

Better_↗ alea



IMPACT ASSESSMENT

2024



Table of contents

Alea as a Benefit Corporation	05
Our Aims of Common Benefit	06
Goals, Actions, Targets	06
Circular Economy and Innovation	06
Local Development, People's Well-being and Employment	09
Cooperation With Organisations and Institutions	12
Impact Assessment	14

Purpose

“Our passion and vision
shape beauty for the future”

Mission&Philosophy

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

Alea as a Benefit Corporation

Benefit Corporations (“Società Benefit” in Italian), introduced in Italy in 2016 as the first of their kind in Europe, are a new legal form of business that combines profit and social responsibility. Benefit Corporations differ from traditional companies by the inclusion in their articles of association of aims of common benefit directed at generating positive effects or mitigating negative impacts on the environment, society and workers.

Alea Srl became a Benefit Corporation and acquired the name Alea Srl SB in December 2023. As required by the regulations, an Impact Manager was appointed, namely our CEO Tiziano Carlot. This role, integrated into the company’s governance, plays an important strategic function, as it has the mandate to define and monitor concrete and measurable objectives on an annual basis for the pursuit of common benefit goals, as indicated in the articles of association.

At Alea, we aim at promoting an approach that strives to create shared value, by generating economic well-being in an environmentally friendly way, with a focus on the conditions of workers and the local community. This is a real commitment that underlines our desire to support sustainable local growth. In today’s economic context, Benefit Corporations are key players, demonstrating the compatibility between corporate profitability and positive impacts on society and the environment.

Our Aims of Common Benefit

Common benefit aims are the distinguishing feature of a Benefit Corporation. Stated in the company’s articles of association, they are the aims of common interest that the company intends to pursue together with profit in order to generate a positive impact on society or the environment.

The individual objectives are then translated into actions. Individual initiatives must be measurable so that their impact over time can be quantified and monitored. Through its actions, the company brings its proposals to life and turns ideas into reality, as provided for in its articles of association. This allows aims of common benefit to become an integral part of Alea’s business model.

Each initiative is subject to a planning and monitoring process, thus ensuring that actions are actually implemented, documented and reported at the end of each financial year.

Goals, Actions, Targets

In this second Impact Report of our company, following the establishment of the Benefit Corporation at the end of financial year 2023, we have first reported on the actions relating to the aims of common benefit and the targets we pursued and achieved in 2024, with the aim of clearly communicating the objectives we had set ourselves. Then, looking ahead, we have identified the initiatives we intend to undertake in 2025.

Such aims have been grouped into three macro-areas, which identify three aspects of common benefit underpinning the business model of Alea Srl SB.

Circular Economy and Innovation

Circular economy is a paradigm intended to move beyond the traditional “take-produce-dispose” model of linear economy. By adopting a systemic approach, it aims to rethink the entire product life cycle, optimising the use of resources, as well as minimising and efficiently recycling/reusing waste. Innovation plays a key role in this. From the development of new materials and recycling technologies to the creation of innovative business models, innovation is key to the transition to an effective and resilient circular economy.

- 1. Promoting circular economy practices through the design, production and promotion of products that reduce waste and facilitate the reuse and recycling of raw materials, specifically wood.
- 2. Designing durable, high-quality furniture with a view to offering long-lasting products.
- 3. Integrating eco-design into the patenting and product development stages in order to minimise environmental impact and promote sustainability in all its activities.

- 4. Developing innovative techniques for using by-products from industrial production waste in line with the Ecodesign and end-of-life concepts.
- 5. Collaborating with universities and research institutes in North-Eastern Italy to develop projects for constantly improving the environmental performance of our products, starting with the efficiency of the internal production process.
- 6. Supporting and choosing the use of sustainable (FSC® certified - License Code FSC-C118323) wood supply chains to preserve ecosystems and biodiversity, paying attention to the rights of the people involved along the chain.
- 7. Offering the option for long-term rental of office furniture.



