

# W E L L O

## **SUSTAINABILITY** REPORT

**SUSTAINABILITY**  
REPORT 2025

# LETTER TO STAKEHOLDERS



Dear Stakeholders,

On the occasion of our 50th anniversary, we have chosen to embark on a journey aimed at concretely assessing the impact of our activities in the field of sustainability.

It is with great satisfaction that we present our first Sustainability Report, a document that formalizes our commitment to ESG topics, an area in which we have already been engaged for some time through a continuous improvement process.

This first edition represents a starting point, not a destination. It is the result of careful internal reflection and a desire to begin sharing the responsibilities, impacts, and opportunities that characterize our daily operations.

With a view to transparency and methodological rigor, we have chosen to adopt the VSME standards (Voluntary Sustainability Reporting Standard for non-listed SMEs) issued by EFRAG and addressed to organizations that voluntarily undertake sustainability reporting. This framework allows us to analyze our activities in a structured, accessible, and practical way.

We are aware that social, environmental, and governance matters require time, commitment, and the ability to listen. This first report aims to provide a snapshot of the present and to lay the foundations for continuous improvement year after year, through data monitoring, the identification of priorities, and the definition of clear and measurable objectives.

Within these pages, you will find the first steps we have taken, the initiatives currently underway, and an overview of our future ambitions.

Some areas are already more mature, while others are still in an exploration phase. We believe it is essential to be transparent also about what is still under development, as consistency between values and actions is central to us.

We would like to thank everyone who contributed to the creation of this document, and especially those who choose to accompany us on this journey, which begins today with determination and responsibility.

The Caspani Family

# COMPANY

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**INTRODUCTION  
TO REPORTING  
AND COMPANY  
OVERVIEW**

CLEAF

## MISSION

To design and manufacture innovative surfaces for furniture and interior design, enhancing both the sensory and functional experience of spaces, while providing versatile and coordinated solutions for industry professionals.

## VISION

To be an international benchmark in the furniture surface industry, combining aesthetic innovation, durability, and sustainability, and contributing to the creation of more beautiful, functional, and responsible environments.

## COMPANY HISTORY



## A FAMILY STORY

Since its founding in 1975, Cleaf has embodied an entrepreneurial vision born from the intuition of the Caspani family, who continue to guide the company with passion, vision, and a strong foundation in traditional values.

Over the years, these values have evolved through innovation, shaping a path of growth that successfully combines the solidity of Italian manufacturing culture with a continuous drive for renewal.

Today, Cleaf is supported by a governance model that brings together the strength of family management and the strategic vision of an international partner. 72.5% of the share capital is held by the Italian holding company HC S.r.l., owned by the Caspani family, while the remaining 27.5% is held by the Austrian group Egger, itself a family-run business sharing similar values.

This shared leadership reflects a constant commitment to creating responsible value for people, the local community, and the future of the company.

Cleaf s.p.a. reported revenues of €156 million in the 2025 financial year, confirming the strength of its industrial and commercial model, as well as its ability to invest in innovation and human capital

At its production facilities in Brianza, considered the heart of design, Cleaf internally develops melamine-faced panels, laminates, and edging solutions, bringing Made in Italy quality and creativity to residential and professional spaces worldwide.

With over 300 employees and an industrial model in constant evolution, Cleaf today represents a company driven by growth, research, and forward-looking vision.

“I have always looked up to those more talented and bigger than myself. I have done better than some people while others have risen far beyond my reach. But all in all, I am very pleased with what I have achieved. Cleaf has carved out its own original space and today it is a solid company though remaining a family business. Cleaf is a team that always aims for excellence, a place where people work well together and continue to dream.”  
(Luciano Caspani, President and Founder)





## 50TH ANNIVERSARY

In 2025, Cleaf celebrated its 50th anniversary with a project centered around the iconic 1970s telephone booth, a symbol of a journey through time, bridging tradition and innovation.

This initiative took shape through an event-installation at Pirelli HangarBicocca, the setup of the CCube corporate showroom, and the stand at Salone del Mobile.Milano.

A celebration that brought together clients, architects, and partners, but above all the people who make this success story possible every day: the people of Cleaf.

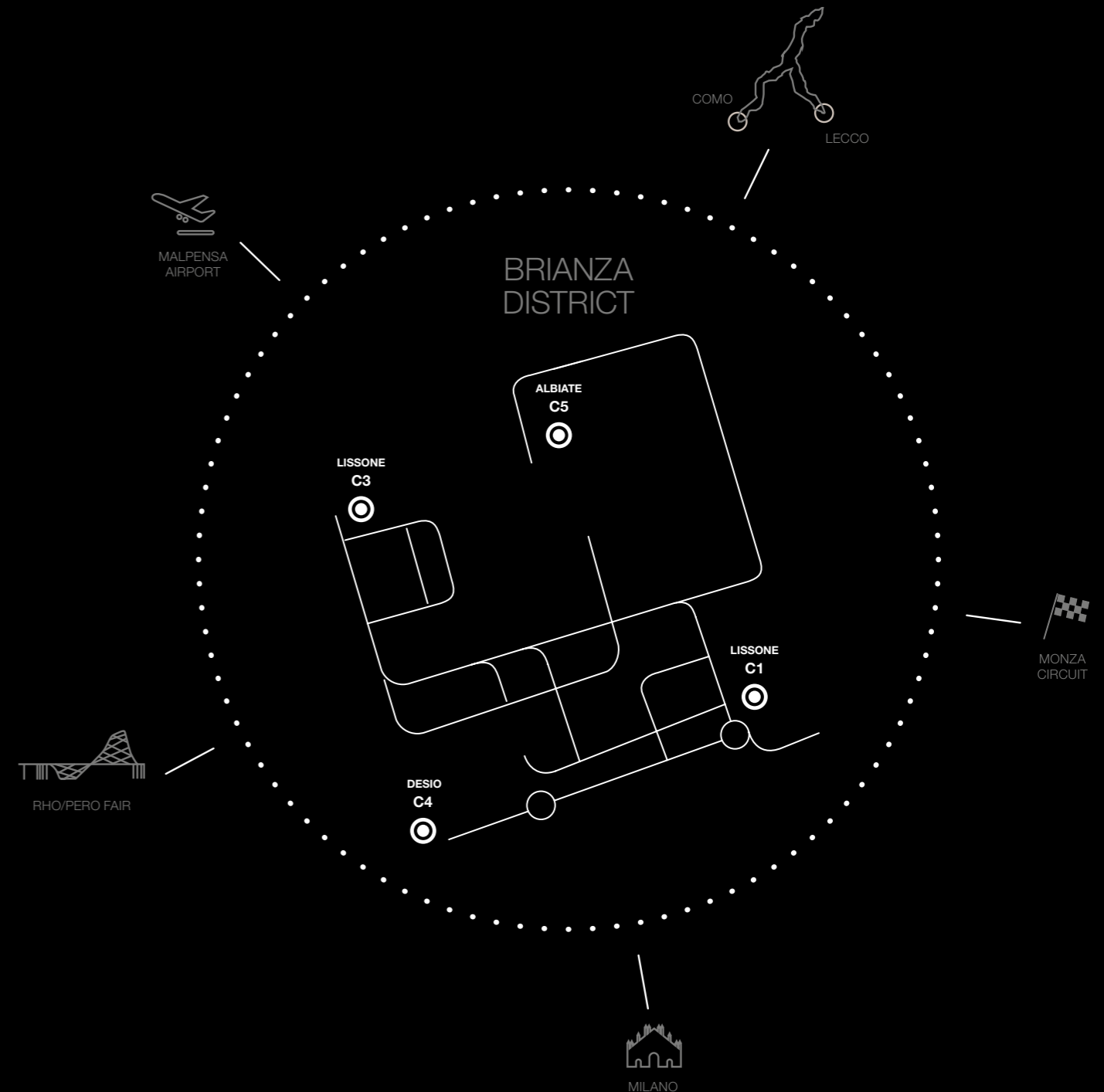
# PRODUCTION REORGANIZATION

During 2025, Cleaf initiated a significant process to reorganize its production system.

The C1 and C4 plants will be expanded and partially upgraded from a technological perspective: the first to accommodate the production of cut-to-size panels, and the second to integrate semi-finished processing activities. In addition, warehouse capacity at both plants will be enhanced through the installation of next-generation machinery.

In October 2025, the activities and production processes previously carried out at the C2 plant in Macherio were transferred to the C1 and C4 plants.

This reorganization has enabled the optimization of space utilization, improving the overall efficiency of the production system and laying the foundations for future investments in innovation. An ambitious and strategic project that represents an evolution in Cleaf's industrial configuration, shaping a flexible and dynamic production model in continuity with the existing one.



## THE CORPORATE SHOWROOM

Since 2013 the CCube, the corporate showroom in Lissone, is Cleaf's creative heart. A place devoted to the culture of surfaces: a coordinated system of products to coat furniture and interiors. A growing number of textures and decoratives with multiple tactile and visual effects.



## THE WORLD OF DESIGN

The Shaping Surfaces competition was launched in 2019 from a direct dialogue with distributors, in response to a concrete need: to provide real examples of how Cleaf surfaces can be applied in interior design projects.

Since then, it has become a strategic tool for maintaining a strong connection with the world of design, engaging architects and interior designers in a shared narrative of aesthetics, function, and innovation.

Now in its sixth edition, the competition takes place online and invites professionals to submit projects that integrate Cleaf surfaces in original and coherent ways. Each month, an internal jury awards the Shaping Surfaces Monthly Award, evaluating both design quality and the use of surfaces.

The journey culminates in April with the Shaping Surfaces Annual Award, selected from the monthly winners with the support of a panel of industry experts. The winning studios are awarded the direct commission to design the CCube corporate showroom in Lissone, renewed each year during Salone del Mobile.





