



surface
care
solutions

SUSTAINABILITY REPORT

NOTES ON THE METHODS USED

The first **Sustainability Report of FILA Solutions S.p.A. SB** has been prepared based on the Sustainability Reporting Standards of the **Global Reporting Initiative (GRI)**, **adopting the “with reference” option**. With this document, the company aims to highlight and promote its commitment to a sustainable business approach, measuring and reporting its performance, goals achieved and future objectives. The reported operations and economic, social and environmental sustainability performance refer to the period **1 January – 31 December 2024**. Qualitative and quantitative data in this report refer only to the Italian sites of FILA Solutions S.p.A. SB, unless otherwise stated. The report has not been subject to external assurance, but the GRI Index table maps correspondence between its contents and the indicators. The document has been prepared with involvement of the main organisational areas. Information is accurately reported based on accounting and non-accounting data and on data from other information systems used by the various functions, verified by the relevant Managers.

Calculation methods

EMISSIONS

Emissions were calculated using the following methods:

The conversion factors used to calculate Scope 1 emissions originate from the document “UK Government Conversion Factors for Greenhouse Gas (GHG) Reporting”. Scope 2 emissions are zero as the company only uses electricity from renewable sources.

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00 Letter to Stakeholders

Dear Stakeholders,

It is with great enthusiasm that I present our first Sustainability Report, a clear demonstration of our strong commitment to a sustainable future.

This report outlines our long-term promise: to do business responsibly and sustainably, embracing the three ESG pillars of Environment, Society and Governance.

*FILA has always stood out for its environmental conscience, integrating sustainable and socially responsible practices into all areas of its operations. In a world of dwindling natural resources and rising social inequality, we feel a duty to contribute to a future of lower environmental impacts and a fairer deal for generations to come. Our Sustainability Report represents a concrete step forward, **turning words into actions**.*

In 2024, we worked hard to measure and improve our sustainability performance. We successfully reduced CO2 emissions, increased renewable-energy use, and optimised production processes. We invested in the training and development of our colleagues, building an inclusive and stimulating working environment. We recognise our role in the community and are committed to creating job opportunities, supporting social projects and promoting a culture of fairness and inclusion.

*The results achieved are encouraging, but we recognise that **the path towards sustainability is long and demands constant commitment and full participation**.*

Please enjoy reading our Sustainability Report and share your ideas and suggestions with us. Your contribution is essential for us to build a more sustainable future together.

We thank you for the trust you place in us every day.



Alessandra Pettenon
Chair, FILA Solutions S.p.A. SB

A handwritten signature in black ink that reads "Alessandra Pettenon". The signature is fluid and cursive, matching the printed name above it.

01. ABOUTNUS

01.1 Our story

An all-Italian story that began over 80 years ago.

FILA's story is one of progressive evolution of products and solutions aligned with changes in how we care for our surfaces, for a healthy lifestyle, treating and protecting all types of materials.



Newspaper advertising of FILA products in 1950s.



The 1940s: the origins

FILA, acronym for **Fabbrica Italiana Lucidi ed Affini**, was founded in 1943 in San Martino di Lupari, outside Padua, by twin brothers Guido and Pietro Pettenon, with a clear intent: **the production and sale of shoe polish, waxes and household cleaners**. FILA soon became the leading Italian company for the production of high-quality shoe polish, also selected by the Italian army fighting the Second World War.

The 1970s and 1980s: a turning point and evolution

A major turning point came in the 1970s thanks to Beniamino's intuition and the support of his sister Adriana: FILA began manufacturing **professional products for surface protection**, serving the needs of terracotta manufacturers. From the 1970s onwards, FILA became the **trusted partner of terracotta manufacturers**, launching a complete treatment line from cleaners to protective waxes. In those years, research and analysis was initiated on all floor and wall-covering materials available on the market. During this period, FILA published its first print-ad campaign in collaboration with Sannini, a terracotta flooring manufacturer.

In 1986, guided by market demands, FILA developed its product line for the **maintenance of all natural stone surfaces**. This marked the beginning of what would become its new stone and porcelain range. In 1988, work began on a new innovative raw material, marking the technological transition from terracotta to stone.

The 1990s: internationalisation

From the 1990s onwards, the company began a path of internationalisation and opened its first sales branches in Germany, Spain and the US. It continued to grow, listening to the market and offering distinctive and iconic products, both cleaners and protective agents, destined to remain in FILA catalogues for years to come.

The 2000s: innovation with a new awareness

In 2000, the terracotta and stone lines were merged and the company launched its new Green Line of water-based protective agents. 2005 saw establishment of the FILA TECH department and launch of the first in-line treatment. A Partnership with the CNR National Research Council (Padua office) then began and an ESEM electron microscope was purchased.

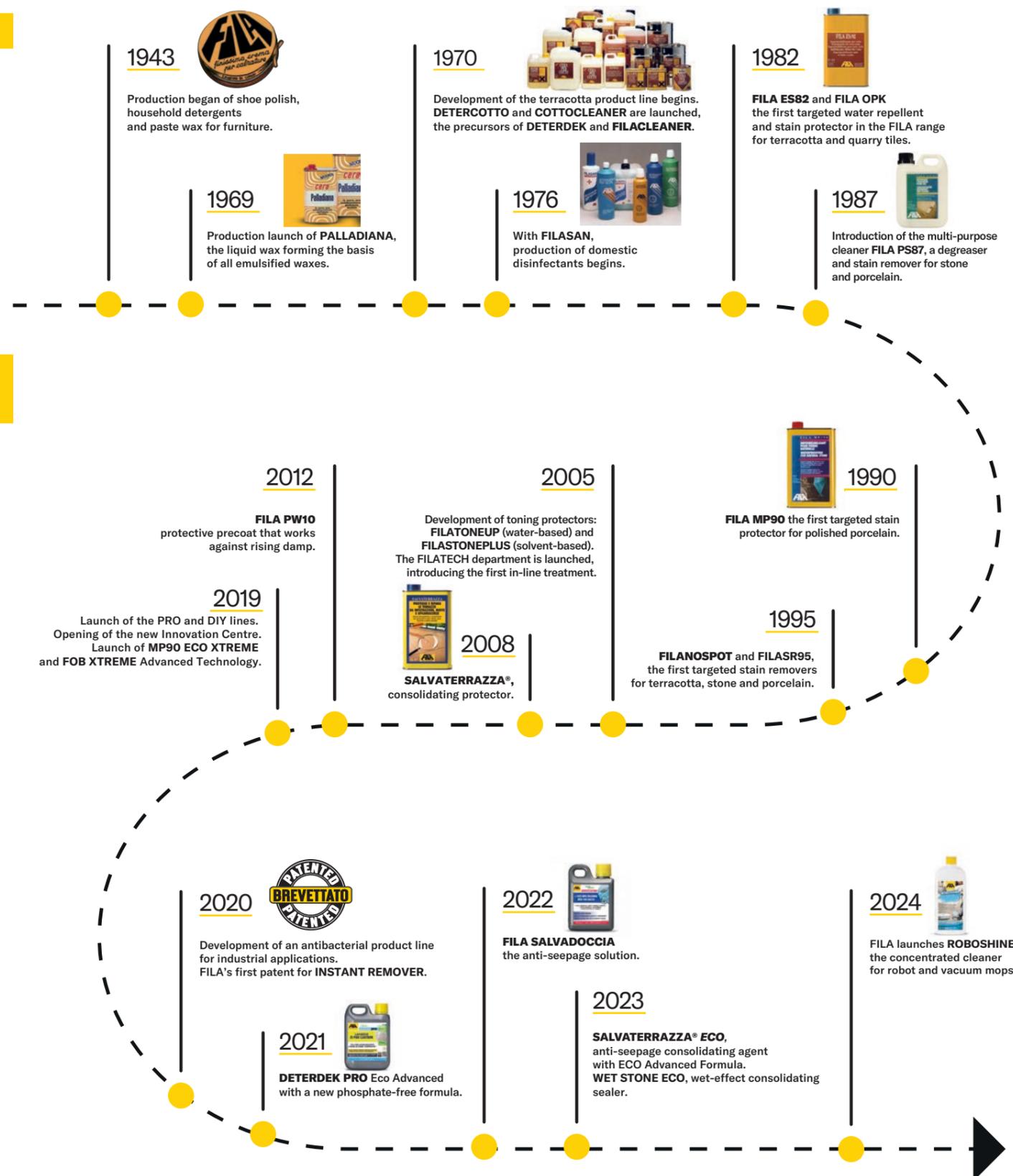
The company continued to grow by listening to the market, launching distinctive products such as its renowned consolidating anti-seepage product SALVATERRAZZA® in 2008.

