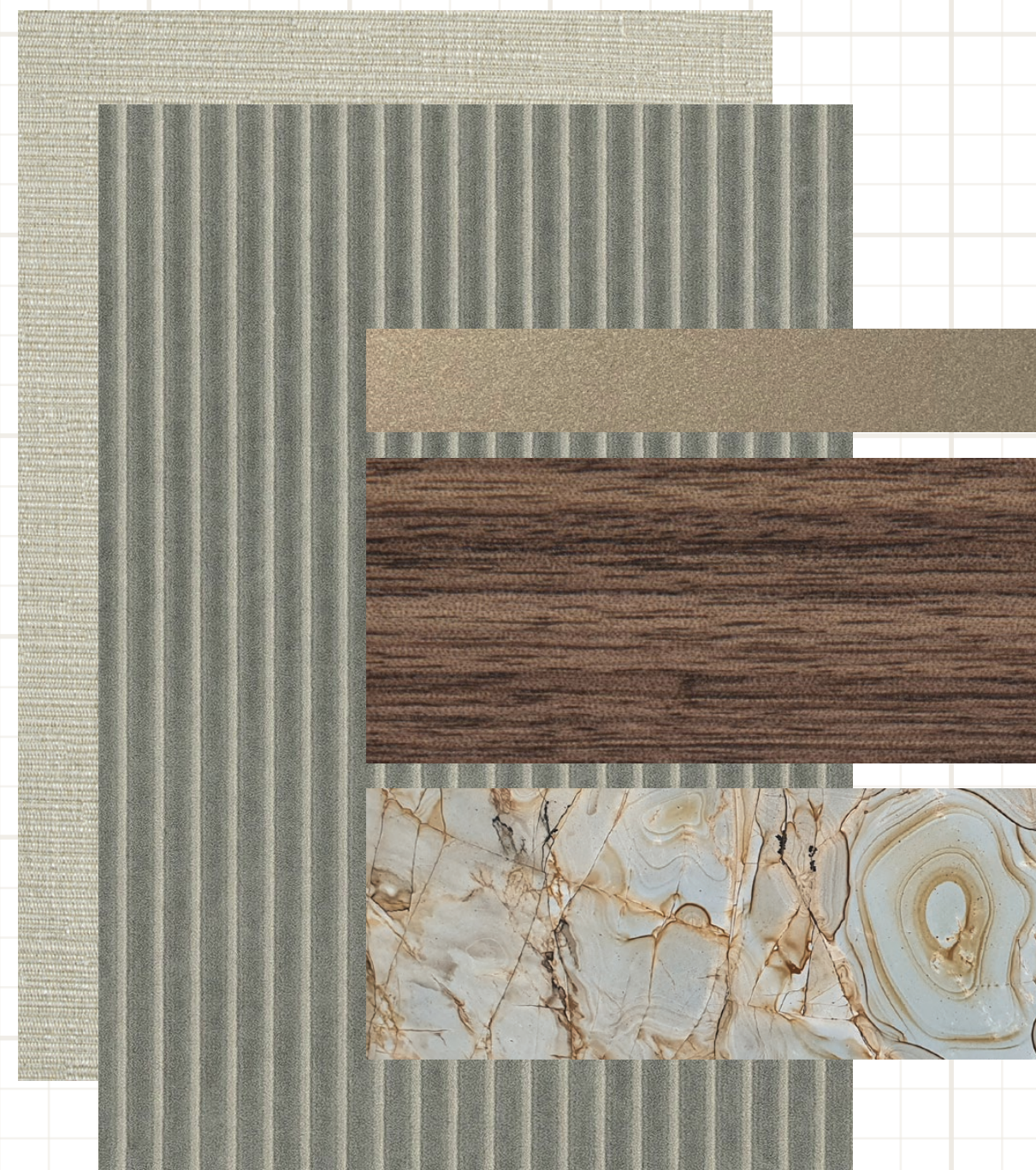
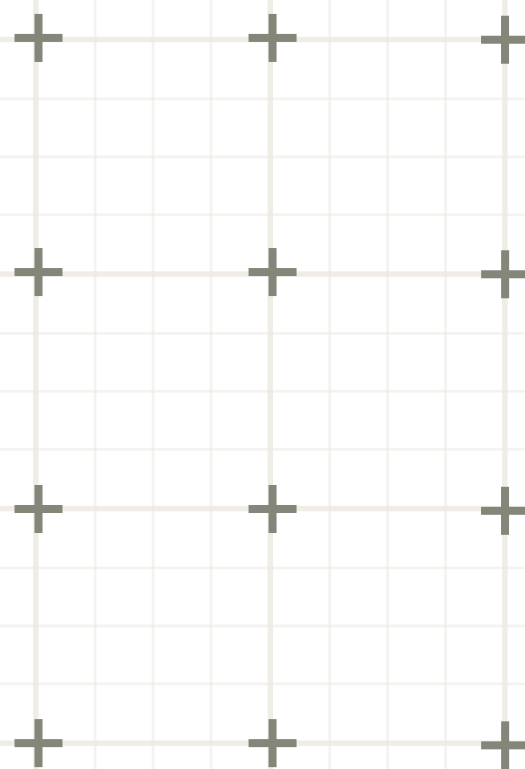


SUSTAINABILITY REPORT 2025



porada



01_ INTRODUCTION

01_INTRODUCTION

LETTER TO STAKEHOLDERS

Dear Stakeholders,

we are proud to present our first Sustainability Report, the result of a voluntary and conscious choice that reflects our approach to doing business. Although we are not subject to a regulatory obligation, we decided to embark on this journey because we genuinely believe in the value of transparency and in the responsibility to communicate clearly who we are, what we do and the direction we intend to continue pursuing.

For Porada, sustainability means integrating these principles into our day-to-day work, consistently with our identity, our manufacturing culture and the mastery of solid wood craftsmanship that has always distinguished us. It also means enhancing human capital and the quality of the relationships that make our growth possible.

This commitment is expressed first and foremost in the attention we devote to our employees and suppliers, with whom we share relationships based on respect, fairness and responsibility. Our supply chain, deeply rooted in Brianza and built over more than seventy years of activity, is a distinctive feature of the Porada model: a network of expertise, professionalism and know-how that contributes continuity, value and solidity to our work. The same approach guides our relationship with customers, many of whom have been with us for decades, in a bond built over time on trust and mutual respect.

Sustainability is also expressed through concrete environmental commitment: from the responsible management of our forests in Burgundy to investments in energy efficiency, such as the photovoltaic system and the reuse of wood-processing waste to produce thermal energy, which makes a significant contribution to our energy self-sufficiency.

Steady and responsible growth, the generation of long-lasting value and an approach to the future defined by seriousness, vision and consistency: these are the pillars with which we have approached our first Sustainability Report and which, every day and with conviction, shape our corporate journey.

The Allievi Family



01_INTRODUCTION

METHODOLOGICAL NOTE

This document is the first Sustainability Report prepared by Porada Arredi S.r.l. (hereinafter “Porada Italia”), with the aim of providing an effective and as comprehensive as possible account of a subject that has always been important to the company and that has long been addressed through specific and medium- to long-term initiatives.

Although it is not subject to statutory reporting obligations, Porada Italia has now made the concrete decision to set out its current sustainability position in writing and establishing a real baseline from which objectives for the coming years can be defined.

This report refers to Porada Italia’s 2025 financial year, from 1 January to 31 December. The subsidiaries Porada Arredi UK Limited, Porada France SAS and Porada USA Corp. are therefore excluded from the scope of the analysis. The document reports on ESG - environmental, social and governance - matters.

The Burgundy forests are not included within the scope of this Sustainability Report, which in this first year covers Porada Arredi S.r.l. only.

As Porada Italia does not fall within the reporting scope of the Corporate Sustainability Reporting Directive (CSRD) EU 2022/2464, the company selected the VSME standard (Voluntary Sustainability Reporting Standard for SMEs), published by the European Financial Reporting Advisory Group (EFRAG) on 17 December 2024.

Fully aligned with the European Sustainability Reporting Standards (ESRS), the standard is specifically designed for unlisted SMEs and provides a simplified and proportionate framework enabling companies outside the CSRD scope to report on sustainability-related activities.

The process leading to this report began with an ESG assessment based on a questionnaire developed in accordance with

UNI/PdR 134:2022 (sustainability rating for smaller enterprises), followed by an in-depth study of greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG), as a first step towards defining decarbonisation strategies.

Reporting under the VSME standard was prepared using option “B: Basic Module and Comprehensive Module”, in accordance with the reporting principles of accuracy, balance, clarity, com-

parability, completeness and verifiability, and addressing relevant topics according to the “if applicable” principle, which requires only information pertinent to the company’s activities, impacts, requests and dependencies to be included.

The report has not been subject to external assurance. For further information or requests for additional details, please contact info@porada.it.



01_INTRODUCTION

METHODOLOGICAL NOTE: CALCULATION OF ENERGY CONSUMPTION

The carbon footprint was quantified within the scope of Porada Italia only, considering direct and indirect emissions generated by the company's activities. The analysis includes both emissions arising from energy consumption and those connected with other relevant sources along the value chain.

Direct greenhouse gas emissions (Scope 1) include emissions released at company sites, generated by fuels used for space heating, refrigerant gas leaks and the combustion of fuels used by the company fleet.

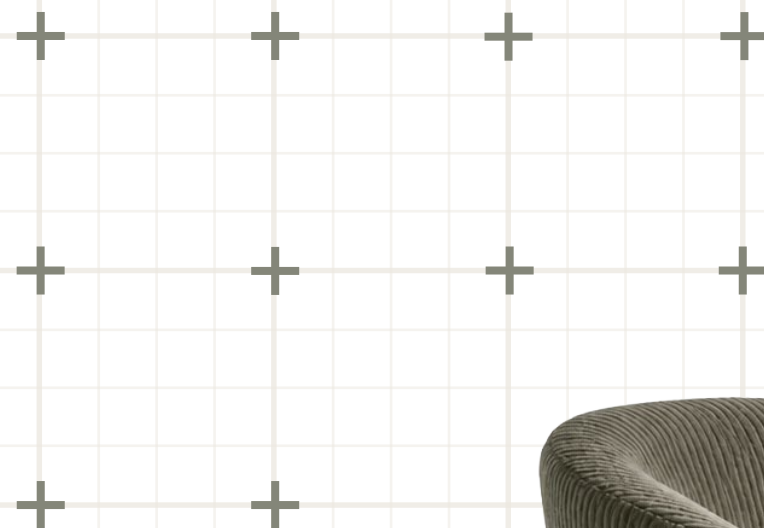
Indirect emissions (Scope 2) relate to electricity purchased from the grid and were calculated using the location-based approach, applying the national electricity mix as represented in the reference database.

As part of the company's commitment to sustainability reporting, selected Scope 3 categories were also considered where sufficient qualitative and quantitative data

were available in this first reporting year: employee commuting, business travel, downstream distribution of products, management of waste generated by company activities, and upstream emissions associated with the production and distribution of energy and fuels not included in the other Scopes.

Activity data used in the calculation derive from primary information supplied by Porada Italia and collected through internal documentation on energy consumption, waste management and other relevant operating aspects.

Ecoinvent 3.11 and SimaPro were used to model impacts. Emissions were calculated using the IPCC 2021 GWP 100 method, which applies the latest characterisation factors developed by the Intergovernmental Panel on Climate Change and expresses the impact of different greenhouse gases in tonnes of CO₂ equivalent based on their contribution to climate change over a 100-year time horizon.



