopting renewable sources and improving the energy efficiency of its plants.





For SDG 9 (Industry, Innovation and Infrastructure), we choose to invest in innovative technologies and increasingly sustainable production processes.

For SDG 12 (Responsible Consumption and Production), the Group is committed to minimising waste and optimising the use of resources. Finally, SDG 13 (Climate Action) is integrated into business strategies to reduce carbon footprint and promote climate resilience.



MATERIAL ISSUE	SDGS	SUB-TARGET OF REFERENCE	KPI
Skills and career transition		4.4: By 2030, substantially increase the number of young people and adults with the necessary skills, including technical and vocational skills, for employment, decent work and entrepreneurship 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the most vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	404
Climate change	 	7.2: By 2030, significantly increase the portion of renewable energies in the global energy mix 7.3: By 2030, double the global rate of energy efficiency improvement 13.3: Improve education, awareness and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	305
Raw materials	 	7.2: By 2030, significantly increase the portion of renewable energies in the global energy mix 12.2: By 2030, achieve sustainable management and efficient use of natural resources	301 302
Correct waste management and preference for recycling and reuse policies and waste reduction over disposal		12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.4: By 2030, achieve environmentally sound management of chemicals and all waste throughout its life cycle, in accordance with agreed international frameworks, and significantly reduce the release into the air, water and soil, in order to minimise the negative impacts on human health and the environment.	306 CARB

MATERIAL ISSUE	SDGS	SUB-TARGET OF REFERENCE	KPI
Customer relations		12.6: Encourage businesses, particularly large corporations and multinationals, to adopt sustainable policies and to integrate sustainability information into their reporting cycle 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities	301
Responsible Supply Chain		12.6: Encourage businesses, particularly large corporations and multinationals, to adopt sustainable policies and to integrate sustainability information into their reporting cycle 12.1: Implement the 10-year framework of programmes on sustainable consumption and production patterns, with all countries, taking into account the development and capacities of developing countries	308 414
New product development		9.4: By 2030, upgrading of industries and infrastructures to make them sustainable, with greater resource efficiency to be utilised and increased adoption of clean and environmentally friendly technologies and industrial processes, in accordance with the countries' respective capabilities	Ecodesign
Circular economy	 	9.1: Develop the quality of infrastructures by making them reliable, sustainable and resilient, including regional and cross-border ones, to support economic development and human well-being, with a focus on equitable access for all 12.1: Implement the 10-year framework of programmes on sustainable consumption and production patterns, with all countries, taking into account the development and capacities of developing countries 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	306 Ecodesign

MATERIAL ISSUE	SDGS	SUB-TARGET OF REFERENCE	KPI
Corporate governance and culture of transparency in the admission of any errors and compliance with ethical standards and behaviour	 	10.2: By 2030, enhance and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion or economic status or other 16.5: Substantially reduce corruption and bribes in all their forms 16.6: Develop effective, accountable and transparent institutions at all levels	102-16 205
Women and management		5.1: End all forms of discrimination against all women and girls worldwide 5.4: Recognise and value care and unpaid domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the family and at national level 5.5: Ensure that women can fully and effectively participate and have equal opportunities for leadership at all levels of decision-making in political, economic and public life	405
Anti-corruption		16.5: Substantially reduce corruption and bribes in all their forms 16.6: Develop effective, accountable and transparent institutions at all levels	205





our customers

The Group guides its customers in furnishing their spaces, and providing a customised, flexible and professional service, able to adapt to different needs.

A complete and innovative offer is available to the market

Over the years, Quadrifoglio Group has embarked on a significant path of expansion and development that has allowed its evolution from a manufacturer of furniture and accessories for office environments to a *strategic partner in the creation of complete projects for business, residential & hospitality spaces*.

Thanks to its consolidated experience, the Group is able to offer the market a complete design service, characterised by innovative and high quality solutions: from customised design, through the definition of functional and aesthetic needs, to the furnishing and lighting of the spaces commissioned.

As a result of this process of expansion and internal development, the Group is now recognised as a major player in the furniture market, offering a comprehensive product portfolio that includes office furniture, partitions, acoustic cubicles, business and hospitality seating, and decorative and professional lighting.

At the core: customer well-being

The strong and continuous economic expansion does not affect one of the Group's fundamental values, namely ensuring the improvement of people's well-being and their experience in the environments in which they live or work.

These are precisely the peculiar characteristics that, combined with constant product innovation, have won the appreciation of the Group by the sector specialists who make this judgement thanks to accessory attributes, such as the quality and design of the collections, completeness and reliability as a partner, the service offered during the different phases. In addition, there are strategic and often decisive aspects for the success of a project such as the presence of an internal team of professionals who follow each project in its entirety, from the quote to delivery to after-sales service.

The result is that the Group is able to count on an extensive network of over 1,600 satisfied customers worldwide.

The sales team also makes use of the collaboration of retailers and distributors who represent an essential part of the sales network, contributing significantly to making it solid, widespread and extensive, both nationally and internationally, with a particular presence in Europe.



5.01

OUR APPROACH TO THE CUSTOMER

In order to support our customers in a comprehensive way and offer commercial, technical and design assistance and advice, Quadrifoglio Group has divided its commercial structure by geographical areas, equipping itself with a network of collaborators throughout the area.

Regional Sales Manager, Sales Consultant and Customer Care: company sales profiles cover different functions in order to manage the multitude of pre- and post-sales activities in different geographical areas, supporting the customer (retailer or end company) in the choice of the most appropriate collections according to needs, in budgeting, in the organisation of logistics and in installation.



5.02

INNOVATIVE PRODUCTS AND SPACES

The Quadrifoglio Group's offer is distinguished not only by the *versatility* of design solutions, capable of integrating harmoniously into various environments, but also by **functionality**: creating furnishings and accessories that give well-being to its customers is the driving force that guides the Group's production decisions towards the implementation of the attributes of aesthetic and functional innovation.

The goal, indeed, is to create collections that are not only aesthetically pleasing, but that also promote the well-being of those who live in furnished spaces; hence, research and technological development are strongly encouraged within the Group, constantly oriented to the creation of new possibilities and innovative solutions.

In this way, the Group is committed to providing a complete and high quality service, capable of responding to the functional and aesthetic needs of customers, while promoting the well-being and satisfaction of those who use the furnished spaces, and working to reduce the environmental impact of our products.

Italian-made style and design for complete, customised projects

Over the years, Quadrifoglio Group has adopted a holistic approach to the design of its furniture solutions in order to offer customers an increasingly complete service, customised and calibrated to their specific needs.

The aim is no longer to limit itself to providing furniture and seating but to develop integrated solutions that consider the entire ecosystem of the workspace. It is about responding effectively to the constantly evolving needs of organisations and to the contemporary idea of the working environment, where flexibility, functionality and well-being are central elements.

In this perspective, one of the salient features on which the Group bases its approach is the ergonomic design of seating, an aspect that plays a fundamental role in relation to sustainability for several reasons:

- good ergonomic design not only promotes the well-being and health of users, but also contributes to more sustainable production and consumption practices;
- in terms of **Wellness and Health, an ergonomic design** contributes to the **reduction of Health Problems**, such as the risk of musculoskeletal problems, improving posture and preventing long-term pain;
- an ergonomic design increases comfort, leading to greater user satisfaction and well-being, a particularly important factor in work environments, where people spend many hours sitting.

Ergonomics of the seats, a decisive plus

In terms of Environmental Sustainability, the ergonomic seating is made with high quality materials, designed to last over time.

The greater durability reduces the need for frequent replacements, thus reducing resource consumption and waste production; in addition, the Group is working on increasing recycled or sustainable materials, reducing environmental impact.

Finally, the adoption of ergonomic seating promotes a healthier working environment, improving the quality of life of workers. This is reflected in a more motivated and less stressed workforce.



This approach allows us to conceive solutions that go beyond the single piece of furniture, integrating functionality, comfort and aesthetic value and creating harmonious and productive environments. Not only that, this allows us to offer the market a range of services and products that include space design, layout optimisation, choice of materials and finishes, up to installation and maintenance, ensuring that every detail contributes to the well-being and satisfaction of end users.

5.03



12.4: By 2030, achieve environmentally sound management of chemicals and all waste throughout its life cycle, in accordance with agreed international frameworks, and significantly reduce the release into the air, water and soil, in order to minimise the negative impacts on human health and the environment.

Cappellini research Institute – How sustainability is fundamentally changing consumer preferences.

THE CIRCULAR ECONOMY AND PRODUCT CERTIFICATIONS

Numerous studies show that the market is becoming increasingly more aware and *sensitive to the issue of environmental sustainability*, with more and more furniture being made from recycled materials, from renewable sources, and with recognised environmental certifications.

In particular, in the eco-friendly furniture sector, there is a growing demand for sustainable materials, such as recovered wood and recycled plastic, a trend that is fuelled by environmental awareness and the desire to reduce the carbon footprint and embrace the principles of the circular economy.

This paradigm shift towards more responsible consumption is also reflected in new consumer preferences, now more oriented towards products with reduced packaging and low toxicity.

Sustainability expectations are reflected not only in the products but also in the concrete commitment to sustainable and transparent business practices.

To meet these new needs and expectations, Quadrifoglio Group is increasing its targeted actions in order to incorporate sustainability in all areas of its activity, from product design to supply chain management, thus adopting a structured approach to the circular economy.

LCA methodology and environmental quantification of performance

The structured approach to the circular economy is also highlighted by the path of *timely quantification of environmental performance* through LCA methodology (environmental management technique that allows to identify and evaluate the potential impacts of a product on the environment) started in 2023 and associated with two different types of product, a seat and a storage unit.

The results of this first measurement exercise have clarified how the phases of the life cycle are those where most of the impacts reside in relation to the 2 products examined.

This awareness has aligned the will of the Group's management to continue analysing and developing, over the next few years, a model that allows designers to choose the raw materials for the creation of new product lines also through an environmental assessment, associated with the use of a raw material and/or by-product of one type rather than another.

This methodology is based on principles that promote sustainability and efficiency in the use of resources, minimising waste and environmental impact, also providing for different key strategies that the Group intends to implement progressively through specific activities.

1. Use of Recycled and Recyclable Materials:

- **Recycled Raw Materials:** Use of existing and recycled materials, such as recovered wood, recycled plastic and recycled metals in order to reduce the need to source virgin raw materials.

2. Sustainable and Renewable Materials:

- **Certified Wood:** Use of wood from sustainably managed forests, certified by internationally recognised bodies such as FSC™ (Forest Stewardship Council);
- **natural materials:** Use of natural and rapidly renewable materials, whose environmental impact is lower than synthetic materials.

3. Design for Durability:

- **High Quality and Longevity:** Design of high-quality furniture that lasts over time in order to reduce the need for frequent replacements and decrease the overall consumption of resources.

4. Efficiency in Production Processes:

- **Waste Reduction:** Implementation of production practices that minimise material waste and water and energy consumption.

5. Sustainable Logistics and Distribution:

- **Ecological Packaging:** Use of recyclable or reusable packaging to reduce the consumption of non-biodegradable materials.

6. Collaboration with Suppliers:

- **Partnership for Sustainability:** Collaboration with suppliers who share the same sustainability principles as the Group, thus ensuring that the entire supply chain is aligned with circular economy objectives;
- **environmental certifications:** Preference for certified suppliers committed to sustainable resource management practices.

Since 2020, all wood-based materials supplied by Quadrifoglio Group are 100% certified according to the **CARB1 standard**.

CARB stands for **California Air Resources Board**, a California government agency committed to achieving and maintaining high air quality standards in order to protect the public from potential harmful substances by establishing standards and limits for various volatile pollutants.

In the case of the Group, the standard concerns formaldehyde emissions from glues used in chipboard panels.

Applied to this specific class of products, CARB certifies that formaldehyde emissions are clearly below the limits established by the relevant legislation.

The approach just illustrated is further evidence of the Group's belief in the centrality of people's well-being and the healthiness of the environments in which people live.

Products with formaldehyde emissions close to zero

CARB certification has become the furniture industry standard for air quality, as it applies to composite wood materials that contain harmful ingredients such as formaldehyde. Formaldehyde is considered a toxic air contaminant (TAC) or a volatile organic compound (VOC) and is used as a bonding agent in composite wood materials. Having CARB Phase 1 and 2 certification means that our suppliers have taken the necessary steps to exceed emissions standards for the protection of our customers and our artisans.