## PRODUCTS AND CERTIFICATIONS

## DESIGN PHILOSOPHY

Every room and every piece of furniture emits continuous signals that consciously or unconsciously affect the user's perceptions and performance. These signals have a significant impact on the overall quality of the interior. All surfaces developed by Cleaf take these insights into account.

Cleaf is continuously committed to researching solutions aimed at extending the lifespan of its products and reducing their environmental impact. Convinced that the most sustainable product is one that lasts over time, the company designs durable materials, carefully selecting raw materials and adopting international quality standards.

Within its production processes, particular attention is paid to reducing resource consumption, reusing and recycling materials, and controlling emissions. A responsible approach that combines innovation, efficiency, and respect for the environment.





FACED PANELS,  
LAMINATES,  
EDGES.

A COORDINATED SYSTEM  
TO COAT FURNITURE  
AND INTERIORS.



## THE STOCK COLLECTION

The **ESPRESSO 2628** collection by Cleaf highlights the innovative aesthetic and tactile research on surfaces.

126 products developed in 30 textures, available in stock as faced panel, laminate, edge, that can be purchased in bundles or single products from Cleaf's official dealers.

Wood, metal, stone, fabric effects to give life to environments for living and working. From retail to hospitality, from work spaces to home interiors.

Different scales and types of interior projects in which architects are called to develop unique experiences.

## FSC® CERTIFICATION (FSC® C047274)



For over fifteen years, Cleaf has held FSC® **Chain of Custody certification**, granted by FSC®, a global non-profit organization dedicated to promoting responsible forest management worldwide.

This important achievement is based on the implementation of ten core principles:

- 01 Compliance with laws
- 02 Workers' rights and employment conditions
- 03 Indigenous peoples' rights
- 04 Community relations
- 05 Benefits from the forest
- 06 Environmental values and impacts
- 07 Management planning
- 08 Monitoring and assessment
- 09 High conservation values
- 10 Implementation of management activities

Cleaf products are made using **recycled materials, materials sourced from responsibly managed FSC®-certified forests, and other controlled sources**, and are supplied upon request with an FSC® declaration.

The Chain of Custody system complies with the FSC-STD-40-004 v3.1 standard for the following activities and products:

- **Procurement in Europe** of raw particleboard and fibreboard panels certified FSC 100%, FSC Mix, FSC Recycled, and FSC Controlled Wood, as well as decorative papers (base and impregnated) certified FSC Mix and FSC Controlled Wood
- **Production in Italy and global distribution** of melamine-faced panels (particleboard, MDF, HDF, OSB) and laminates (HPL and CPL), manufactured using FSC Mix and FSC Controlled Wood materials
- **Global distribution** of decorative papers (base and finish)



## TESTING

As part of its ongoing commitment to ensuring product safety and indoor comfort, CLEAF has welcomed **EU Regulation 2023/1464**, which halves the maximum formaldehyde emission limits for wood-based panels and introduces limits for many other wood-based products. This represents a key milestone for sustainability—one with which Cleaf has already been substantially compliant for years, through the voluntary adoption across its entire production of melamine-faced particleboard and fibreboard panels of the pioneering German standard ChemVerbotsV (2018) (BAnz AT26.11.2018 B2).

In addition, regarding emissions, Cleaf has chosen to go a step further:

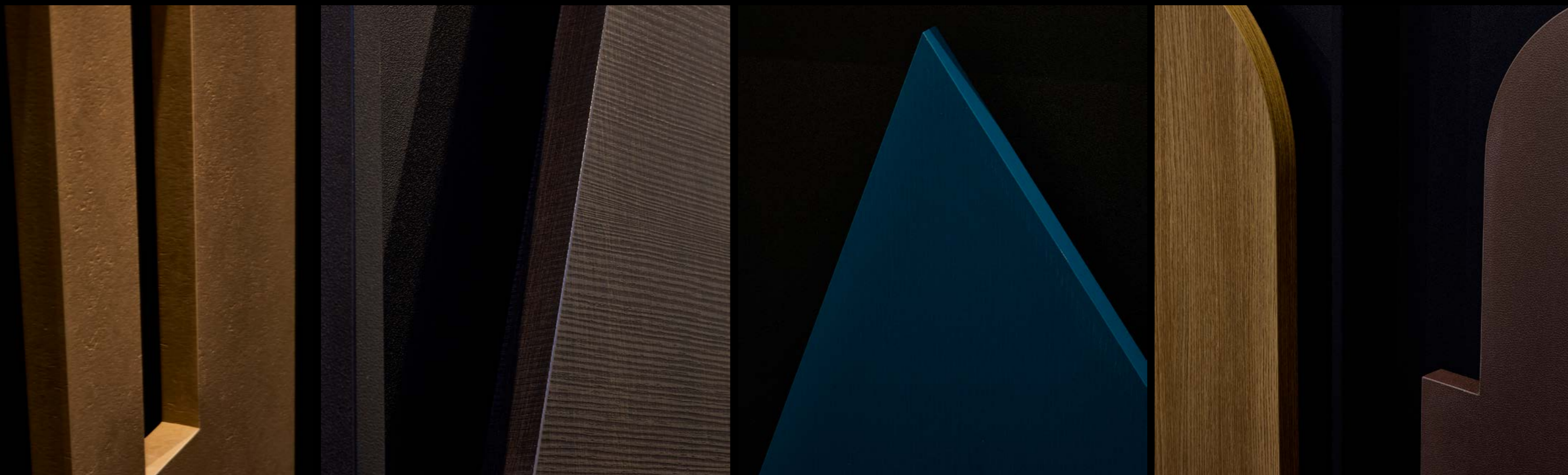
- Testing formaldehyde emissions using a standardized method even more stringent than that required by EU Regulation 2023/1464, namely **EN 16516**, which—compared to EN 717-1—simulates product use under conditions of lower air exchange and higher relative humidity. All of this while maintaining compliance with U.S. standards **TSCA Title VI** across the entire production, enabling customers to export freely to the United States and to countries that have adopted these standards as common practice.
- Voluntarily implementing the monitoring of **Volatile Organic Compounds (VOCs)**, to ensure not only indoor air quality but also user comfort, in line with numerous standards such as CAM Edilizia, Blue Angel, and the EU Taxonomy, among others.

CLEAF has chosen to align its panels with the highest standards currently available on the market in terms of mechanical performance. Accordingly, it supplies its customers exclusively with panels bearing the CE marking in compliance with **Regulation (EU) No. 305/2011 (CPR)** and in accordance with Italian Legislative Decree No. 106/2017. CLEAF ensures consistent product quality over time through laboratory testing and regular third-party audits in accordance with EN 13986, guaranteeing suitability not only as materials for interior furnishings but also as **construction products**.

In addition to panels for dry-use environments, panels are also available for humid environments, both particleboard and medium-density fibreboard (MDF). For applications subject to fire safety regulations, CLEAF produces particleboard panels with active protection, featuring flame-retardant surface treatments (SAFEFIRE), as well as MDF panels with passive protection, based on fire-retardant additives within the core.

To enhance resistance to stresses such as wear and scratches, CLEAF has developed a wide range of laminate types in decors coordinated with its panel collections. In this case as well, customers requiring applications subject to fire safety regulations can rely on CLEAF as a solid partner, thanks to the availability of laminates produced with fire-retardant technical papers. These are specifically developed to meet the needs of those designing construction products with proprietary CE marking, as seen, for example, in the wide-ranging world of doors.

Finally, to support applications in marine environments subject to fire safety regulations, CLEAF has developed and tested its laminates in an accredited laboratory in accordance with the IMO Resolution MSC.307(88) – 2010 FTP Code), Annex 1, Part 5. CLEAF MARINE LAMINATE is certified by a third party in accordance with **Directive 2014/90/EU (IMO-MED)**.



# ENVIRONMENTAL PRODUCT DECLARATION (EPD)

In 2025, Cleaf chose to publish **EPD (Environmental Product Declarations)** for its products in accordance with the international standard EN ISO 14025, with the aim of providing clients, designers, and stakeholders with a standardized tool to support informed purchasing decisions, based on transparent, **comparable, and verified** information regarding the environmental impact of products throughout their life cycle—from raw materials to end-of-life. The EPDs are based on **Life Cycle Assessment (LCA)** studies carried out in accordance with the **Product Category Rules (PCR)** issued by the **International EPD® System Program Operator**, in compliance with the **international standard for construction products (EN 15804)**.

As voluntary Type III environmental declarations, the EPDs have been verified by an independent third party and subsequently registered and made publicly available for consultation (<https://environdec.com/library>). For the company, publishing EPDs represents not only a tool to support the market, but above all a **strategic choice** that demonstrates its commitment to sustainability and responsible innovation. In fact, the LCA study has made it possible to identify the **main environmental hotspots**, providing objective insights to better guide actions and efforts toward the continuous improvement of product environmental performance.



**Environmental Product Declaration**

INTERNATIONAL EPD SYSTEM  
EPD VERIFIED

In accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/AC:2021 for:  
**1 m<sup>2</sup> of melamine faced particleboard**  
EPD of multiple products, based on a representative product from  
**Cleaf S.p.A.**

**CLEAF**

The complete list of products can be found in the Product Information section

Programme:	The International EPD System, <a href="http://www.environdec.com">www.environdec.com</a>
Programme operator:	EPD International AB
Type of EPD:	EPD of multiple products from a company
EPD registration number:	EPD-IES-0025873:001
Version date:	2025-09-23
Validity date:	2030-09-22

An EPD may be updated or republished if conditions change. To find the latest version of the EPD and to confirm its validity, see [www.environdec.com](http://www.environdec.com)



**Environmental Product Declaration**

INTERNATIONAL EPD SYSTEM  
EPD VERIFIED

In accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/AC:2021 for:  
**1 m<sup>2</sup> of melamine faced Medium Density Fiberboard (MDF)**  
EPD of multiple products, based on a representative product from  
**Cleaf S.p.A.**

**CLEAF**

The complete list of products can be found in the Product Information section

Programme:	The International EPD System, <a href="http://www.environdec.com">www.environdec.com</a>
Programme operator:	EPD International AB
Type of EPD:	EPD of multiple products from a company
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Among the many indicators included in EPDs, the most representative in the field of construction products is undoubtedly the **Global Warming Potential (GWP)**, broken down into its main components: «fossil» and «biogenic».