In 2014, FILA CONSULTING CERAMIC DIVISION was established, a Testing and Research Centre in the ceramic district of Sassuolo, in Fiorano Modenese, strengthening the relationship between FILA and surface manufacturers.

In 2018, the anti-acid system for natural stone was developed, along with the HARDER ROCK treatment featuring Sound Stone technology, which strengthens and consolidates softer natural stones.

In these years, the internationalisation process continued with three new branches in France, Great Britain and the United Arab Emirates.

History of our products



ABK, ACIF, AET, AGANIPPE, AGGLOTECH, ALCALAGRES, ALFA LUX, ALFREDO SALVATORI, ALTELUNE, ALTERET CERÁMICAS, ANTIC COLONIAL, ANTICA CERAMICA RUBIERA, APE CERÁMICA, APPIANI, ARGENTA CERÁMICA, ARIANA, ARIOSTEA, ARMONIE ARTE CASA, ARTE MARMI SRL, ARTE VIDA, ASCOT, ATHENA MARMI, ATHENA SRL, ATLAS CONCORDE, AURELIA, AVENUE MOSAIC, AXS, AZTECA NATURE, AZULEJOS SANCHIS, AZULEV, BAERWOLF, BARDELLI, BASALTITE, BELL'ITALIA, BELLISSIMO, BERTI SISTO, BEVILACQUA MARMI, BI+FUSION, BISAZZA, BLUSTYLE, BOCCHESI G. VITTORIO, BOMARBRE-MARBALYS, BONOTTI, BOXER, BRIK, BSA 17, BUDRI, CA D'ORO, CAESAR, CAPRI, CASA BELLA, CASA DOLCE CASA, CASALGRANDE, CASAMOOD, CAVE BONOMI, CAVE, GONTERO, CE.SI, CEDIT CERAMICHE D'ITALIA, CENTRO VERONA STONE, CENTURY, CENTURY - FINCIBEC, CERACASA, CERAMICA MAGICA, CERAMICA VALLELUNGA, CERAMICHE COLLI, CERAMIKA COLOR, CERAMIKA KONSKIE, CERANOSA, CERASARDA, CERCOLOR, CERCOM, CERDISA, CERDOMUS, CERIM, CERMICA NOWA GALA S.A., CIFRE, CIPA, CIR, CISA, CLASSE MOSAICI, COEM, COMPAC, COMPANY, CONSORZIO MARMISTI CHIAMPO, CONSORZIO MARMI PIETRASANTA LU, COOP IMOLA, CORTES PIEDRA NATURAL, COTTO D'ESTE, COTTOPETRUS, COTTOTILES, CRIARRAIZES, CRZ64, DEMARCHIVERONA, DADO, DANILO RAMAZZOTTI, DECORATORI BASSANESI, DECORMARMI, DECORMARMI, DEL CONCA, DEMOSAICA, DEWAVE, DIEMME DOMENICO MORI, OM, DSG, DUNE, DURSTONE, EDILSTONE, EDIMAX, EDIMAX, EDOM GMBH, EFFE ITALIA SRL, EIFFELGRES, ELIOS, ELLE MARMI, EMILCERAMICA, EMILCERAMICA USA, ENERGIE KER, ENIGERS KERAMIK, ERGON, ERMES, EVOLUZIONI CERAMICHE, EXAGRES, FAETANO, FANAL, FAVARO1, FERRARI LAV. RODOLFO, FERRET, FIANDRE, FIORANESE, FIORDO, FLAVIKER PISA, FLOOR GRES, FLORIDA TILE, FLORIM STONE, FLORIM USA, FMG, FONDOVALLE, FONTANA BISMANTOVA, FOREDIL, FORNACE BALLATORE, FRERI E BRIGNOLI, GABBIANELLI, GAMMADUE, GANMAR, GIAMPIERI SRL, GIARETTA ITALIA, GIGACER, GIULIOLI PAVIMENTI, GONIANAKIS MARBLES S.A, GRASSI PIETRE, GRES ARAGÓN, GRES CID, GRES DE ARAGON, GROHN - NORD DEUTSCHE, GRUPO HALCON CERÁMICA, GTILES, HENRAUX, IFK, IKTINOS, IL CASONE, IL CAVALLINO, IL FERRONE, ILVA, IMPRONTA ITALGARNITI, INALCO CERÁMICA, INDUSTRIA MARMI FERRARI, INNOVA STONEWALL, IRIS CERAMICA, ISLA, ITALMARBLE POCAI, ITALMARMI GROUP, ITALON, IVEGO MARMI, JASBA, JULIAMARMI, KEOPE, KERABEN, KERAMA MARAZZI, KERATEAM,