Furniture without such certification can contain highly toxic levels of formaldehyde and harmful synthetic glues and paints. The padding and pillows are also typically high in toxicity. That "new car" smell associated with furniture is the result of manufacturers using lacquers based on toxic solvents to finish or treat a product. These coatings emit volatile organic compounds (VOCs) such as formaldehyde during production and throughout the life of the product. Formaldehyde is linked to breathing problems, asthma, and even cancer. The US Environmental Protection Agency (EPA) reports that, on average, people spend 90% of their time indoors. Pollutants in indoor spaces can be five times more concentrated than outdoor air. This is caused by chemical emissions from some of our normal household items such as furniture and carpets. Understanding the different safety concerns related to different materials and knowing the meaning of these sustainable certifications can help people avoid unsafe and toxic products more easily.

In addition, **both Quadrifoglio Sistemi d'Arredo S.p.a. and Offisit can guarantee that 100% of their melamine wood-based products have been accredited with FSC™ (Forest Stewardship Council) certification.**

By guaranteeing its customers and buyers of wood products that the supply chain supports and participates in the responsible management of forests and therefore in the protection of the environment, FSC™ certification represents a fundamental recognition for the Group.

Responsible forest management and biodiversity protection

Sustainable management of forest areas safeguards the ecosystem and water quality, reduces the use of chemicals and ensures the protection of the rights of workers and local populations involved in the timber supply chain.

Despite the deforestation of trees, FSC™ certification ensures that there is no net decrease in forest area over time thanks to the implementation of reforestation and forest regeneration programmes.

The FSC™ Traceability System is a mechanism that ensures the complete traceability of data relating to the path followed by the products, from the point of origin, such as the forest or the place of collection for recycled materials, to the end user.

This system includes all stages of processing, transformation, manufacturing and distribution in which there is a transfer of ownership of products and materials along the sourcing chain.

FSC™ Traceability System regulations define the minimum criteria that a system must meet to demonstrate that materials and products purchased, labelled and marketed as FSC™ certified actually comply with these standards.

This is why FSC™ certification plays an increasingly important role for public bodies and private companies.

The centrality of this certification is also tangible in relation to the fact that it is precisely this factor that allows the Quadrifoglio Group to participate in tenders in accordance with the **Minimum Environmental Criteria required by Green Public Procurement (GPP)**, counting both Italian and foreign government bodies among its customers.

GPP is an environmental policy tool aimed at fostering the development of a market for products and services with a low environmental impact, helping to achieve strategic sustainable development goals such as resource efficiency and circular economy.

In the context of a circularity-oriented approach, R&D aims to increasingly use raw materials from recycled panels made with post-consumer wood, representing an important transition towards a circular rather than a linear manufacturing model. During the product testing phase, special attention is paid to guaranteeing a second life for the products themselves, as well as for the packaging, as demonstrated by the project started a few years ago in collaboration with Valdelia in France, which deals with the collection and recycling of used furniture.

5.04

Towards greater digitalisation with projects for sustainability and welfare

A STRATEGIC APPROACH TO DIGITALISATION

Digitalisation is now a fundamental strategic driver to boost efficiency, innovation and sustainability for every economic reality.

As early as 2022, Quadrifoglio Group invested significantly in this direction, adapting its business model to the needs of a constantly evolving market.

The introduction of advanced Enterprise Resource Planning (ERP) and management technologies has made it possible to optimise production processes, improve operational efficiency and reduce costs, guaranteeing faster response times and greater accuracy in projects.

Digital skills have become a key resource to support the Company's long-term strategic vision and in this regard the Group is constantly committed to the progressive automation of processes, product customisation and efficient management of orders through digital platforms.

This approach not only *increases the Company's competitiveness*, but also allows it to respond quickly to new market trends, offering tailored solutions for customers while strengthening its position *as a cutting-edge company*.

The constant commitment to digitalisation is evidenced by the implementation of projects carried out also in 2023 in several areas including: the creation of a **Database of environmental information on the product** capable of contributing to providing information such as the “% recycled content” and the “% final recyclability”, on the product and prepared in order to draw on the information already present in the central ERP system.

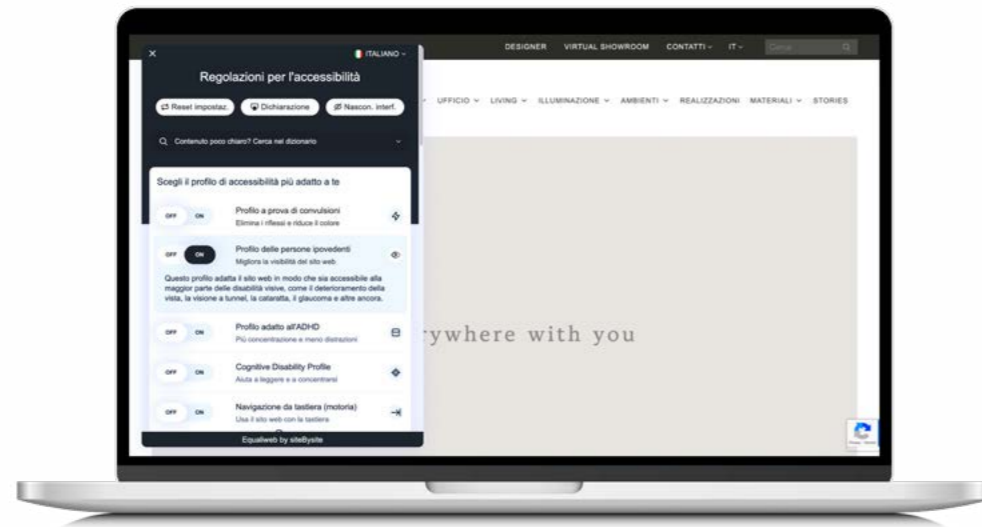
The information thus collected in the Database becomes increasingly important to answer the growing number of questions that come from the market on sustainability issues.

A further example is the creation of an ad hoc platform **for welfare issues**: integrated with the management system already in place, it will allow employees to choose a series of services made available, and adapted as much as possible to their needs in order to improve their well-being and quality of life, in the Company and beyond.



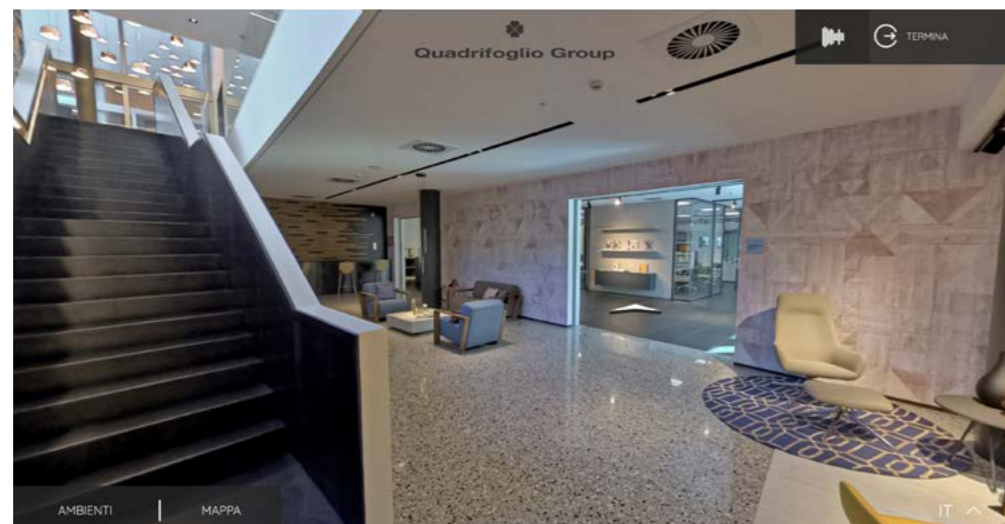
Inclusiveness: site for the visually impaired and other diseases

In order to enhance the digital component, the new corporate website was designed to be accessible also to users with low vision or other conditions such as epilepsy, thus enabling every user to navigate the website without any limitation in all its sections, consult the products, projects realised and many other contents.



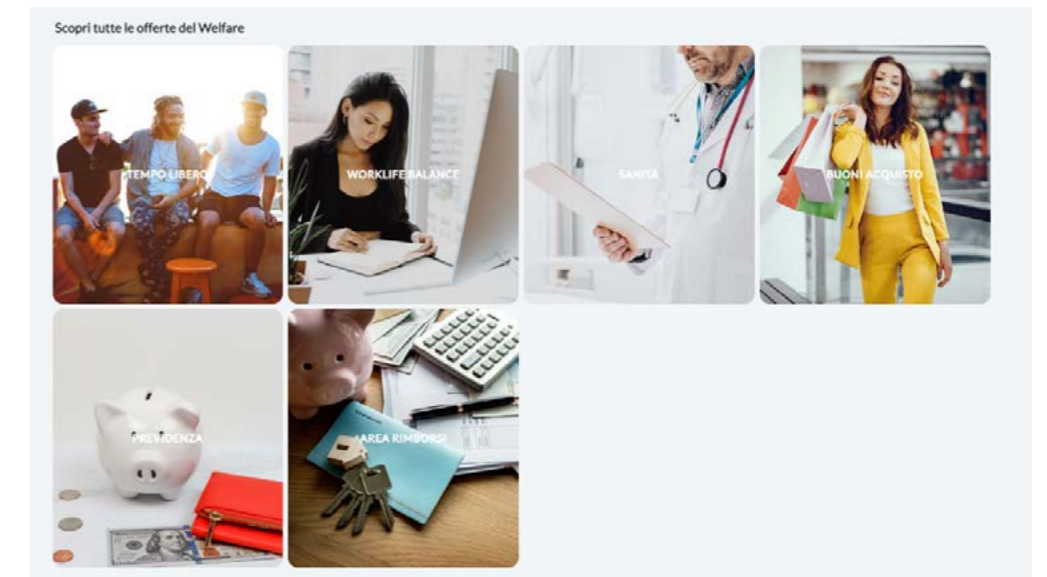
Virtual showroom

Years after the live show, the virtual showroom continues to receive positive approval from customers and prospects. Thanks to this digital tool, users have the opportunity to experience the showroom in the Mansuè headquarters by directly seeing the products and thus testing their peculiar characteristics even at a distance.



Employee Apps

In keeping with the corporate mindset, the HR area has also been completely digitalised. Through a single application that is also accessible from smartphones, employees can manage their sensitive data, health and safety courses, medical examinations, management of canteen bookings, company information and communications from management and requests for leave and holidays.



Data integration systems

- The introduction of CRM (Microsoft Dynamics) in 2020 has brought benefits from a sales and marketing perspective, allowing Quadrifoglio Group to be more responsive and inclusive with customers, making both individual processes and the organisation more efficient.
- It is well known that the integration of databases is aimed at aligning all economic, social and environmental indicators in order to ensure consistent management of activities.
- The adoption of the Decision Support Tool (DST) fits in with this, a digital solution used for *monitoring, collecting, managing and displaying ESG data*, which has made it possible to manage Company performances for social and environmental aspects linked to the reporting process.
- The H&S area was also involved in the digitalisation process: in 2021, a reporting and monitoring system was implemented for regulatory compliance concerning compulsory training and all fulfilments related to ISO 45001 certification.

suppliers

The Group collaborates with suppliers to create a flexible and professional tailoring service for its customers, paying more and more attention to the sustainability of the value chain.



12.6: Encourage businesses, particularly large corporations and multinationals, to adopt sustainable policies and to integrate sustainability information into their reporting cycle

12.1: Implement the 10-year framework of programmes on sustainable consumption and production patterns, with all countries, taking into account the development and capacities of developing countries.

Sharing of know-how and innovation

Quadrifoglio Group believes that the sharing of know-how is a winning strategy to consolidate its relationships with suppliers and partners. Indeed, the Group firmly believes that a collaborative approach is essential to develop innovative solutions that respond, on the one hand, to current and future environmental and social challenges and, on the other hand, that simultaneously improve product quality.

Collaboration is also crucial to accelerate the innovation process and ensure that the solutions adopted are viable and comply with the real needs of the market.