Results achieved in 2024

ACTIONS 2024	TARGET	RESULTS
Developing products that optimize the use of raw materials and consumption in	Designing and prototyping at least one new product line in accordance with the principles of circular economy	New disassemblable seating line designed
Adopting the methodology of product life cycle analysis certification	Obtaining EPD (Environmental Product Declaration)	Not carried out, as activities focused on calculating Scope 3 CFP emissions
Reducing the use of paper in commercial and sales	Digitising our product catalogue	Annual catalogue print-outs reduced by 25%
Reducing emissions and environmental impact of	Completing Carbon Footprint calculation (Scope 3)	Activity completed
Using energy from renewable sources	Installing a photovoltaic system, providing for possibility of future expansion, to cover at least 50% of our energy needs	Photovoltaic system installed with a total power output of 490 Kwh
Carrying out a feasibility study to evaluate the opportunity of long-term product rental	Carrying out market research to explore industry trends	Cost-benefit analysis carried out internally

ACTIONS

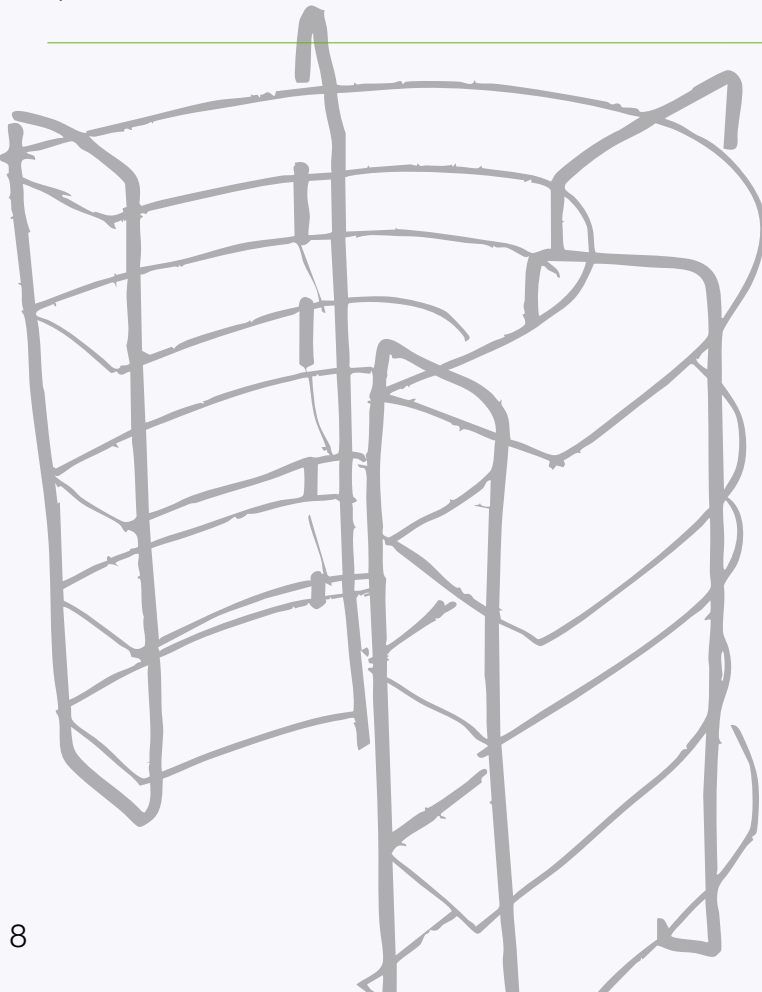
TARGET

Promoting and marketing the new product line designed according to ESG principles

Designing and implementing a communication plan for the new product line

ESG

Adopting the methodology of product life cycle analysis	Providing training for technical staff on LCA methodology and circular economy principles
Reducing the use of paper in commercial and sales activities	Improving KPI compared to the previous year
Reducing direct GHG emissions (Scope 1, 2)	Reducing direct emissions (Scope 1, 2) by 30%
Joining a local Renewable Energy Community to promote the production and use of energy from renewable sources at the local level	Joining a Renewable Energy Community
Reducing the environmental impact of production processes	Identifying a set of indicators for monitoring the environmental efficiency of production processes



Local Development, People’s Well-being and Employment

The success of a company is closely linked to the prosperity of the territory where it is located. We are committed to enhancing the human, intellectual, material resources of our territory, with a view to making a contribution to the growth of the context in which we live. Supporting their growth means first and foremost creating fair working environments, seeking a virtuous balance between personal well-being and corporate objectives, and offering our employees quality employment opportunities in terms of wages, training, recognition and personal development.