02_
PORADA WORLD

“Everything’s
 born from
 the love
of wood” 

02_PORADA WORLD COMPANY HISTORY

A third-generation Italian family company, Porada is a made in Italy excellence that has been producing furniture and furnishing accessories for homes around the world since 1948, when Cav. Luigi Allievi started manufacturing chairs and mirrors for third parties.

Everything begins with a love of solid wood, worked with the craftsmanship of those who know how to transform nature into a work of art. Following this passion, twenty years later, in 1968, Luigi Allievi transformed the original artisan workshop into Porada brand, with the aim of continuing and expanding the range of furnishing accessories already in production.

The choice of the name Porada, rather than the family surname, pays tribute to the company's

place of origin: Porada is the toponym of a geographical area shared by the towns of Cabiato, Meda and Seregno.

Most of the company's suppliers come from this area, underlining the importance that a short supply chain has always had for the business.

Since 1968, Luigi Allievi had been supported in the development of Porada by his four sons:

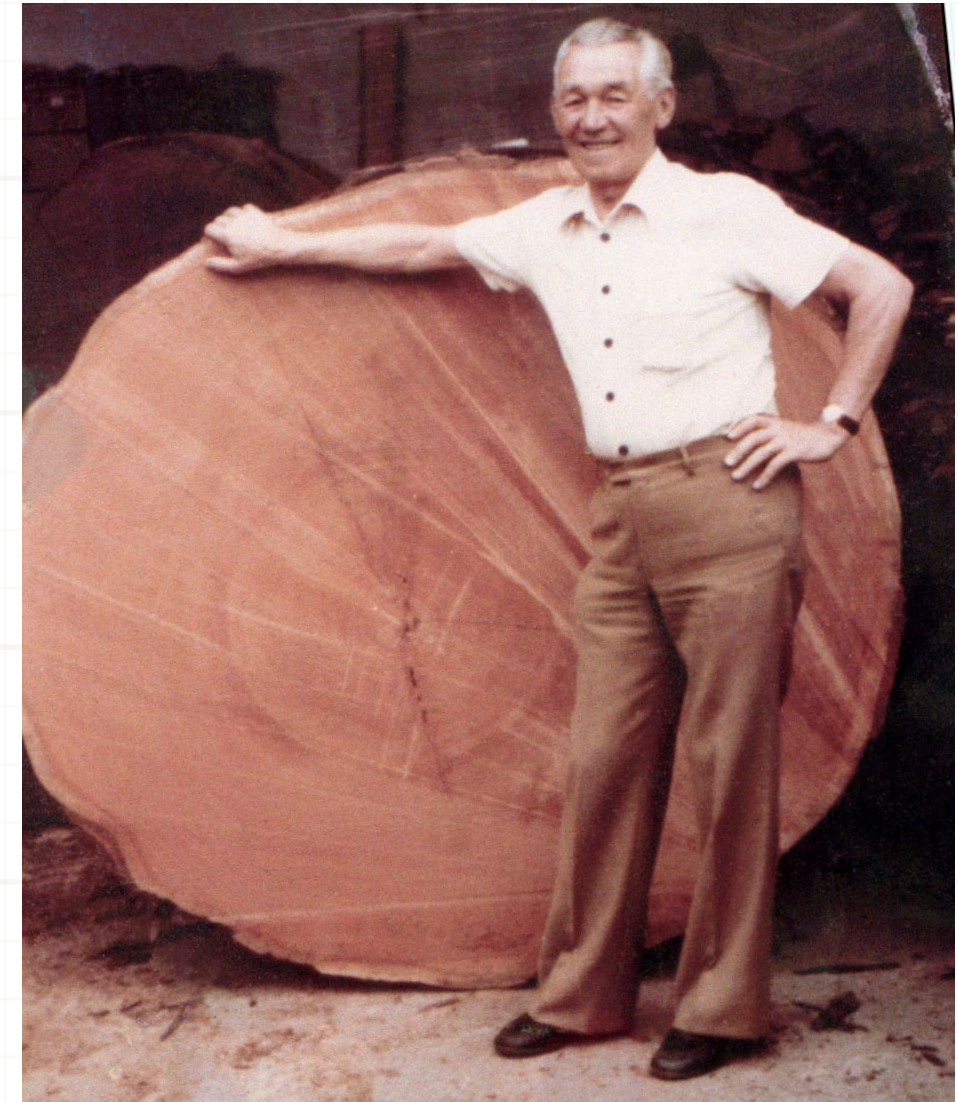
- Giacomo (born 1938), the eldest and the first to work alongside his father, focused on product development in close collaboration with architects and designers;
- Celestino (born 1941), the second brother to join the company, became head of production;
- Bruno (born 1945) helped introduce a new managerial approach, shared by all the brothers, laying the foundations for Porada's transformation from a local busi-

ness into a nationally and subsequently internationally recognised brand;

- Tiziano (born 1954), the youngest of the second generation, is currently CEO and head of production and logistics.

From young age and after completing their studies, all four sons joined the company alongside their father, working together until the first generational transition, which officially took place in 1985 following Luigi Allievi's death. Strong family ties and professional expertise enabled the four brothers to progress both internally and on international markets.

Around thirty years ago, the third generation became actively involved in Porada.



To ensure continuity and maintain a balance among the four branches of the family, one operational representative from each branch joined the company:

- Fabio, son of Giacomo, as head of finance;
- Alessandro, son of Celestino, as sales director;
- Sara, daughter of Bruno, who led the marketing department for many years;
- Roberto, son of Tiziano, who

heads production and logistics together with his father.

It is a story of values that repeats and renews itself over time, in which every member of the family finds their place within the company: a well-oiled mechanism that will lead to the next generational transition in natural continuity with a journey that began almost eighty years ago.

02_PORADA WORLD INTERNATIONAL PRESENCE

Internationality means openness, travel and vision. It is the passion that drives us beyond borders, the same spirit that has always animated Porada, since the days of Luigi Allievi, one of the first people from Cabiato to undertake a journey to what were then the distant United States, returning

with a mind full of ideas for the future. Today that drive lives on with renewed strength. For Porada, internationality is not merely a geography of destinations, but a deep-rooted presence in the living fabric of the world and an interpretation of different cultures.



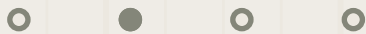
Being international means being truly present, with sensitivity and respect for local identities. This presence takes shape through a network of shop-in-shops, multi-brand showrooms, monobrand stores and flagship stores.

The flagship stores in London, Milan, Paris and New York are ambassadors of Porada's think-

ing, image and taste. They are welcoming places where retailers, architects and designers can meet their clients or entrust them directly to the company. They are spaces for inspiration, dialogue and tangible support for those who share Porada's values every day, communicate them and become their advocates first-hand. Internationality is not simply

about expansion: it is a cultural attitude and an everyday gesture. It is the desire to build authentic and meaningful relationships with a global audience. It means bringing our artisan soul wherever the world can see and understand it, weaving together tradition and contemporaneity, global vision and attention to local contexts.

02_PORADA WORLD MILESTONES



1948

Luigi Allievi opens a workshop in Cabiato producing chairs and mirrors for third parties.

1968

Porada is established as a brand: the second family generation joins the company and third-party production is discontinued

2002

The Porada International Design Award is launched, an ideas competition organised in collaboration with POLI.design and under the patronage of ADI. The award is repeated the following year.

2010

Production is expanded and the upholstered furniture range is introduced.

2012

The Porada International Design Award becomes an integral part of Porada's annual activities. In the year this document was prepared, the competition had now reached its fourteenth edition.

2013

Porada opens its first directly managed flagship store in London at the Design Centre Chelsea Harbour.

2021

With reference to sustainability and the nature from which everything takes shape, the "Green Soul" advertising campaign is launched.

2024

Work begins on Porada's new headquarters in Cabiato (Porada 4), including a 1,600 m² corporate showroom. Completion is expected in early 2027.

The "Green Soul" campaign evolves into "Green Soul 2.0", adopting a more contemporary and everyday language.

1965

Porada takes part in the Salone del Mobile for the first time.

1995

Porada quietly enters the most famous British department store: Harrods.

2009

The Infinity table is launched. Over the years it becomes the masterpiece of Porada production, for which the company is recognised worldwide.

2011

A key year for sustainability: from this point onwards, first the family and then the company itself purchase woodland in France. Today Porada France SAS, controlled by Porada Italia, owns a 260-hectare forest spread across several municipalities in Burgundy.

2012

The "Learn, Live, Dream" campaign has been launched, showcasing scenes from everyday life in which Porada products blend seamlessly into domestic and family settings. It is a campaign that celebrates artisanal tradition, human relationships and contemporary living spaces.

2018

A second directly managed flagship store opens, this time in Milan, in the fashion district.

2023

The third flagship store opens in Boulevard Saint-Germain, Paris, in the heart of the design district.

2025

During Design Week, the fourth directly managed flagship store opens in New York, in the NoMad district dedicated to made in Italy design. The London showroom triples in size.

Porada also celebrates sixty years of participation in Salone del Mobile.Milano with a commemorative plaque presented to the Allievi family.

The London showroom triples in size.

02_PORADA WORLD CORPORATE POSITIONING

Porada is currently one of the leading players in the made in Italy artisan furnishing industry. Since the brand was founded in 1968, the company has always had a clear understanding of its positioning in the reference market, which has evolved over time to the present day.

The company's positioning is driven above all by high production quality, recognisable and aesthetically timeless design, and the use of natural raw materials, first and foremost solid wood.

In terms of materials, Porada has traditionally been associated with solid wood, a strength of its production since the very beginning and, in every respect, an identity-defining material for the brand.

Mastery of wood processing is the foundation of Porada's manufacturing savoir-faire: traditional expertise typical of the excellence of the Brianza district.

The wood used in production comes exclusively from FSC-certified forests in the United States, Canada or France. This forest certification attests to environmentally, socially and economically

sustainable forest management, promoting the conservation and improvement of forest resources for future generations.

The company's positioning is also expressed through the finished product itself, the result and synthesis of study, research, nature, manual craftsmanship and mechanical processing. Together, these forces contribute to the creation of furnishings that are timeless in taste and durable over time, objects that can be handed down within a family from generation to generation.

Porada is present in more than 50 countries worldwide through five corporate flagship stores (Cabi-ate, London, Milan, Paris and New York), around 20 independently managed monobrand stores and more than 200 shop-in-shops.

It is therefore increasingly important to ensure that Porada's brand identity is clear and recognisable across every point of sale, both direct and indirect. For this reason, in recent years the company has undertaken a long-term image review process, rolled out step by step around the world starting with its most strategic showrooms.

02_PORADA WORLD BUSINESS MODEL

Porada's business model has always been B2B2C, based on a balanced dialogue between interior designers/architects and end customers.