KEROS, KORZILIUS-INTERBAU BLINK, KREOO - DECORMARMI, LA BASALTINA, LA BORGHIGIANA, LA CANTERA, LA FABBRICA, LA FAENZA, LA QUARZITE, LA S. GIORGIO, LAB VIVENDI, LABICER, LAMINAM, LEA, LEONARDO, LIGO, LIGHT 4 FUSION, LITHOS DESIGN, LIVING CERAMICA, LOVE CERÁMICA, LOVE TILES, MAINZU, MANDRIO, MARAZZI, MARBLE & GRANITE SERVICE SRL(MGS), MARCA CORONA, MARGRAF, MARGRES, MARGRES, MARMI BOCCHESI, MARMI GHIRARDI, MARMI LA BELLA, MARMI SCALA, MARMI SERAFINI, MARMI SERAFINI, MARMOLSPAIN, MARMOTECH, MASPE, MASTERDOM, MATTAR MARBLE COMPANY, MELSTONES, METROPOL, MINOTTI CUCINE, MIPA, MIRAGE, MONOCIBEC, MOSAIC DEL SUR, MOSAICS MARTÍ, MUSIS, MUTINA, NATUCER, NAXOS, NORD CERAM, NOVOCERAM, NOVOGRES, NUOVA RIWAL CERAMICHE, OLD, ONEKER CERAMICA GOMEZ, ORNAMENTA, OROLAVICO, PANARIA CERAMICA, PASTORELLI, PAVIGRES, PELLIZZARI STONE, PELLIZZARI STONE, PERONDA, PETRA ANTIQUA, PG64, PI.BA MARMI, PIBA MARMI, PIEDRA DE GALICIA, PIEMME, PIEMME GRES, PIERDEKOR, PIMAR, PIZARRERIAS BERNARDO, POLIS, PORCELANITE DOS, PORFIDO F.LLI PEDRETTI, POWERGRES, PROVENZA, PURPURA, QUARELLA, QUINTESSENZA, RA.LA, RAGNO, RAK CERAMICS, RAK KERAMIK, RASTONE, REFIN, REVIGRES, REX, RHS, RICCHETTI, ROMAXX, RUBICER, RUI ABRANTES, SADON, SAIME, SAINT-GOBAIN, SAMBORO, SAN PROSPERO, SANGENIS, SANT'AGOSTINO, SANTA MARGHERITA, SARDEGNA MARMI, SAVEMA, SCALVINI MARMI, SEGHERIA LA PERLA, SELMO LAVORAZIONE LAPIDI, SENIO, SERENISSIMA, SETTECENTO, SICC MARMI, SIL CERAMICHE, SIMA, SOLARDRILHO, STEULER, STONE BY RANIA MALLI, STONEPEAK, SUPERGRES, TAGINA, TALTOS, TARABELLI MARMI, TD SRL, TECHNISTONE, TECNICERAMICA, TERRATINTA, TODAGRES, TONALITE, TRAVERTINI PARADISO, TRIAL, TSOURLAKIS TILE, TUSCANIA, UNICOM STARKER, VALENTINO, VALLE HOME, VENETIAN GOLD, VENEZIANTECA, VENISSA CERAMICA, VICENTINA MARMI, VITRA, VITREX MOSAICI, VITROGRES, VIVA, VOGUE, ZAHNA, 41ZERO42.

The strength of partnerships and collaborations

With its wide range of specific products, over time FILA has built more than **240** partnerships with international manufacturers of ceramic and natural-stone surfaces, enabling it to guarantee distribution is supported by worldwide technical assistance.

The first partnership dates back to the 1970s, with the terracotta manufacturer Sannini, which also appears in a 1976 FILA advertisement in the pages of Casa Vogue.



The FILA Museum – History, values and future outlook

Origins and historical value

“I did not want the efforts of those who led the company before me to be lost, from my father and my uncle to all the employees who have contributed to FILA’s success.”

Beniamino Pettenon
Honorary Chair

The museum houses photographs, historic adverts, tools and the first machines marking the transition from craftsmanship to industrialisation. From initial collaborations with terracotta flooring manufacturers and the implementation of quality control and inhouse research, to communication initiatives, the Museum represents an open book documenting the entrepreneurial history of north-eastern Italy and its ability to look beyond national borders.

The museum traces this journey: from the Italian army’s shoe cream to the products used in the Presidential Palace in Abu Dhabi, FILA has transformed a local company into an international organisation that has generated — and continues to generate — jobs and economic growth, strengthening the sense of belonging and local identity.

Recognition as a Historic Brand confirms FILA’s historic significance and reputation.



The museum provides a vivid example of how a business can become an emblem of Italian manufacturing excellence: a collective heritage to be discovered, celebrated and passed on.

A bridge between generations

The Museum demonstrates a desire to share this success story with new generations. It documents the family’s memories, preserved in the letters written by one of the two founders, Guido Pettenon, who was posted on the front line during the Second World War. These are part of an exhibition that allows visitors to discover, first-hand, the stories and ideas that have defined FILA’s evolution.

The Museum’s central theme is the story of a family: starting with the twin brothers Guido and Pietro Pettenon, who began the company’s first chapter in 1943, the Museum also introduces the second generation, that of Beniamino Pettenon, who expanded the business in the 1970s, supported from the outset by his wife Anna Maria and later by his children Alessandra and Francesco. They now stand at the helm of the company, guiding it towards international expansion and innovation.

Cultural value and value for the community

The Museum embodies business culture as cultural value. It serves as a beacon of identity, reinforcing the brand and the company’s historic heritage, and as a local attraction, helping to share business culture and strengthening the local economy, integrated into the cultural and institutional fabric of the local area.

The **FILA Museum** is more than an exhibition space: it is a **crossroads of past and future, company history and responsibility towards future generations**. It is a place to learn, where the past teaches and guides us all. In fact, the Museum is open to students, professionals and customers, and serves as the first port of call for all new hires, who begin their company journey right here.

The Museum tells a **story of enterprise, quality and sustainability**, safeguarding its essence,

harnessing it to the benefit of the local area and strengthening the global reputation of Italian industry. The Pettenon family lies at the very heart of this story, with their economic, social and cultural commitment.



2023: FILA celebrates eight decades of success, looking to the future

In 2023, FILA celebrated its first 80 years of business, in which it has faced exciting challenges and overcome obstacles with determination, achieving impressive results.

Just a few days after its eightieth birthday, the company was awarded Historic Brand status by the Ministry of Enterprises and Made in Italy. This represented an important testament to FILA’s value in the history of Italian entrepreneurship and promotion of Italian expertise worldwide.

In the same year, Beniamino Pettenon was awarded the title of Knight of the Republic.

“It is a great honour for me to receive this prestigious award, and I am proud that it has been presented to me in the year of FILA’s 80th anniversary. I have always strived to support the company’s growth with passion, commitment and a great sense of responsibility. My sincere gratitude goes to my family and to all our employees for their daily support, without which FILA would not have achieved today’s prestigious milestones.”