- 8. Promoting initiatives that meet the needs of employees in order to foster their personal and professional growth.
- 9. Contributing to generating value for the territory through the creation of new jobs, also by trying to attract new talent.
- 10. Disseminating and promoting a culture of health and safety, also outside the workplace.
- 11. Designing workspaces aiming at the valorisation and well-being of people to foster the development of each individual’s potential.
- 12. Constantly updating good practices on sustainability and circular economy to promote their correct and up-to-date dissemination.



ACTIONS 2024	TARGETS	RESULTS
Investing in employee training on sustainability issues	20 hours of training to employees on ESG topics	A training course on ESG topics was provided, totalling 24 hours, and attended by seven people
Enhancing knowledge and skills regarding circular economy	8 hours of training on circular economy topics	
Nurturing company talent thanks to the co-operation of dedicated professionals (designers, experts, consultants) with a view to co-designing	2 proposals for new product lines by internal personnel	Internal personnel, supported by an external technician, developed product proposals that led to the creation of a new product family
Disseminating sustainability topics within the company	Inclusion of sustainability topics in our company magazine	Sustainability content was included in the magazine and an internal communication project was developed.
Creating spaces that enhance the well-being of employees at work	Redesigning at least 1 common space	Creation of a dining room for workers and renovation of the changing rooms
Listening to people's needs in order to facilitate work-life balance	Implementing measures to provide flexibility in employee working time (part-time, holidays spread over several months), including through internal planning aimed at preventing impact on activities	Rescheduling of working hours during summer in the production area; holiday planning, with positive impacts on productivity
Supporting the growth of younger generations	Hosting at least 4 students participating in combined learning-working programmes and/or internships	4 students hosted

ACTIONS 2025	TARGETS
Investing in employee participation in a course for becoming sustainability managers	Having at least one person participate in a training course for becoming sustainability manager
Listening to people's needs in order to facilitate	Implementing measures to provide flexibility in employee working time (part-time, holidays spread over several months), including through internal planning aimed at preventing impact on activities; carrying out a qualitative and quantitative analysis of the impact generated Distributing a questionnaire for improving the canteen service
Supporting the growth of younger generations	Hosting at least 2 students participating in combined learning-working programmes and/or internships Hosting 1 intern in collaboration with a technical college
Conducting an internal survey on the sharing of corporate values; launching an internal communication plan	Conducting the survey and launching the internal communication plan



Cooperation With Organisations and Institutions

We are aware that the commitment to sustainability is a path towards goals that we cannot achieve alone. We want to strengthen partnerships and cooperation with other organisations in the sector, training institutions, local stakeholders, with a view to disseminating the principles of sustainability, involving other people and organisations in the path of change, and launching initiatives to generate an even greater social impact.

- 13. Collaborating in environmental education and awareness projects, with special attention to future generations.
- 14. Reinvesting part of our profit, in accordance with this document, in volunteering and charity projects or in support of scientific and university research pursuing the objectives herein identified.
- 15. Disseminating sustainability values and practices within and outside the company, being aware of the relevant role we play in our industry, to the benefit of the community and the territory
- 16. Implementing ethical-social impact models through the adoption of legality rating models and crime prevention policies.
- 17. Transparently disclosing our actions and activities, regularly communicating results to inspire and involve other entities and organisations.

Results achieved in 2024

ACTIONS	TARGETS	RESULTS
Collaborating with nonprofits in the municipality to support initiatives with social impact	Cooperating with at least two local associations	Cooperating with three local associations
Disseminating good sustainability practices	Publishing the sustainability report	In 2024 the first impact report of Alea Srl
Creating partnerships with other local entities for participation in events and promotion of the local context	Participating with a permanent showroom at the premium industry event Fuori Salone 2024 in Milan	Together with other producers from its region operating in other sectors, Alea took part in Fuori Salone 2024 with a shared installation
Creating growth opportunities through participation in industry trade fairs	Participation in 4 trade fairs	In 2024, Alea participated in 3 industry trade fairs