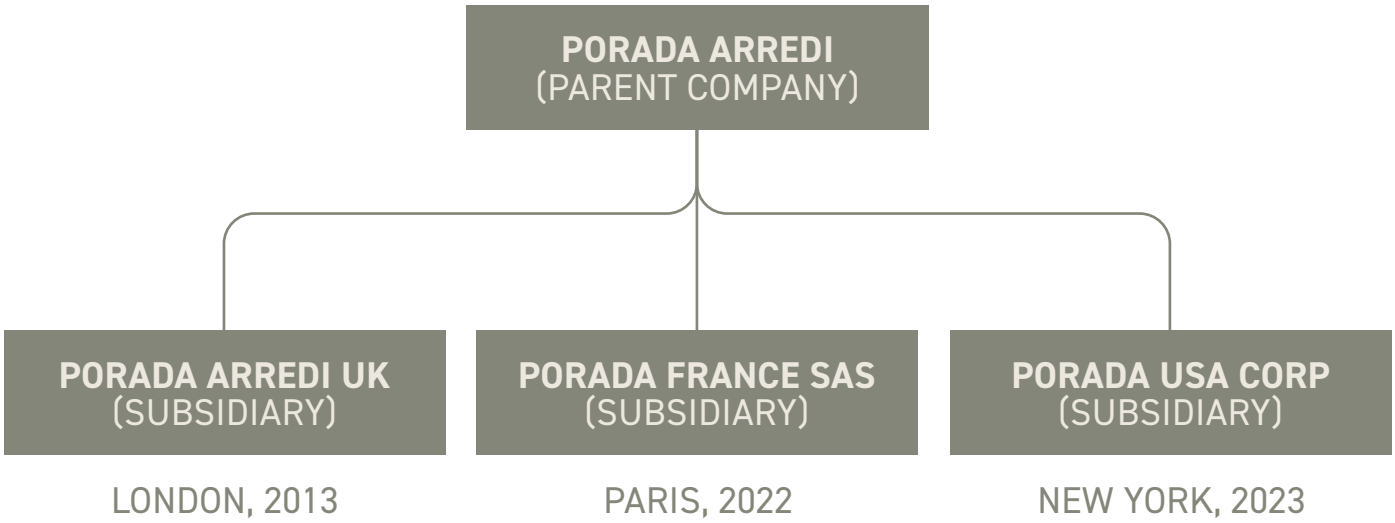
In recent years this dual relationship has increasingly been influenced by consumers, who have deepened their knowledge of design and refined their taste, becoming more aware and demanding. Porada's current business model has been developed over the years, particularly over the

last two decades, since the establishment of a directly managed market presence in the United Kingdom.

The Porada business model comprises the parent company Porada Italia - the subject of this report - and three wholly owned subsidiaries: Porada Arredi UK Limited, based in London since 2013; Porada France SAS, based in Paris since 2022; and Porada USA Corp., based in New York and established in 2023. The subsidi-

aries manage the London, Paris and New York flagship stores. Porada Arredi UK Limited, Porada France SAS and Porada USA Corp. are 100% controlled by Porada Italia.

Porada's worldwide business model is vertically integrated because all production stages are carried out in Italy, either at the Cabi-ate production plant or by local third-party suppliers that support the company with specific skills.



02_PORADA WORLD FLAGSHIP STORE



Since 1968, when Porada became a fully-fledged brand, the company has developed its commercial network in Italy and abroad, directly or through a network of agents.

Three types of offline presence are used across the world:

- SIS (shop-in-shop), a multibrand showroom owned by a dealer;
- Porada monobrand store, a single-brand showroom operated in partnership with a dealer;
- flagship store, a showroom owned and directly managed by Porada.

SIS, monobrand stores and flagship stores are closely interconnected, creating a showroom network serving both B2B and B2C audiences.

Flagship stores in particular were conceived to support the work of SIS and monobrand stores in their respective markets.

They are trusted places where architects, interior designers and dealers can send clients or prospects, assisted by Porada staff in understanding and exploring their needs and receiving accurate feedback.

GLOBAL PRESENCE

- 5 Flagship stores
- +21 Monobrand stores
- +200 SIS
- +50 Countries



LONDON



The capital of the United Kingdom was the first city considered for the opening of a flagship store. The decision was made to open in 2013 at the Design Centre Chelsea Harbour, a vertical hub dedicated to the world of design.

- 2013: opening of the showroom → 50 square metres

- 2015: expansion of the floor space → 130 square metres
- 2023: celebration of the 10th anniversary of the opening
- 2025: the showroom moves to a new location within the Design Centre Chelsea Harbour, almost tripling its floor space → 300 square metres.

 **300 m²**

 **Design Centre Chelsea Harbour First floor, South dome**

 **120 m²**

 **Via Borgospesso, 18**

Establishing a presence in Milan became essential to provide access to the Porada world in the city without requiring visitors to travel to Brianza, to the production site and Cabiato showroom.

In 2018 the company chose the fashion district, creating an important city presence during Salone del Mobile.Milano and within the Fuorisalone circuit.



MILAN

420 m²

252 Boulevard
Saint-Germain

To support the French market and French-speaking countries, including African markets, Porada began considering a Paris flagship store at the start of the current decade. Saint-Germain, the capital's design hub par ex-

cellence, was identified from the outset. The showroom opened in January 2023 during Maison&Objet, following the complete renovation of a building previously occupied by a bank.



PARIS

310 m²

185 Madison
Avenue 34th
Street



The newest flagship, New York immediately became a support hub for the entire overseas market: not only the city and the East Coast, but the United States as a whole and, more broadly, the American continent. The flagship opened in January

2025, with an official inauguration in May during ICFF, after nine months of renovation of the building, formerly a bank.

The selected district is NoMad, home to excellence in Italian design.

NEW YORK

02_PORADA WORLD PORADA INTERNATIONAL DESIGN AWARD



The Porada International Design Award is an international product-design competition promoted by Porada in collaboration with POLI.design and under the patronage of ADI - Associazione per il Disegno Industriale.

Officially established in 2002, the award is now one of the most significant events in the field of furniture design and wood culture, providing a meeting point between industry, education and international design.

Since its creation, the initiative has aimed to promote research and innovation in the furniture sector, with particular emphasis on solid wood, the material that

defines Porada's production identity. The competition is open to students and professionals from around the world, who are invited to address specific design themes that vary from one edition to another - such as seating, tables or furnishing accessories - always in keeping with the company's aesthetic and production values.

What distinguishes the Porada International Design Award is its ability to combine cultural vision, professional background and creativity.

Participants are asked to develop original, previously unpublished projects capable of interpreting Porada's identity values while enhancing the use of production

technologies and the processes typical of solid-wood working and finishing, without overlooking specific functionality, compliance with current safety regulations, ergonomic and environmental requirements and sustainable design. These are not merely creative exercises, but proposals designed to engage with real industrial processes, balancing experimentation and feasibility.

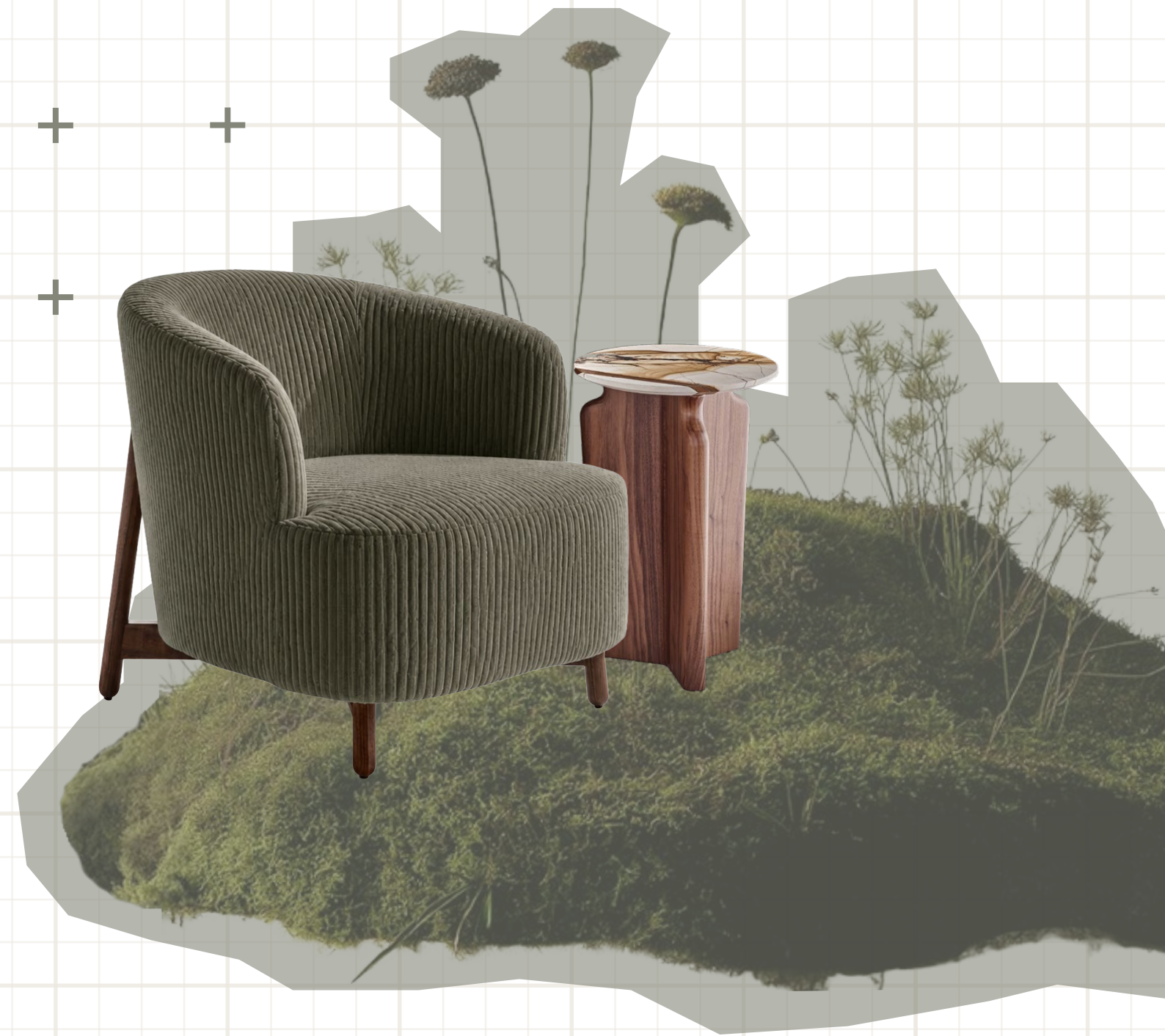
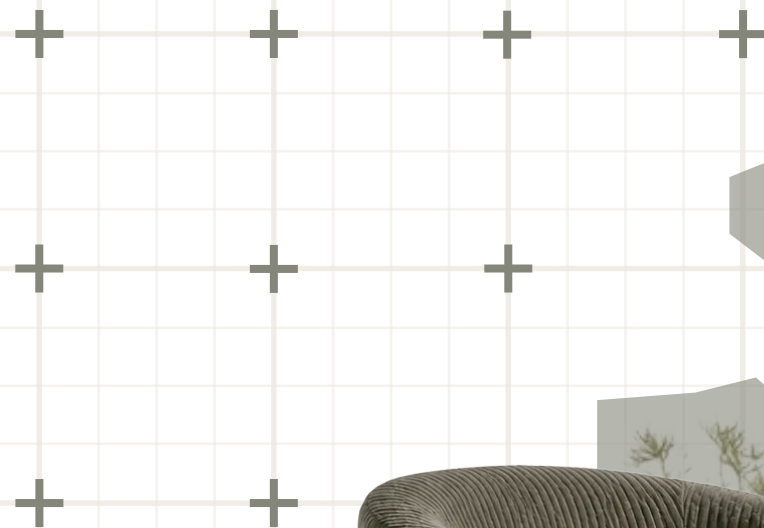
Projects are assessed by an international jury of nine people comprising representatives of Porada, POLI.design and ADI, together with a diverse group of designers, architects, journalists, dealers and figures from the design world.



