



Sustainability report 2025 (Abstract)

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Introduction

Since 2021, Boffi | DePadova has published its Sustainability Statement annually, as an increasingly transparent opportunity to share its commitment to a responsible growth model. The 2025 edition has particular significance from a governance perspective: in December, the Group’s three manufacturing companies — Boffi S.p.A., De Padova S.r.l. and Adielle S.r.l. — merged into a single legal entity, Boffi | DePadova S.p.A. This unification is not merely a corporate transaction, but a step also designed to strengthen oversight of ESG matters through increasingly integrated and centralised policies, procedures and objectives, while preserving the distinctive identity of each brand.



The Boffi | DePadova Group addresses the market through three distinct design languages — Boffi, De Padova and ADL — which have progressively converged into the "Way of Living" concept, supported by a commercial network of more than 400 points of sale in over 50 countries. Building on this industrial and distribution platform, the sustainability strategy outlined below is structured around three areas: environment, people and governance.

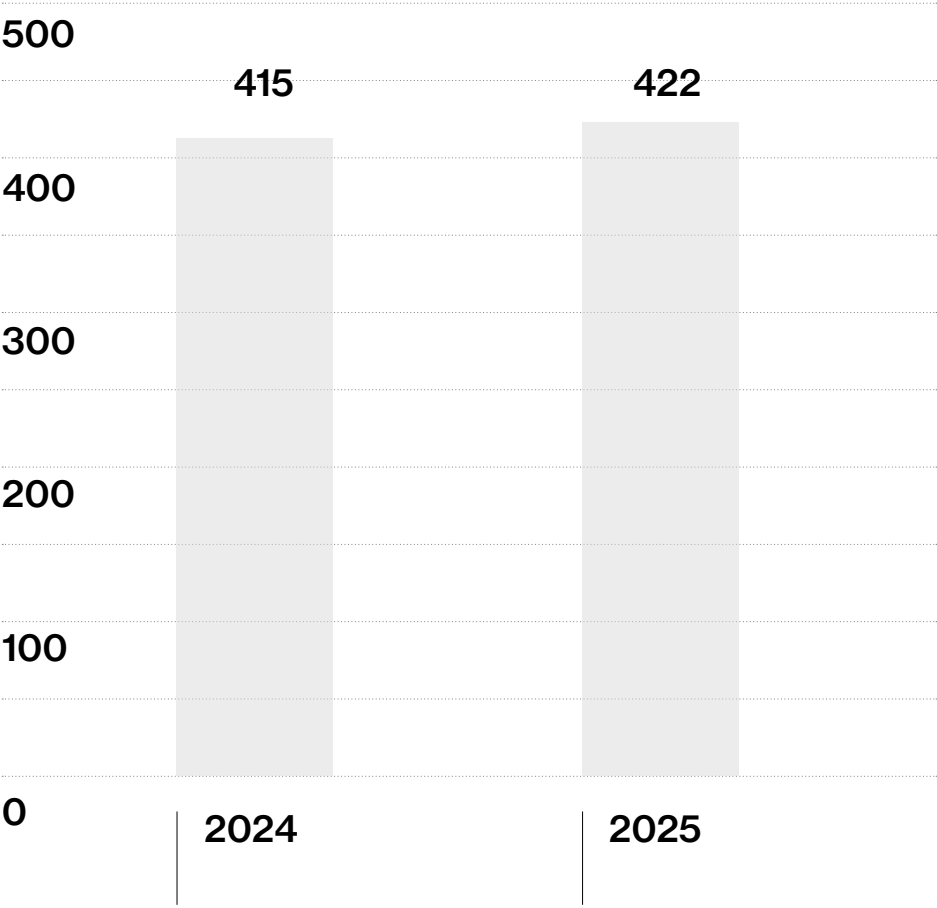


People and communities

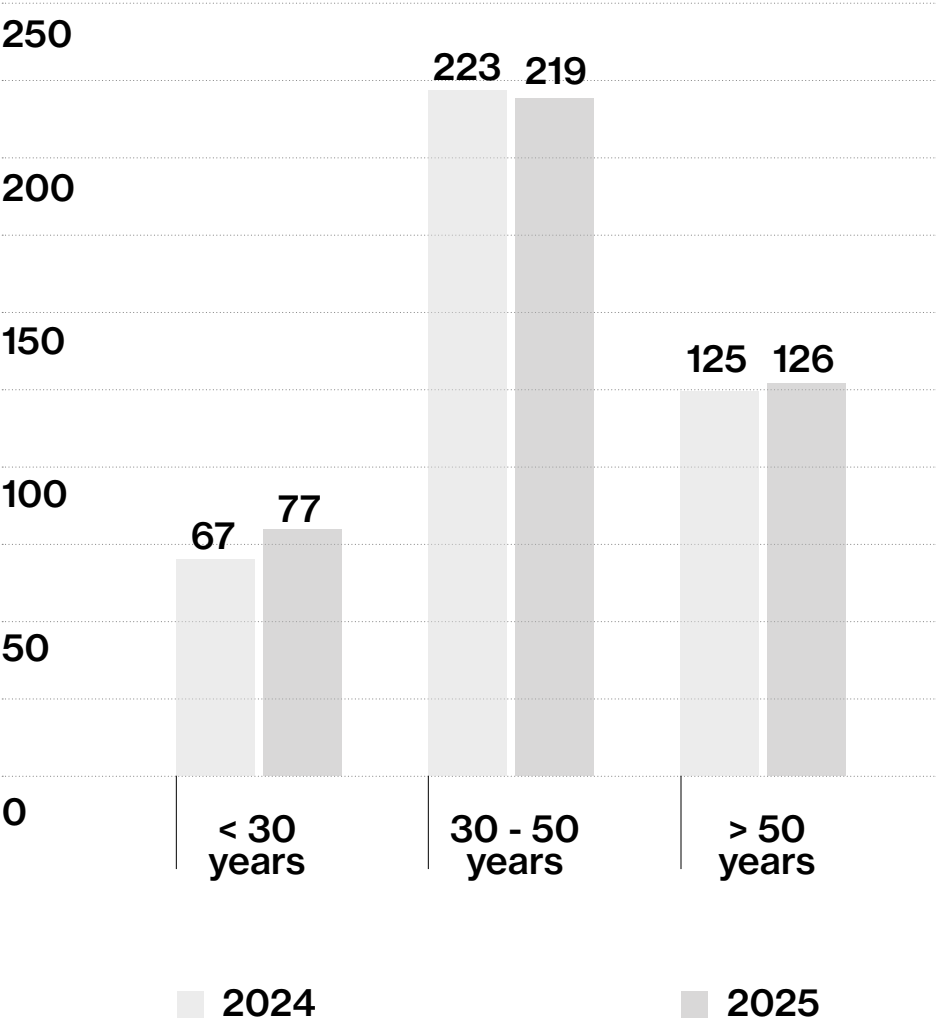
Our people

The Boffi | DePadova Group now has a total workforce of 422 employees, up from 415 in 2024 thanks to new hires concentrated mainly at ADL and Boffi Trade. Women account for 38.86% of the workforce, and notably the average pay gap in the Boffi division stands at 10.2 percentage points in favour of women, in a context where women hold 40% of positions of responsibility. Employment stability remains a distinctive feature of the Group: 97.87% of employment contracts are permanent and the turnover rate at Boffi stands at 4.1%, an indicator the company considers a sign of a positive workplace climate. Employees under 30 account for 18.25% of the workforce, corresponding to 77 people.