This parameter has guided CLEAF's initial steps toward developing its products not only in terms of quality and design, but also in terms of sustainability. Global warming refers to the long-term increase in the Earth's average surface temperature, mainly caused by human activities that release greenhouse gases into the atmosphere, such as carbon dioxide and methane—which trap heat, intensifying the natural greenhouse effect and leading to broader climate changes, including extreme weather events, rising sea levels, and the melting of ice. Different gases have different potentials to drive climate change. To compare them, an indicator known as **Global Warming Potential (GWP)** is used.

**The LCA analysis** of CLEAF's melamine-faced products has highlighted a **positive impact on global warming potential**, meaning a net benefit in terms of greenhouse gas effects, resulting from the sum of phases A1–A2–A3: extraction and transport of raw materials to CLEAF's production plants, together with the panel surfacing and product packaging phases.

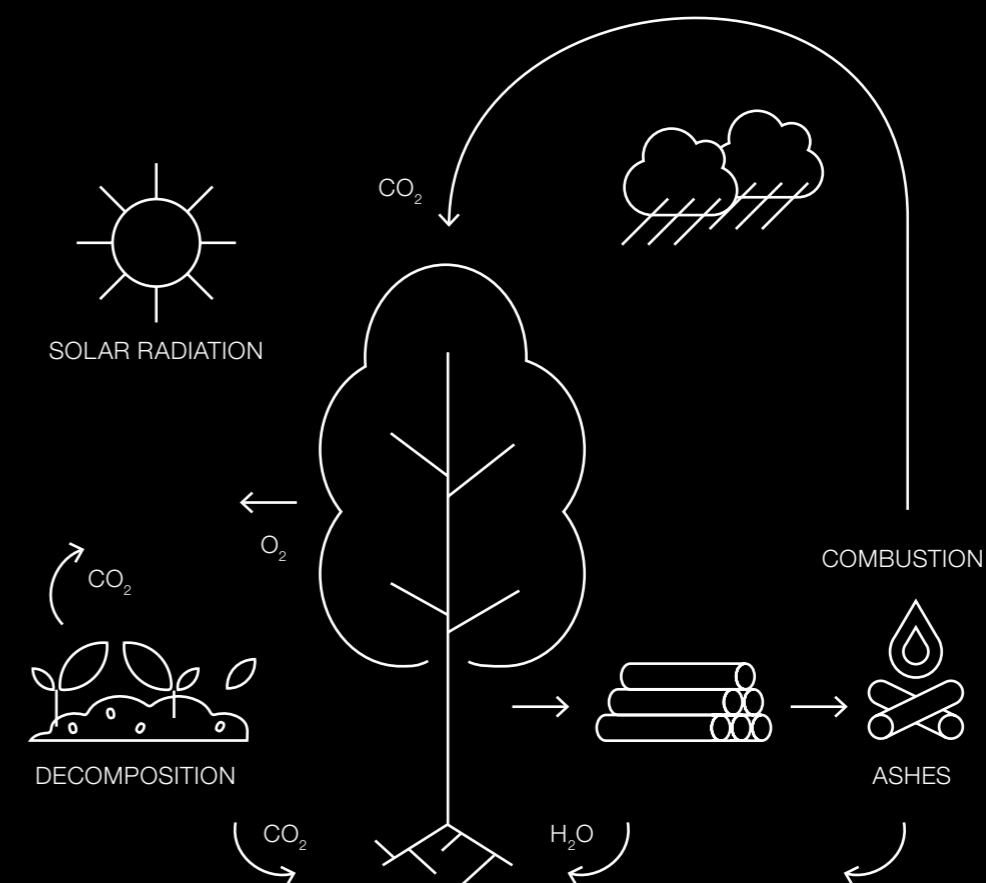
This result is mainly due to the combination of two factors:

- products made from wood
- long product durability

Wood-based products show a positive contribution to global warming potential thanks to the storage of carbon dioxide in the form of biogenic carbon within the wood during tree growth.

Carbon dioxide can be released, thus generating a greenhouse effect, through combustion and decomposition; however, no greenhouse effect is recorded as long as the carbon remains stored within the product. Only at the end of the product life cycle does CO<sub>2</sub> release occur, typically during energy recovery from wood waste (phase C3).

As can be expected, the longer products remain in use, the greater the dilution over time of the environmental impact associated with waste treatment processes, including reuse, recovery, recycling, and final disposal.





CLEAF today embraces the principles of eco-design, integrating performance indicators derived from EPD into its internal decision-making framework. The company's daily choices are no longer driven solely by objectives of aesthetics, uniqueness, and product quality, but also by environmental responsibility. By analyzing the influence of each life cycle phase on environmental performance indicators, it has been observed that the majority of the impact is concentrated in the raw material extraction and processing phase (A1), which typically accounts for over 60% of the total impact. These impacts are mainly determined by the supply of raw panels (prior to surface finishing). This has led to the development of strong partnerships with leading manufacturers of raw panels, who bring extensive expertise in the processing of recycled wood, enabling the production of high-quality substrates essential for CLEAF's melamine-faced products, always the result of carefully balanced technological processes. Giving new life to wood that has already completed its first life cycle on the market effectively means significantly postponing the moment of recovery or end-of-life disposal, extending its value over time.

**SUSTAINABLE  
DEVELOPMENT  
GOALS (SDGS)**



In 2015, world leaders made a historic commitment: to ensure the rights and well-being of all by defining the 2030 Agenda for Sustainable Development and its **17 Sustainable Development Goals (SDGs)**.

Today, the SDGs represent the main international reference framework for sustainability-oriented policies and strategies, providing an integrated approach to addressing global challenges such as poverty, inequality, climate change, human rights violations, and environmental degradation. They also promote a model of development capable of balancing economic growth, social inclusion, and environmental protection.

Adopted on 25 September 2015 by all 193 United Nations Member States, the 2030 Agenda is part of a global action framework that defines 169 specific targets linked to the 17 Sustainable Development Goals.

While not a definitive solution, the Agenda provides a shared and ambitious platform on which to build policies and strategies for change, promoting an integrated vision of sustainable development at a global level.



## SUSTAINABLE DEVELOPMENT GOALS

# ENVIRONMENTAL

**The Sustainable Development Goals (SDGs)** can be grouped into three main thematic areas: environmental, social, and governance, reflecting the core dimensions of sustainability. This classification helps highlight the synergies between the goals and supports the development of integrated and consistent business strategies aligned with ESG principles.

**Environmental** SDGs include topics such as responsible consumption and production (SDG 12), climate action (SDG 13), and the protection of terrestrial biodiversity (SDG 15).



**SDG 12** The company promotes the efficient use of resources through the partial use of recycled wood and the recovery of production by-products, contributing to the circular economy and reducing environmental impact.



**SDG 13** Sourcing raw materials from the domestic market helps reduce transport-related emissions and strengthens local supply chains.



**SDG 15** The selection of wood from certified and responsibly managed forests helps protect biodiversity, water resources, and forest ecosystems.

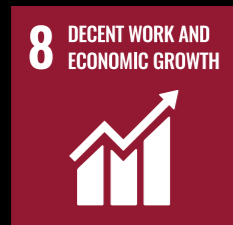
## SUSTAINABLE DEVELOPMENT GOALS

# SOCIAL

Integrating **social** SDGs into the company's vision means investing in people's growth and in values that generate positive and shared impacts both within and beyond the organization. This area includes goals that promote decent work and economic growth (SDG 8), health and well-being (SDG 3), and quality education (SDG 4), contributing to the creation of fairer, more inclusive, and well-being-oriented working environments.



**SDG 3** Cleaf contributes to SDG 3 by ensuring safe working environments through regular health and safety training, in compliance with applicable regulations. This commitment reduces the risk of accidents and protects employees' well-being.



**SDG 8** Cleaf provides stable and continuous employment opportunities, supporting the professional development of its people and contributing to the economic growth of the regions in which it operates.



**SDG 4** In 2025, Cleaf Academy was established to promote employee training through dedicated programs focused on the development of soft skills, hard skills, and language competencies. At the same time, Cleaf supports external initiatives such as the Master's program in Sensory Surface Design at Politecnico di Milano and Artwood Academy.

## SUSTAINABLE DEVELOPMENT GOALS

# GOVERNANCE

SDGs related to **governance** promote ethics, transparency, and accountability in decision-making processes. This means ensuring legality, compliance, and risk management, while fostering inclusive structures and dialogue with stakeholders. Strong governance enhances trust and resilience, guiding the company toward sustainable growth aligned with ESG principles.



**SDG 9** Cleaf develops innovative surfaces through an intensive research and development activity that combines design, technology, and functionality. Each product is the result of an advanced industrial process. Continuous investment in plant modernization and cutting-edge technologies strengthens the company's ability to innovate over time.



**SDG 16** To ensure compliance with applicable regulations and transparency across the entire supply chain, Cleaf has implemented a structured due diligence system based on rigorous controls and dedicated procedures. In support of a solid and responsible governance framework, the company has also adopted Organizational Model 231, a Whistleblowing Policy, a Code of Ethics and Conduct, and a Human Rights Policy.

**PEOPLE**

# WORKFORCE COMPOSITION

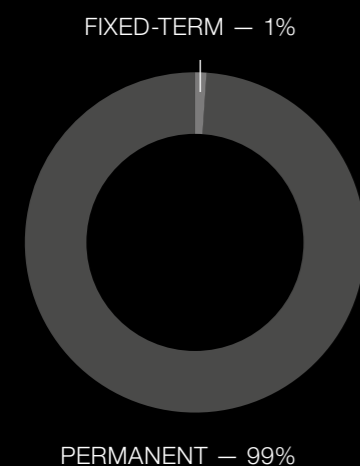
Cleaf believes in the enhancement of human capital as a key driver of sustainable growth. In 2025, the company employs a total of **315 FTEs\*** all covered by collective labor agreements (CCNL Legno Industria). Over **99%** of employees are on **permanent contracts**, while only **4 FTEs** are on fixed-term contracts. During the year, Cleaf converted 1 temporary contract into a permanent position.