The jury selects proposals on criteria including originality, degree of innovation and research into new design solutions for solid-wood processing, experimentation with materials and surface finishes, and the ability to define and anticipate innovative use scenarios and concepts for contemporary furnishings, with particular attention to the typological, technological and morphological characteristics of the specific theme.

Over the years, the Porada International Design Award has received thousands of applications from around the world, consolidating its role as a privileged observatory on new languages in contemporary design and establishing itself as a cultural laboratory capable of stimulating creative reflection and strengthening the virtuous dialogue between business and education.

For participants, it represents a genuine opportunity both to win a money prize and to establish direct, privileged contact with the company, with the possibility of seeing their project enter the collection, as has happened several times (in recent years with the Ninfea dressing table, Pebble console and Ginkgo armchair).



03_ SUSTAINABILITY JOURNEY

03_SUSTAINABILITY JOURNEY

INTRODUCTION

The preliminary assessment carried out at the start of the project was designed to evaluate Porada Italia's ESG activities using the UNI/PdR 134:2022 reference practice.

The assessment is intended to provide SMEs with an indication of their level of knowledge in relation to sustainability matters. The questionnaire consists of 53 questions divided into four sections:

- 12 questions measure the ethi-

cal importance attributed by the company to sustainability;

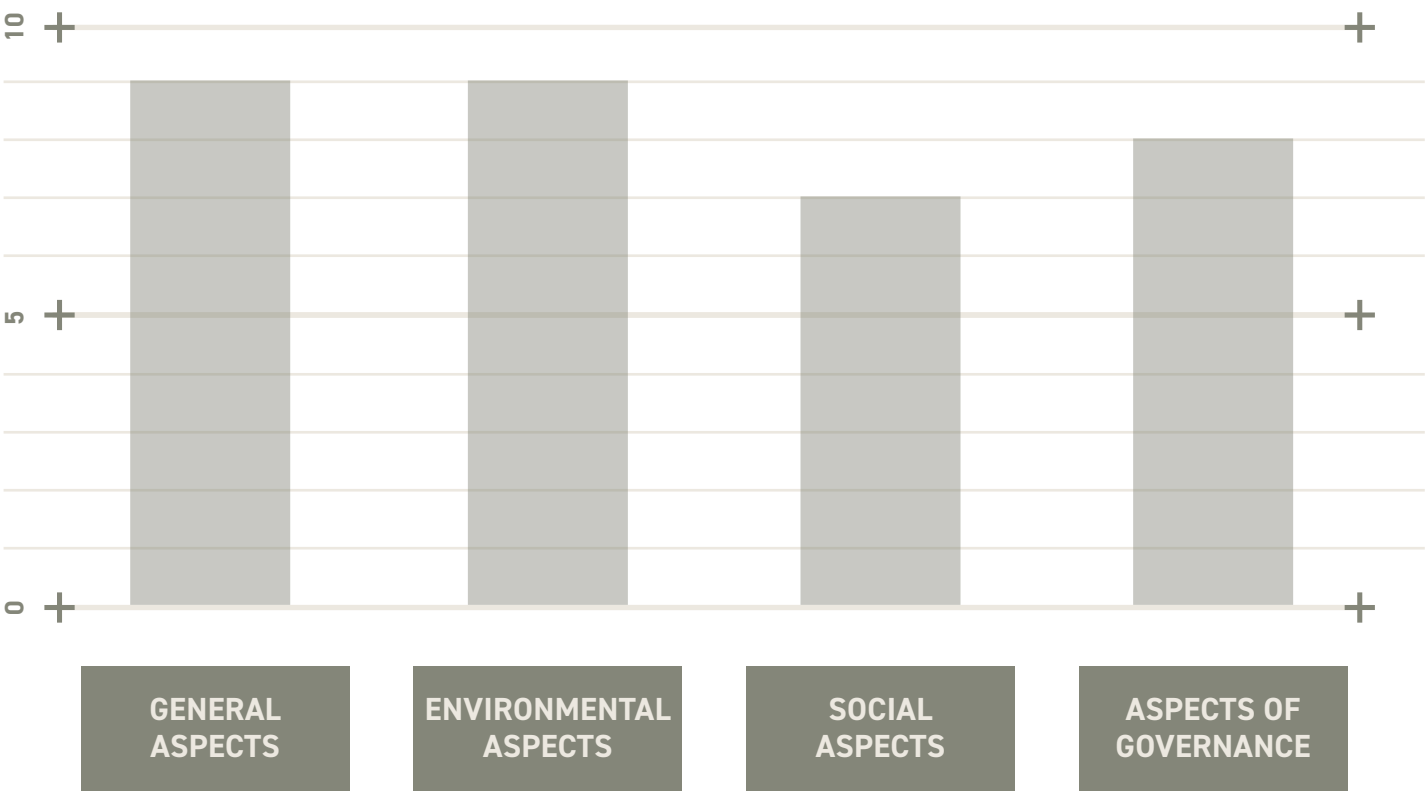
- 15 identify areas related to environmental sustainability;
- 15 address activities aimed at improving social sustainability; and 11 concern governance choices.

Each question is assigned a score of 1 or 0 depending on whether the company has already undertaken the specific action.

Porada's assessment achieved

a score of 33 points, placing the company in the preparedness category classified as "good" and confirming a conscious approach to sustainability in terms of corporate policy, objectives and the definition of data-collection plans. (Figure 1).

ASSESSMENT SCORE - UNI/PDR 134:2022



Through an analysis of our impacts, we have identified the five Sustainable Development Goals that are a priority for us:



Through corporate reporting in accordance with the VSME standard, the company has embarked on a structured process of integrating sustainability, which involves the systematic measurement and assessment of its performance across the three areas of Environmental, Social and Governance.

This process represents a step forward from the preliminary initiatives already undertaken in previous years, when the company had begun to identify a number of key sustainability themes, drawing inspiration from the United Nations Sustainable Development Goals.



The adoption of a methodological and measurable approach will now enable the company to establish a clear starting point, which is necessary to capitalise on its strengths and take targeted action in areas for improvement, thereby laying the foundations for a progressive and consistent improvement in its ESG performance. Porada has also carried out a comprehensive assessment of its operations, measuring awareness of sustainability practices. In accordance with the procedures set out in the standard, the following ESG issues (Table 1) have therefore been identified and will be examined in greater detail in the following chapters:

ESG THEMES	ARE THERE ANY PRACTICES/ POLICIES/INITIATIVES PLANNED FOR THE FUTURE ON THESE ISSUES?	ARE THEY OPEN TO THE PUBLIC?	ARE THERE ANY TARGETS?
Climate change	Yes	No	No
Pollution	Yes	No	No
Water and marine resources	Yes	No	No
Biodiversity and ecosystems	No	No	No
Circular economy	Yes	No	No
Own workforce	Yes	No	No
Workers in the value chain	No	No	No
Community	Yes	No	No
Consumers and end users	Yes	No	No
Corporate conduct	No	No	No

Table 1 _ ESG issues identified by applying the VSME standard

03_SUSTAINABILITY JOURNEY

ENVIRONMENTAL SUSTAINABILITY

(E) [B3] [B4] [B6] [B7] [C4]



Environmental protection is a guiding principle for Porada, shaping its choices and activities. Operating in a sector closely connected with natural resources and especially wood - the identity-defining element of the company's production - Porada recognises its responsibility to manage resources consciously.

Sensitive to global environmental challenges such as climate-change mitigation, while also attentive to the territory in which it operates, Porada is consolidating its sustainability commitment through initiatives aimed at monitoring and improving environmental performance. Attention to the environment is closely connected with respect for the resources that support the company's work. This translates into responsible management of energy, water and emissions, making choices intended to reduce the impact of production activities and pursue the highest possible level of care for the local area.

03_SUSTAINABILITY JOURNEY

ENERGY, WATER RESOURCES AND EMISSIONS MANAGEMENT

ENERGY CONSUMPTION AND ENERGY SOURCES [B3]

Porada's production activity is entirely powered by electricity. Reducing dependence on fossil sources is therefore a strategic objective for the company in order to reduce its environmental impact.

To address this need, a photovoltaic system was installed at the company plant in 2012, the first step in a process aimed at progressively increasing the use of renewable energy.

In 2025 the system generated 201 MWh of renewable energy, of which 133 MWh were self-consumed and 68 MWh fed into the

national grid. Solar generation avoided approximately 46 tonnes of CO2 equivalent, calculated on the basis of the same quantity of energy being produced using the national electricity mix.

Investment in renewable energy is a well-established commitment and will also be extended to the new "Porada 4" building, which is due to become the new company headquarters, showroom and offices, by early 2027. The new infrastructure will further increase the capacity for self-generation from solar energy. To supplement self-generated electricity, in 2025 Porada drew

439 MWh of electricity from the national grid (Figure 4). Thermal energy is used exclusively to heat buildings and is managed according to circularity principles.

Most thermal demand is covered by burning wood offcuts that can no longer be used in furniture production.

The remaining demand, approximately 120 MWh, derives from the purchase of 12,851 m³ of natural gas (Figure 3). The company vehicle fleet used approximately 9,985 litres of fuel, equivalent to 100 MWh.

THERMAL ENERGY

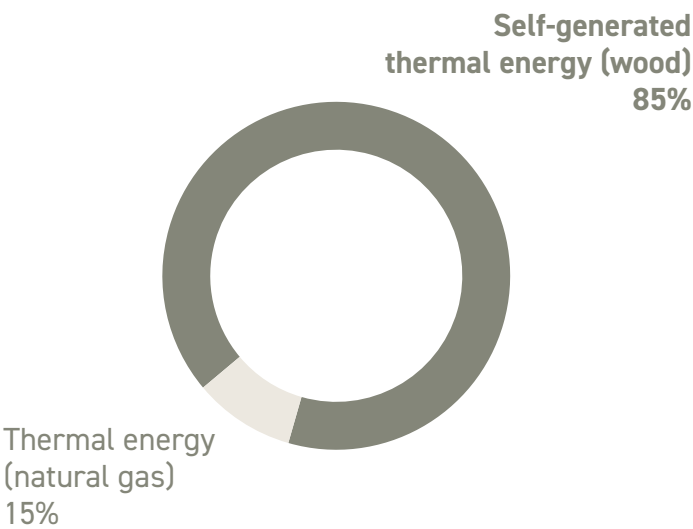


Figure 3 _ Purchased and self-generated thermal energy

ELECTRICITY

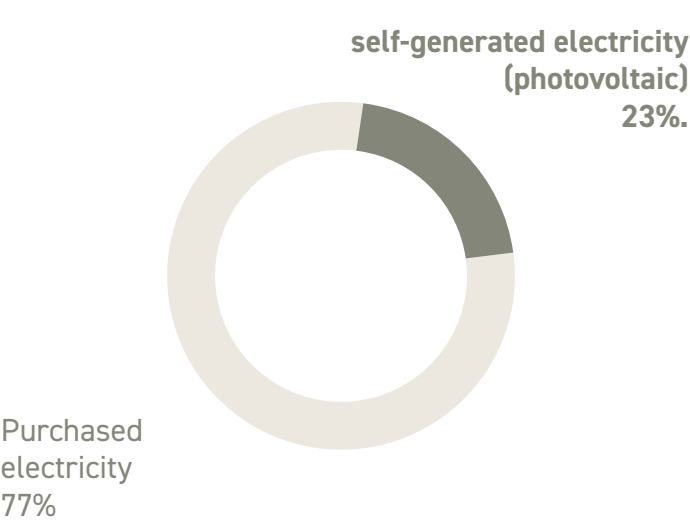


Figure 4 _ Purchased and self-generated electricity

WATER CONSUMPTION AND WATER-RESOURCE MANAGEMENT [B6]

Porada is committed to protecting water resources through responsible management and use.