Beniamino Pettenon
Honorary Chair



1960s advert for the new liquid wax PALLADIANA.

01.2 Our identity

FILA is a family-run business with a well-defined management structure. It is a large international group with strong values, a shared mission and a clear vision.

Our VALUES: integral since the very beginning

TRUST

We wish to foster an environment of open communication, where people feel free to express themselves sincerely, while respecting the views of others..

RESPECT

We value diversity and appreciate each individual for their unique qualities. Respecting others, and feeling respected, helps the people in our organisation to always give their best.

BELIEF IN PEOPLE

This is the foundation of our organisation and enables all employees to give their best, taking responsibility and working with passion and competence.

TRAINING AND PERSONAL GROWTH

Excellence requires an organisation made up of people with aptitudes and specific high-level skills. But this is not enough. People's knowledge must be nurtured and enriched, through the right balance of personal training, knowledge provided

by the company, opportunities for discussion with colleagues and on-the-job learning.

THE STRENGTH OF THE GROUP

Our results depend on the quality of our people and, even more so, on their ability to cooperate. Like an orchestra, each player has their personality and originality, but this freedom is guided by a well-structured framework towards a shared goal.

CUSTOMER FOCUS

Satisfying the customer means, first and foremost, knowing them, being guided by an awareness of their expectations and needs, and delivering products and services promptly and precisely. For us, customer satisfaction means exceeding their expectations. This is a genuine form of innovation.

HUMILITY

We don't have to know everything, but we should offer all we can in our area of expertise, without losing sight of our limits. Asking for help is a sign of intelligence and professional maturity. Humility also means accepting our responsibilities when things are not working as well as they could.

INTEGRITY

A commitment to the highest ethical standards must be a pillar for every FILA employee. Our guiding principles are loyalty, transparency, sincerity, consistency and respect for people and the environment

Associations

FILA is an active member of many national and international industry associations, in European and the US. These include:

• EUROPE

EUFA (the European Union of National Tile Associations).

• ITALY

Confindustria: the main association representing manufacturing and service companies in Italy. In addition, within the scope of Confindustria, FILA is a member of the trade-specific Confindustria Ceramica, Confindustria Marmomacchine and Confindustria Sezione Chimici.

Green Building Council (GBC) Italia: a nonprofit organisation that is part of the international GBC network operating across many other countries. Its goal is to promote a culture of sustainable construction. It runs the independent LEED® — Leadership in Energy and Environmental Design — certification system. This establishes specific criteria for the design and construction of healthy, energy-efficient buildings with a reduced environmental impact.

ASSOPOSA: the specific association for tilers, of which FILA is a technical partner and founding member. The association is dedicated to the qualification and training of tilers.

ACIMAC: the association of Italian manufacturers of plant, machinery, equipment and semi-finished products, raw materials and services for the ceramic industry (tiles, sanitary fixtures and tableware), the brick industry and refractory materials.

• UK

TTA (The Tile Association): represents the entire UK tile sector for flooring and wall coverings. There are currently 750 members, including manufacturers, tilers, distributors and contractors.

RIBA The Royal Institute of British Architects, primarily concerned with setting standards, training and supporting the profession. Working with the government, it helps improve the quality of design for public buildings, new homes and new communities.

STONE FEDERATION GB: the official association for the UK's natural stone industry. It coordinates all activity in the sector and provides and specifiers and users with a first point of contact for information, advice and guidance on sourcing suitable stone materials.

• FRANCE

Système Céramique, Connexion Carrelage: an association created by **FFB** Carrelage Revêtement Mosaïque UNECB-FFB, the Syndicat National des Mortiers Industriels trade union, and Connexion Carrelage. **Système Céramique** is made up of elements that are all important to ensure product durability.

• AMERICA

MIA (Marble Institute of America): the world's largest trade association for the ornamental stone market, comprising almost 2,000 stone manufacturers, distributors, builders, installers and suppliers.

NTCA (National Tile Contractors Association): a nonprofit American trade association dedicated to the professional installation of ceramic tiles and natural stone.



Our VISION: to be innovative and sustainable

We ensure the lasting beauty of surfaces, bringing wellbeing and balance to interiors and spaces bursting with life. We have always pursued this goal with innovative and sustainable methods and products.

Our MISSION: to be reliable and professional

FILA is a leader in the treatment, protection and maintenance of ceramics and natural stone. We operate as an international technical partner, supporting all customers with an extensive assistance network, training programmes and significant investment in R&D. This is combined with a deep-rooted commitment to innovation and environmental sustainability.





company's path to this point. The decision further consolidates a longstanding commitment of the company: to do business with respect for people, the community and the environment, generating a positive and lasting impact.

This concrete commitment to responsible practices, will also be formalised in the bylaws and integrated into the company's governance mechanisms. It will guide the definition of measurable, verifiable sustainability goals, subject to transparent reporting.

Robust governance

Governance plays a crucial role in family businesses, ensuring long-term coherence, continuity and stability. At FILA, **governance goes beyond rules and control bodies, serving as a concrete tool for preserving and passing on the founding family's values and cultural heritage to future generations.** The active presence of family members within decision-making bodies ensures that every strategic choice is aligned with the long-term mission and the company's identity. It also enables swift decision-making process for the implementation of strategic choices that strengthen ties with the local area and guarantee medium-to-long-term continuity.

Family governance also helps to build relationships of trust with colleagues, customers and stakeholders, through an ethical, transparent and shared management style.

In this context, the family plays a guiding role that goes beyond ownership alone. It steers the company towards a holistic, intergenerational vision fostering resilience, reputation and business sustainability.

This model, combined with the strong ethical leadership of the company's executive team, ensures responsible and effective management.

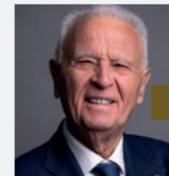
FILA's governance plays a key role in day-to-day operations and in creating sustainable value in the medium to long term based on these four pillars:

- the central role of management and control bodies (Board of Directors, Board

of Statutory Auditors and Auditing Body)

- the adoption of management systems certified by independent bodies and periodically reviewed
- constant monitoring of operations and relations with stakeholders
- responsibility and transparency in strategic choices from a sustainability perspective.

For the reporting year, 2024, **the Board of Directors** consisted of four members — three men and one woman — with an average age of 57. In addition to the family members, there is also one independent director in a non-executive role, ensuring diversity of perspectives and objective oversight.



Beniamino Pettenon
Non-Executive
Chair



Francesco Pettenon
Chief Executive
Officer



Alessandra Pettenon
Chief Executive
Officer



Leonardo Luca Etro
Non-Executive
Director

The **Board of Statutory Auditors** consists of five members, three men and two women. There is a Chair and four statutory auditors, two of whom are alternate auditors, with an average age of 51.