Innovations developed in this context tend to be more environmentally and socially responsible, as they reflect a shared commitment to reducing environmental impact and improving the well-being of communities.

With the above assumptions, Quadrifoglio Group focuses on **consolidated relationships with the supply chain**, assumptions already formed during the early design phases. Adopting a co-design approach facilitates the establishment of a professional bond of trust with partners, which results in a low turnover of suppliers.

The aim of co-design is to develop solutions and processes that aim to minimise the use of natural resources, reduce carbon emissions and promote a circular economy.

There are several activities carried out by Group companies to stimulate the development of sustainable solutions by suppliers.

A noteworthy episode occurred during 2023: Offisit has stimulated and supported the supplier in the search for plastic frames for two families of seats (Clue and Cove, about 12,000 pieces manufactured in 2023), sponsoring and urging tests in this regard. This allowed the supplier to identify a supply chain of regenerated plastic for the manufacture of these products

On account of this preparatory activity, the Group aims to include in its catalogue a certified regenerated plastic variant for these two important families of seats.



Ethical Relations with Suppliers

In line with the Company's general approach, the selection of suppliers is carried out through an evaluation that takes into account not only the typical aspects of supply relationships, such as price, quality and service, but also *organisation, technology and sustainability*. This holistic approach ensures that suppliers share the same values of sustainability and corporate responsibility as the Group, helping to create a more ethical and sustainable supply chain.

Strategic choice of suppliers

For Quadrifoglio Group, the choice of the most suitable supplier and the traceability of raw materials are strategic options aimed at creating value. All the Group's companies are synergistically focused on raising suppliers' awareness of the need to evolve in the direction of sustainability.

In this regard, interviews were conducted in 2023 on various aspects of sustainability to be included in the **Supplier Evaluation Sheet**, a document that contains an all-encompassing evaluation of the same.

For some years now, the Group has been developing an evaluation system that requires a minimum score assigned to suppliers under consideration and included in the supplier register.

The only necessary prerequisite for suppliers is to commit to maintaining the minimum requirements, demonstrating their diligence also towards sustainability.

Ecodesign starting from the data

To adopt a solid approach to *eco-design*, in 2023 Quadrifoglio Group undertook a demanding collection of data on suppliers. Through this activity, it was possible to significantly expand the perimeter of the available data on *material composition, weight, recycled and recyclable content of raw and semi-finished materials*.

This system not only guarantees the quality of raw materials, but also promotes sustainable practices throughout the supply chain.

Certifications and commitment of suppliers

The selection process includes the need to **obtain FSC™ and CARB certified raw materials**, as a demonstration of suppliers' concrete commitment to sustainability. Some of them have shown interest in creating synergies to improve sustainability along the entire value chain, promoting ecological and socially responsible practices.

This collaborative commitment contributes to reducing environmental impact and promoting sustainability at all levels of production.

The stimuli given to suppliers and Offisit's research activity (which also took place thanks to a comparison with the international body Certipur) have helped its three suppliers of foamed products to achieve Certipur™ certification (one of the requirements for sustainable purchases) for the items supplied.

Moreover, one of the Group's suppliers, also thanks to the interaction with Offisit, has developed a collection of foams made with materials of vegetable origin (rather than chemical). This has made it possible to evaluate, in the medium term, the possibility of using this type of material, considering that the recovery chain at the end of the polyurethane's life cycle is still lacking in most countries.

Recovery and reuse of packaging

In the supply chain, great attention is paid to the recovery of *packaging*, both perishable and instrumental, carried out thanks to reuse agreements.

The Group has defined shared logistics standards with established suppliers, which enables a reduction in the consumption of industrial disposable packaging. The use of reusable plastic containers, with unlimited durability, is an example of how the Company is working to reduce waste and promote sustainable practices.

Links with the local area

The strong bond with the local area is embodied in the creation of shared value with the community, a genuine testimony that the Company's products are authentically Italian made.

The local nature of goods not only promotes the regional economy, but also ensures that manufacturing practices are respectful of the environment and local communities.

For this reason, the choice of suppliers is also based on geographical proximity: in 2023, 55% of Quadrifoglio Sistemi d'Arredo S.p.a.'s suppliers were local.



The definition of an increasingly sustainable strategy

In the coming years, the strategic approach defined by the Quadrifoglio Group, with regard to suppliers, involves an increasing focus on projects and related objectives aimed at stimulating an increasingly structured approach of suppliers towards sustainability issues through a relationship of collaboration and dialogue.

Among the activities that the Company intends to carry out, there is, for example, the sending of a questionnaire that allows the Group to give a structured statistic on the degree of sustainability of suppliers. The analysis will then be followed by a visit to the respective offices in order to further the comparison.

The intention is then to establish an award for suppliers who stand out for the most advanced approach on these issues.

Finally, in the near future, thanks to in-depth discussions with suppliers, Quadrifoglio Group aims to have a timely mapping of technological innovations, new materials and processing cycles, so that it can transpose the appropriate technologies to its products so as to reduce their environmental impact.

6.02

BUSINESS PARTNERS

Quadrifoglio Group has established a solid link of value, and not only with suppliers of raw materials but also with *architects, designers, consultants and fitters*. These partnerships, strengthened over time, aim to meet the needs and demands of customers through a complete service that goes beyond the simple sale of products, accompanying them along the way with efficiency and quality.

Professional architectural firms and companies are also considered long-term business partners and the Group develops synergies and partnerships with them that include the sharing of knowledge, tools and quality standards. This approach makes it possible to bring the Quadrifoglio Group's brand and business experience to the world, ensuring that the products and services offered are always at the forefront and meet the highest expectations.

Sharing know-how on sustainability and innovation

Relations with partners have been implemented and improved over time through the sharing of know-how and alignment on issues of sustainability, wellbeing, creation of products with low environmental impact and respect for people and resources. This exchange of skills and information is essential to develop innovative and sustainable solutions that improve the quality of the products and services offered.

Through these partnerships, the Company is able to offer a complete and high quality service to its customers, responding to their needs with innovative and sustainable solutions.





the community and associations

Sport plays a crucial role for future generations, as it conveys positive values that profoundly influence their lives: the value of teamwork, loyalty, discipline and constant commitment to self-improvement.



10.2: By 2030, enhance and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion or economic status or other

One of the most important values that sport teaches future generations is teamwork. Participation in a sports team leads young people to collaborate, communicate, trust each other, respect the roles and rules of the team as well as to coordinate. Those who are part of a sports team learn to value the diversity of their team mates, to develop a sense of belonging to the group and to commit themselves to achieving common goals. In line with its corporate values, the Quadrifoglio Group supports the promotion and support of sports participation among the new generations, in order to allow them to develop the skills and values necessary to face future challenges. Hence the Company's commitment to sponsoring different sports associations. It is also through these activities that Quadrifoglio Group expresses its soul, its values, and what it strongly believes in, projecting in the community the approach it takes internally every day.



Sharing of good sustainability practices with other companies in the area

Quadrifoglio Sistemi d'Arredo S.p.a. is also faithfully associated with Assindustria Venetocentro (beginning 2024 it changed its name to Confindustria Veneto Est), Federlegno Arredo and Assufficio. As part of its association with Assindustria, the Company is an active member of the Sustainability Group, which shares the good sustainability practices adopted by the companies participating, as well as the main national and international innovations on Environmental, Social and Governance (ESG) issues. Assindustria Venetocentro has created six groups, each composed of five-six companies, not necessarily belonging to the same production sector and/or being of a similar size. Within each group, activities are proposed that are functional to the sharing of objectives and initiatives linked to sustainability, useful for brainstorming and growing in a sustainable way with respect to the territory. These occasions were very useful in order to learn more about companies similar to one's own in terms of magnitude and values, and to create a forum on the environmental and social topics, thereby revealing how each company has adopted a different approach to sustainability, consistent with the type of organisation and the business model.





people

Quadrifoglio Group's success is the result of the people who are part of it. The path towards social sustainability passes first and foremost through the attention and care for each of these people.

"We try to translate the same values that we incorporate in the products, into action vis-à-vis our employees".

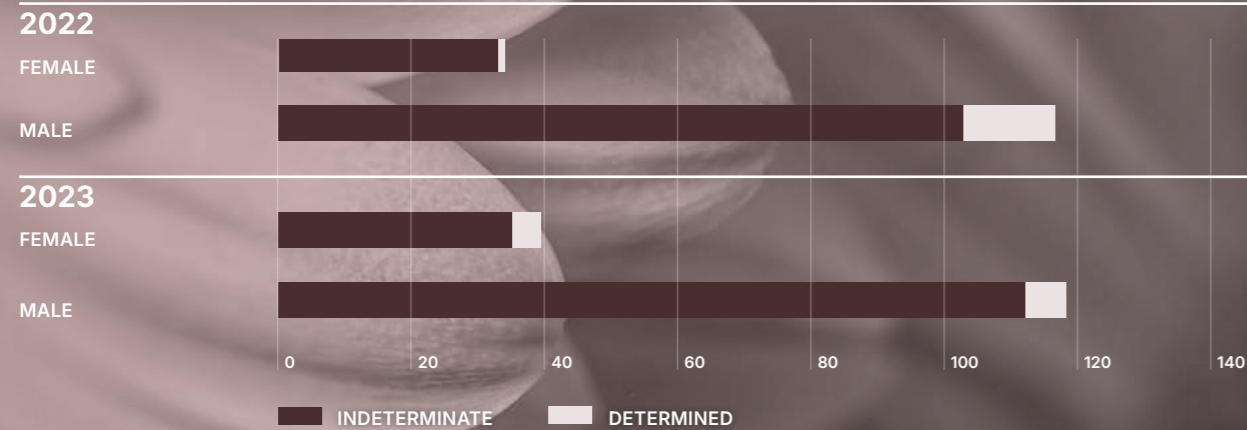
The growth of a company is not only measured by an increasing turnover or the number of products marketed. A factor also to be included in the summation is the management of human resources.

Also in this area, the Quadrifoglio Group continues to register a positive trend. Since 2017 there has been a continuous increase in employees.

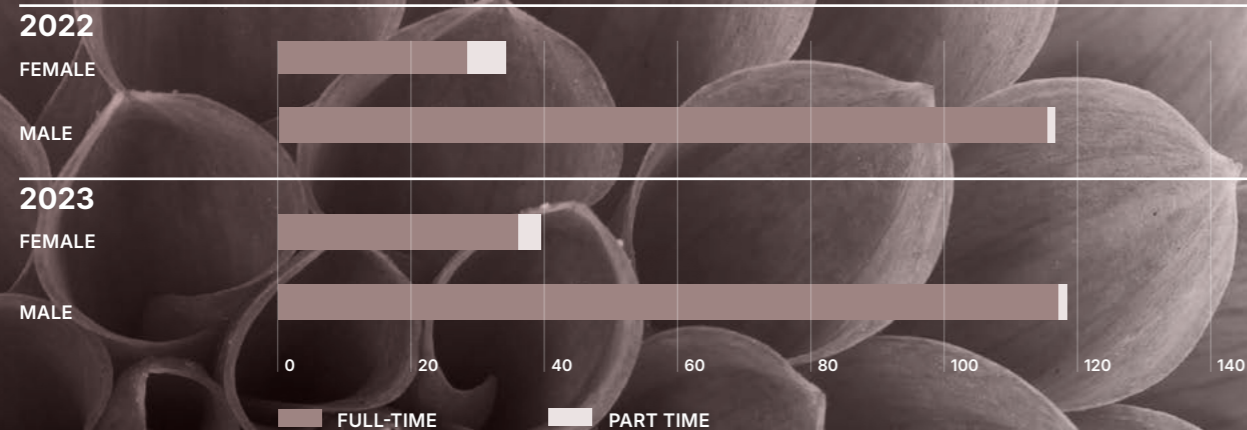
Overall, with data updated as of 31/12/2023, the operating staff in the Group companies amounted to 160, of which 148, over 92% of the total, with a permanent contract and 12 on fixed-term contracts.



Employees by gender and type of employment



Employees by gender and type of employment



Taking a look at the statistics of the Group's companies, over the last year the numbers recorded reveal 35 new hires, with a recruitment rate of 22%, and 21 outgoing employees, thus resulting in a turnover rate of 13%.