This approach is intentional: it ensures continuity, reduces turnover, fosters internal capabilities, and strengthens company know-how. In 2025, Cleaf recorded a **turnover rate of 3.1%**, a contained level that confirms the company's ability to attract, motivate, and retain talent.

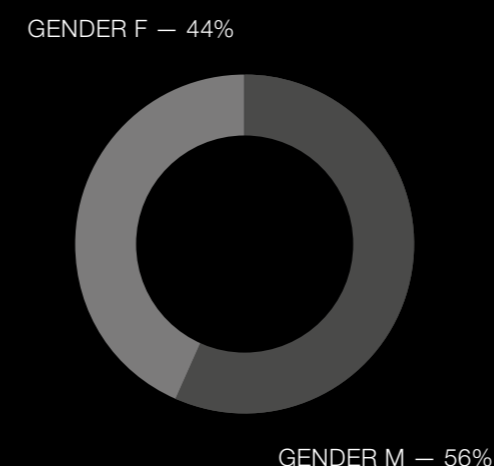
The workforce consists of 89 white-collar employees and managers and 226 blue-collar production workers (in FTEs), confirming the strong production component supporting the quality of operational processes. The use of external workforce not directly employed by the company is limited and functional: only 4 FTEs in production, sourced through temporary employment agencies.

At an international level, Cleaf operates with 6 area managers, supported by its subsidiaries Cleaf USA and Cleaf China. The gender composition reflects the technical nature of the sector and production processes, with a predominance of male employees.

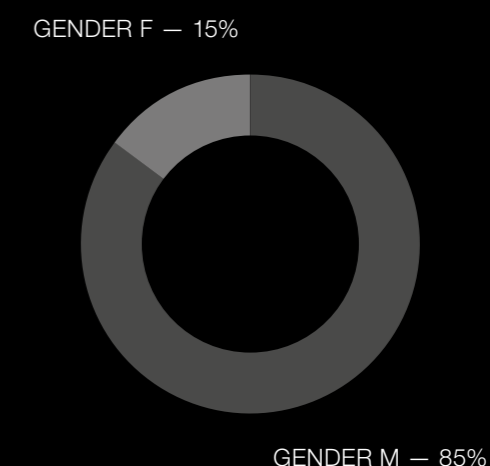
## Total Workforce



## Office Workforce Composition



## Total Workforce



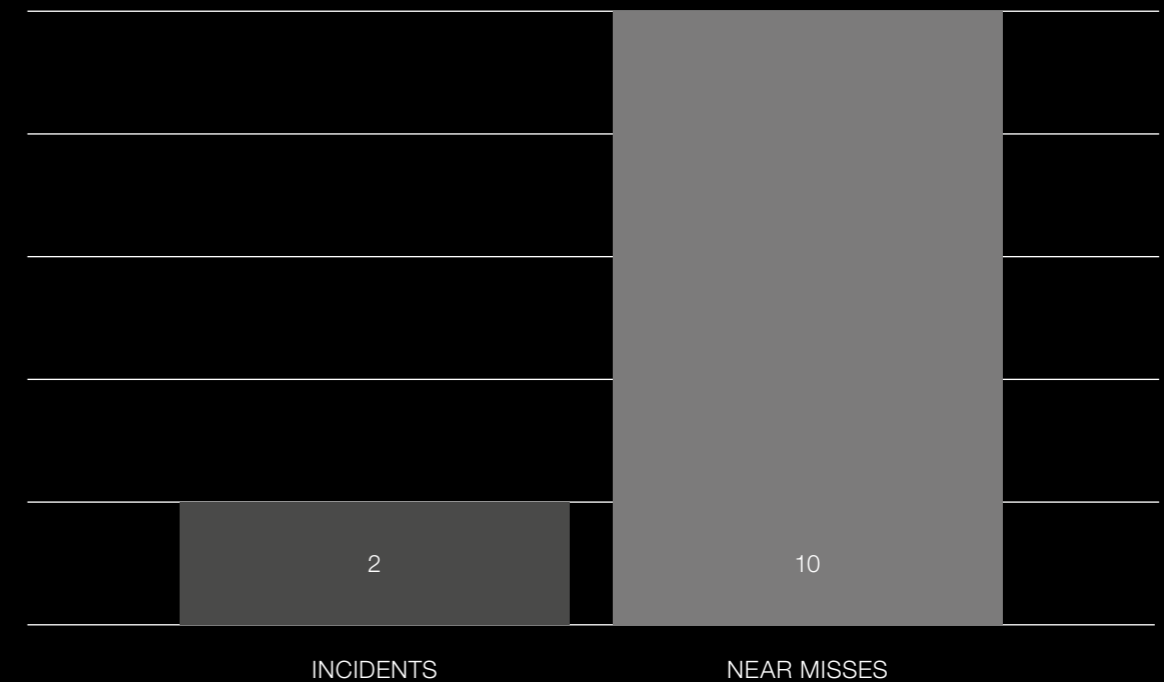
\* Personnel data are expressed in Full-Time Equivalents (FTEs), a unit used to measure employees in a comparable way based on contract duration and working hours. At Cleaf, FTEs are calculated as the ratio between contractual working hours and 2,080 annual hours (40 hours per week over 52 weeks).

# SAFETY

The company places the highest importance on occupational health and safety and therefore monitors **near misses**, i.e. events that, although not resulting in injuries, could have caused harm to people or the working environment.

The systematic recording and analysis of such events enable the timely identification of potential critical issues and the strengthening of a safety culture, preventing risks before they develop into incidents. Through this proactive approach, the company has recorded a **low workplace incident rate**, equal to 4 incidents per million hours worked.

## Workplace Incidents and Near Misses



Cleaf closed 2025 with an **illness rate** of 3.18%, maintaining a low level of sickness-related absenteeism.

The data were analyzed considering both production departments and office functions. The rate was calculated by comparing the total number of sickness hours recorded by employees with the total number of hours worked, including sickness hours.

## CLEAF ACADEMY

On 26 September 2025, Cleaf celebrated its **50th anniversary** with a special event dedicated to all the people who contribute every day to the company's growth. The celebration took place at the C1 plant in Lissone, which was transformed for the occasion into **a space for sharing and recognition**. The afternoon was dedicated to **team-building activities**, including a **treasure hunt inspired by the company's core values**: trust, transparency, family, and collaboration. The evening continued with an aperitivo accompanied by live music and a seated dinner, involving all employees. Production activities were temporarily suspended in a planned manner to ensure everyone could participate, with dedicated arrangements for shift workers.

On this occasion, all employees received the **CLEAF Kit**: a backpack, water bottle, pen, notebook, and a custom keychain made with CLEAF laminate. A Welcome Kit will also be provided to all future employees to help them feel part of the team from the very beginning. Following the event, the company conducted an **internal survey** to gather employees' feedback. The results showed a very high level of satisfaction, both in terms of the quality of the organization and the relational value of the initiative. The experience was perceived as **authentic and engaging**, capable of strengthening the sense of belonging, fostering collaboration across departments, and creating a positive working environment. The feedback confirmed the importance of initiatives dedicated to valuing people, contributing to the consolidation of the company culture and the bond between Cleaf and its people.

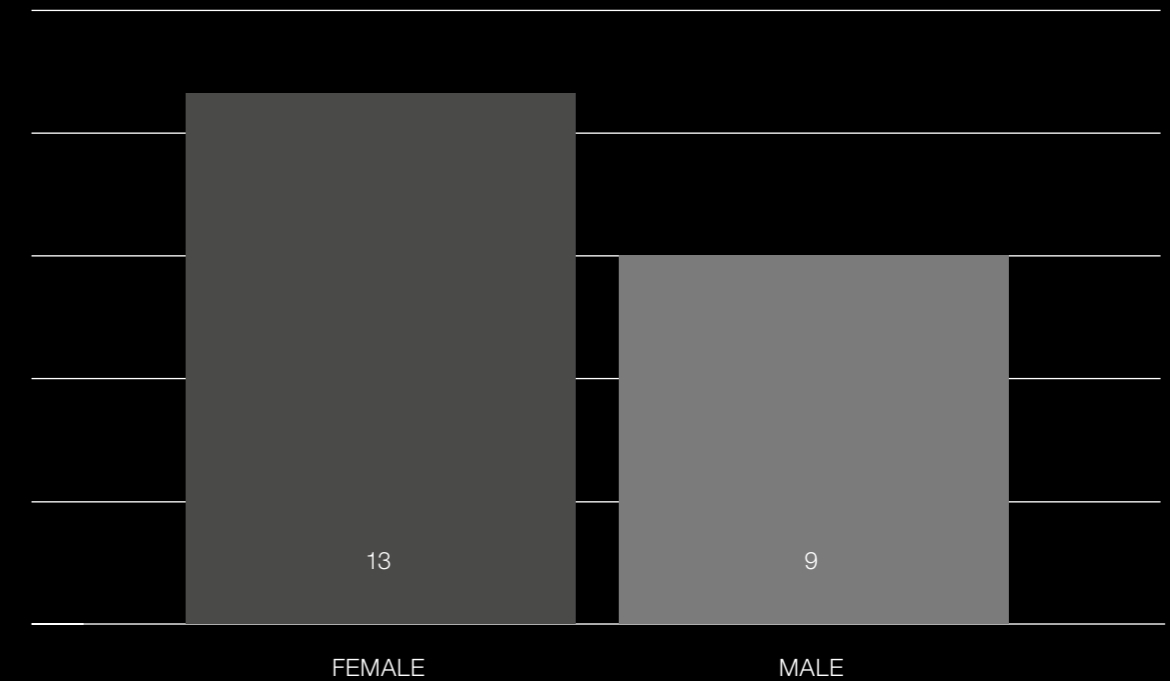


The 50th anniversary celebration was not only an opportunity to reflect on the company’s history, but above all to recognize the people who contribute every day to its success. During the event, **Cleaf Academy** was introduced: a structured and continuous training program designed to engage all levels of the organization and support the development of diverse skill sets. The initiative builds on and enhances existing projects, creating learning paths that strengthen the capabilities of each individual.