The whistleblowing system

The company has adopted a system to manage reports of **unlawful conduct and activity that is not compliant with general or company-specific ethical principles.** The system was developed in compliance with IT Law no. 179 of 30 November 2017, subsequently supplemented by IT Legislative Decree 24/2023 implementing Directive (EU) 2019/1937, and is governed by a dedicated procedure setting out the available channels for submitting reports, methods for protecting the whistleblower's identity and the right to confidentiality.

Further demonstrating its commitment to value-driven governance, in 2024, FILA joined ELITE, the ecosystem launched by Borsa Italiana in 2012 that supports the long-term sustainable growth of SMEs, accelerating access to capital, expertise and networking. One of ELITE's founding principles is its focus on Corporate Governance, with the aim of encouraging adoption of best practices in this important area for SMEs.

"This new step will help to share our Italian expertise with the world. Comparison with the other companies in ELITE drives us to improve and reach ever greater milestones".

Francesco Pettenon
Chief Executive Officer

Confirming the effectiveness of the company's governance and compliance system, there were no recorded incidents of corruption or regulatory non-compliance.

01.4 Economic value generated and distributed

2024 ended with economic value generated of **€ 22.017 million**, up on 2023 (+22.5%).

Added value, calculated by subtracting operating costs from economic value generated, also increased compared to the previous year, amounting to € 10.271 million. Of this, 47.4% was distributed to employees, 0.7% to capital providers, 10.6% to the public administration, 2.4% to shareholders and 1.8% to the community.

The remaining 37.1% was retained by the company to support its growth and ensure its economic stability, benefitting all stakeholders.

The financial data in the following table reflects the overall performance of FILA Solutions S.p.A. SB. It has been prepared on a consolidated basis, including the financial results of the FILA Middle East branch and profits from subsidiaries.

Economic value generated and distributed

	2024	
Value generated	22.017	
Added value	10.271	
Value distributed	€	%
to employees	4.869	47,4
to capital providers	70	0,7
to the public administration	1.085	10,6
to shareholders	250	2,4
to the community	189	1,8
Value retained	3.808	37,1

Data is stated in thousands of euros



02. THE PATH TO SUSTAINABILITY



02.1 Stakeholders

FILA adopts a system of dialogue and active engagement with its stakeholders. Identification and analysis of relationships with stakeholders is an ongoing process that makes it possible to determine the parties affected by the company's operations, whether directly or indirectly. This enables assessment of impact levels and management of relationships, through

communication and dialogue, in a constructive and mutually beneficial way.

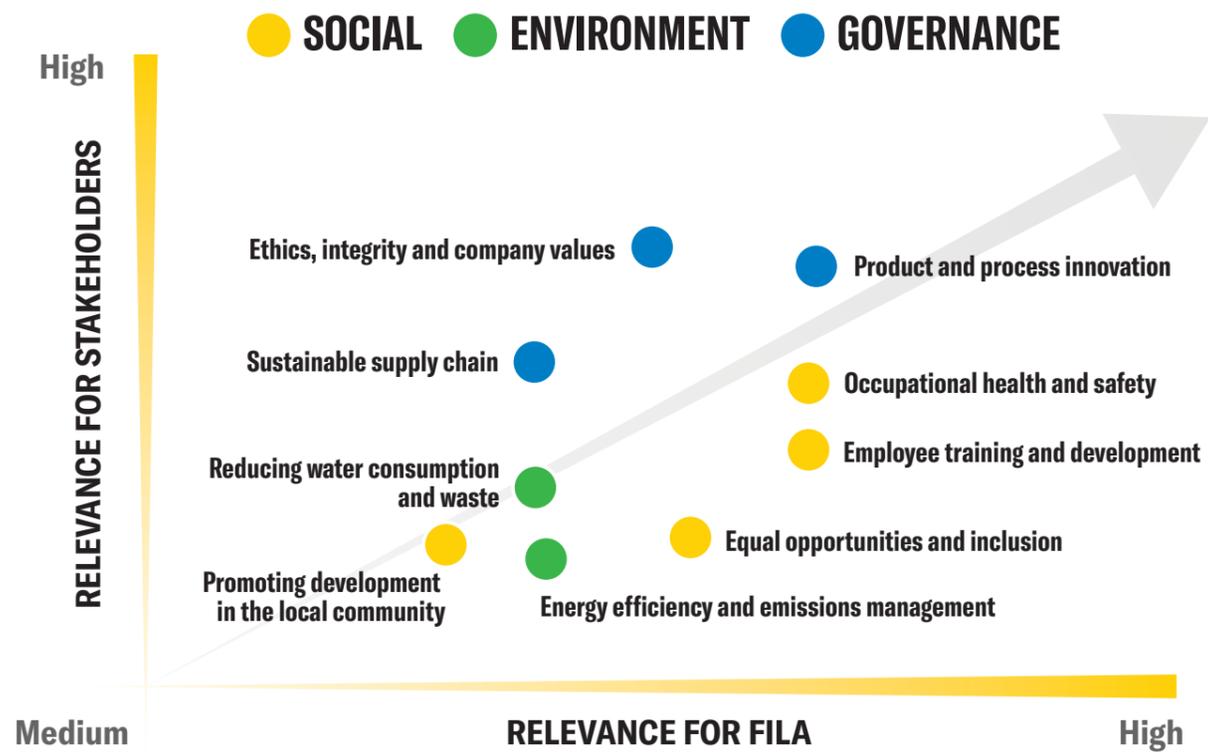
Stakeholder engagement is continuously cultivated, in order to make shared choices with all those who contribute to the company's activities in various ways.

STAKEHOLDER CATEGORY	METHODS FOR LISTENING AND ENGAGEMENT
Corporate governance representatives	General Meetings, reports and regular sessions provide an opportunity to share trends in economic and industrial performance and establish planning and strategy.
Local community	Visits to the Museum by schools and sports clubs supported by FILA, as well as meetings with nonprofit organisations, represent an opportunity to share the company's history and values, strengthening its connection with the local area.
External personnel	Meetings and colleague-engagement methods have the goal of spreading information, developing soft skills and promoting wellbeing through opportunities to socialise, sometimes involving families: Family Day, company parties, Spritz&Learning, FILA Rouge, and annual Kick-Off event.
Suppliers	Suppliers are important partners of the company. Prompt and detailed business relations and involvement in identification of the best solutions contribute to customer satisfaction.
Customers	Commercial contracts are based on an understanding of customers' needs, jointly defining methods, timelines and specifications. Trade fairs and business meetings, ongoing consultancy and technical assistance, research activities, training, and the development of strategic partnerships, provide occasions for the company to demonstrate its reliability and professional expertise. By joining the Amazon Pledge programme, it has confirmed its commitment to sustainability, helping customers to make informed choices. The Customer Care service gathers feedback and monitors satisfaction, in order to constantly improve the experience for end customers.
Financial institutions	Financial statements and economic and financial disclosures, with the utmost transparency and completeness of information.
Trade associations	Participation in meetings, sharing of information and experiences, and actions on common goals to support the sector and the company's positioning.
Institutions, regulators and certification bodies	Certifications, communications and institutional meetings enable the company to respond to regulatory and statutory requirements.
Media	The company website, print media, online news outlets and social media (e.g. LinkedIn) are the main channels via which the company presents and promotes itself externally.