Both percentage values show an improvement compared to the previous year. In particular, the percentage of new hires went from 21 to 22%, while the percentage of terminated employees fell from 16 to 13%.

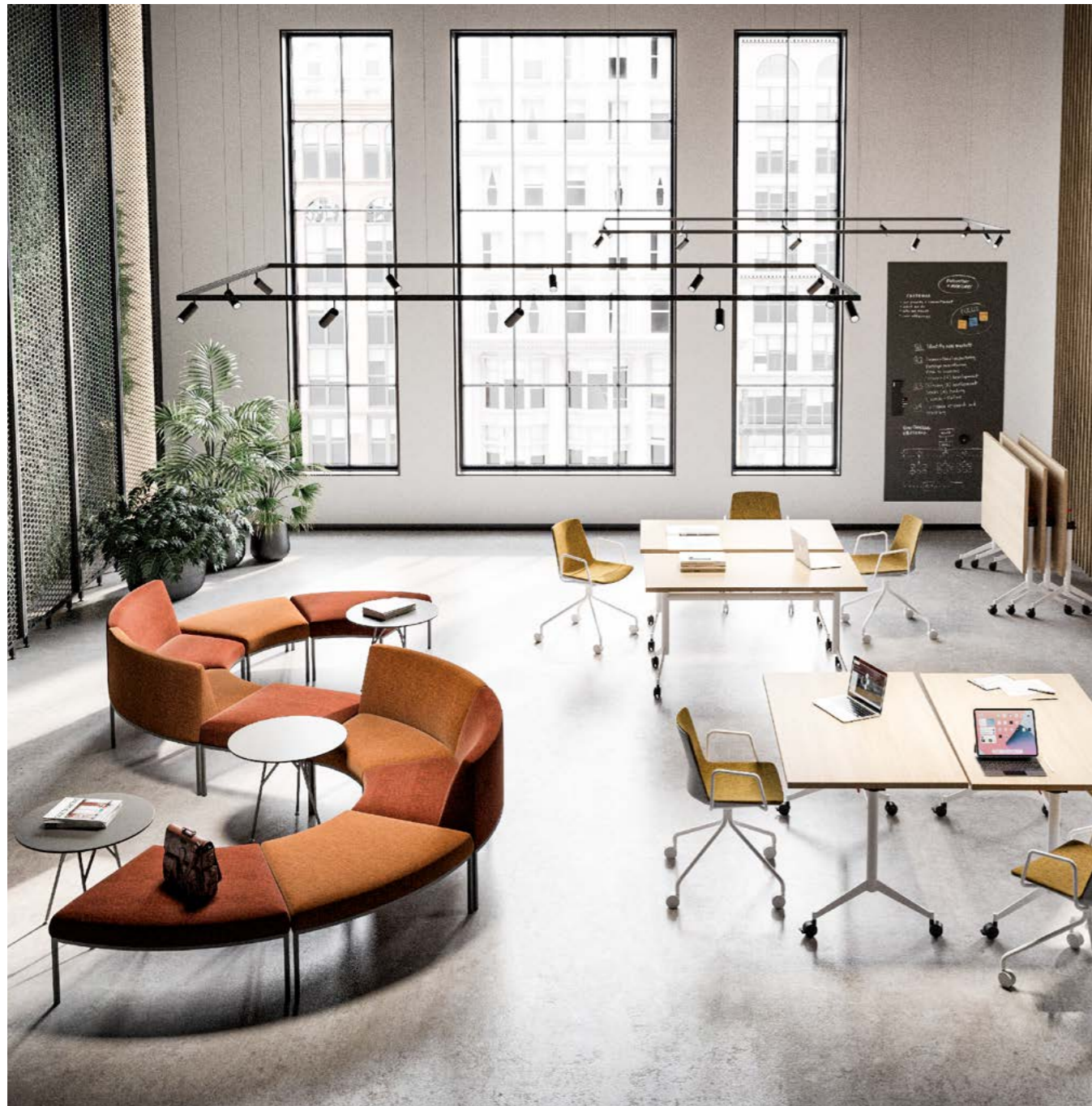
	EMPLOYEES HIRED (NO.)	EMPLOYEES HIRED (%)	EMPLOYEE TURNOVER (NO.)	EMPLOYEE TURNOVER (%)
2022	30	21%	23	16%
< 30 years	11	50%	9	41%
Female	1	14%	3	43%
Male	10	67%	6	40%
30 - 50 years	16	20%	12	15%
Female	4	24%	1	6%
Male	12	19%	11	18%
> 50 years	3	7%	2	5%
Female	0	0%	0	0%
Male	3	9%	2	6%
2023	35	22%	21	13%
< 30 years	17	59%	9	31%
Female	6	60%	2	20%
Male	11	58%	7	37%
30 - 50 years	14	16%	9	10%
Female	2	9%	1	5%
Male	12	18%	8	12%
> 50 years	4	9%	3	7%
Female	0	0%	0	0%
Male	4	11%	3	8%

Enhancing talent and diversity: the Group's policies

All Group employees are offered equal opportunities based on the professional qualifications and abilities of each individual assessed by meritocratic criteria linked to competence and experience, without any discrimination based on religion, sex, race, political belief or trade union membership.

This positive trend is also the result of the protection and promotion policies implemented by the Group, targeted at the growth of human resources through the development of the skills and qualifications of each employee and associate, respecting individual rights and diversity, avoiding any form of discrimination, or links with parties and/or associations that pursue illegal purposes.

The Group, in fact, seeks to increase the level of well-being of the people inside and outside the work environment, focusing on the creation of a good balance between work and private life.



Employees by age band and gender

2022

< 30 YEARS

FEMALE (no.) 8

MALE (no.) 11

30-50 YEARS

FEMALE (no.) 18

MALE (no.) 71

> 50 YEARS

FEMALE (no.) 8

MALE (no.) 34

2023

< 30 YEARS

FEMALE (no.) 10

MALE (no.) 20

30-50 YEARS

FEMALE (no.) 22

MALE (no.) 65

> 50 YEARS

FEMALE (no.) 8

MALE (no.) 35

Under the gender redistribution aspect, 25% of the operational staff belongs to the female gender, finding employment mainly within the Logistics, Customer Care, Administration and Marketing departments, while in production the majority of the operational staff is made up of men.

In the process of selecting candidates, Quadrifoglio Group evaluates not only characteristics related to the specific job to be performed, such as technical skills, but also soft skills and the sharing of its values. The Group promotes the well-being of employees, believing that greater job security promotes personal peace of mind and contributes to the achievement of long-term objectives. In addition, it has established a system of Industrial Relations with Trade Unions and shop stewards, based on constructive comparison and compliance with national and international regulations.

Welfare initiatives for the well-being of employees

Corporate welfare is an evolving theme within the Group.

In depth, **corporate welfare** is defined as *the set of additional initiatives, services and benefits offered by the Company to its employees with respect to the monthly salary, given with the aim of improving their well-being, both at work and at the personal level.*

As the Group considers the well-being of its employees to be of fundamental importance, several opportunities have been introduced for all staff since 2022.

To mention two examples: the possibility of joining an ad hoc fund for supplementary health care, which can partially or totally cover medical expenses for various health services at a network of affiliated facilities, or the activation of an agreement with the Veneto Solidarity Fund, which offers advantages for those who choose to transfer their severance pay to this fund.

The integrated approach to work-life balance

Alongside these initiatives, at the end of 2023 the Group achieved an important objective: the launch of a real corporate Welfare Plan in order to further improve the quality of life of employees.

The opening of a platform dedicated to the extension of company policies aimed at improving the work-life balance represents a further testimony that Quadrifoglio Group desires to put the attention and care for each employee at the forefront of its policies.

Following a careful evaluation of the main providers, a platform has been chosen that will be implemented in 2024. Thanks to the wide range of services offered and the integration with the HR system already in use, employees will now be able to easily manage their welfare plan through an interconnected digital infrastructure.

Among the services that can be chosen are:



In order to support the greater knowledge of employees on behaviours that help increase individual well-being, among the planned activities, Quadrifoglio Group will be committed to supporting the growth of its employees through different initiatives, such as the activation of corporate climate monitoring plans or two specific training activities for 2024, namely, the ERGO Postural course and a voluntary first aid course.

8.02

HEALTH AND SAFETY

For the Group, ensuring high standards of health and safety at work is of fundamental importance, to ensure the continuity of business operations, to protect the well-being of employees and to create a safe and calm working environment.

High standards not only reduce the risk of accidents and occupational diseases, but also increase the motivation and productivity of personnel. In addition, a rigorous approach to health and safety prevents legal and reputational costs related to accidents at work, which can seriously damage the Company's image and lead to significant economic losses.

Quadrifoglio Group has a structured management system for health and safety, designed to meet the expectations of all parties involved, internal and external. This apparatus is integrated with quality and environmental management, enabling the Group to *identify critical aspects, solve problems and implement corrective and improvement actions*. The main objective, in fact, is to prevent accidents in a perspective of continuous improvement.

Group companies meet regulatory requirements on health and safety through a specific risk assessment document that is regularly updated to accurately identify hazards by type of activity and department, thanks to continuous consultation and comparison with the figures responsible for health and safety at work.

Workers undergo periodic medical examinations based on their job and medical history. In particular, those who carry out higher risk activities are subject to an annual check-up, which may impose restrictions or personalised provisions to ensure their own safety.

In addition, for those operating in potentially hazardous environments, regular analyses are carried out to verify compliance with the legal limits relating to the presence of pollutants.

Worker consultation and participation is guaranteed at all levels. There is a daily dialogue between workers, managers and the Workers' Safety Representative (RLS), with the involvement of responsible functions such as the Production Manager, HSE and Production Coordinator.

This continuous exchange of information makes it possible to take each report into hand and respond accordingly.

Health and Safety Results: Zero Accidents in 2023

Analysing accident rates, in 2022 a value of 4.08% was recorded, determined by a single episode that involved only one employee and resulted in an absence of 22 days. In 2023, on the other hand, the zero accident target was achieved in all plants, the result of a policy that was attentive to the health and safety of each individual.

The following were among the activities implemented in 2023 performed in order to pay constant attention to areas of improvement:

- the adoption of the Zucchetti Safety management system also in OFFISIT for the management of workers' health and safety. Also in Offisit, a first meeting was held with the aim of improving the dialogue on Occupational Health and Safety between the Employer, the Prevention and Protection Service Manager, the Workers' Safety Representative, the Company Doctor and Managers. Given the positive outcome of the first meeting and with a view to constant monitoring, it will take place periodically;
- the introduction of "Man Down" devices for workers working alone: this enables an emergency call to be triggered automatically in the event of worker illness/accident;
- Updating the Group's Business Emergency Plan;
- The adaptation of the Karboxx warehouse to fire regulations and the acquisition of the Fire Prevention Certificate.

Finally, with regard to training activities in the HSE field, the STEPS Master's Degree (Science and Techniques of Environmental, Health and Safety Prevention) of the Cà Foscari University of Venice held in 2023 for a total of 388 hours should be noted.