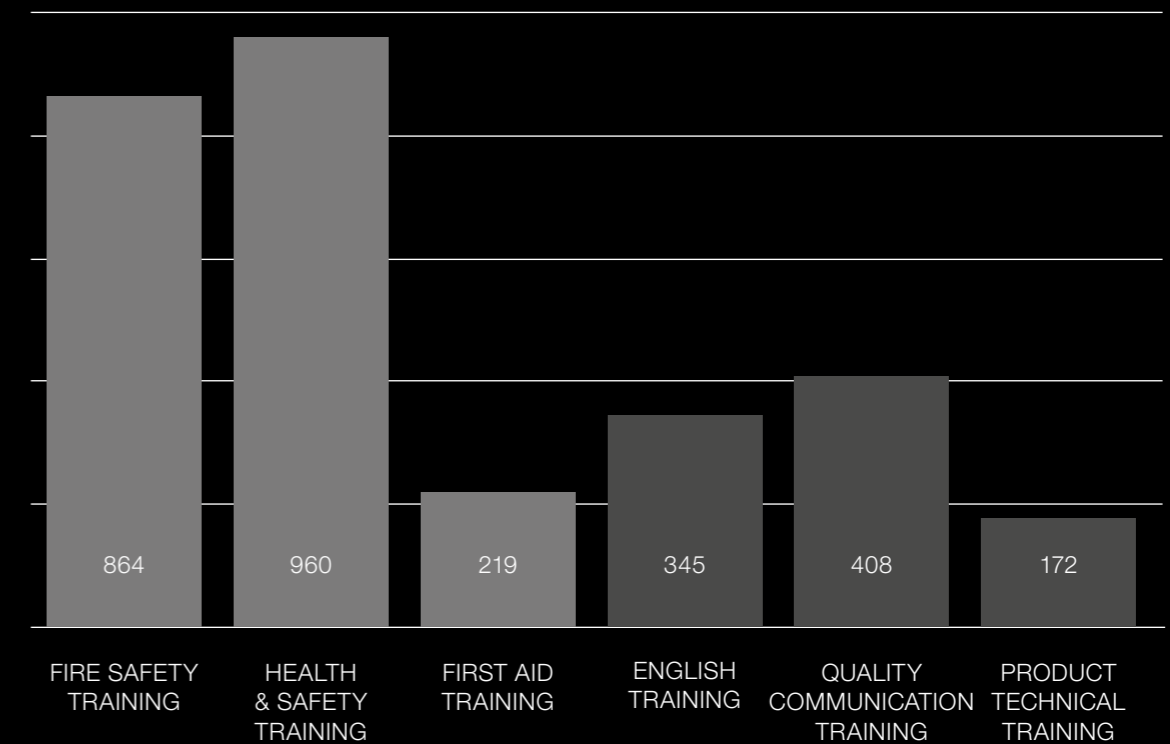
The Academy includes both soft and hard skills training (e.g. Excel, Lean Six Sigma, Business English, and Public Speaking), with the aim of developing competencies and fostering professional growth. In 2025, a total of **2,968** training hours were delivered to CLEAF employees, including **2,356** hours for male employees and **612** hours for female employees.

A strong focus on training planning, combined with proactive support in the management of near misses, contributes to minimizing workplace incidents.

### Average training hours per employee by gender



### Total training hours by category



\*Product technical training includes courses on procedures, certifications, and sustainability.

The starting point was the direct involvement of front-line managers, who were the first to take an active role and to promote the sharing of knowledge within their teams, following a **train-the-trainer** approach.

The training program, “**quality communication**”, was designed to develop advanced communication skills, essential for effectively addressing the daily challenges of team management. The course was structured around key thematic areas, ranging from communication and team leadership to problem-solving. It aims to provide participants with the tools to strengthen their leadership capabilities and enhance team cohesion, fostering a positive and high-performing work environment.

This initiative represents the foundation for a broader evolution: in future editions, **the Academy will be extended to all Cleaf employees, with the objective of making training a shared value across every level of the organization.**



## RELATIONSHIP WITH EMPLOYEES AND THE COMMUNITY

According to Cleaf's philosophy, change as a driver of innovation also originates internally, through the active involvement of employees.

In addition to complying with the regulatory requirements set out in Model 231/2001 regarding **whistleblowing**, further detailed in the section "Governance: Principles and tools for responsible governance," the company has strengthened its commitment by introducing an **internal reporting system** accessible via the **intranet**. This enables all employees to submit ideas, suggestions, and initiatives aimed at continuous organizational improvement.

Each employee can choose whether to remain anonymous or disclose their identity, contributing to a culture of trust, transparency, and participation.

This tool represents an important element of Cleaf's commitment to an **inclusive corporate culture**, based on active listening and the enhancement of individual contributions.

Among the proposals collected, several practical measures have already been implemented, generating tangible benefits for all employees.

In particular, the creation of a furnished break area for lunch and short breaks not only provides a welcoming space but also helps strengthen relationships among employees, fostering a more collaborative and socially engaging work environment.



Cleaf recognizes the company's social role as an integral part of the local community. Believing that a company's value is also measured by its contribution to the community in which it operates, Cleaf actively supports associations, cultural and sports initiatives through **partnerships, donations, and ongoing collaborations**.

Also in 2025, Cleaf renews its commitment to the local community by supporting the **Coppa Ugo Agostoni – Giro delle Brianze**, a historic cycling race now in its 78th edition, held on Sunday, 5 October 2025. The official start and technical organization of the event take place at the Cleaf facility on Via Bottego 15 in Lissone, confirming the strong connection between the company and the local area.

The event is organized by **Sport Club Mobili Lissone**, an amateur sports association. Cleaf actively supports the association, recognizing its educational and social value. The club works with young athletes in the "Giovanissimi" category (ages 6–11), promoting not only athletic development but also the core values of sport: commitment, respect, and resilience.

For Cleaf, being an active part of the community is not only an ethical responsibility, but a core element of its corporate vision. The company's social commitment is translated into concrete actions aimed at collective well-being. In particular, Cleaf continuously supports volunteer initiatives and projects dedicated to health, with a specific focus on cancer prevention and patient care.

Among the organizations it supports, Cleaf is proud to be a donor of **Cancro Primo Aiuto ETS OdV**, a non-profit association founded in Brianza in 1995 with the mission of supporting cancer patients and their families throughout their treatment journey. The association works in close collaboration with hospitals, doctors, volunteers, and institutions, providing psychological, medical, and home-care support services. Its approach is distinguished by the timeliness of interventions and the accessibility of services, contributing tangibly to improving patients' quality of life.

Cleaf also strongly supports Salute **Donna ODV**, founded in 1994 at the National Cancer Institute of Milan by Annamaria Mancuso. Today, Salute Donna is a national organization with approximately 340 trained volunteers, primarily active in oncology departments, offering direct support to patients and their caregivers. The association stands out for its integrated approach, combining prevention, information, psychological support, and institutional advocacy. It operates nationwide through cancer prevention campaigns, free screening initiatives, and awareness activities, with the goal of reducing disease incidence where possible and supporting those affected with professionalism and human warmth.

Through these collaborations, Cleaf reaffirms its commitment to promoting a culture of care and solidarity, actively contributing to improving quality of life within the community and strengthening the bond between the company and its local area.



Cleaf actively participates in the educational program of the **Master's degree in Sensorial Surface Design – Color, Material and Finish Design for Interiors and Furniture**, promoted by the Politecnico di Milano and managed by POLI.design in collaboration with **Assopannelli (FederlegnoArredo)**.