Total workforce - 2025

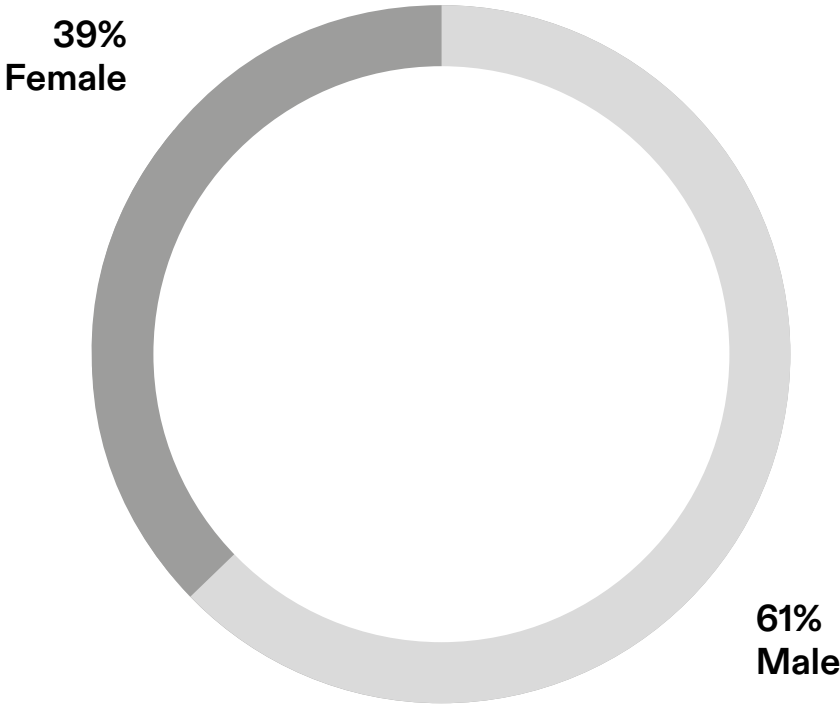


Employee age distribution

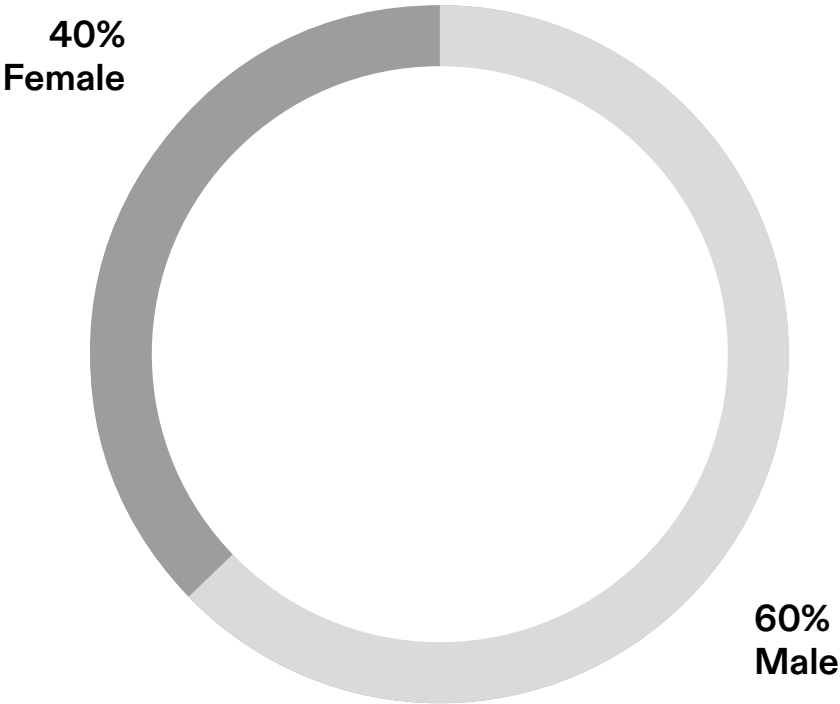


Our people

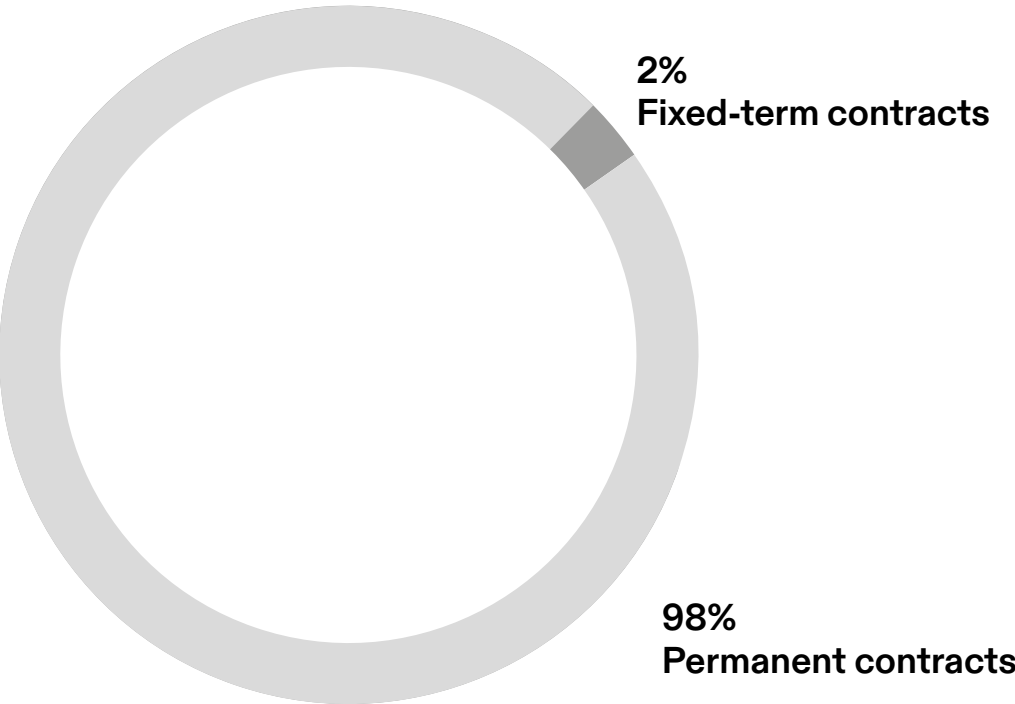
Gender composition - 2025



Senior management gender composition - 2025



Employment stability



Employee wellbeing

Employee wellbeing is supported through concrete welfare initiatives: free canteen service is provided to all Boffi employees, alongside the “Pasto Sano Quotidiano” (Daily Healthy Meal) project developed with ATS and a nutritionist, while De Padova and ADL employees receive a daily meal voucher. An outdoor recreational area has also been created for breaks, and the production bonus was renewed in 2025, with the option to convert it into welfare vouchers for greater flexibility in using the benefit. Employees in the Boffi and De Padova offices can also work remotely one day per week.

In terms of health and safety, although the Group divisions are not yet ISO 45001 certified (certification is expected in the coming years), they have begun a process towards this goal, supported by an internal management system inspired by the BS OHSAS 18001 standard and by the RSPP (Head of the Prevention and Protection Service), who is responsible for promoting training programmes and preventive measures in the workplace. Skills development also remains an area of investment, with mandatory training on safety and first aid complemented by optional modules on topics such as privacy, leadership and regulatory sustainability (EUDR and FSC standards). In February 2025, an induction session was also held for senior management, including some members of the Board of Directors, to strengthen awareness of ESG topics at all levels of the organisation.