02.2 Material Topics and the materiality matrix

The process for identification of material topics involved stakeholder engagement: employees, customers, suppliers, representatives of the local community and credit institutions, as well as the owners. All parties were involved to varying degrees and through different methods, expressing their expectations, interests and concerns regarding sustainability.

The results of the stakeholder engagement process make it possible to prioritise material topics within a matrix, based on the significance of the impacts generated by FILA for each topic and the significance of the topics as recognised by the various stakeholders. The material topics in the matrix are those considered most significant both by the company's management and key stakeholders.



For FILA, the materiality analysis is a dynamic process that makes it possible to identify and assess the topics relevant to company sustainability, i.e. those topics that may generate significant economic, social and environmental impacts on internal and external stakeholders and on company activities. This process must be updated for alignment with a complex and constantly changing context.

The materiality analysis is the foundation of FILA's approach to sustainability. In addition to being the central element of the reporting process, it serves above all as a guide for the identification of strategies and actions required to effect real social and environmental change, enabling the company to contribute to achievement of the UN global Sustainable Development Goals.



02.3 Sustainable development strategy



Transforming our world: FILA's contribution to the 2030 Agenda

The 2030 Agenda for Sustainable Development is an action plan for people, planet and prosperity. Signed on 25 September 2015 by the 193 United Nations Member States, including Italy, and approved by the UN General Assembly, the 2030 Agenda defines 17 Sustainable Development Goals (SDGs), broken down into 169 targets to be achieved in the environmental, economic, social and institutional spheres by 2030.

The sustainable development goals have global validity. They concern and involve all countries and all elements of society, from private enterprises to the public sector, from civil society to information and cultural operators: no one is excluded, and nobody should be left behind on this shared international path to sustainability.

Enterprises have a fundamental role to play in achievement of the Sustainable Development Goals.

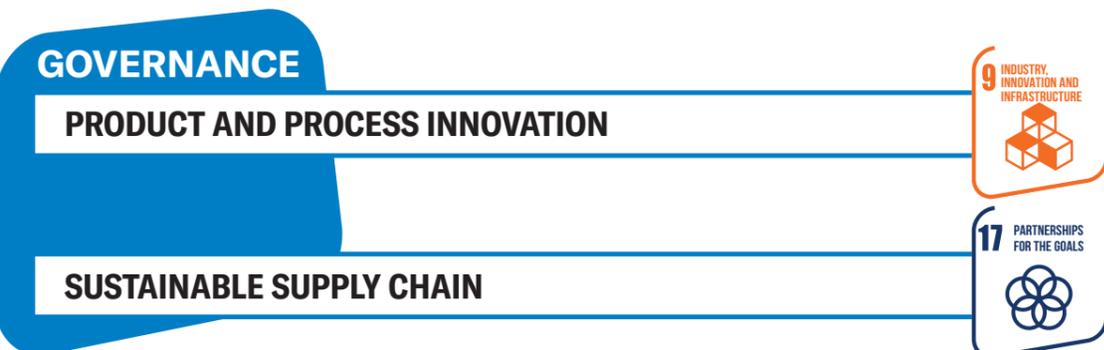
They are called upon to contribute to sustainable development by adopting increasingly responsible

business models, investing in people, innovation, technological development and protection of the environment.

FILA contributes to sustainable development in line with the UN Goals, integrating this commitment into its business model. This contribution to the Sustainable Development Goals is based on four key elements:

- commitment to integrating sustainability into the company's operations
- focus on the wellbeing of people and communities, working to implement projects that generate shared value
- the transparency essential to create and consolidate relationships of mutual trust with stakeholders and that underpins the company's reputation
- process and product innovation, closely tied to environmental sustainability.

Having analysed the impacts of its operations and the material topics, FILA is committed to contributing to 9 of the 2030 Agenda Sustainable Development Goals.



The main sustainable development topics

FILA considers it essential to ensure an ongoing commitment to ethical and responsible development, by making sustainable investments and corporate decisions based on the company's founding principles and values, while simultaneously pursuing its goals.

Recent years have seen the company chart its course, identify new horizons and define a shared vision. FILA's **Sustainability Roadmap** has three strands: People, Planet and Profit.

This gradual, continuous journey has become progressively more structured and clearly defined.

From the first photovoltaic system to the use of 100% renewable energy, through to a focus on water as a shared resource. Projects promoting employee health and quality of life, sponsorship and philanthropic efforts supporting the local community are just some of the many initiatives underpinning FILA's sustainability journey.

Today, thanks to involvement of the entire company, this process has led to the definition of a more integrated approach to corporate strategy, aimed at generating sustainable value across four action areas:

- Contribute to development of the local community
- Build a positive and inclusive working environment
- Integrate best practices into the production process, in line with the principles of environmental sustainability
- Establish the company as a benchmark for excellence in terms of innovation and sustainability.

These efforts have recently crystallised in the decision to become a Benefit Company, geared towards the common good by placing people and innovative leadership at the centre of the business.

FILA has chosen to commit to challenging and ambitious goals on its sustainability journey:

- further development of integrated management systems, supporting the organisation's development
- continuation and maintenance of energy policies aimed at reducing emissions, through the purchase of renewable energy and a photovoltaic system enabling partial energy self-sufficiency
- a focus on circular-economy principles in the sphere of packaging and the management of certain types of waste
- investment in innovation to eliminate certain critical raw materials, anticipating regulatory requirements and seeking the best solutions in the area of solvents
- sharing of sustainability best practices within the sector, with regard to products and their use, fostering expertise in surface care and maintenance (e.g. Academy, partnerships with manufacturers)
- increased colleague engagement and continuous improvement of human-resources policies, starting with investments in organisational processes and skills development
- review and extension of company welfare policies, also involving nonprofit organisations
- nurturing of the organisation's long-standing local relationships through philanthropic initiatives and cultural exchange involving the Company Museum.

02.4 Our Quality and Environment Policy

FILA has issued its Quality and Environmental Protection Policy, identifying the areas of greatest impact and those on which the company has decided to focus in terms of strategy.