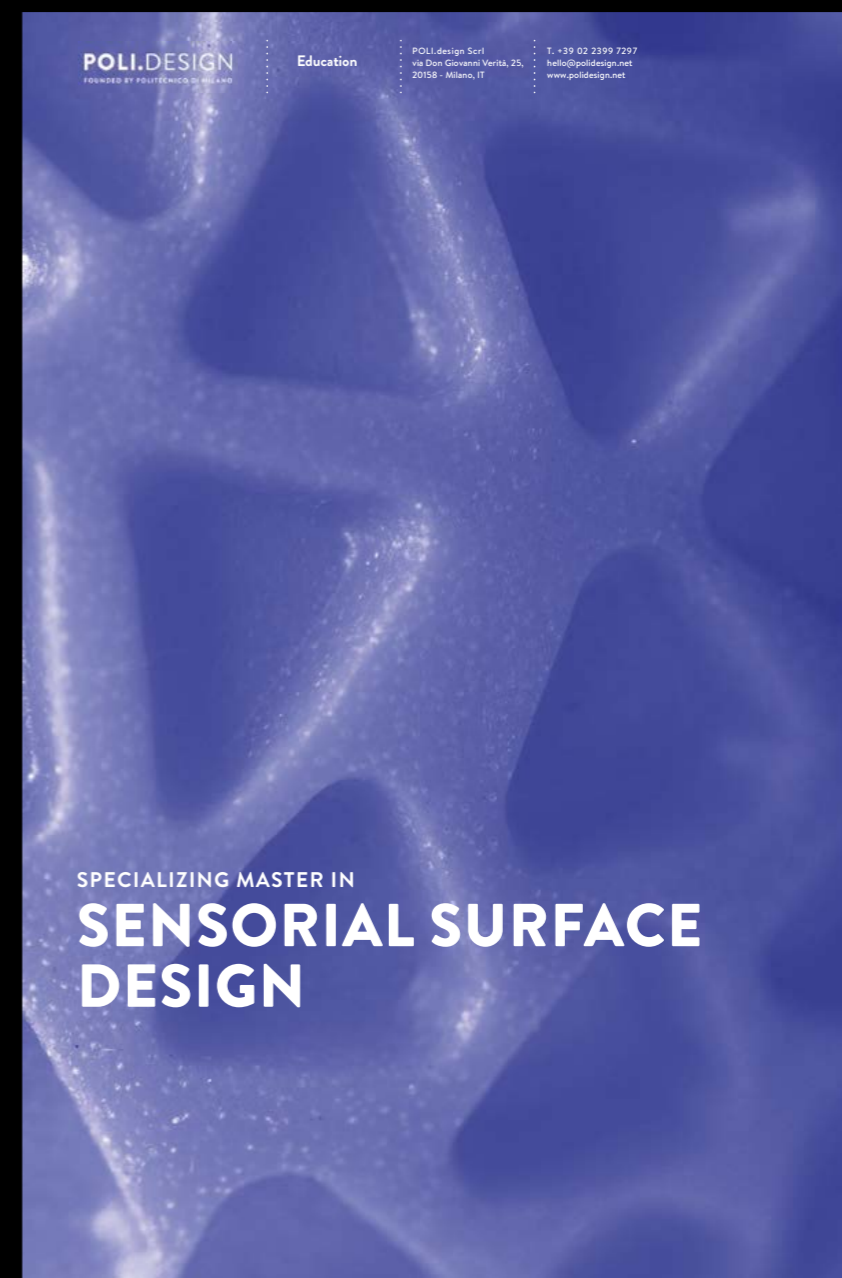
The program aims to train professionals capable of managing, in an integrated way, the theoretical, technical, and emotional aspects related to color, materials, and surface finishes.

Since the first edition of the Master's program in 2022, Cleaf has contributed to the educational pathway by sharing its expertise, experience, and industrial vision, fostering dialogue between industry and academia and supporting the development of a new generation of designers specialized in CMF design.

Driven by its strong belief in education and skills development, the company offers one student per academic year the opportunity to undertake a curricular internship at Cleaf, with the aim of developing their final Master's thesis project.

Luciano Caspani, President of Cleaf, is a member of the Board of Directors of **Artwood Academy**, a higher education institution dedicated to enhancing skills in the wood and furniture sector. His active involvement reflects the company's direct commitment to supporting the professional growth of **new generations**.

The Academy offers three-year training programs for young talents with strong manual skills, as well as post-diploma ITS and IFTS courses and continuous training programs for professionals and companies. Each year, around 250 students embark on a learning journey that combines traditional craftsmanship with technological innovation, supported by laboratories of over 1,000 sqm equipped with state-of-the-art machinery.



# ENVIRONMENT



## ENERGY CONSUMPTION

In 2025, Cleaf recorded a total energy consumption of **12,447,358 kWh**. The company, classified as energy-intensive due to the high energy demand of its production processes, adopts an integrated approach to energy management, with increasing attention to sustainability.

Approximately **11%** of the energy used comes from renewable sources, generated through on-site **photovoltaic systems** installed at two production facilities.

The remaining **89%** of energy is sourced from **non-renewable sources**, still necessary to ensure the operational continuity of energy-intensive production plants.

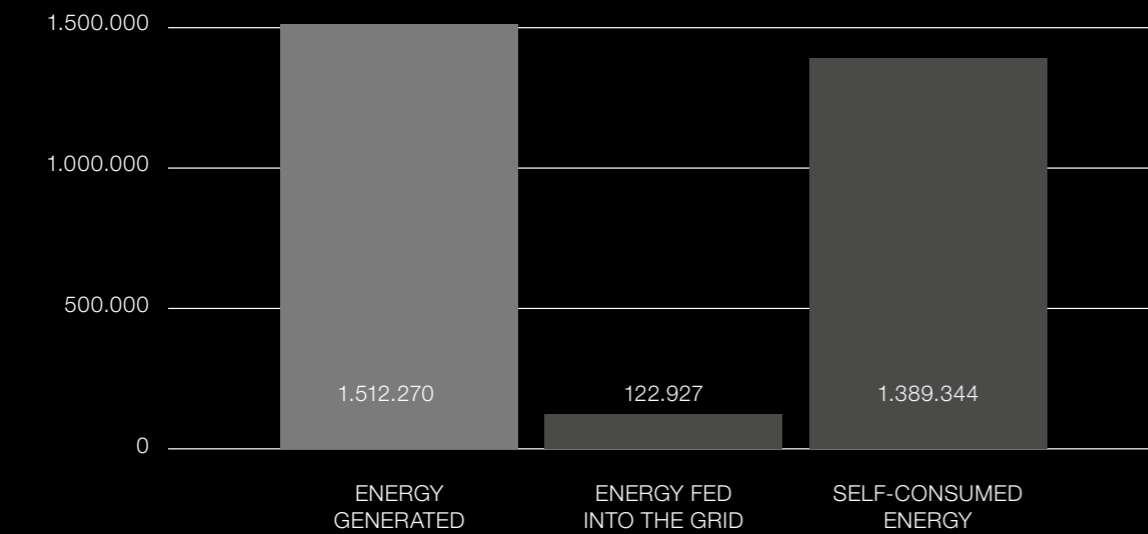
This energy mix currently represents a balance in transition, with the objective of increasing the share of low-impact energy sources in the coming years.

	Energy consumption from renewable sources (kWh)	Energy consumption from non-renewable sources(kWh)	Total energy consumption (kWh)
Purchased electricity (utility bills)	na	11.058.014	12.447.358
Self-generated electricity – photovoltaic system	1.389.344	n/a	

# PHOTOVOLTAIC SYSTEM

In 2019, the company began its transition toward a more sustainable production model by installing its first photovoltaic system at the C4 plant. Two years later, in 2021, the same approach was extended to the C1 plant. The latter was further expanded in 2024 to increase generation capacity, with additional upgrades already planned in line with the evolution of production facilities. Today, the photovoltaic systems across both plants include a total of 4,320 latest-generation panels.

Thanks to this infrastructure, the company generated over **1,512,270 kWh** of energy, part of which was fed into the national electricity grid. Each square meter dedicated to photovoltaic systems represents a strategic choice that combines innovation and responsibility, transforming production surfaces into sustainable value.



Data in kWh



# GREENHOUSE GAS EMISSIONS

In 2025, Cleaf reported total emissions of 5,440 tCO<sub>2</sub>e. In line with VSME standards and the GHG Protocol Corporate Accounting and Reporting Standard, the company identifies and monitors all significant greenhouse gas (GHG) emissions, classified into Scope 1 and Scope 2. The main emission sources identified are:

<b>Scope 1</b> Direct emissions	<b>Scope 2</b> Indirect emissions
Biomass combustion	Purchased electricity
Company vehicles	
Methane consumption for heating	

In 2025, greenhouse gas emission intensity was 0.035 tCO<sub>2</sub>e/€1,000, expressing emissions relative to business activity. Of this total, 0.018 tCO<sub>2</sub>e/€1,000 relates to direct emissions, while 0.017 tCO<sub>2</sub>e/€1,000 refers to Scope 2 emissions.

During the reporting period, no refrigerant gas leaks were recorded, and emergency generators across the plants were never activated. As described in the Waste Management section, biomass-fired

thermal plants are operational at the C1 and C2 facilities, using wood waste from production processes. This approach enables the transformation of production residues into an energy resource, reducing reliance on fossil fuels and supporting a circular model.

In line with the GHG Protocol, biogenic CO<sub>2</sub> emissions from biomass combustion are reported separately, as the carbon released is part of the natural cycle and does not represent a net increase of fossil carbon in the atmosphere. Conversely, methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) emissions generated by combustion are included in Scope 1, due to their significant impact on global warming.

The analysis shows a balanced distribution between direct and indirect emissions: 52% of total CO<sub>2</sub>e emissions fall under Scope 1, while the remaining 48% is attributable to purchased electricity (Scope 2). This reflects the company's operational profile, characterized by high energy consumption typical of production processes.

Nevertheless, Cleaf is strengthening its efforts to reduce environmental impact by increasing the use of clean energy, supported by its photovoltaic systems (see Energy Consumption – Photovoltaic System section).

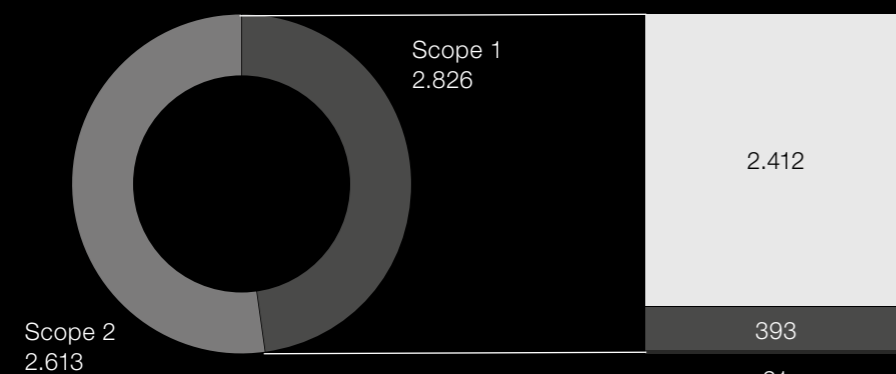
The majority of direct emissions (85.3%) is generated by the combustion of natural gas in boilers used for heating production facilities and offices.

Emissions from company vehicles, including trucks and forklifts used for internal handling, account for 13.9% of total Scope 1 emissions.