Boffi Academy: investing in human capital

Boffi Academy was created to promote the professional inclusion of talented recent graduates within the company, starting in the design team and subsequently offering cross-functional career opportunities according to the aptitudes developed.
After completing an appropriate training programme, participants may join company areas dedicated to store layout design, project services supporting sales, internal staff training, or project management.





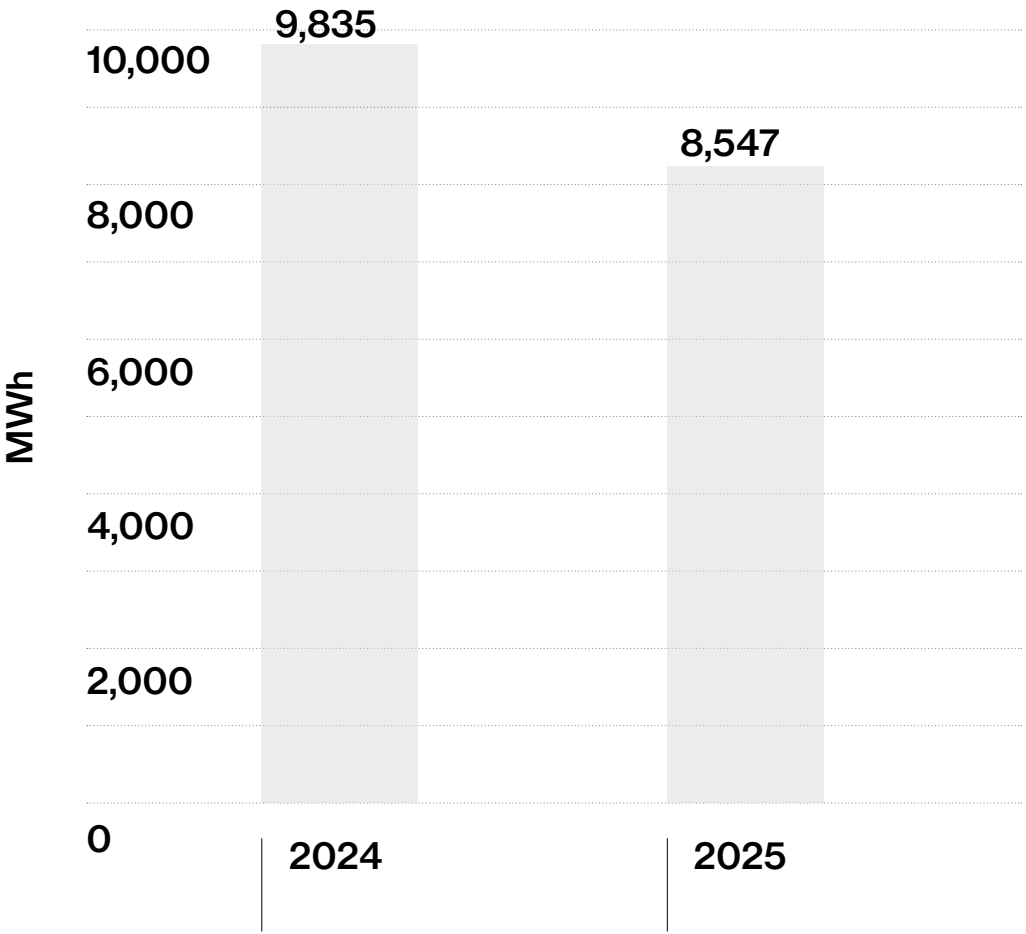
Environmental commitment



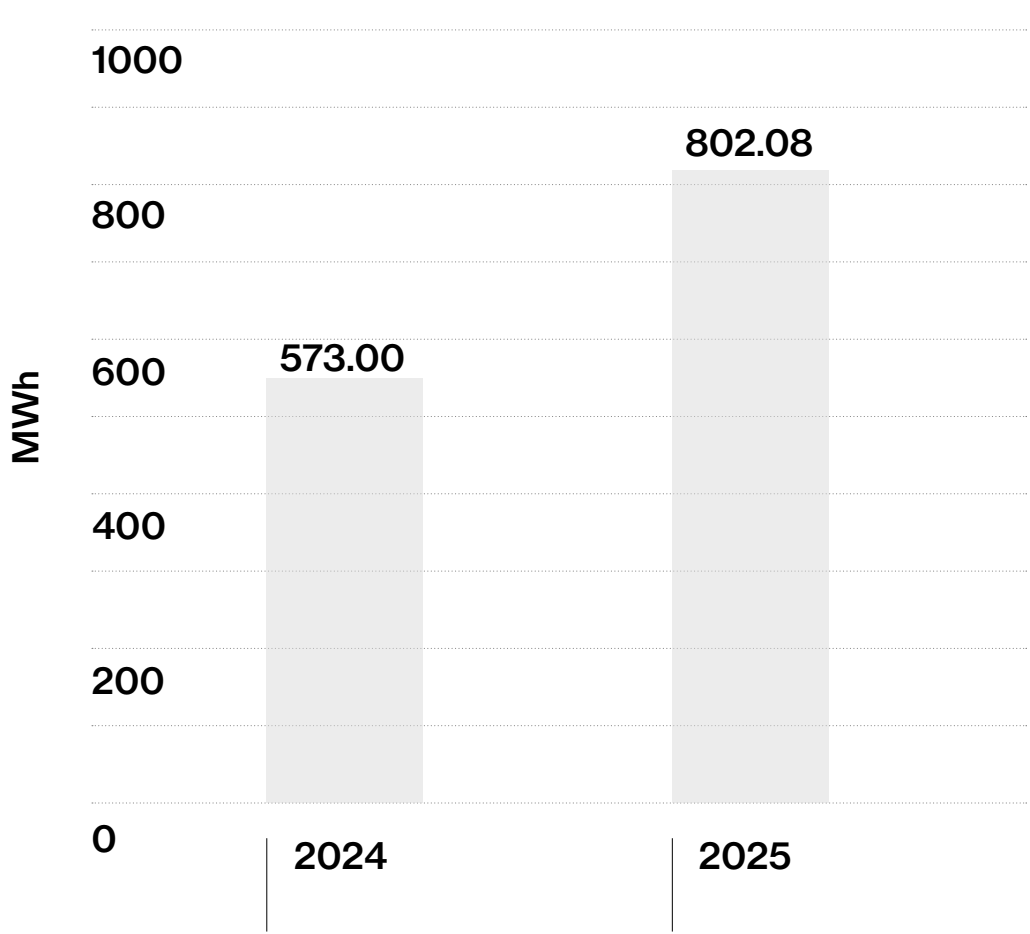
Renewable energy produced and purchased

On the environmental front, 2025 marked the year in which the energy-efficiency programme launched in previous years began to deliver measurable