Most company water consumption relates to domestic uses and it is supplied by the public water network (Table 2). The production process requires only limited quantities of water

for specific painting operations. The spray booths at the "Porada 1" plant are equipped with recycling systems that optimise water use and minimise waste.

No industrial wastewater is discharged, as any wastewater from the spray booths is managed as waste.

SUPPLY SITE	ADDRESS	TOTAL BILLED CONSUMPTION (M³)
Registered office / commercial site	Via Buoizzi B. 2/4	2.981
Operating site	Via Buoizzi B. 8	66
Operating site	Via Buoizzi B. 8 b	130
Operating site	Via Buoizzi B. 10	17
Warehouse	Via Marconi G. 0 SNC	6
TOTAL		3.201

Table 2 _ Water consumption by site

03_SUSTAINABILITY JOURNEY

ENERGY, WATER RESOURCES AND EMISSIONS MANAGEMENT

AIR EMISSIONS [B4] [B3]



Activities carried out at the Cabiate production site generate emissions of pollutants into the atmosphere: dust from wood processing and volatile organic compounds from painting and

assembly operations. To control pollutant emissions, emission stacks are fitted with abatement systems whose filters capture pollutants and reduce their release into the atmosphere.

All emission points comply with applicable company regulations and are subject to periodic analytical checks to verify compliance with statutory emission limits.

GREENHOUSE GAS EMISSIONS [B3]

From 2025, Porada began a structured process for measuring its climate impact by calculating its organisational carbon footprint.

The decision reflects an awareness that accurately understanding greenhouse gas emissions generated by its activities is an essential step in identifying the main impact areas, defining intervention priorities and guiding effective, measurable reduction strategies.

The analysis was developed according to GHG Protocol principles and covered Porada Italia's 2025 activities, including the Cabiate operating units and the Milan flagship store. Scope 1 direct emissions, Scope 2 indirect emissions associated with purchased energy and selected Scope 3 categories were considered.

Scope 1 includes all direct emissions from sources under the company's control: methane gas

used for space heating, self-generated biomass energy obtained by reusing wood offcuts from furniture production, certified F-gas leaks from air-conditioning systems and the company fleet. In 2025 total Scope 1 emissions amounted to 83 tonnes of CO₂ equivalent.

Scope 3 includes all other indirect emissions along the value chain. Although Porada was not required to assess them, in 2025 it decided to examine categories particularly relevant to manufacturing: waste treatment, employee travel and commuting, and downstream distribution of finished products.

Fuel and energy-related activities not already included in Scopes 1 and 2 generated 61 tonnes of CO₂e; treatment of waste generated by operations accounted for 77 tonnes; employee business travel generated 16 tonnes of CO₂e, while commuting had

a limited impact of 0.2 tonnes thanks to the proximity of most employees to the company site; downstream distribution of finished products generated 145 tonnes of CO₂e.

Alongside the emissions already included in the analysis, Porada launched a more detailed data-collection process to progressively extend reporting to the most relevant upstream production categories. Information is being collected to assess the impact of purchased materials such as wood, marble, metals, glass, fabrics and upholstery materials, together with their transport.

In the coming years this will allow purchased goods and services to be incorporated into Scope 3 calculations, with the objective of obtaining an increasingly complete and representative view of the climate footprint of the entire value chain.

03_SUSTAINABILITY JOURNEY

MATERIAL SELECTION, CIRCULAR ECONOMY AND WASTE MANAGEMENT

MATERIALS [B7]

Since its foundation, Porada's aesthetic language has always been focused on the use of noble raw materials, the tradition of artisan craftsmanship and attention to production details. Careful selection of raw materials plays a primary role, particularly with regard to wood, the central element of Porada's aesthetic identity.

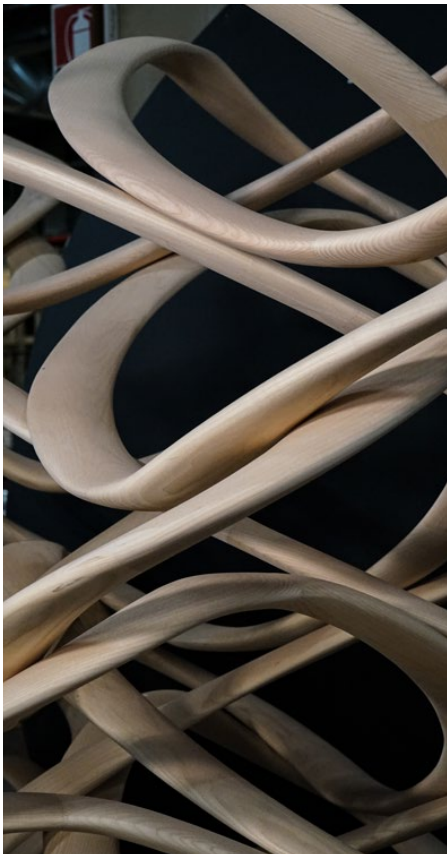
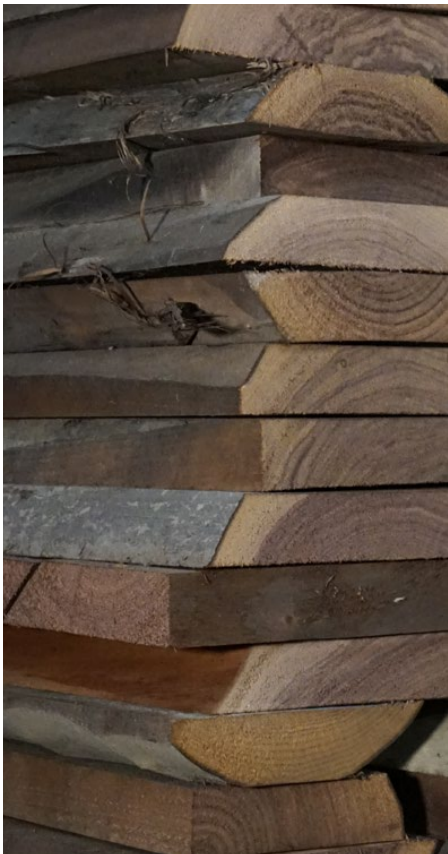
Many wood species have characterized the company's production from 1948 to the present day, also in response to market demand. In

the early 2000s, for example, the extensive use of cherry wood - a must-have of the 1990s, especially in the Asian market - gave way to the introduction of Canaletta walnut, which remains a hallmark of Porada today. Alongside Canaletta walnut, other species are used, particularly ash and oak, whose presence in the collection will increase from 2026.

The woods used in production come from forests certified according to principles and criteria

of responsible forest management, located in Canada and the United States for Canaletta walnut and in France for ash and oak.

Alongside wood, Porada uses a selected range of complementary materials depending on product type, particularly fabrics and leather for upholstery, piping for seating - especially sofas and armchairs - marble, glass and metal.



CIRCULAR ECONOMY AND IMPACT-REDUCTION STRATEGIES

With a view to continuous improvement and evolution of production processes, in recent years attention has focused on developing upholstered products. To improve performance and maximize product sustainability, Porada has chosen to integrate, alongside traditional Gold Label Assopiuma goose down - 100% biodegradable and compliant with UNI EN 12934 - Microflock padding made from 100% regenerated polyester and differentiated-density polyurethane foam.

Product development also contributes to improving end-of-life sustainability, especially for upholstered furniture: internal structures are designed so that each component can be separated individually and disposed of in accordance with the law. Packaging is also carefully designed. Porada uses 100% re-

cyclable triple-wall corrugated cardboard, combining product protection during transport with responsible waste management. The lacquering department also uses solvent-free water-based paints, improving workplace quality by protecting employees from exposure to harmful substances and helping reduce atmospheric emissions associated with finishing cycles.

In addition to initiatives related to materials and production processes, the company promotes good practices aimed at reducing plastic use. Reusable water bottles, glass bottles and recyclable materials are encouraged within the company, in flagship stores and at international trade fairs. Tests are also underway to replace plastic components in certain packaging, with the aim of progressively reducing their use.

03_SUSTAINABILITY JOURNEY

MATERIAL SELECTION, CIRCULAR ECONOMY AND WASTE MANAGEMENT

WASTE MANAGEMENT [B3]

The management of waste generated by company activities is a key issue for Porada. Recovery and treatment are entrusted to specialized and authorized companies in full compliance with applicable regulations. The company ensures correct disposal and traceability of each type of waste, distinguishing between hazardous and non-hazardous waste and directing it to the appropriate treatment stream. During the reporting period, the total quantity of waste produced by Porada and sent to external

facilities for recovery or disposal amounted to 162 tons. Only 0.04% was classified as hazardous waste; the remainder was non-hazardous waste from the main production, logistics and administrative activities. Just over half of the produced waste, 54%, consisted of aqueous suspensions containing paints and varnishes, safely sent for disposal under category D15. Most of the remainder was sent for recovery under code R13, representing 45% of the total and

consisting mainly of paper and cardboard packaging, mixed materials, metals and other recoverable materials. The remaining 1% consisted of boiler ash disposed of under category D14 (Figure 5). Through this organization, Porada ensures structured and responsible waste management, with each fraction treated in accordance with regulatory requirements. Waste flows are continuously monitored with the aim of maintaining a compliant, controlled approach focused on continuous improvement.