8.03

SKILLS DEVELOPMENT



4.4: By 2030, substantially increase the number of young people and adults with the necessary skills, including technical and vocational skills, for employment, decent work and entrepreneurship

4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the most vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

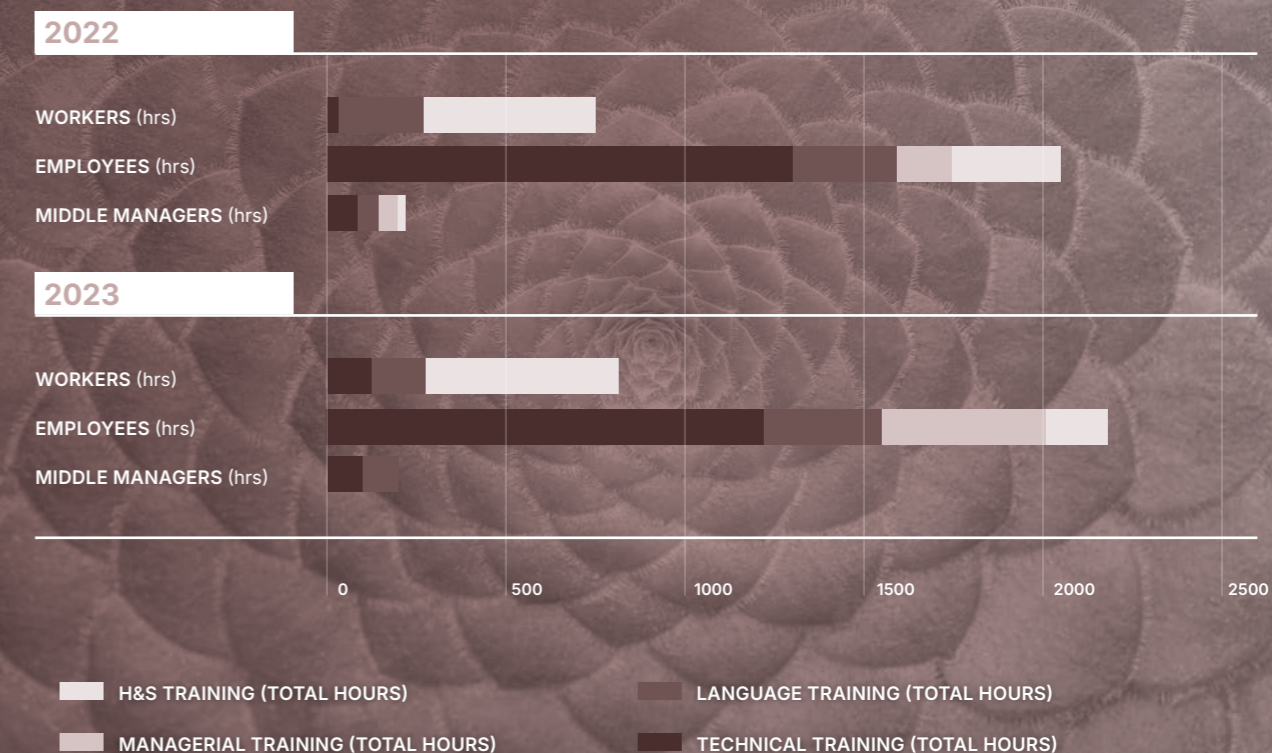
Fully aware of the importance of human capital, Quadrifoglio Group constantly invests in training activities aimed at enhancing staff hard skills. The Group's commitment to training goes beyond current regulations, aspiring to identify and structure growth paths prepared on the basis of the specific needs of employees.

The Group is attentive to the explicit training requests coming from the various teams, recognising that the continuous improvement of skills is essential to face the challenges of the market and to encourage sustainable and innovative business growth.

Going into the subject, in 2023 Quadrifoglio Group provided a total of 3,139 hours of training, with an absolute growth of 183 hours compared to 2022 and an average number of hours of training for employees of 19.

Of the more than 3000 total hours, technical training amounted to 1,447.5 hours, or more than 46% of the total, 698 for training on health and safety issues, 522 hours for language training and 471.5 for managerial training.

Hours of training provided by type and function



In addition to what has been ascertained, in 2023 the Group placed a particular focus on training in the field of sustainability, which already began in 2022. The acceleration derives from the Management's willingness to implement training courses to increase awareness on the issues of corporate and product sustainability.

The development of Sustainability Training

In total, in 2023 more than 800 hours of training focused, in particular, on the Circular Economy Wood and Furniture Supply Chain were provided.

The topics covered were waste management, management of by-products and secondary raw materials, environmental analysis, Minimum Environmental Criteria, Life Cycle Assessments (LCA) and Environmental Product Declarations (EPD) certification, and communicating sustainability.

The Company's objective is to grow the culture of sustainability through the involvement of the entire company population and in 2023 the path saw the participation of operating personnel in the offices of Quadrifoglio Sistemi d'Arredo S.p.a. and Offisit. The awareness-raising course on ESG issues will also be the subject of attention in 2024 with the continuation of the training course undertaken.



the environment

Sustainability cannot be a distant goal, but must represent a daily journey made up of conscious decisions: from the choice of raw materials to waste management; from the optimisation of logistics to the search for innovative approaches, each aspect must be aimed at minimising the environmental impact and promoting the well-being of people.

Quadrifoglio Group firmly believes that sustainability requires first of all a constant commitment to the choice of raw materials.

The adoption of sustainable practices in the selection of materials, in fact, not only reduces the environmental impact for the benefit of the entire ecosystem and people's health, but also promotes a responsible and innovative business model that prioritises quality.

This is embodied in a series of practices, including:

- the evaluation of the origin of raw materials;
- the reduction of local harmful chemicals;
- efficiency in the use of resources;
- the use of recycled and sustainable alternative materials.

ORIGIN OF RAW MATERIALS AND CERTIFICATIONS

Percentage of certified products on the rise

A considerable aspect in the selection of raw materials is to ensure that they come from **sustainable and certified** sources.

For example, for wood, the use of materials certified by organisations such as the **Forest Stewardship Council (FSC™)** is fundamental, as it ensures that this has been harvested responsibly, respecting both the environment and local communities.

The companies of the Offisit Group and Quadrifoglio Sistemi d'Arredo S.p.A. have been FSC™-certified for years and can guarantee the production of melamine wood products with 100% of the raw material supply coming from responsibly managed and forests certified by FSC™.

As for the Group's furniture lines, already in 2022 over 4.5% of the products sold were FSC™ certified. This percentage reached 8.22% in 2023, proof of the constant commitment that the Company is putting into this aspect.

In addition to what is already recognised, the Company expects that this commitment will be further increased in 2024, as the certification is expected to be extended to a significant share of sofa collections, in addition to those dedicated to the school sector and a best-selling operating chair model.

REDUCTION IN THE USE OF HARMFUL CHEMICALS

In order to guarantee the health of the community, a second important aspect lies in minimising the use of harmful chemicals during the processing and finishing of materials.

For this reason, Quadrifoglio Group is characterised by an offer consisting of products that strictly comply with the requirements of the **CARB2 certification** for formaldehyde emissions, ensuring that these concentrations are well below the regulatory limits currently in force.

EFFICIENCY IN THE USE OF RESOURCES

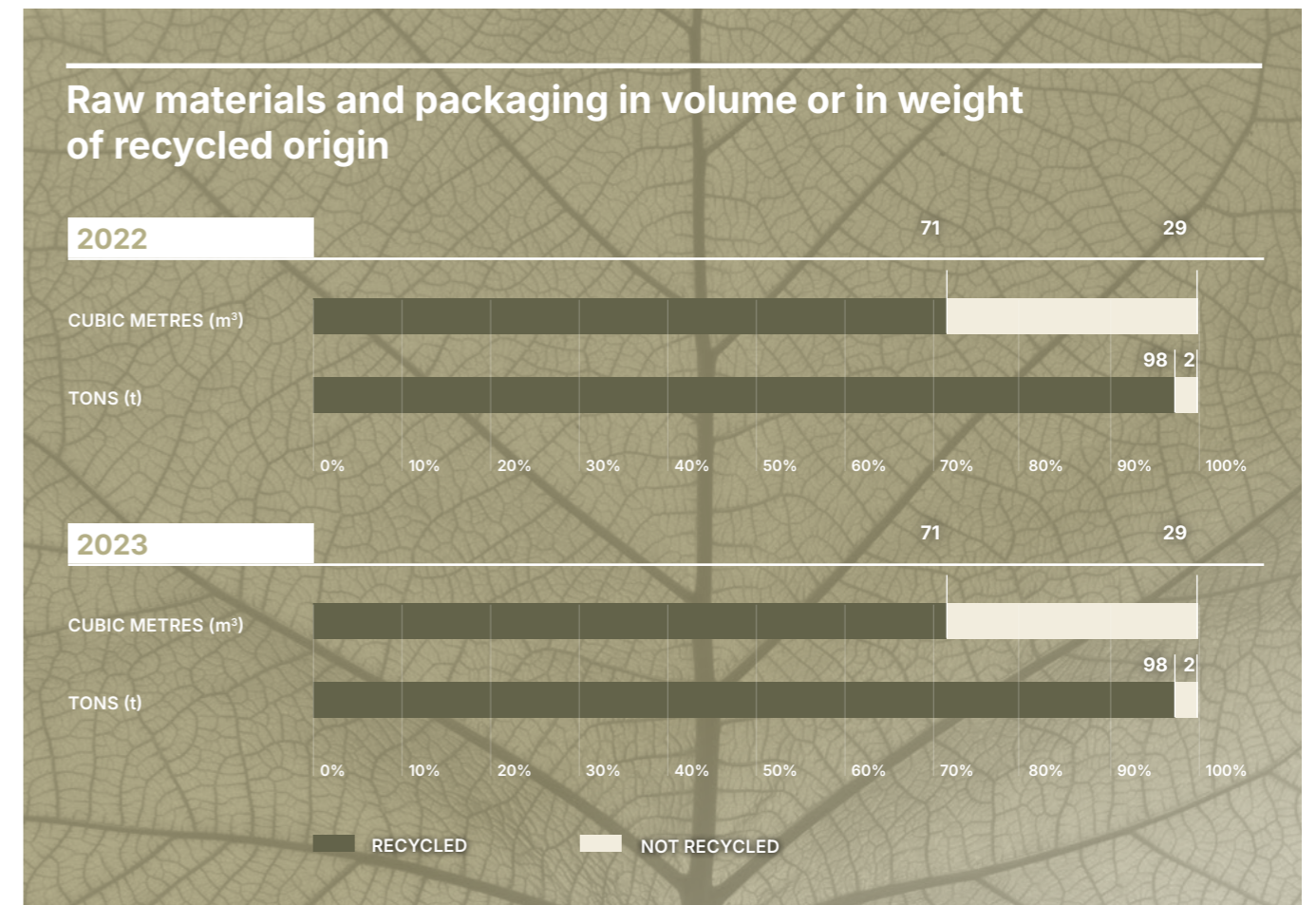
A further factor **to consider is the focus on reducing material waste and optimising packaging**; in this regard, in 2023 the Company worked on optimising packaging management for the Moon chair at the Offisit plant.

Normally, **raw and semi-finished materials reach the OFFISIT plant** inside disposable *packaging*, that is, single-use packaging designed to be used only once and then disposed of, in particular cardboard.

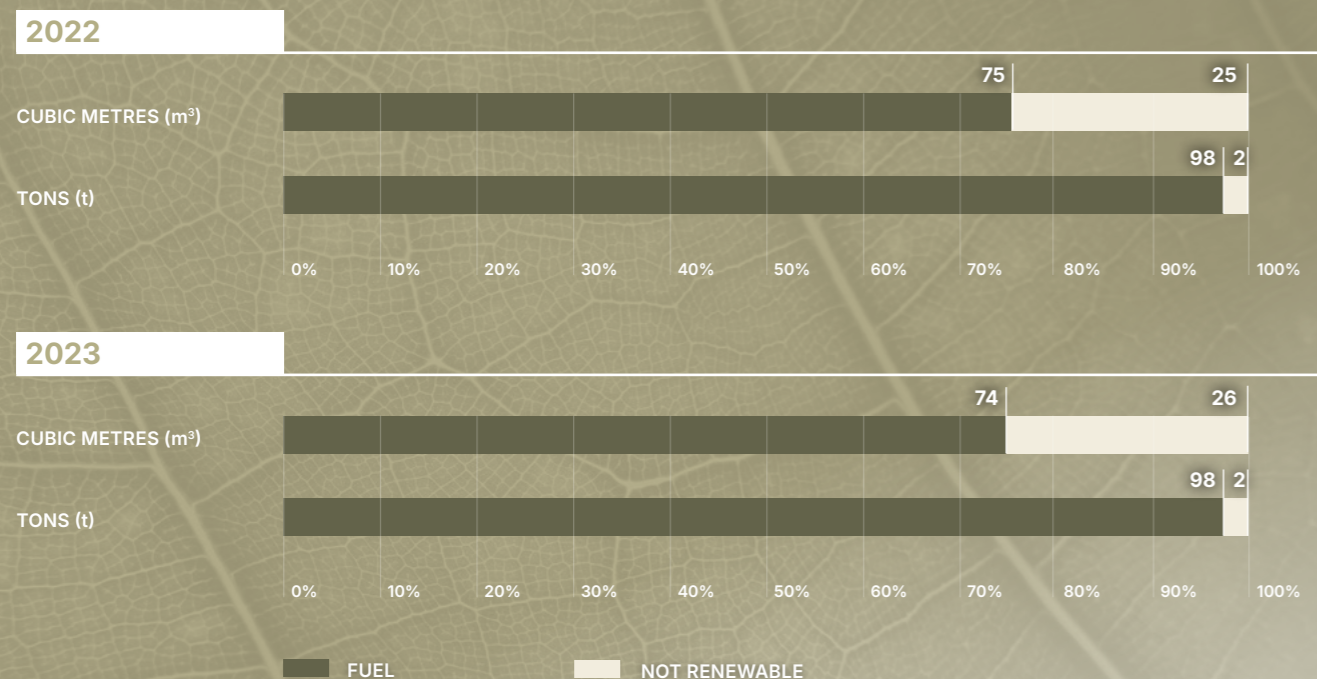
Taking up the case of the Moon chair, Offisit has perfected the processes by ensuring that the boxes with which the bodies are delivered to the Company are the same that are then used to deliver the finished product to the customer. The result obtained is in fact the halving of the consumption of packaging.