results: total energy consumption fell by 13.10% compared with 2024, equivalent to savings of 1,287.43 MWh. A growing share of this demand is now met by renewable sources: the photovoltaic system installed at the Boffi and ADL sites now covers around one quarter of the company’s energy needs, generating a total of 802.08 MWh (+39.97% compared with 2024), while some Boffi Trade showrooms purchase certified electricity backed by Guarantees of Origin. To support sustainable mobility, the company has also installed 33 electric vehicle charging stations at the production site and has begun converting its company fleet to plug-in hybrid vehicles, 20 of which are already in use.

Total energy consumption



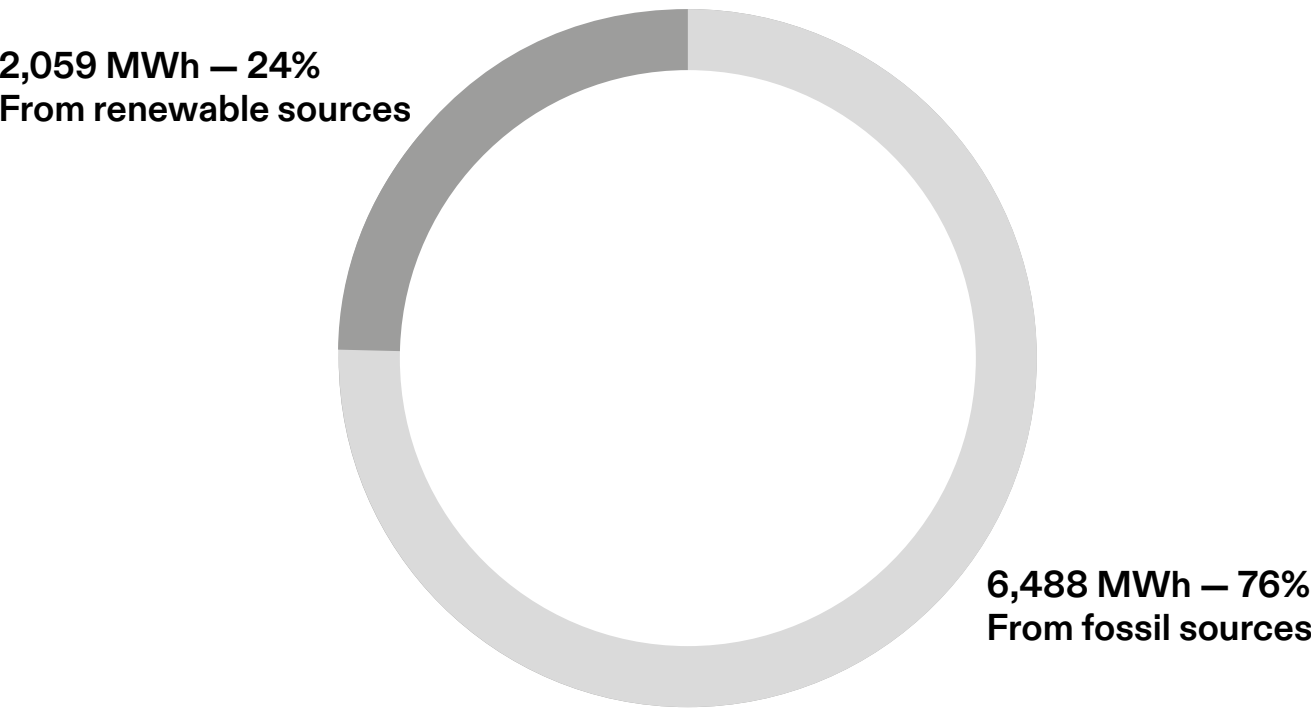
Self-generated renewable energy consumption