Our targets for 2025

ACTIONS	TARGETS
Collaborating with nonprofits in the municipality to support initiatives with social impact	Cooperating with at least 2 local/sport associations
Disseminating good sustainability practices	Publishing the second impact report and the first sustainability report
Creating events with partners that develop products according to ESG principles and improve the working environment	Organising at least two events with partners
Creating growth opportunities through participation in industry trade fairs	Participating in 2 fairs and opening new permanent exhibition



Impact Assessment

As a Benefit Corporation, and pursuant to Article 1 paragraph 378 of Italian Law 208/2015, Alea is required to draw up an impact assessment. This assessment, which analyses five main areas, is intended to demonstrate the company's concrete commitment to sustainability and the common good.

1. Corporate Governance. Transparency and accountability in the pursuit of aims of common benefit are assessed, as well as the stakeholder involvement and the level of transparency of corporate policies.

2. Workers. The subject of analysis is the relationship with employees/collaborators in the following aspects: remuneration, benefits, training, professional development, working environment, internal communication, organisational flexibility, health and safety.

3. Local Communities. This area covers interactions with suppliers, the territory and local communities, as well as actions supporting the supply chain and territory development, such as volunteering, donations, and cultural and social activities.

4. Environment. The focus is on the company's environmental impact, i.e. its energy, resource and raw material use is investigated, with a focus on the product life-cycle assessment, including: production, logistics and distribution processes, use, consumption, waste reuse and end of life.

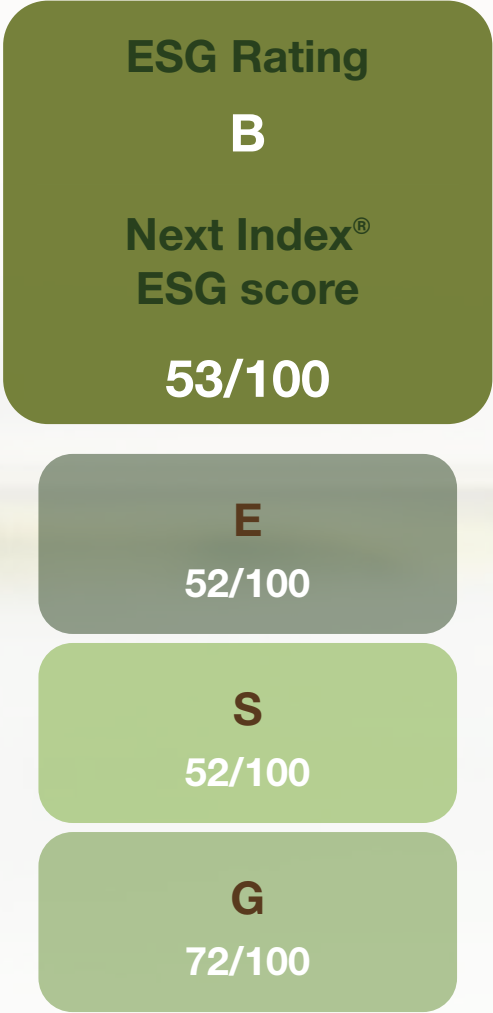
5. Customers. The company is assessed on the quality of its products and services, its management of privacy and data security, as well as the presence of feedback channels and its commitment to meeting customer needs.



With a view to transparency and commitment to sustainability and the creation of shared value, Alea renewed its impact assessment in 2024. To this end, we chose to use the NeXt Index® questionnaire, an ESG assessment tool recognized in Italy, in order to ensure rigorous and objective measurement. The NeXt Index® is based on the analysis of six fundamental areas of integral sustainability:

- 1. Organization governance:** includes strategic decisions at the managerial level;
- 2. People and the working environment:** concerns management and internal operations;
- 3. Relationships with citizens-consumers:** refers to interactions with external stakeholders;
- 4. Supply chain:** refers to strategic choices in supplier management;
- 5. Behaviour towards the natural environment:** includes initiatives for environmental protection and combating climate change;
- 6. Behaviour towards the local community:** includes interactions with and support to the local area.

We obtained a score of **53/100**, which marks a 4-point improvement over 2023 and places us in rating class **B**.



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

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