USE OF RECYCLED AND SUSTAINABLE ALTERNATIVE MATERIALS

Quadrifoglio Group is identifying new methodologies to increase the use of recycled and renewable raw materials and packaging; the percentages of raw materials and packaging used are in line with those of 2022.



Raw materials and packaging in volume or weight of renewable origin



In particular, in 2023 significant progress was made towards the completion of eco-design data collection from suppliers. This enabled expansion of the perimeter of available data on material composition, weight, recycled content and recyclability of Offisit raw materials and semi-finished products.

A further specific activity that the Company undertook in 2023 concerns a series of interviews with producers regarding the **selection of sustainable materials, such as those made from recycled product, industrial waste, post-consumer recycled or with natural fibres**. This activity is preparatory to the selection, in the short to medium term, of an offer of sustainable coatings.



9.02

ENERGY AND CLIMATE-CHANGING GAS EMISSIONS

Quadrifoglio Group follows an integrated approach to minimise the environmental impact associated with energy consumption.

In recent years, significant investments have been made in energy efficiency, adopting cutting-edge technologies and optimised management protocols to reduce energy needs in production processes. At the same time, the adoption of renewable energy sources has been increased in order to meet a portion of the Company's energy needs.

Building Automation and Sustainability for the reduction of Energy Consumption

The work environments are equipped with advanced building automation systems that optimise energy consumption. This initiative is also an effective tool to promote a corporate culture oriented towards sustainability, encouraging employees to adopt eco-conscious behaviours in order to reduce emissions.

The analysis of energy consumption and related greenhouse gas emissions was carried out on all Group companies. With reference to the last commercial year, the measurements carried out show a total energy consumption of 11,559.68 GJ, divided between electricity and natural gas for heating, in decline compared to 2022.

On the same subject, an important fact is **the satisfaction of 31% of energy needs from renewable sources** thanks to the installation of photovoltaic systems at the production sites of Quadrifoglio Sistemi d'Arredo S.p.A. and Offisit, a percentage that represents an important step towards the decarbonisation of company operations and that demonstrates the Group's concrete commitment to the energy transition.

Taking into account the environmental seasonality, most of the Company's energy needs are covered by the energy produced in the summer season, when the photovoltaic systems installed reach maximum efficiency, while the residual demand is offset by the supply from the electricity grid.

This phenomenon is characteristic of the intermittent nature of renewable sources and highlights the need for flexible energy management strategies.

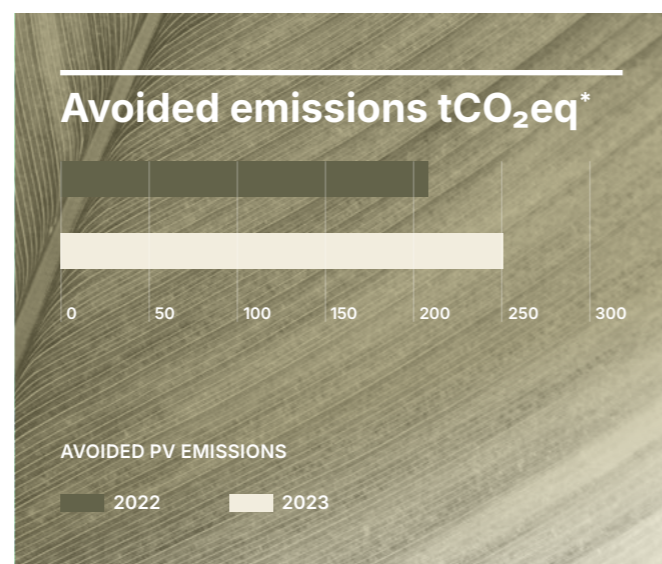
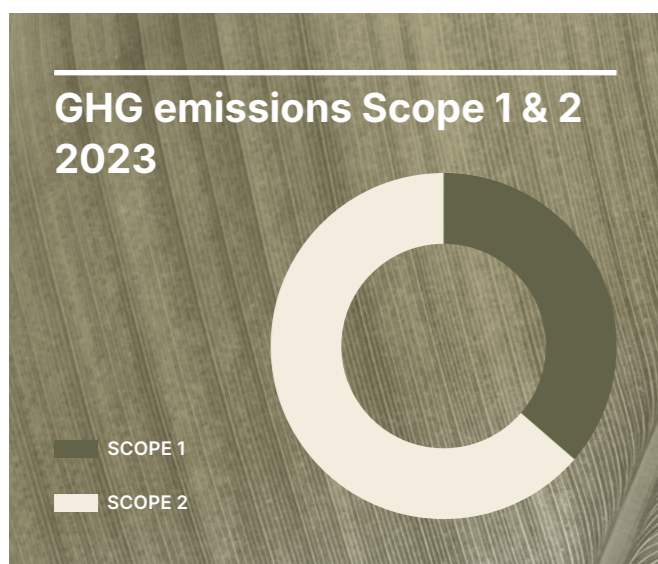
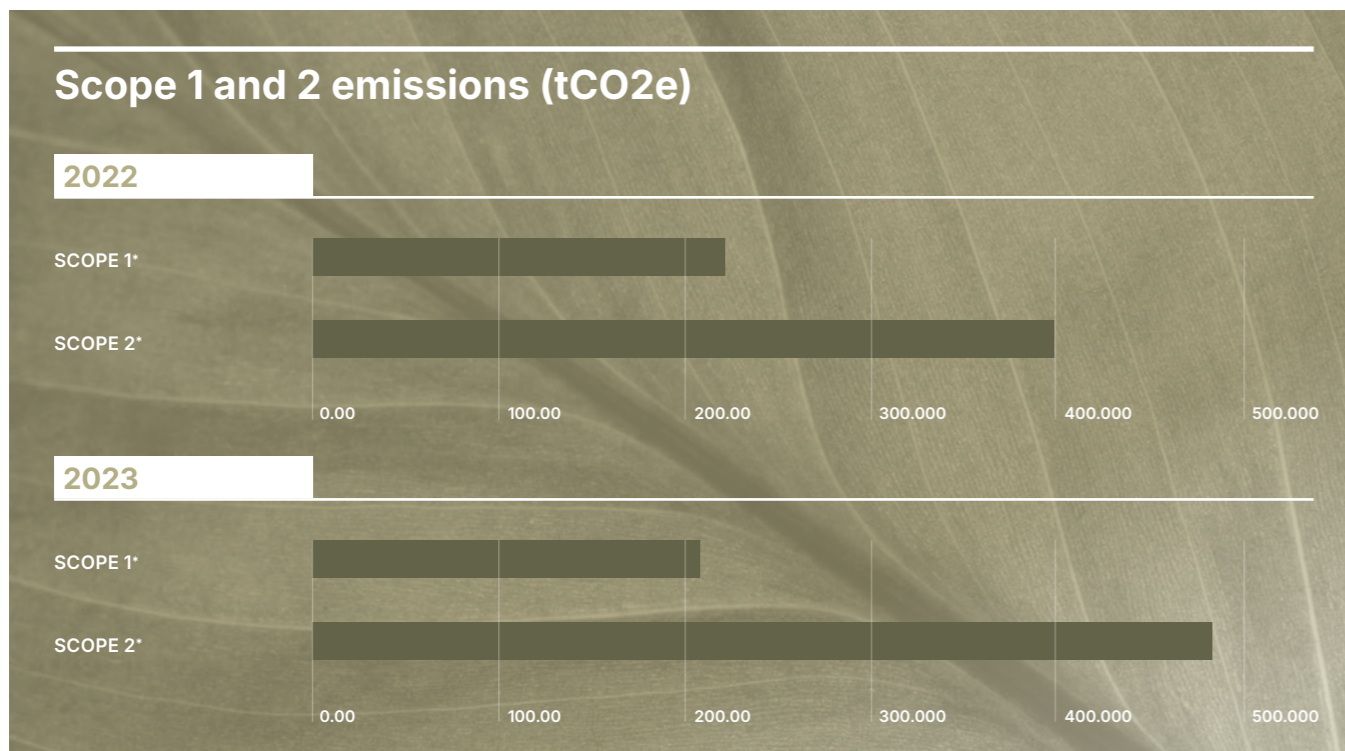
Reduction in carbon intensity recorded in 2023

As for **the carbon footprint**, in 2023 the Group's activities generated a total of 677 tons of CO₂ equivalent, considering both direct and indirect emissions (calculated according to the Location Based method).

This data translates into a carbon intensity of 7.66 grams of CO₂eq per euro of sales, a sharp reduction in the intensity *value* compared to 2022. This carbon intensity metric represents a key indicator of environmental performance that allows us to evaluate the efficiency of business operations in terms of emissions per unit of economic value generated.

This approach enables monitoring of the evolution of carbon efficiency over time and comparison of the performance with industry benchmarks, providing a solid basis for setting emission reduction targets and implementing targeted decarbonisation strategies.

SCOPE 1	2023	2022
TOTAL (tCO₂eq)*	211.58	265.33
SCOPE 2	2023	2022
Electricity consumption in plant and buildings (tCO ₂ eq) LOCATION BASED	465.04	399.35
Electricity consumption in plant and buildings (tCO ₂ eq) MARKET BASED	737.23	622.44



The production and consumption of electricity from renewable sources generated a positive impact in terms of greenhouse gas emissions avoided, equal to 211 tons of CO₂eq.

GHG EMISSIONS SCOPE 3

Commitment to Sustainability: Scope 3 emissions in 2023

Quadrifoglio Group has committed to a first measurement of Scope 3 emissions for tax year 2023. In the context of the Company's commitment to environmental sustainability, the quantification of Scope 3 GHG emissions represents a crucial step towards greater transparency and climate accountability. Scope 3 emissions, which include all indirect emissions that occur along the value chain, outside of the Company's direct control, such as the production of purchased goods and services, transportation, business travel, disposal of sold products, and more.

The total estimated Scope 3 emissions amount to 22,938.02 tons of CO₂.

The measurements were calculated using consumption data derived from corporate information systems and the emission factors come from reliable sources such as the Ecoinvent, IEA and DEFRA databases. Where available, primary data was used to ensure the highest possible accuracy. In the absence of primary data, secondary data from scientific and literature sources were used.

The categories taken into account in this first approach were:

1. Goods and services purchased

The emissions associated with the goods and services purchased represent the most relevant item within the calculation of Scope 3 emissions, with a total of 18,333.75 tons of CO₂, corresponding to 79.9% of the estimated total. Of these, a significant part comes from production materials and consumables, which alone are responsible for 18,253.05 tons of CO₂, while food and beverages contribute 80.70 tons of CO₂.

2. Upstream transport and distribution Transport

Represents one of the key components of Scope 3 emissions, with 2,292.85 tons of CO₂ generated during inbound logistics operations, divided between inbound logistics (transport of raw materials and semi-finished products to Quadrifoglio) equal to 1,150.00 tons of CO₂ and other upstream transport, representing 1,142.85 tons of CO₂.

3. Disposal of products sold

Disposal of products sold represents an additional source of emissions. The end-of-life treatment phase of the products, which includes transport to disposal plants and waste management processes, contributed 1,036.65 tons of CO₂, of the total Scope 3 emissions. Of this amount, the transport of the waste produced to the disposal plants generated an additional contribution of 233.07 tons of CO₂.