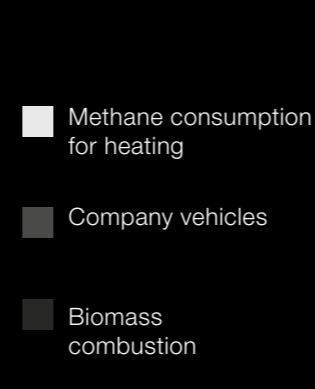
## ATMOSPHERIC EMISSIONS

A residual share (0.7%) is attributable to biomass combustion in thermal plants, which generates methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) emissions.

### tCO<sub>2</sub>eq by scope



### Focus tCO<sub>2</sub>eq Scope 1 emissions breakdown (tCO<sub>2</sub>e)



In 2025, Cleaf recorded total atmospheric emissions of **10,686.83 kg**.

To control emissions, Cleaf adopts dust **filtration systems and regenerative thermal oxidizers**, technologies that reduce pollutants generated during production processes. All systems are designed and operated in compliance with applicable emission limits, ensuring maximum safety and full adherence to environmental regulations.

Emission monitoring is carried out through **periodic flue gas analyses** from each plant's chimneys, performed by accredited laboratories. In 2025, results confirmed that Cleaf complies, across all production plants, with the limits established by **Integrated Environmental Authorizations (AUA)**, demonstrating responsible and transparent management of atmospheric emissions.

Emission analysis shows that **76.8% of total emissions** is concentrated in two main categories: **nitrogen oxides and volatile organic compounds, as well as total organic carbon (VOCs/TOC)**.



Nitrogen oxides, which account for 57.78%, mainly originate from the biomass-fired thermal plant, as well as from primer application and drying processes, solvent-based cleaning operations, and the diathermic oil generator.

Volatile organic compounds (VOCs) account for 19.06% of total emissions and derive both from the thermal plant and from complex processes such as ABS extrusion and regranulation, as well as finishing phases. These include UV coating, laser cutting, engraving, digital printing, bonding, embossing, and hot pressing. The remaining 23.16% of total emissions is distributed across twelve types of minor emissions, including carbon monoxide and particulate matter, while other substances are present at levels close to zero. Sources of these emissions include cutting and edging lines, honeycomb panel processing, extrusion operations, and finishing phases.

Emission type	Total emissions (kg)	% of total
Nitrogen oxides	6.174,87	57,78%
Volatile organic compounds / Total organic carbon	2.036,55	19,06%
Carbon monoxide	1.547,49	14,48%
Particulate matter	750,87	7,03%
Sulfur oxides	151,96	1,42%
Acrylonitrile	7,51	0,07%
Ammonia	7,51	0,07%
Heavy metals	5,65	0,05%
Hydrochloric acid	2,19	0,02%
Hydrofluoric acid	1,71	0,02%
Polychlorinated dibenzofurans	0,17	0,00%
Metal micropollutants	0,17	0,00%
Mercury	0,17	0,00%
Polycyclic aromatic hydrocarbons	0,02	0,00%
Total	10.686,83	100%

## BIODIVERSITY PROTECTION

**Cleaf's C1** plant is located approximately 5.5 km from two areas recognized as sensitive for biodiversity: the **Lambro Valley Regional Park and the Pegorino River Valley**.

A “biodiversity-sensitive area” refers to a zone that hosts rich and diverse ecosystems, often characterized by the presence of protected species and natural habitats of high ecological value. The proximity to these areas highlights the importance of a responsible approach to the environmental management of production activities.

The company carefully monitors and manages land use. Out of a total area of approximately **105,859 m<sup>2</sup>**, about 18% (equal to 19,164 m<sup>2</sup>) is allocated to unpaved green areas, including gardens, tree-lined zones, and natural spaces. **Sealed surfaces**, comprising buildings, internal roads, and parking areas, cover approximately **86,695 m<sup>2</sup>**.



## WATER CONSUMPTION

In 2025, Cleaf recorded a total water consumption of **18,621 cubic meters**. As water is not used in production processes, water demand is exclusively related to **support activities**, such as employee services, facility cleaning, and irrigation of green areas.

In addition, all facilities are equipped with water filtration systems that treat water from the supply network, improving its organoleptic properties and making it available to employees. To further reduce single-use plastic, Cleaf has provided employees with reusable water bottles.





## RECOVERY OF PRODUCTION WASTE

Cleaf adopts a responsible and circular approach to material management, with the aim of reducing waste and maximizing the value of resources throughout the production chain.

For panels and laminates, particular attention is given to products that, during or at the end of the production process, do not fully meet the **company's high quality standards**. These materials are carefully assessed and classified as second- or third-grade, based on their characteristics.

Specifically, second-grade products are intended for sale, while third-grade materials are reused internally.

For edging products, the physiological waste generated along production lines is reintroduced into the process through **ABS regranulation**, reducing the use of virgin raw materials by approximately **11%**.

These practices help extend the lifecycle of materials, reduce environmental impact, and generate value from resources that would otherwise be discarded.

# WASTE MANAGEMENT

In 2025, Cleaf recorded a total waste generation of **6,587,376 kg**. This figure represents all waste produced by company activities, including both manufacturing operations and office activities.

The company manages its waste according to principles of traceability, responsibility, and resource valorization, in full compliance with environmental regulations. Treatment operations are classified according to European codes, which define the destination and function of waste within the management cycle:

**R4 – Recycling/recovery of metals and metal compounds:** waste containing metals is processed to extract and reintroduce materials such as iron, aluminum, or copper into the production cycle, contributing to the circular economy.

**R12 – Exchange of waste for recovery operations:** intermediary activities that do not involve direct treatment but enable waste to be directed to authorized recovery facilities.

**R13 – Storage of waste pending recovery:** temporary storage before waste is sent for recovery processes. This is a logistical phase preceding actual treatment.

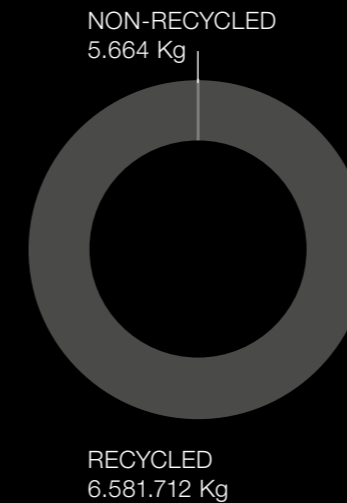
**D15 – Storage pending disposal:** temporary storage of waste destined for final disposal. This does not involve any material transformation.

## KEY FIGURES

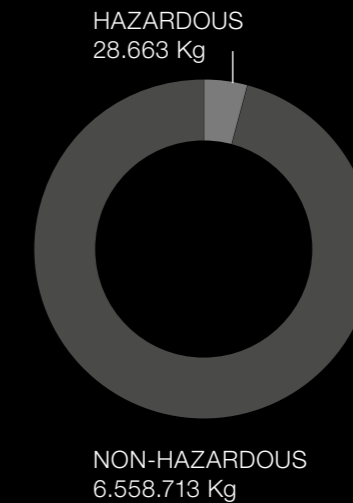
**99.91% of total waste generated is recycled**

**99.56% of total waste is classified as non-hazardous**

### KG Recycled vs Non-Recycled Waste



### KG Hazardous vs Non-Hazardous Waste

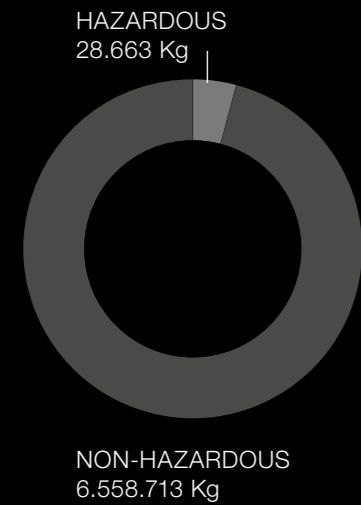


## WASTE BREAKDOWN (CER CODES)

CER Code	Description	% Non-hazardous waste
03.01.05	Sawdust, shavings, wood residues, particleboard panels	72%
15.01.06	Mixed packaging	12%
12.01.05	Plastic shavings and turnings	6%
17.04.05	Iron and steel	4%
15.01.01	Paper and cardboard packaging	2%
15.01.03	Wooden packaging	1%
15.01.02	Plastic packaging	1%
15.01.05	Composite packaging	1%
	Other residual codes	1%
		100%

**Hazardous waste accounts for 0.44% of total waste.**

**KG Hazardous vs Non-Hazardous Waste**



**WASTE BREAKDOWN (CER CODES)**

CER Code	Description	Hazardous waste percentage
08.01.11*	Waste paints and varnishes containing organic solvents or other hazardous substances	36%
14.06.03*	Other solvents and solvent mixtures	32%
15.01.10*	Packaging containing residues of or contaminated by hazardous substances	19%
15.02.02*	Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	8%
13.02.08*	Other engine, gear and lubricating oils	5%
14.06.05*	Sludges or solid wastes containing other solvents	2%
		100%

In a **circular economy** perspective, wood dust generated during cutting and trimming processes is collected and stored in dedicated silos within C1 and C2 plants. The wood dust is then reused as fuel in biomass thermal plants, contributing to the production of energy for the facilities' operational needs.

In 2025, Cleaf internally **recovered** a total of **133,123 kg** of wood dust.

Although combustion generates particulate emissions into the atmosphere, **this system makes it possible to valorize a material that would otherwise be destined for external recovery, while also reducing dependence on external energy sources.**

# GOVERNANCE

# PRINCIPLES AND TOOLS FOR RESPONSIBLE GOVERNANCE

## Modello 231

For Cleaf, legality and ethics are not merely regulatory obligations, but core values that underpin the way the company conducts its business. In this context, the adoption of the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001 represents a strategic choice to strengthen a culture of responsibility and prevent unlawful conduct within the organization.

Approved by the Board of Directors on 28 March 2024, Model 231 establishes a structured system of rules, procedures, and control measures aimed at preventing offenses that could give rise to administrative liability for the company. It is based on the mapping of risk-sensitive activities, the adoption of specific protocols, the appointment of an independent Supervisory Body, and the introduction of a disciplinary system.