DISPOSAL OF THE WASTE GENERATED

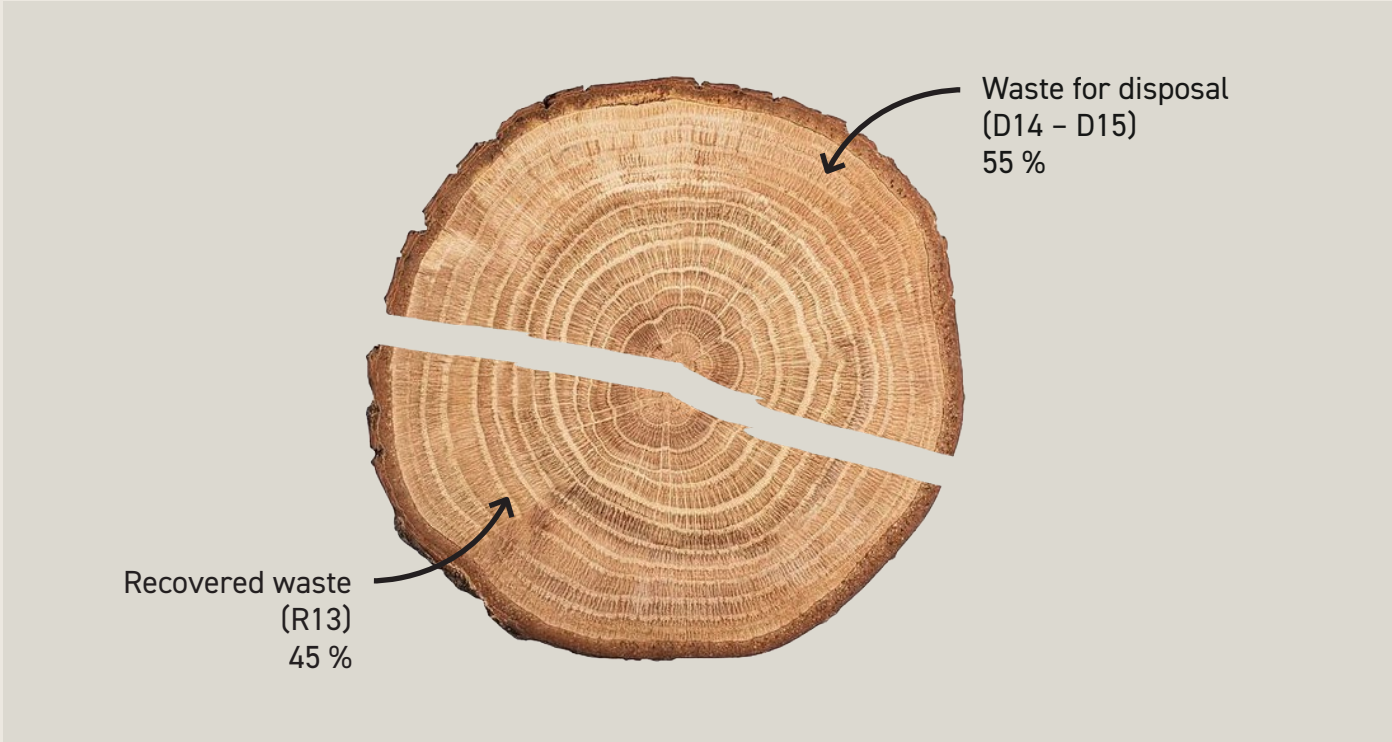


Figure 5 _ Percentage of waste sent for recovery and disposal



In addition to waste sent for recovery or disposal by authorized operators, the company generates a significant amount of wood waste in the form of shavings. During the reporting period, 161 tons of wood-processing waste were produced and used as fuel

for the company boiler to generate heat for workplace heating. This process reduces the need for energy from external sources while minimizing waste from wood processing by transforming a production residue into an internal energy resource.

03_SUSTAINABILITY JOURNEY

SOCIAL SUSTAINABILITY



As a manufacturing company, one of Porada's core values lies in its people, the true driving force of the brand. It is the skills of employees - whether craft-based or intellectual - that have enabled Porada to grow and establish itself on the global market over the years.

The human factor is an excellence capable of making a difference within the organization, where every employee plays a

crucial and specific role in relation to medium- and long-term objectives.

Porada devotes particular attention to employee well-being and professional development through benefits and corporate welfare tools designed to improve both working and personal quality of life.

These include meal vouchers for all employees; company fringe

benefits, provided since 2024 through digital payment systems that give employees broad autonomy in how they use them; a supplementary healthcare fund for employees in the wood-furniture sector, fully funded by the company; and training, including technical refresher courses, language courses, sales excellence programs and general management courses.

WORKFORCE: TURNOVER, INCLUSION AND GENERAL CHARACTERISTICS

Classification by contract type provides a clear picture of workforce stability and can help the company manage human resources and define strategies for future recruitment needs.

Gender breakdown is equally important because it enables the company to monitor diversity and inclusion and identify potential

disparities, supporting policies that foster a fairer and genuinely inclusive workplace.

Porada has 69 employees, with a turnover rate of 5.93% in 2025. Only three employees have fixed-term contracts; the remaining 66 have permanent employment contracts (Figure 6).

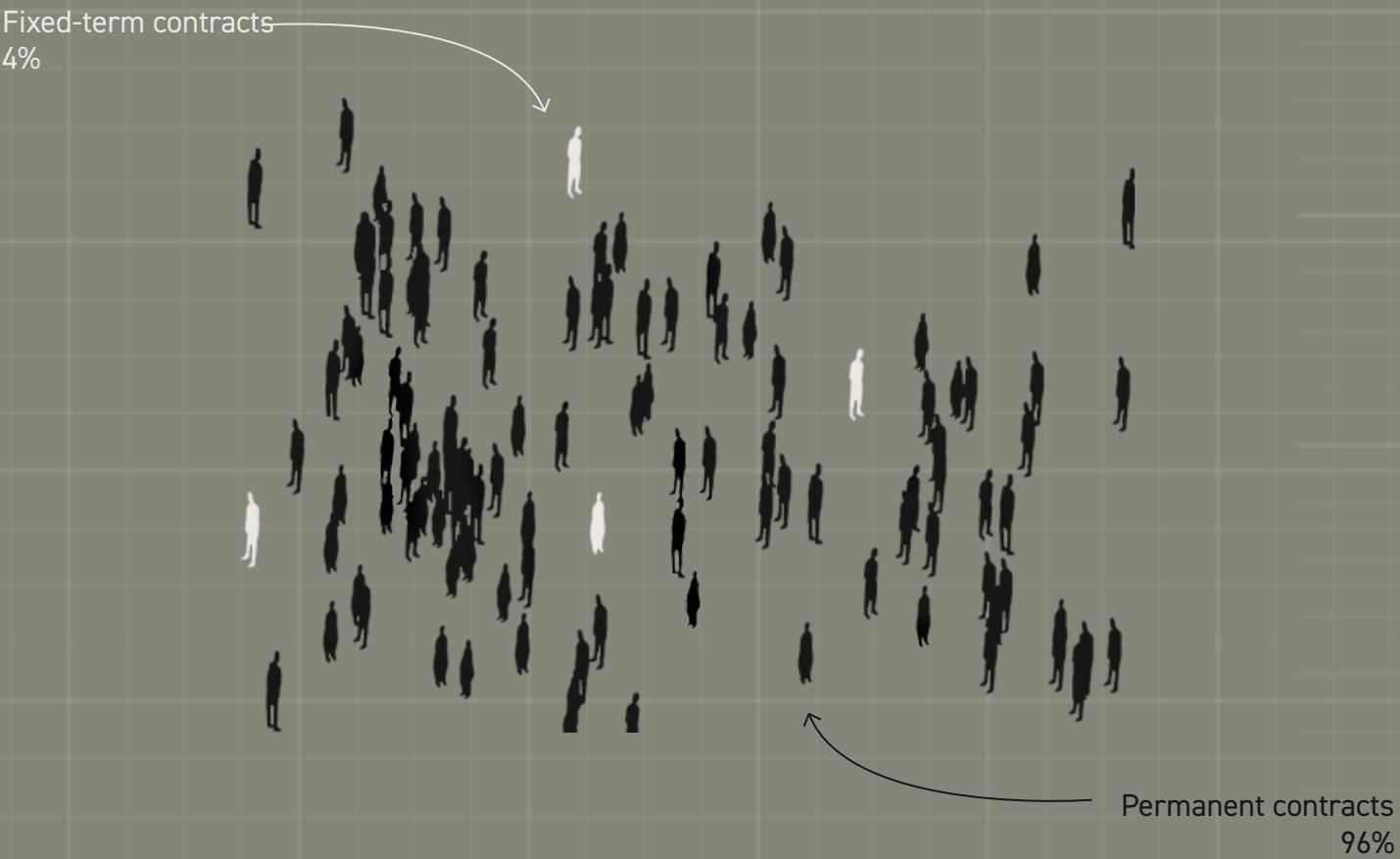
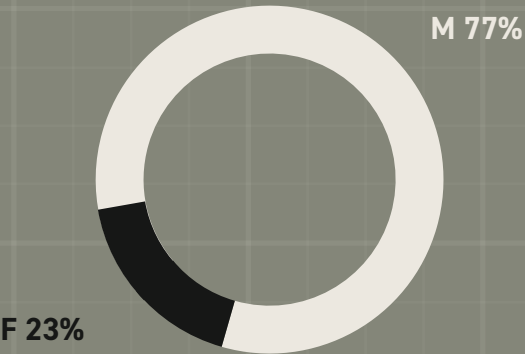


Figure 6 _ Breakdown by contract type

EMPLOYEE CATEGORY



The workforce is predominantly male: 53 of 69 employees, equal to 77%. (Figure 7).

This is mainly due to the prevalence of men in the production department, where women account for 5% of the workforce.

The same trend is not found among office staff, where women represent half of the total workforce. Overall employee gender: women 23%; men 77%. (Figure 8).

Figure 7 _ Breakdown by gender

EMPLOYEES BY JOB ROLE AND GENDER

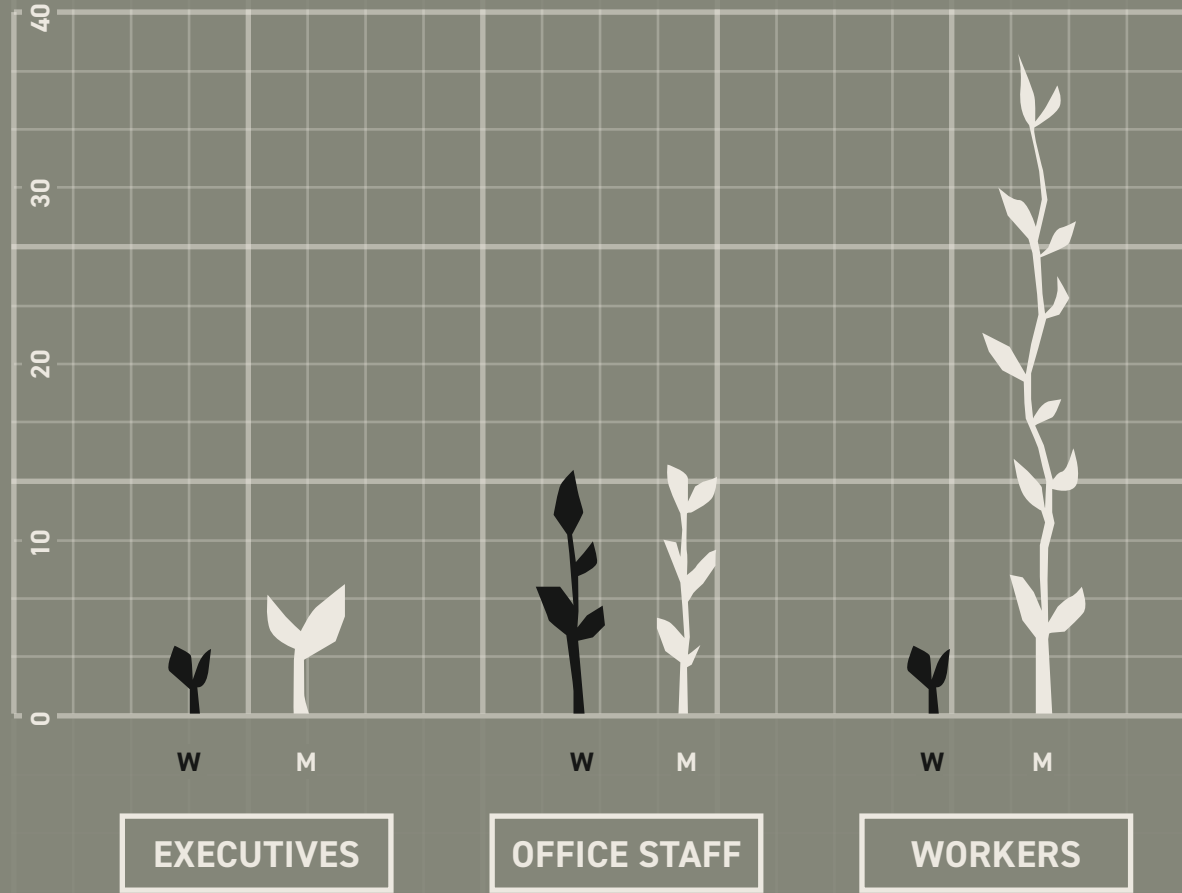


Figure 8 _ Breakdown of employees by role and gender

03_SUSTAINABILITY JOURNEY
SOCIAL SUSTAINABILITY

CONNECTION WITH THE LOCAL AREA



TOTAL WORKFORCE IN 2025

EMPLOYEES		ORIGIN	
MEN	WOMEN	LOCAL COMMUNITY (CO-MB)	OTHER TOWNS IN LOMBARDY
53	16	67	2

Porada's workforce reflects the company's close connection with its local area. Almost all employees live in Cabiata and neighbouring municipalities.