PEOPLE

FILA SUPPORTING INDIVIDUALS: OUR COMMITMENTS

We are committed to socially correct and responsible conduct, starting from observance of applicable labour and employment law and the creation of a working environment rooted in complete respect for people, recognising and valuing diversity, guaranteeing equal opportunities and promoting inclusion at every level. This goal shall be reflected in our choice of partners and suppliers. We are committed to supporting the wellbeing of our employees through a solid company welfare package, recognising work-life balance as a crucial element for the contentment and productivity of every employee. We, as Management at FILA, undertake to improve our role with regard to personnel by:

- disseminating information and communicating company decisions at all levels, enabling sharing and understanding of the role of every member of FILA's personnel
- hiring personnel on the basis of their

working attitude and abilities, avoiding any form of discrimination and supporting continuous professional development and growth

- guaranteeing equal rights, opportunities and access to company resources, going beyond applicable regulations, and avoiding differential treatment of people with different backgrounds, political views, sexual orientation or religious beliefs
- guaranteeing a healthy and safe working environment, offering supplementary prevention and protection programmes that go beyond requirements established by occupational health and safety laws
- guaranteeing flexible working hours and supporting quality of life and labour within the company
- guaranteeing freedom of association and expression for all workers in the context of wider respect for individual dignity. The company guarantees remuneration and working hours that comply with applicable law and the CCNL national labour contract for the sector
- developing new products aiming to eliminate hazards by using raw materials which have a low impact on the health and safety of customers.



PLANET

FILA FOR THE ENVIRONMENT: OUR COMMITMENTS

Respect for the environment is a concrete commitment, which not only requires compliance with mandatory regulations, but involves all areas and all personnel within the company. In this context, we reaffirm our constant commitment aimed at:

- periodically evaluating and monitoring the environmental impacts that could be generated by operations, in order to prevent any pollution or disturbance to personnel or to any stakeholders
- observing environmental laws applicable to our operations
- improving our environmental performance in order to contribute to achieving the UN Sustainable Development Goals
- monitoring and lowering energy-resource consumption wherever possible in order to limit the environmental impact
- engaging with and educating all personnel through continuous training and information sharing to increase levels of environmental awareness
- selecting and utilising raw materials in the context of innovation and development that enable us to reduce our impact on people and the environment
- promoting sustainable use of products by customers, sharing technical information on correct methods of use and disposal of the corresponding packaging.



PROFIT

FILA FOR QUALITY: OUR COMMITMENTS

Our quality goals are to:

- continuously improve the company structure
- monitor and improve customer satisfaction, inside and outside the company, guaranteeing ongoing support and providing information
- guarantee reliability, transparency and competence worldwide through a sales network across European countries and beyond
- increase the quality of company processes by defining, managing and monitoring key performance indicators
- analyse the performance of suppliers, confirming they are aligned with the standards set out by our policy
- train personnel and raise awareness regarding the importance of the consequences of our activities, through continuous training and upskilling
- invest physical and economic resources in innovation
- digitise all data, ensuring simpler control and monitoring of company processes
- continue to expand and improve infrastructure supporting our processes.

Quality and Environment Integrated Management System

Pursuit of commitments to quality and the environment also depends on improvement of the Quality and Environment Integrated Management System in accordance with international standards **ISO 9001:2015** e **ISO 14001:2015**.



The adoption of an integrated management system for Quality and the Environment represents a strategic choice that enables FILA to combine operational efficiency, environmental responsibility and a commitment to continuous improvement across all company processes. Integrating these two areas makes it possible to move beyond a sector-based conception of management, promoting a systemic, consistent and synergistic approach capable of generating value for the company and its stakeholders.

From a governance perspective, an integrated system helps to consolidate decision-making processes based on objective data, promoting transparency, accountability and alignment with corporate strategies. It also represents an effective tool for identifying, assessing and mitigating operational and environmental risks, fostering greater resilience in a constantly evolving regulatory and market context. Integrated management supports improved performance, not only in terms of product or

service quality, but also in terms reducing environmental impacts, improving the efficiency of processes and enhancing internal resources. This makes it possible to set measurable goals and monitor progress, driving a culture of continuous improvement.

At FILA, integrated quality and environmental management is more than a technical or regulatory requirement. It is a true corporate governance tool, capable of steering the company towards more sustainable, responsible and effective models that help it to actively meet the expectations of customers, institutions and communities.



03. A SOLUTIONS AND INNOVATION ECOSYSTEM

03.1 Departments and company structure

Departments

FILA has a strategic and commercial structure with departments working in synergy across all international markets.

The **FILA TRADE** department handles all R&D, production, marketing and distribution activity for FILA-branded ready-to-use products for cleaning, treating, finishing and maintaining surfaces. The range is aimed at five main categories of commercial customers, differentiated by intended use and complexity of product application:

- Paint shops, hardware stores and specialist shops (retail)
- Professional treatment technicians
- Wholesalers and distributors
- Specialist and general mass retail.

FILA TRADE's organisational structure is supported by sales offices and agents throughout Italy, a network of foreign branches and a network of distributors, ensuring comprehensive coverage and consistent service across all markets.

The **FILA PROJECT** department works with a qualified network of professionals in the construction industry. It offers a wide range of services, including technical support in selecting the most suitable products to on-site consultancy, assessment of the effectiveness of proposed solutions, development of specific products and solutions in collaboration with FILA's R&D department, and on-site coordination, ensuring execution in line with quality standards and compliance with agreed timelines, with the support of qualified treatment professionals.

The department works with architects, surveyors, specifiers, contractors, builders, engineers, site managers and designers, establishing strategic relationships to ensure high standards of quality and performance.

The department is a strategic partner for construction professionals, offering innovation, technical assistance throughout the life cycle of FILA products, and training with an integrated approach.

The **FILA TECH** department is dedicated to developing innovative solutions and products for in-line industrial treatment of ceramic materials, natural stone and agglomerates. The goal is to help manufacturers optimise their processes, offering tailored solutions that improve the performance and quality of treated materials. The main contacts are technical representatives and decision-makers in the international industrial sector, specialising in the production and processing of ceramics, natural stone and agglomerates. FILA TECH's USP is represented by its ability to adapt each solution to the specific needs of customers. This relies on a structured process, that involves:

- understanding the manufacturer's needs through preliminary analysis of requirements and assessment of the feasibility of pre-treatment on the existing line, identifying any modifications required
- laboratory study and analysis with preliminary tests to assess the initial behaviour of materials, followed by detailed assessment with simulation of application methods and timing
- analysis of how treated materials behave, by verifying properties using specific instruments, and comparing different solutions to identify which performs best
- sharing solutions, presenting and discussing results with the customer to select the most appropriate treatment together

- in-line industrial testing, with direct application of treatments during production, followed by laboratory analysis to ensure consistency with the tests carried out
- ongoing support, providing constant after-sales assistance, ensuring that the solutions implemented maintain the expected quality standards over time.