The Model is integrated with the **Code of Ethics** and the **Whistleblowing Policy**, which applies to all individuals working on behalf of Cleaf, promoting transparency, traceability, and fairness across all business processes.

## Code of Ethics and Conduct

Cleaf's **Code of Ethics and Conduct** defines the values and principles that guide the company's activities and those of all its stakeholders. It is binding for directors, employees, collaborators, consultants, suppliers, and any party engaged in business relations with the company.

Based on shared principles, the Code promotes responsible behavior and a system of accountability at all levels, ensuring integrity, transparency, and compliance with regulations. Cleaf is guided by **fundamental values** such as respect for individuals, honesty, integrity, transparency, fairness, confidentiality, and legality, which shape all corporate activities.

The Code also **sets out expected conduct in relationships** with public authorities, clients, suppliers, colleagues, and competitors, and defines principles aimed at preventing corruption and money laundering, as well as protecting the environment, health, and workplace safety.

Finally, it places particular emphasis on the protection of personal data, the proper use of company assets, and transparency in information management, **promoting responsible use of resources and clear, truthful communication.**

## Whistleblowing Policy

The Whistleblowing Policy enables employees, collaborators, and stakeholders to report, in a secure and confidential manner, any violations of Model 231, the Code of Ethics, or applicable regulations relevant to Cleaf.

Reports can be submitted through a **dedicated digital platform** or, upon request, via a direct meeting with the Whistleblowing Officer, an independent figure responsible for managing reports. The Policy ensures the protection of the whistleblower's identity, prohibits any form of retaliation, and establishes clear timelines for the handling and response to reports. Relevant reports pursuant to Legislative Decree 231/2001 are submitted to the Supervisory Body for appropriate assessment.

Through its whistleblowing tools, the Code of Ethics and Conduct, the Human Rights Policy, and Model 231, Cleaf strengthens its commitment to a transparent, responsible, and sustainability-oriented governance model.

## Human Rights Policy

The company recognizes human rights as a fundamental pillar of its **social responsibility**. Its Human Rights Policy reflects Cleaf's commitment to operating in an ethical, transparent, and respectful manner, safeguarding the dignity of every individual across the entire value chain.

Cleaf translates this commitment into concrete actions across four key areas:

- **Child labour:** Cleaf does not employ child labour. It collaborates with local schools on educational programs (PCTO) and selects partners that ensure the protection of minors and compliance with minimum working age requirements.
- **Forced labour:** The company condemns all forms of forced labour. Employment relationships are voluntary, informed, and remunerated in accordance with applicable national collective agreements (CCNL). Cleaf safeguards workers' freedom and promotes the right to rest and work-life balance.
- **Discrimination:** The company rejects all forms of discrimination and condemns abuse, harassment, and mobbing. It promotes equal opportunities for all employees, including temporary and agency workers, and requires the same commitment from its partners.
- **Freedom of association and collective bargaining:** Cleaf guarantees employees' right to join trade unions and participate in union activities. It condemns discrimination based on union affiliation and promotes dialogue with workers' representatives, including on health and safety matters.

# APPENDIX



## METHODOLOGY

The 2025 Sustainability Report of Cleaf S.p.A. has been prepared on an individual basis in accordance with the Voluntary Sustainability Reporting Standards for non-listed SMEs (VSME) developed by EFRAG (European Financial Reporting Advisory Group), adopting Option B, which includes the completion of both the Basic Module and the Comprehensive Module.

The company is classified under NACE code 16.21 – Manufacture of veneer sheets and wood-based panels, covering the industrial production of panels, decorative surfaces, and wood-based semi-finished products.

The locations of the company’s plants included within the reporting boundary are as follows:

Plant	Address
C1	Via V. Bottego 15, Lissone (MB)
C2	Via Sant’Ambrogio 18, Macherio (MB) (decommissioned during 2025)
C3	Via delle Industrie 21, Lissone (MB)
C4	Via San Giuseppe snc, Desio (MB)

During the reporting year, the company did not incur any convictions or fines related to violations of anti-corruption or anti-money laundering laws.

## GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions have been quantified in accordance with the **GHG Protocol – Corporate Accounting and Reporting Standard**, adopting an approach aimed at ensuring accuracy, consistency, and transparency.

The calculation of CO<sub>2</sub> equivalent emissions (tCO<sub>2</sub>e) is based on activity data collected from internal sources, emission factors selected with preference for country-specific values where available, and Global Warming Potentials (GWP) used to convert different gases into CO<sub>2</sub> equivalents.

For emissions related to the company fleet, the operational control approach has been applied, including both owned vehicles and those used through rental or leasing.

Methane consumption for heating has been derived from supplier invoices, ensuring reliable data for conversion into emissions.

As reported in the section “Environment – Greenhouse Gas Emissions”, emissions related exclusively to biogenic CO<sub>2</sub> from biomass combustion amount to 232.59 tCO<sub>2</sub>e and are not included in Scope 1. Emissions of other greenhouse gases are instead included in the calculation of direct emissions.

### Scope 1 - Direct Emissions

Emission type	Data source	Emission factor	Global Warming Potential (GWP)
Biomass combustion	Biomass consumption (kg – wood dust)	GHG Protocol, Emission Factors for Cross-Sector Tools V2.0 (latest update March 2024)	GHG Protocol, IPCC Global Warming Potential Values V2.0, AR6. latest update 07/08/2024
Company vehicles	Distance travelled by company fleet + fuel consumption	ISPRA, average emission factors for road transport in Italy (latest update 2024); Bank of Italy, Eurostat, Environmental Report 2024	GHG Protocol, IPCC Global Warming Potential Values V2.0, AR6. latest update 07/08/2024
Methane consumption for heating	Natural gas consumption (m <sup>3</sup> )	GHG Protocol, Emission Factors for Cross-Sector Tools V2.0 (latest update March 2024)	GHG Protocol, IPCC Global Warming Potential Values V2.0, AR6. latest update 07/08/2024

Indirect emissions (Scope 2), deriving from purchased electricity, were quantified based on consumption data recorded in supplier invoices, ensuring the reliability and traceability of the data used. The calculation of CO<sub>2</sub> equivalent emissions (tCO<sub>2</sub>e) was carried out using the location-based method, which estimates emissions based on the average electricity generation mix of the country where the energy is consumed, thereby reflecting the emission intensity of the national grid.

For the conversion of kWh into GHG emissions, the emission factor published by the Italian Institute for Environmental Protection and Research (ISPRA) was used. This factor, specific to Italy, enables the direct conversion of energy consumption into tCO<sub>2</sub>e, following a recognized methodological approach consistent with international standards.

### Scope 2 - Indirect Emissions

Emission type	Data source	Emission factor
Electricity consumption	Purchased electricity consumption (kWh)	ISPRA emission factors for electricity production and consumption in Italy. latest update 07/05/2025

Greenhouse gas emission intensity was calculated by relating total direct and indirect emissions, expressed in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), to the company's revenue for the reporting year. The same approach was also applied to the breakdown of individual emission categories within Scope 1 and Scope 2.

# VSMES RECAP

The standards adopted for the preparation of this Sustainability Report are outlined below. For each standard, the corresponding module, ESG area, and the section of the report in which it is disclosed are indicated.

Module	Standard	Description	Report Section
Basic Module – General information	B1	B1 – Basis for preparation	History   A family story 1. Introduction to reporting 7. Appendix – Methodology
Basic Module – General information	B2	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy	2. Products and certifications 3. Environment – Energy consumption – Photovoltaic system 3. Environment – Recovery of production waste 4. People – Cleaf Academy, Employee and community relations 6. Governance – Principles and tools for responsible governance
Basic Module – Environmental metrics	B3	B3 – Energy and greenhouse gas emissions	5. Environment – Greenhouse gas emissions
Basic Module – Environmental metrics	B4	B4 – Air, water and soil pollution	5. Environment – Emissions into the atmosphere
Basic Module – Environmental metrics	B5	B5 – Biodiversity	5. Environment – Biodiversity protection
Basic Module – Environmental metrics	B6	B6 – Water	5. Environment – Water consumption
Basic Module – Environmental metrics	B7	B7 – Resource use, circular economy and waste management	5. Environment – Recovery of production waste 5. Environment – Waste management
Basic Module – Social metrics	B8	B8 – Workforce – General characteristics	4. People – Workforce composition
Basic Module – Social metrics	B9	B9 – Workforce – Health and safety	4. People – Health and safety
Basic Module – Social metrics	B10	B10 – Workforce – Remuneration, collective bargaining and training	4. People – Cleaf Academy
Basic Module – Governance metrics	B11	B11 – Convictions and fines for corruption and bribery	7. Appendix – Methodology

Some standards have not been adopted as they are not applicable to the company's specific activities. Standards indicated as **"Not applied"** have not been disclosed due to internal priorities, although some of them are planned to be implemented in future reporting periods.

Module (Basic / Comprehensive)	Standard	Standard Description	Report Section
Comprehensive Module – General information	C1	C1 – Strategy: business model and sustainability-related initiatives	2. Products and certifications
Comprehensive Module – General information	C2	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	Not applied
Comprehensive Module – Environmental metrics	C3	C3 – GHG reduction targets and climate transition	Not applied
Comprehensive Module – Environmental metrics	C4	C4 – Climate risks	Not applied
Comprehensive Module – Social metrics	C5	C5 – Additional (general) workforce characteristics	4. People – Workforce composition
Comprehensive Module – Social metrics	C6	C6 – Additional workforce disclosures – Human rights policies and processes	6. Governance – Principles and tools for responsible governance
Comprehensive Module – Social metrics	C7	C7 – Severe human rights incidents	Not applicable
Comprehensive Module – Governance metrics	C8	C8 – Revenues from certain sectors and exclusion from EU benchmark indices	Not applicable
Comprehensive Module – Governance metrics	C9	C9 – Gender diversity within the governing body	Not applied



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