4. Downstream transport and distribution

Downstream transport, which includes outbound logistics, is the category that required the most processing effort given the characteristics of Quadrifoglio products and the handling structure that characterises this sector. The emissions related to this category amount to 820.93 tons of CO₂, a share that reflects the impact of the operations of delivery and distribution of finished products to customers.

5. Home-work commuting and business travel

Employee home-work commutes and business trips were estimated through a survey distributed to Group employees revealing a total of 245.71 tons of CO₂. Business travel, on the other hand, which includes flights, hotel overnight stays and train travel, generated a total of 121.49 tons of CO₂. In particular, flights are the main component of this category with 117.03 tons of CO₂.

6. Waste generated by operations

Company activities generate 86.65 tons of CO₂ from waste management, where the main component is the so-called "operational waste" equal to 48.06 tons of CO₂, while the transport of waste to disposal plants generated 38.59 tons of CO₂.

Most of the emissions examined come from production materials and consumables, followed by transport and disposal of products.



With a view to a strategy for reducing emissions, the Group aims to identify specific interventions that can generate a significant and measurable impact. In particular, the attention and actions that will be evaluated will impact on:

1. Optimisation of the supply chain and sustainable materials

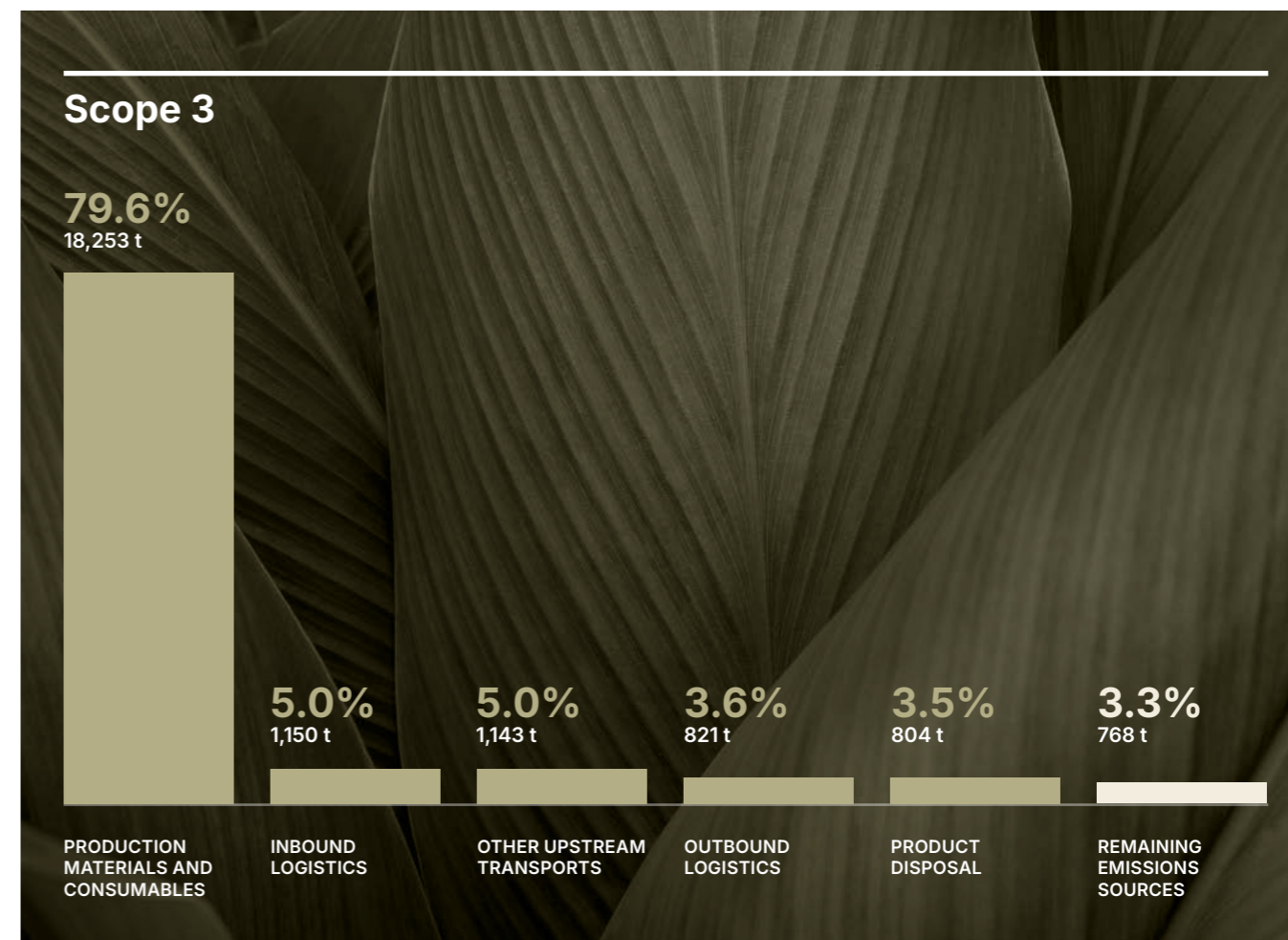
The possible replacement of production materials with alternatives with low environmental impact. This path has already been undertaken by the Group over the years and has led to substantial reductions in environmental impacts. The Group will evaluate closer collaborations with suppliers to establish stricter environmental standards, which favour the reduction of emissions.

2. Logistical efficiency and reduction of upstream and downstream transport

For years the Group has been working on improving logistics through the optimisation of routes. Raising the awareness of logistics partners on the use of low-emission means of transport could significantly reduce the contribution of transport operations to emissions.

3. Promoting sustainable mobility and reducing business travel

Employee commuting and business travel, while accounting for a smaller share of emissions, offer ample scope for improvement through the adoption of sustainable mobility practices. The Group will consider adopting appropriate environmental parameters to improve emissions in this category.



New positive trend: waste reduction of 1,430.29 tons

Effective waste management is essential to limit environmental impact.

In line with this assumption, the manufacturing activities of the Group companies are conducted in compliance with industry regulations, by identifying the production areas with the greatest impact, by implementing programmes for recycling and reusing waste materials (such as wood chips and packaging) and by adopting ecological packaging in order to limit the impact on the entire value chain.

Quadrifoglio Sistemi d'Arredo S.p.A. deals with environmental issues in full compliance with current regulations and in accordance with the ISO 14001 certified management system.

The waste produced, predominantly sawdust, shavings, cutting waste, linked mostly to the cutting and shaping activities of the panels, are treated by choosing recycling and reuse activities over disposal at landfills, by virtue of the choice to show preference for those operators who are able to reuse the waste and introduce it once again into the production cycle as secondary raw material.

The total amount of non-hazardous waste produced by Group companies in 2023 was 1,430.29 tons, down from the 2022 figure of 1,481.88 tons.

Nazena pilot project

Quadrifoglio Group has decided to explore a possible area for the recovery of textile waste materials from coatings by carrying out a pilot project in collaboration with Nazena, a company in Trevisano that has developed a sustainable process for the recovery of textile waste. The pilot project featured Offisit, which produces 4-5 tons/year (and growing) of 100% polyester waste with the fabric cutting bench.

In order to reduce the waste material and identify a recovery path for it, several kilograms of material were then delivered to Nazena. Examples of artefacts made with this material were subsequently received by the Company.

Although the pilot project highlighted that what Nazena has achieved does not meet the necessary mechanical properties due to the flame-retardant substances present (essential for the Group's target market), the project nevertheless provided the opportunity to explore innovative ways of recovering waste textile materials and evaluate new actions to achieve the goal we set ourselves.

The next steps that will be implemented in order to identify the most suitable solution include:

- A. Evaluation of the mixing of textile waste with cotton fibre added by Nazena from other sources;
- B. When Nazena has reached critical mass, it will simply be able to receive the textile waste and make materials for its shop, instead of having to return objects to the manufacturer.

Quadrifoglio Group has adopted an approach to logistics focused both *on the use of advanced IT tools*, to ensure a constant and integrated updating of logistics data and warehouse management, and an innovative *attitude* in the evaluation of practical solutions that can optimise logistics organisation.

Thanks to the implementation of a Warehouse Management system (WMS), the Company is now able to optimise supplies, reducing purchase batches and minimising waste and unnecessary handling. The adoption of the WMS allows Quadrifoglio Group to monitor the inventory in real time and to plan the supply needs more efficiently. This also enables a reduction in the consumption of raw materials, avoiding the excessive purchase of materials and minimising waste and unnecessary movements.

At the same time, other determinants that allow the significant reduction of environmental costs related to incoming transport are attributable to digitalisation and the use of advanced software.

Finally, the use of advanced technologies is not only a matter of management efficiency, but also represents a concrete commitment to sustainability as the digitalisation of logistics processes helps to identify and correct potential inefficiencies in the supply of material, contributing to a more responsible management of resources.

An implemented logistical efficiency: the new Cartoning Machine Line

As for the adoption of innovative solutions to improve logistics efficiency, in 2023 the Group invested in the activation of a Cartoning Machine line at OFFISIT.

The line manufactures boxes from cardboard, mainly recycled, in reels.

OFFISIT, in fact, has about 300 products on the list, each of which requires a box for shipping. The box has to be as small as possible to reduce the logistical impact, and for each product a packaging method is always studied in this sense, acting on the optimisation of the position of the components in the box.

However, this approach has had the limit of taking into account a necessary compromise between the minimum purchase batches of each box size and the limitation of storage space. This has therefore entailed the use of the smallest box size for products, if a slightly larger size is already available.

With the activation of the Cartoning Machine line, instead of keeping a large number of pieces in stock (about 600 for each of the 100 box sizes), a smaller quantity of 6-7 paperboard formats is kept, and for each chair it is possible to make, at the time of production, the smallest possible box, with a significant logistical benefit. The line today supplies Offisit, Quadrifoglio and Karboxx.

the objectives



Product sustainability

THE training course on ecodesign has been completed.
In addition to the aforementioned point, the following topics must be included:

- life cycle assessment of a product according to LCA principles;
- enhancement of sustainability indicators extended to all Group companies completed 80%;
- LCA training and ecodesign 100%;
- assessment of the life cycle of a product 0% in 2022 (done in 2023-2024).

With regard to the points indicated above, it is possible to define a 60% completion.

Vendor rating supply chain

The Group's suppliers are evaluated as a whole with respect to five macro-areas: Productive-technological potential, Service, Price, Quality and Sustainability.

the Company has adopted objective evaluation metrics that return an overall supplier evaluation that must exceed 60% to remain in the supply chain.

The current incidence of the "Sustainability" macro-area is 10% on the supplier's assessment and will be increased to 20% next year.

We went from the first evaluation to the comparison with the benchmark also through the administration of an evaluation questionnaire of which, to date, it has answered about 2/3 of the turnover in purchase.

Finally, a prize was established for the most virtuous suppliers in order to encourage them to adhere to and support the Group's sustainability values.

Toward net zero

The Group's aspiration is to achieve zero CO₂ emissions from its activities.

To do this, emission compensation actions that sequester CO₂ emitted in quantities equal to or greater than that produced may also be considered.

The objective is at the same time complex and ambitious, also given the questionable credibility that the system of "carbon credits" is showing.

The difficulty and uncertainty of measurement, coupled with the high cost of compensatory actions, make the Group aware that the acquisition of a real and measurable result is highly challenging and, for this reason, placed on the long term (5-10 years).

A crucial step in achieving the goal will be a first measurement of "SCOPE 3" emissions scheduled for 2024.

Enhancement of human capital and young people

It is essential that companies recognise the importance of their people, as they are the ones who drive progress and prosperity.

With a view to corporate growth, defending, strengthening and enhancing human capital are essential and unavoidable objectives for any organisation.

For workers, in fact, aspects such as health, safety and well-being are of primary interest. Careful and conscious management in fact generates an improvement in their degree of satisfaction, with a consequent increase in motivation and a reduction in turnover.

In addition to the expansion of the welfare services offered to the Company population and the opening of a dedicated platform, to ensure an optimal work-life balance the Company will allow the use of health services directly in the workplace.