This local connection is also evident among the main outsourced suppliers that support the company in sourcing raw materials or carrying out certain production

stages, such as marble working, upholstery and glass processing. Most third parties involved in Porada production are located in Brianza, often in municipalities close to the company headquarters.

For this reason, production can be described as "made in Brianza" as well as made in Italy.

This has a positive impact not only by involving professionals from the company's home territory and supporting the local economy, but also in environmental terms, as short-distance transport of materials results in lower atmospheric emissions.

HEALTH AND SAFETY AT WORK



At Porada, a culture of occupational health and safety is shared by all employees and at all levels, with the support of the Head of the Prevention and Protection Service (RSPP), whose activities involve the entire organization, from management to employees.

In accordance with regulatory requirements, the company has developed a specific assessment of risks associated with employee health and safety. The risk-assessment document is

defined for each department and work phase and is continuously updated. This assessment identifies all safety risks that may arise during work activities, the prevention and protection measures to be implemented, and ongoing improvement actions based on the findings.

Since 2024, to protect its employees, the company has been operating a complaints-management system through a dedicated whistleblowing channel.

03_SUSTAINABILITY JOURNEY SOCIAL SUSTAINABILITY

REMUNERATION, TRAINING AND PROFESSIONAL DEVELOPMENT

At Porada, all employees receive remuneration equal to or above the guidelines established by the applicable National Collective Labour Agreement (CCNL).

Each year the company gives employees access to training activities and professional courses. In 2025, 512.50 hours of training were provided to male employees and 376.50 hours to female employees, for a stated total of 851 training hours, corresponding to 106 working days in total. 42% of annual training hours

are allocated to female employees, who represented 23% of the workforce in the reporting period.

The share of training hours devoted to women - close to half of the total - highlights that, despite their lower numerical presence, their contribution is considered fundamental to Porada's growth and development. The attention devoted to their training demonstrates the company's commitment to enhancing their skills and supporting their professional development.

The lower presence of women in certain areas, particularly production, is mainly ascribable to a traditional legacy: historically, manual work and the related craft skills were passed down predominantly among men, often from father to son.

Over time, this cultural factor has contributed to a greater male presence in these roles. (Table 3).

NUMBER OF HOURS SPENT ON TRAINING PER PERSON

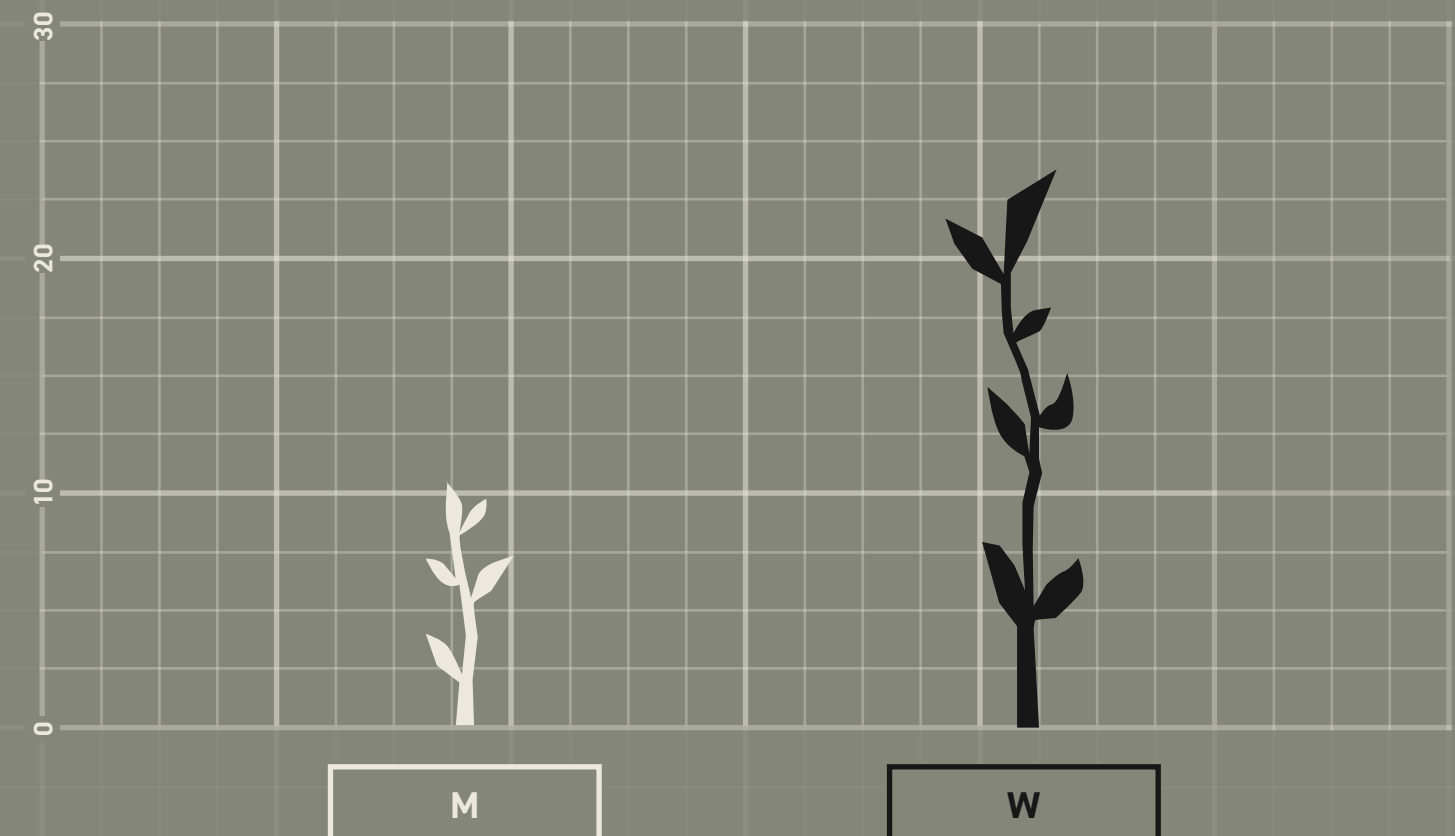


Table 3 _ Average annual training hours by gender

03_SUSTAINABILITY JOURNEY

SOCIAL SUSTAINABILITY

Although production-related activities form the main focus when deciding which refresher courses to run, professional development is provided for all staff members. The training in which Porada invests for its employees ranges from compulsory courses on health and safety at work and data protection to courses aimed at both personal and professional deve-

lopment, such as those dedicated to learning foreign languages or gaining a deeper understanding of customs regulations and company financial statements. Particular importance is also placed on the training of young students whom Porada welcomes into its ranks each year to undertake work placements linked to their studies, both in the offi-

ces and on the production floor. These placements serve a dual purpose: on the one hand, they enable students to gain an insight into the world of work and gain their first work experience under the constant supervision of designated mentors; on the other hand, they allow the company to build closer ties with young people and nurture new talent.

SOCIAL INITIATIVES

Porada gives back to the local community through its sponsorship of a range of initiatives, primarily linked to the worlds of sport and philanthropy, including cultural initiatives. As a family-run business, the company is aware of its privileged position in the market, achieved through nearly eighty years of hard work and dedication; for this reason, it has chosen to provide financial support to a number of local organisations, notably:

- Nicolò Molteni, a FISI athlete from Cabiato and representative of the Italian Army
- Cabiato basketball
- Cabiato volleyball
- Cabiato football
- the Cabiato Cycling Union
- the Cabiato Ski Club
- the 'teatro-in-foglio' association / Teatro in Brianza
- the Croce Bianca di Mariano

Comense, an organisation dear to the company as many of its employees volunteer there. 2025 was a particularly challenging year for the Cabiato area and its surroundings: in September, a severe flood struck the region, causing extensive damage to both private and public property. Porada was among the organisations that actively participated in the relief effort, offering practical and financial support to the local council for the reconstruction work.

On an international scale, however, in collaboration with POLI.design and under the patronage of ADI, Porada launched the Porada International Design Award in 2022, which will reach its thirteenth edition in 2025. It is a competition for design ideas aimed at promoting research and innovation in the furniture sector, open

to students and professionals. Over the years, the Porada International Design Award has received thousands of anonymous entries from all over the world:

- consolidating its role as a privileged observatory of new languages in contemporary design
- establishing itself as a cultural laboratory capable of stimulating creative reflection and strengthening the constructive dialogue between business and education
- offering a unique opportunity, particularly to students, to engage directly with the company and showcase their creative talent

For further information on the Porada International Design Award, see pages 28–29.



03_SUSTAINABILITY JOURNEY

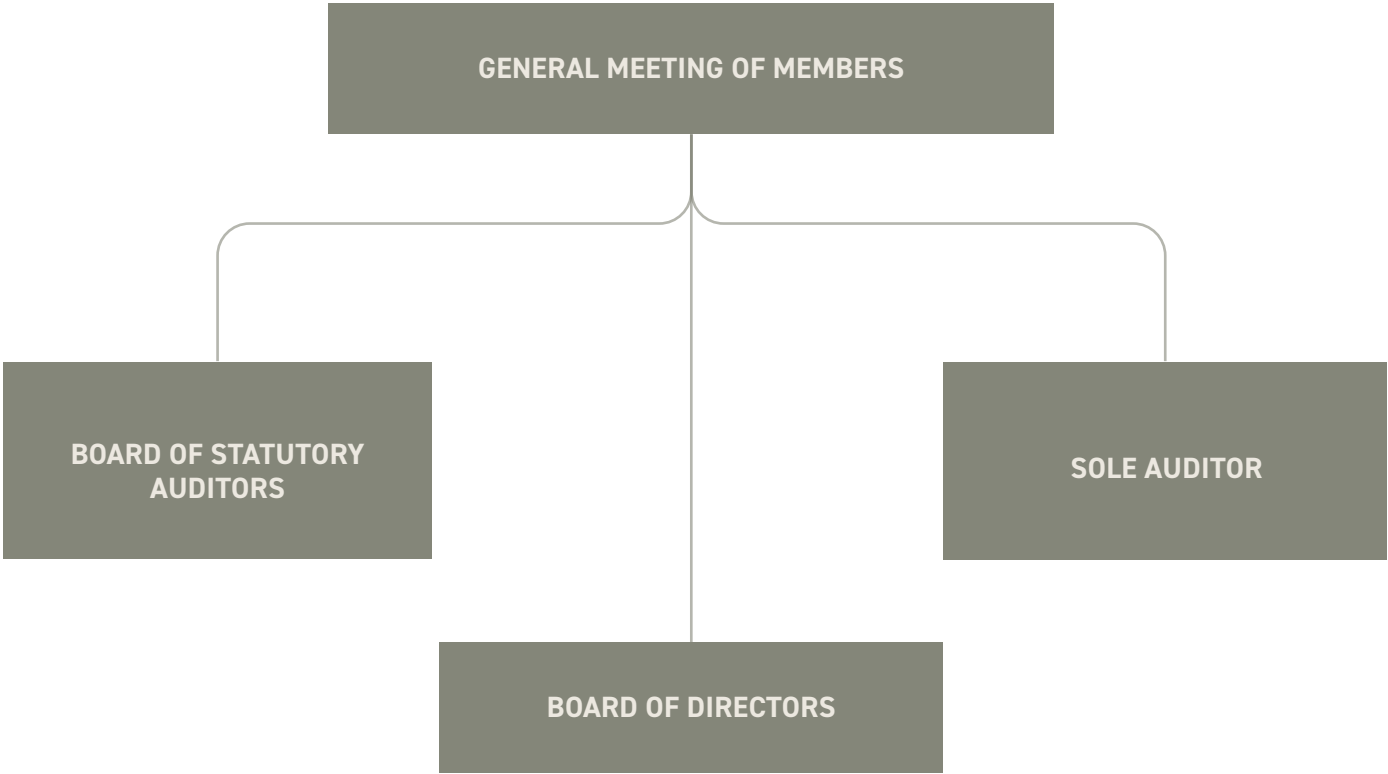
GOVERNANCE

CORPORATE STRUCTURE AND OWNERSHIP

The corporate governance system adopted by Porada Italia is based on transparency and protection of the brand's identity, reflecting a strong family tradition that continues to evolve in response to the complexities of the global market.