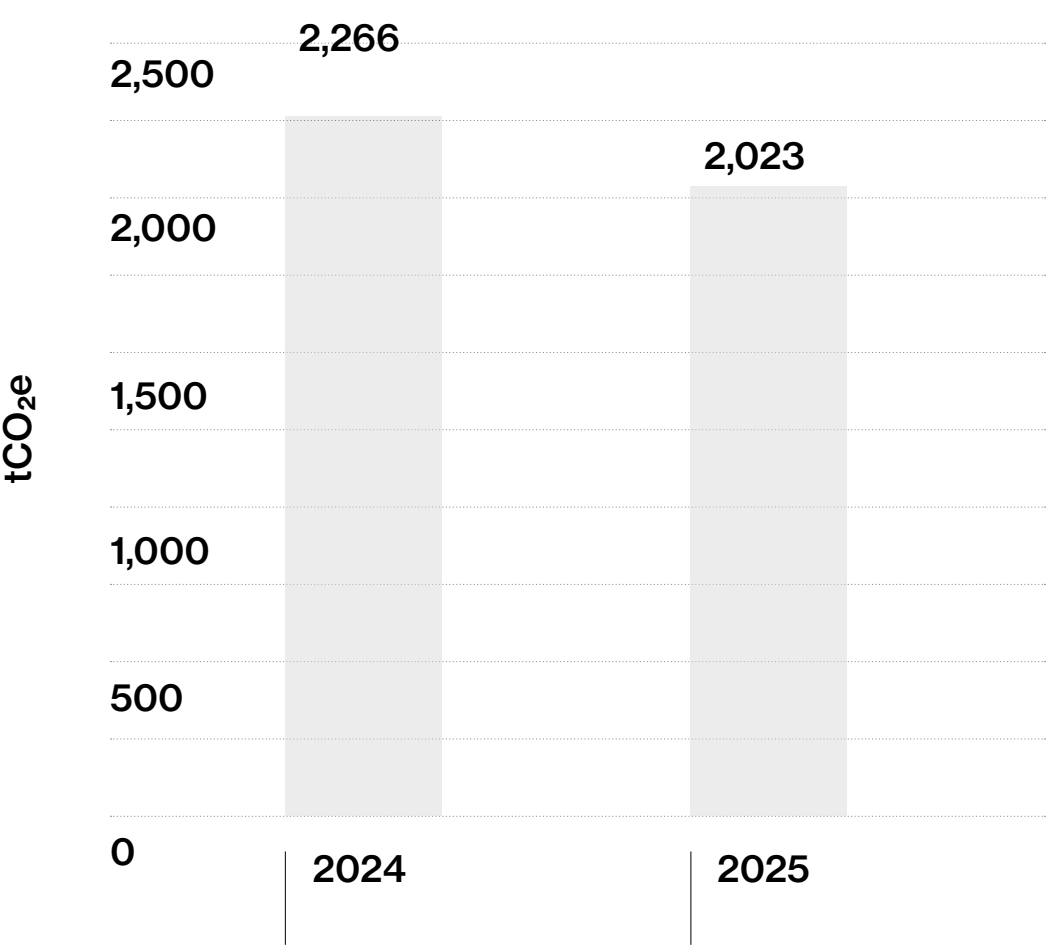
Renewable energy produced and purchased

These measures, combined with an energy monitoring system based on dedicated software – currently being extended to natural gas to identify plant inefficiencies – made it possible to reduce Scope 1 and Scope 2 greenhouse gas emissions by 10.72% compared with 2024, avoiding 242.40 tonnes of CO2 equivalent emissions. All three Group divisions are now ISO 14001:2015 certified for their respective environmental management systems, a milestone also achieved by ADL during 2025.