Supporting the new generations is also a crucial element for the future of the Company. As a Group, the Company wants to contribute to the growth of new talent by putting itself forward as a meeting point with the labour market through pathways for transversal skills and orientation and internship training.

To confirm this statement, the Group is expected to actively participate in connection events between schools and companies in 2024.

Support for the community

Various types and skills of social utility, including those in First Aid, fall fully into this category. In the event of an accident, in fact, having even just one person able to adequately assist the victim of the accident can make the difference between life and death.

For this reason, in 2024 the Quadrifoglio Group will offer its workers a voluntary first aid course that can be attended directly at the Company.



appendix

This document represents the consolidated non-financial statement prepared on a voluntary basis by QUADRIFOGLIO HOLDING S.R.L. (hereinafter also "QUADRIFOGLIO GROUP"), drawn up in accordance with Articles 3 and 4 of Legislative Decree No. 254/2016 (hereinafter also the "Decree"), containing information relating to environmental, social, personnel, human rights and the fight against corruption related issues, in a transparent and complete manner.

QUADRIFOGLIO has chosen to voluntarily comply, where possible, with the provisions of Italian Legislative Decree No. 254 of 30 December 2016, concerning the disclosure of non-financial information, in implementation of the European Directive 2014/95/EU.

QUADRIFOGLIO's Sustainability Report is published annually and was approved by the Board of Directors on 28 June 2024.

QUADRIFOGLIO GROUP disclosed the information mentioned in this document for the period 01/01/2023 – 31/12/2023 with reference to the GRI Standards, published in 2021 by the GRI (Global Reporting Initiative).

The Sustainability Report of the Group was prepared with a strategic approach linked to the creation of sustainable value for stakeholders. The information contained in this Sustainability Report refers to topics provided for by the decree, topics identified as material and related indicators.

The process of identifying the most important topics on which to focus efforts and resources started in 2019 and was updated in the following years. It led to the definition of material topics, understood as themes that can generate significant economic, social and environmental impacts on QUADRIFOGLIO's activities or that could substantially influence the assessments and decisions of stakeholders.

In particular, definition of the content of this document is based on the principle of materiality, inclusiveness of stakeholders, completeness of the data and information provided and taking into account the sustainability context.

The data and the information provided in this document refer to the 2023 financial year (from 1 January 2023 to 31 December 2023).

Where possible, the information in the report were provided with a comparison in relation to the 2022 financial year, in order to guarantee the principle of comparability between the figures presented.

The scope of economic, financial and social data and information in this document is the same as in the Financial Statements of QUADRIFOGLIO HOLDING S.r.l. as indicated in the chapter "About us".

For a correct representation of the performance and to guarantee the reliability of the data, the use of estimates was limited as much as possible and, if present, are appropriately pointed out.

The reporting process of the indicators in this document is based on a comprehensive collection per operational site. Excluded are those indicators which, due to intrinsic characteristics of the management model, have an exclusively central origin of the data.

A special reconciliation table "Index of the GRI contents" identifies each indicator taken from the GRI Sustainability Reporting Standards and provides a clear view of the information and sustainability content pertaining to the actual standard. With reference to GRI Theme 403 - Occupational Health and Safety, the version updated to 2018 was adopted. With reference to GRI Theme 306 - Waste, the version updated to 2020 was adopted.



GRI STANDARD	REFERENCE	NOTES
GRI 2 GENERAL DISCLOSURE (2021)		
GRI 2-1 Organizational details (2021)	The identity of the Group page 10	
GRI 2-2 Entities included in the organization's sustainability reporting (2021)	The identity of the Group page 10	
GRI 2-3 Reporting period, frequency and contact point (2021)	Methodological Note page 84	
GRI 2-6 Activities, value chain and other business relationships (2021)	The identity of the Group page 12; page 52-57	
GRI 2-7 Employees (2021)	The People page 64-65	
GRI 2-9 Governance structure and composition (2021)	Governance and Ethics p. 16-19	
GRI 2-10 Nomination and selection of the highest governance body (2021)	GRI Index pag. 86	"The appointment of directors and the determination of their number rests with the shareholders' meeting, in accordance with the articles of association of Quadrifoglio Holding Srl. Proposals for the appointment of a new director are primarily made taking special technical expertise into account".
GRI 2-11 Chair of the highest governance body (2021)	Governance and Ethics p. 16-17	
GRI 2-12 Role of the highest governance body in overseeing the management of impacts (2021)	Governance and Ethics p. 16-17	
GRI 2-15 Conflicts of interest (2021)	Governance and Ethics p. 16-17	the link to the Code of Ethics if available on the website
GRI 2-16 Communication of critical concerns (2021)	Governance and Ethics page 17	the link to the Code of Ethics if available on the website
GRI 2-17 Collective knowledge of the highest governance body (2021)	GRI Index pag. 86	The CEO is involved in all the strategic training sessions carried out in QUADRIFOGLIO GROUP on sustainability issues
GRI 2-22 Statement on sustainable development strategy (2021)	Message from the CEO page 3	

GRI STANDARD	REFERENCE	NOTES
GRI 2-23 Policy commitments (2021)	The Group's values and vision pages 12, 17	"As part of its approach to sustainability, QUADRIFOGLIO considers the safeguarding of the ecosystem to be a fundamental pillar for business growth and collective progress. In this perspective, the organisation is dedicated to the efficient and conscious use of raw materials, implementing innovative solutions and manufacturing methodologies aimed at reducing the ecological footprint of its activities. https://www.quadrifoglio.com/wp-content/uploads/2022/09/POLITICA_2022-Rev_ACOdV-signed.pdf "
GRI 2-24 Embedding policy commitments (2021)	The Group's values and vision pages 12, 17	https://www.quadrifoglio.com/wp-content/uploads/2022/09/POLITICA_2022-Rev_ACOdV-signed.pdf
GRI 2-26 Mechanisms for seeking advice and raising concerns (2021)	Corporate conduct and ethics page 19	
GRI 2-27 Compliance with laws and regulations (2021)	GRI Index pag. 86	No significant cases of non-compliance with laws and regulations were detected during the reporting period
GRI 2-28 Membership of associations	La Community and the Associations page 54	
GRI 2-29 Approach to stakeholder engagement (2021)	Our stakeholders and material topics page 26	
GRI 2-30 Collective bargaining agreements (2021)	The People page 64	100% of QUADRIFOGLIO employees are covered by a collective bargaining agreement
GRI 3 MATERIAL TOPIC (2021)		
GRI 3-1 Process to determine material topics	Stakeholders and material issues page 26	
GRI 3-2 List of material topics	Stakeholders and material issues page 26	
GRI 3-3 Management of material topics	Stakeholders and material issues page 26	
GRI 200 ECONOMIC SERIES		
GRI 201 Economic Performance (2016)	Creating shared value page 32	
GRI 201-1 Direct economic value generated and distributed (2016)	Creating shared value page 32	
GRI 204 Procurement Practices (2016)	The Suppliers page 54	

GRI STANDARD	REFERENCE	NOTES
GRI 204-1 Proportion of spending on local suppliers (2016)	The Suppliers page 56	
GRI 205 Anti-corruption (2016)	Governance and Ethics page 17	
GRI 205-3 Confirmed incidents of corruption and actions taken (2016)	GRI content index pag. 86	No significant cases of non-compliance with laws and regulations were detected during the reporting period
GRI 206 Anti-competitive Behavior (2016)	Governance and Ethics page 17	
"GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices (2016)"	Governance and Ethics page 17	
"GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices (2016)"	Governance page 9	
GRI 300 ENVIRONMENTAL SERIES		
GRI 301 Materials (2016)		
GRI 301-1 Materials used by weight or volume (2016)	Raw materials page 70	
GRI 302 Energy (2016)		
GRI 302-1 Energy consumption within the organization (2016)	Energy and climate-changing gas emissions page 72	Conversion factors to GJ for different ISPRA 2023 fuels "Table of national standard parameters"
GRI 305 Emissions (2016)		
GRI 305-1 GHG direct emission Scope 1 (2016)	Energy and climate-changing gas emissions page 78	Emission factors for conversion at t CO2eq for different fuels: ISPRA 2023 Table of national standard parameters. For F-GASES: DEFRA GHG Conversion Factors for Company Reporting 2023
GRI 305-2 Energy indirect (Scope 2) GHG emissions (2016)	Energy and climate-changing gas emissions page 78	"Emission factors for the conversion to Co2eq of the electricity component: Higher Institute for Environmental Protection and Research (ISPRA) - Emission factors for the production and consumption of electricity in Italy. AIB European Residual Mixes 2023-22-21"
GRI 306 Waste (2020)		
GRI 306-1 Waste generation and significant waste-related impacts (2020)	Waste management page 82	

GRI STANDARD	REFERENCE	NOTES
GRI 306-2 Management of significant waste-related impacts (2020)	Waste management page 82	
GRI 306-3 Waste generated (2020)	Waste management page 82	
GRI 306-4 Waste diverted from disposal (2020)	Waste management page 82	
GRI 306-5 Waste directed to disposal (2020)	Waste management page 82	
GRI 307 Environmental Compliance (2016)		
GRI 307-1 Non-compliance with environmental laws and regulations (2016)	GRI Content index pag. 86	No significant cases of non-compliance and violations were detected during the reporting period
GRI 308 Supplier Environmental Assessment (2016)		
GRI 308-1 New suppliers that were screened using environmental criteria (2016)	The business partners page 54	
GRI 308-2 Negative environmental impacts in the supply chain and actions taken (2016)	The business partners page 54	No significant cases of non-compliance and violations were detected during the reporting period
GRI 400 SOCIAL SERIES		
GRI 401 Employment (2016)		
GRI 401-1 New employee hires and employee turnover (2016)	The People page 65	
GRI 401-3 Parental leave part (2016)	The People page 66	
GRI 403 Occupational Health and Safety (2018)	The People page 69	
GRI 403-1 Occupational health and safety management system (2018)	Health and safety pages 69-70	

GRI STANDARD	REFERENCE	NOTES
GRI 403-2 Hazard identification, risk assessment, and incident investigation (2018)	Health and safety page 69	
GRI 403-3 Occupational health services (2018)	Health and safety page 69	
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety (2018)	Health and safety page 69	
GRI 403-5 Worker training on occupational health and safety (2018)	Health and safety pages 69-70	
GRI 403-6 Promotion of worker health (2018)	Health and safety page 69	
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships (2018)	Health and safety page 69	
GRI 403-8 Workers covered by an occupational health and safety management system (2018)	Health and safety pages 69-70	
GRI 403-9 Work-related injuries (2018)	Health and safety page 69	
GRI 404 Training and Education (2016)	The development of skills pages 70-71	
GRI 404-1 Average hours of training per year per employee (2016)	The development of skills pages 70-71	
GRI 404-2 Programs for upgrading employee skills and transition assistance programs (2016)	The development of skills pages 70-71	

GRI STANDARD	REFERENCE	NOTES
GRI 404-3 Percentage of employees receiving regular performance and career development reviews (2016)	The development of skills pages 70-71	
GRI 405 Diversity and Equal Opportunity (2016)	"People page 64; Governance and Ethics page 18"	
GRI 405-1 Diversity of governance bodies and employees (2016)	"People page 64; Governance and Ethics page 18"	
GRI 406 Non-discrimination (2016)		
GRI 406-1 Incidents of discrimination and corrective actions taken (2016)	GRI content index pag.86	No significant cases of non-compliance and violations were detected during the reporting period
GRI 414 Supplier Social Assessment (2016)		
GRI 414-1 New suppliers that were screened using social criteria (2016)	The business partners page 53	
GRI 414-2 Negative social impacts in the supply chain and actions taken (2016)	The business partners page 53	No significant cases of negative social impacts were detected in the reporting period
GRI 416 Customer Health and Safety (2016)	"The circular economy and certifications for products page 46"	
GRI 416-1 Assessment of the health and safety impacts of product and service categories (2016)	Circular economy and product certifications page 46	
GRI 419 Socioeconomic Compliance (2016)	Corporate conduct and ethics page 19	
"GRI 419-1 Non-compliance with laws and regulations in the social and economic area (2016)"	Corporate conduct and ethics page 19	No significant cases of non-compliance and violations were detected during the reporting period



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