The company follows a traditional governance model where management is entrusted exclusively to the Board of Directors,

while supervisory functions are assigned to the Board of Statutory Auditors and statutory audit activities to a Sole Auditor.



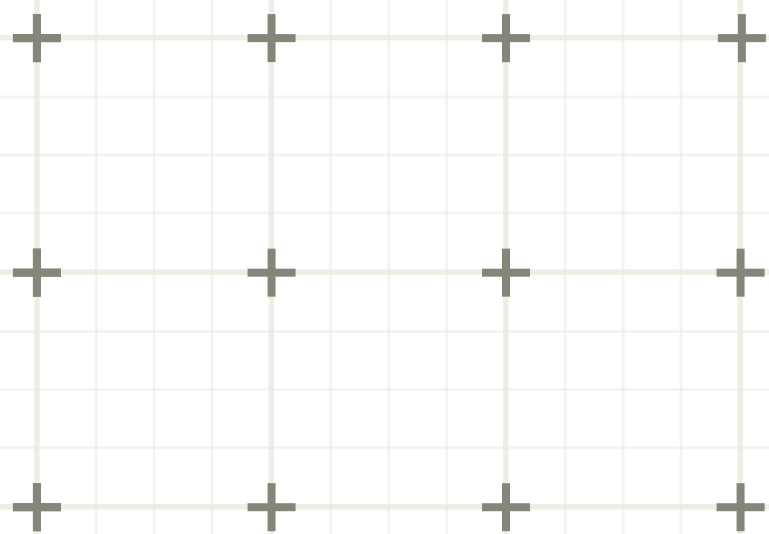
This structure, designed to ensure balanced collaboration among the different corporate components, was significantly strengthened on 10 January 2023. Following the expansion of the business and the new competitive challenges undertaken, the shareholders resolved to establish a broader collegial body, replacing the previous management structure entrusted to only two operational figures, and appointed a six-member Board for the 2023-2025 three-year term.

The current composition of the Board of Directors ensures generational continuity and balance among the four branches of the Allievi family. Tiziano Allievi serves as Chairman and Company Representative, alongside Executive Director Bruno Allievi and Directors Sara, Elisabetta, Roberto and Alessandro Allievi, members of the third generation.

Gender diversity within the decision-making body is represented by two women, Sara and Elisabetta, and four men, Tiziano, Bruno, Roberto and Alessandro, ensuring a plurality of perspectives in defining long-term strategies. The next generational transition will lead Porada to be fully managed by the third generation, whose members already hold key roles in finance, sales and logistics, developing a well-established mechanism that combines artisan know-how with a contemporary managerial vision.

+		+
	Chairman of the Board of Directors and Company Representative	ALLIEVI TIZIANO
	Executive Director	ALLIEVI BRUNO
	Director	ALLIEVI SARA
	Director	ALLIEVI ELISABETTA
	Director	ALLIEVI ROBERTO
	Director	ALLIEVI ALESSANDRO
+		+

04_ CONCLUSIONS



04_CONCLUSIONI

SUSTAINABILITY: A CONCRETE, EVOLVING JOURNEY

The publication of Porada Italia's first Sustainability Report, relating to the 2025 financial year, marks a fundamental milestone in the company's history and reflects its determination to transform its ethical commitment into a real, transparent and measurable account.

The document should be understood as an analysis of Porada's current sustainability position, enabling the company to measure its present impacts and establish medium-to long-term improvement objectives.

The journey undertaken has confirmed and validated the strength of the pillars on which the company's identity rests: a love of solid wood, the enhancement of artisan know-how and an inseparable bond with the Brianza area.

Performance analysis has already produced encouraging results, beginning with a preliminary ESG assessment that placed the com-

pany in the "good" preparedness category with a score of 33 points, confirming the validity of actions independently undertaken before work began on this report.

From an environmental perspective, Porada looks to the future with a strategy based on efficiency and circularity: photovoltaic systems installed since 2012, thermal recovery from wood waste, research into and adoption of new sustainable materials, and recyclable packaging are concrete actions already integrated into the current production cycle.

With the construction of the "Porada 4" building, due to become the company's headquarters from 2027, Porada is already focusing on a new process of improvement and a further ecological transition that will become operational when the building is completed, including a further increase in the use of renewable energy planned for the coming years. Carbon-footprint measure-

ment, launched in 2025, provides the scientific basis on which future decarbonization strategies will be designed and implemented, with the aim of extending monitoring to the more complex categories of the value chain.

On the social front, the company is active in employment stability, with continued investment in staff training and the challenge of gender inclusion. The local area occupies a position of primary importance for Porada, both as the home of most employees and suppliers and as the focus of cultural, philanthropic and sports sponsorships aimed at giving value back to the company's origin.

Attention to young people and new generations of designers is also at the heart of the Porada International Design Award, a central activity in the company's strategy of investing in people internationally.

VSME ENVIRONMENTAL DISCLOSURES

ENERGY CONSUMPTION	RENEWABLE Mwh	NON-RENEWABLE Mwh	TOTAL Mwh
Purchased electricity ^a	227.28	211.23	438.51
Self-generated electricity	132.95	0.00	139.13
Energy from fuels ^b	696.19	219.09	915.29
Total energy consumption			1 486.74
^a The percentage of energy from renewable and non-renewable sources reflects the Italian electricity mix for 2024 as published by Gestore Servizi Energetici (https://www.gse.it/servizi-per-te/fonti-rinnovabili/fuel-mix/documenti). ^b This item includes diesel and petrol used in company vehicles, natural gas for heating, and thermal energy produced from wood. The latter was calculated based on the quantity of wood shavings produced, as recorded in the loading and unloading logs, and a net calorific value of 15.6 TJ/Gg, as specified by the VSME standard.			
^b This item includes diesel and petrol used in company vehicles, natural gas for heating, and thermal energy produced from wood. The latter has been calculated on the basis of the quantity of wood shavings produced, as recorded in the loading and unloading logs, and a net calorific value of 15.6 TJ/Gg, as specified by the VSME standard.			

Table A 1 _ VSME Environmental Disclosures B3.0 and B3.1: total energy consumption and breakdown by source in 2025

ESTIMATED GREENHOUSE GAS EMISSIONS	TOTAL TCO ² E
GHG emissions - Scope 1	82.95
GHG emissions, location-based - Scope 2	95.24
GHG emissions, location-based - total Scope 1 and Scope 2	178.19
Emissioni di GHG - Scope 3	299.45
Total GHG emissions, location-based - Scope 1, Scope 2 and Scope 3	477.64

Table A 2 _ VSME Environmental disclosure B03.200: estimated greenhouse gas emissions in 2025

GREENHOUSE GAS EMISSION INTENSITY	TOTAL TCO ² E/€
Intensity of total 'location-based' GHG emissions	0.0000143

Table A 2 _ VSME Environmental disclosure B03.200: estimated greenhouse gas emissions in 2025

WASTE GENERATED	Waste sent for energy recovery, recycling and reuse kg	Waste sent for disposal kg	Total amount of waste generated kg
15 01 06 – packaging made of mixed materials (plastic, bubble wrap, rubber)	58 580.00	0.00	58 580.00
15 01 01 – paper and cardboard packaging	11 400.00	0.00	11 400.00
08 01 12 – non-hazardous waste paints and varnishes (residues of paints that are no longer in use)	0.00	300.00	300.00
15 02 03 – filter media (dust filters from the paint booth)	80.00	0.00	80.00
15 01 04 – metal packaging (empty tins with no residue)	1 800.00	0.00	1 800.00
08 03 18 – used printer toner cartridges, non-hazardous	40.00	0.00	40.00
10 01 01 – boiler ash, non-hazardous	0.00	1500.00	1500.00
16 02 14 – end-of-life electronic equipment not containing hazardous substances (PCs, switches, workstations, various cables)	318.00	0.00	318.00
08 01 20 – aqueous suspensions containing paints and varnishes, non-hazardous (water from the paint booth)	0.00	88 000.00	88 000.00
16 02 13 – end-of-life electronic equipment containing hazardous substances (monitors)	60.00	0.00	60.00
03 01 05 - Sawdust, wood shavings, wood cuttings, wood, chipboard and veneer other than those referred to in entry 03 01 04	160 660.00 ^a	0.00	160 660.00
^a Intended for energy recovery			

Table A 1 VSME Environmental Disclosures B3.0 and B3.1: total energy consumption and breakdown by source in 2025

WATER ABSTRACTION	TOTAL m³
Total water abstraction from all sites	3 201
Volume of water abstracted from sites located in areas experiencing high water stress	220

Table A VSME Environmental Disclosure B6.0: Water abstraction in 2025

TOTAL HAZARDOUS AND NON-HAZARDOUS WASTE	TOTAL m³
Total hazardous waste	60.00
Total non-hazardous waste	322 678.00
Total waste generated	322 738.00

Table A VSME Environmental Disclosure B7.2: Total waste generated by Porada in 2025

MATERIALI ACQUISTATI	TOTAL m³
Wooden beams and semi-finished products ^a	1 503.39
^a The volume of semi-finished timber products was estimated on the basis of the number of items and assumptions derived from the technical data sheets and catalogues of the company and its retailers.	

Table A VSME Environmental Disclosure B7.3: Mass flows of relevant incoming materials generated by Porada in 2025



NEW YORK SHOWROOM:
185 MADISON AVENUE
NEW YORK
PH: +1 (212) 243-6330
NEWYORK@PORADA.IT

PARIS SHOWROOM:
252 BOULEVARD SAINT-GERMAIN
75007 PARIS
TEL: +33 (0)1 42182488
PARIS@PORADA.IT

LONDON SHOWROOM:
FIRST FLOOR,
SOUTH DOME
DESIGN CENTRE
CHELSEA HARBOUR
LONDON - SW10 0XE
PH: 020 3155 3065
ENQUIRIESUK@PORADA.IT

MILANO SHOWROOM:
20121 MILANO
(MI)ITALIA
VIA BORGOSPESSO, 18
TEL. +39 02 49700 896
MILANO@PORADA.IT

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