Energy consumption by source - 2025



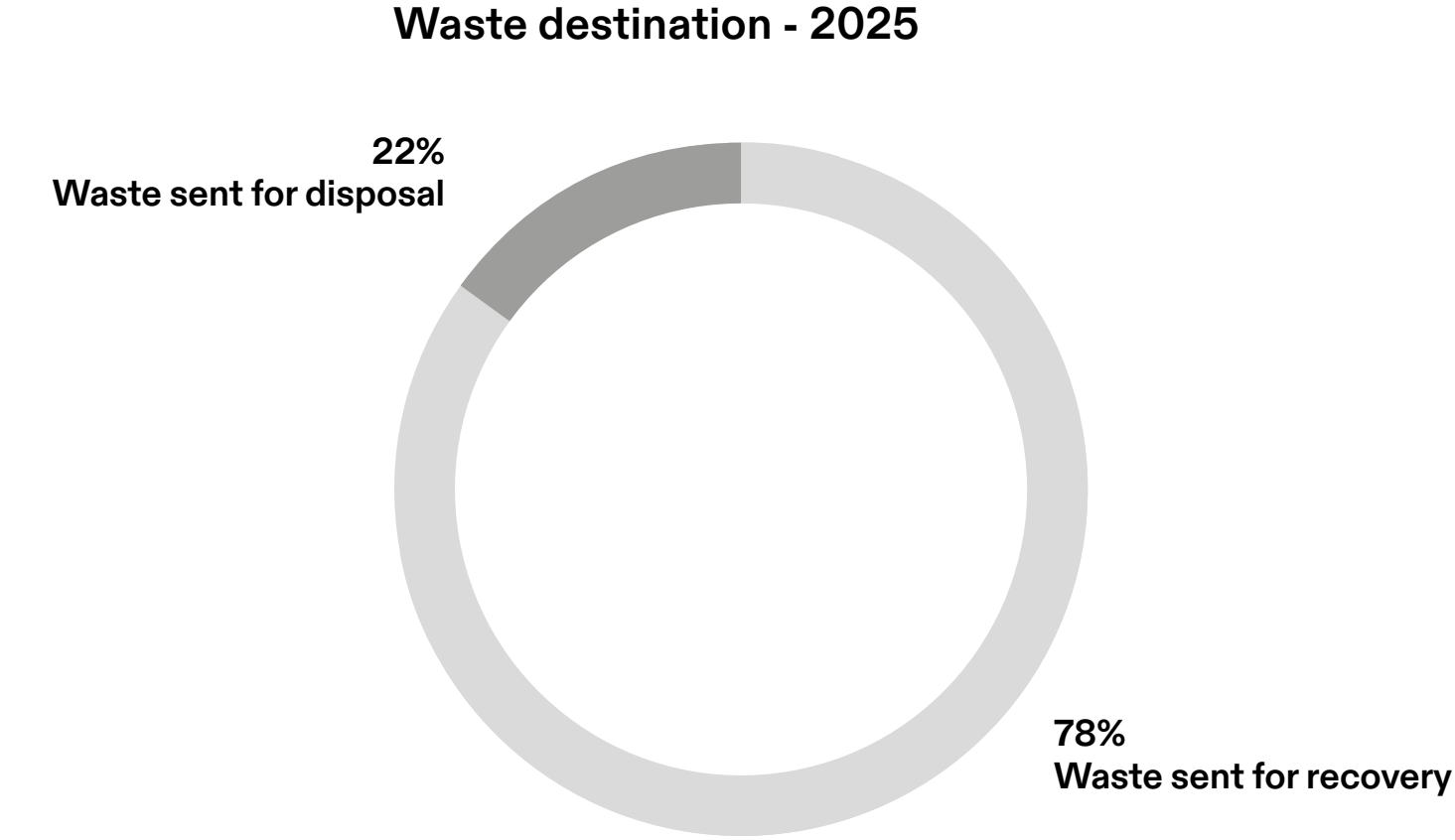
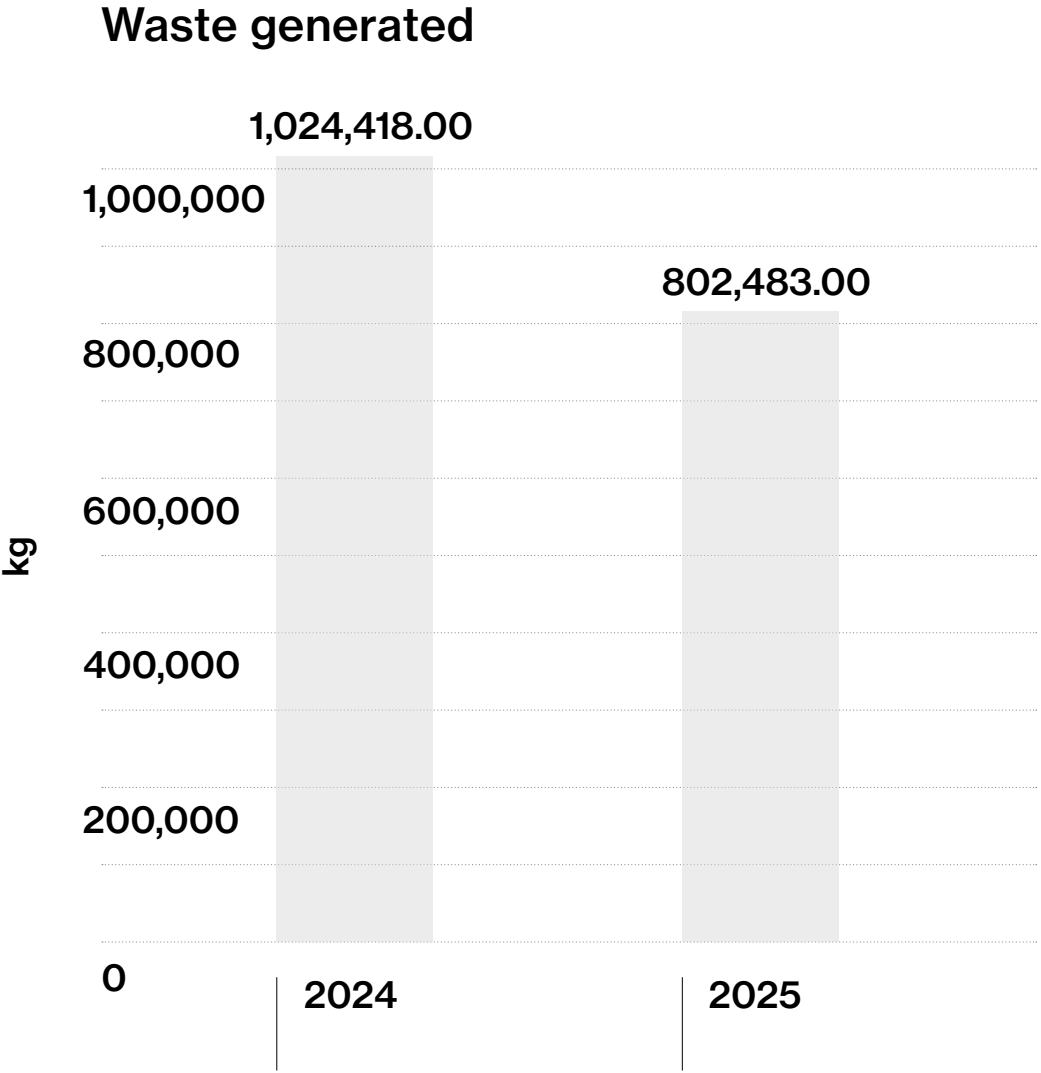
GHG emissions (Scope 1 + Scope 2 MB)



Waste recovery and circular economy

In the area of circular economy, Boffi | DePadova continued to increase the use of FSC-certified materials — ensuring the traceability of wood sourced from responsibly managed forests — as part of a progressive alignment with the requirements of the EU Deforestation Regulation (EUDR). At the same time, water-based coatings were introduced to replace solvent-based products, together with custom packaging solutions designed to reduce waste and optimise shipments. Waste management has also benefited from these measures: total waste generation decreased by 21.66% compared with 2024 (more than 221 tonnes less), with 78% of waste sent for recovery rather than disposal.

A particularly important role is played by the energy recovery of wood dust at the Boffi site: in 2025, approximately 224,000 kg was recovered for energy purposes, generating a thermal output of 479,360 K kcal, thereby reducing both the amount of waste requiring disposal and reliance on external energy sources.





Governance and business conduct



One Group, one vision

The merger of the three manufacturing companies into a single entity, Boffi | DePadova S.p.A., represents the principal governance development of 2025 and led to the unification of policies, procedures, the Code of Ethics and management systems that had previously been separate across the divisions. Corporate governance is structured around a management body (the Board of Directors), a control body (the Board of Statutory Auditors) and an independent audit body, in accordance with the traditional model provided for by the Italian Civil Code. Each Group company has also adopted its own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, supported by a Supervisory Body overseeing its implementation, and has established an Extended Steering Committee that meets quarterly, including to address sustainability matters such as progress on sustainability reporting.

Risk management has also been strengthened on the digital front: in July 2024, a Cybersecurity Risk Assessment was carried out in four phases (Cybersecurity Assessment, Risk Assessment, Business Impact Analysis and Cybersecurity Roadmap), leading to the definition of an improvement roadmap with objectives, costs and timelines. For the collection and validation of ESG indicators aligned with the European ESRS standards, the company uses dedicated software (GROL and TANKS) and the support of a specialised external consultancy, which is also involved in the materiality assessment and preparation of the Sustainability Statement.



Ethical principles in business management

In terms of business conduct, 2025 closed with no sanctions for violations relating to active or passive corruption. Supply chain monitoring remains an area of active oversight: 1,200 checks were carried out on production suppliers, with monitoring coverage reaching 98% of De Padova suppliers. The extension of ISO 9001 certification to all Group divisions, including ADL, is also planned by 2027, completing the process of harmonising quality management systems initiated with the merger.



Future outlook

Looking ahead, the Boffi | DePadova Group intends to consolidate and expand its commitment to sustainability, continuing to promote innovation, responsibility and the creation of shared value for people, the environment and the entire stakeholder community – an objective that the newly unified corporate structure is expected to support through more integrated and consistent governance of ESG matters across all Group divisions.

* Source: Sustainability report 2025, Boffi | DePadova S.p.A., available on request



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