The fruit of collaboration between **FILA** and **Euganea Trattamenti srl** — a long-standing customer and treatment-application specialist for FILA for over forty years — **FILA EUGANEA SERVICE** offers a comprehensive service for medium and large projects. It supplies both products and, on request, services for treatment application (including anti-slip system), cleaning, installation, grinding and polishing of surfaces, both in Italy and abroad. This is combined with routine and special maintenance of indoor and outdoor surfaces and coverings in public and private contexts. This includes residential, commercial, tourism, hospitality, healthcare, marine and sports locations, as well as those of historical and artistic value.

FILA EUGANEA SERVICE offers the following services:

- Restoration of surfaces on façades or floors
- Renewal of worktops, tables and small surfaces
- Protective treatments and maintenance of newly installed surfaces
- Technical consultancy to resolve issues
- Study and analysis of materials.

FILA EUGANEA SERVICE thus provides a comprehensive, integrated professional service for surface treatment: from the selection of optimal solutions to technical execution and long-term structural care.

FILA has built a network of locations dedicated to innovation, research and training, representing the beating heart of its development strategy.

The Innovation hub in San Martino di Lupari is a centre of excellence where new solutions for the protection and care of materials are designed and tested. Advanced research, laboratory trials and on-site testing are carried out here.

Alongside this, in 2014 FILA established its ceramic department in Fiorano Modenese, in the Sassuolo ceramic district, strengthening direct collaboration with ceramic manufacturers. This site excels in specialist materials testing, high-level technical assistance and the development of tailored solutions for the sector. It is also a place for technical experts and companies to engage, sharing knowledge and accelerating innovation.

The keystone in this system, FILA Academy serves as a bridge between research and the market, transferring expertise developed in the innovation centres to designers, treatment technicians and retailers through practical and theory-based courses held within these facilities, enabling direct, applied learning.

03.2 Products and solutions

With its highly specialised products, FILA handles not only formulation and production but above all aims to contribute to the generation of sustainable value in society. It does this by enabling a new approach to resources: by protecting, restoring and preserving surfaces, **FILA treatments promote durability, circularity and care for natural raw materials and man-made materials, preventing waste and harnessing maintenance for sustainable value.**

The FILA product range meets a range of surface-treatment and protection needs, with tailored solutions developed focusing on continuous research and innovation. With this approach, FILA positions itself as a reliable partner able to meet the needs of both private customers and professionals, offering specific solutions for the construction, design and

industrial spheres.

Each material has specific characteristics, from the porosity of natural stone to the sensitivity of agglomerates and the maintenance requirements of porcelain stoneware and wood, each requiring dedicated products and processes.

Material and characteristics	Main critical issues	FILA Solutions	Value of FILA Solutions
Natural Stone Porosity, sensitivity to acids and stain absorption, surface deterioration, aesthetic wear	Being porous or delicate, it requires protection against stains, water and deterioration	Water and oil-repellent protective agents, consolidating treatments, polishes and specific waxes, and dedicated cleaners	Preservation of the material, reduced maintenance and less use of aggressive substances
Industrial or handmade terracotta Porosity, stain absorption, surface deterioration, aesthetic wear	Being porous, it requires protection against stains, water and deterioration	Water and oil-repellent protective agents, polishes and specific waxes	Preservation of the material, reduced maintenance and less use of aggressive substances
Porcelain Post-installation dirt, cement residues, and stubborn surface stains	Being compact and not very absorbent, it may have surface dirt and post-installation residues	Professional post-installation cleaners (Deterdek Pro) and low-impact maintenance products	Reduced solvent use, effective cleaning with lower consumption
Agglomerates Sensitivity to acids and incompatible products, risk of stains and alteration of binder	Combining natural and synthetic components, they require compatible products that do not alter resins or binders	Specific treatments for agglomerates and stain-resistant protective agents	Extended material life and safe formulations
Industrial and polished concrete Dusting, absorption and oil or water stains	Require high-performance products, both for cleaning industrial residues and for durable protective treatments reducing the need for frequent maintenance	Consolidating treatments, high-penetration protective agents and stain-proof treatments	Less deterioration, less renewal
Wood Wear, loss of shine and moisture absorption	Requires conditioning, protection and polishing	Natural oils, waxes and protective polishes	Conditioning of the material, low-impact products and enhancement of natural resources

Continuous research and advanced technologies, enable FILA to offer treatments that not only preserve the beauty and performance of surfaces, but also reduce their environmental impact. Products are designed to minimise the use of aggressive substances, promote efficient consumption

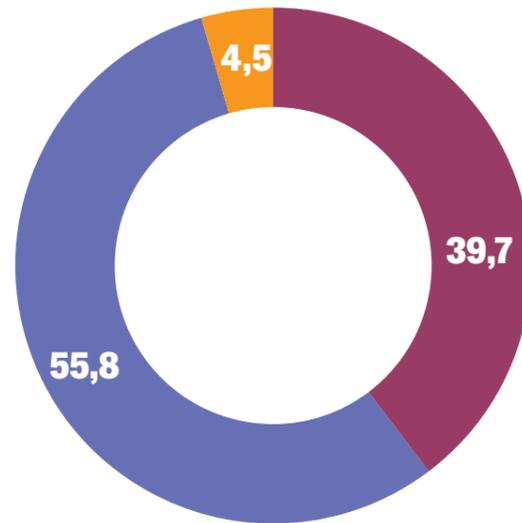
through coverage performance and **ensure extended durability of materials**, in line with the circular-economy principles.

In addition, FILA is constantly committed to material and surface research, always ensuring the best possible solution.

03.3 Product types

FILA's product portfolio reflects its constant commitment to innovation and sustainability, with solutions that combine technical results with environmental responsibility, ensuring the durability of surfaces.

The chart below highlights how the surface protection market represents 55.8% of FILA's sales. This includes all products and solutions designed to preserve, enhance and extend the service life of materials such as natural stone, ceramics, porcelain stoneware, concrete, wood and composite surfaces.



Sales by product type (%)

- Cleaners
- Sealers
- Finishing

Detergents (Cleaners, Stain removers and Removers) are chemical solutions (acid, alkaline or neutral) formulated to remove dirt and residues. Their action ranges from gentle routine cleaning to post-construction cleaning (e.g. removal of cementitious or epoxy residues), limescale, salt efflorescence, rust and organic or grease stains. Cleaners may be concentrated for intensive cycles or ready to use for targeted tasks (stain and silicone removal).

Protective agents (Basic Treatments) are liquid formulations (often water and/or oil repellent) that penetrate deep into the material to provide a long-term barrier against the absorption of water and stains. They generally maintain a natural finish due to their breathability and the absence of surface films. Their main function is to protect the material against deterioration, atmospheric agents and upward migration of pollutants. In many cases, protective agents also have a consolidating and dust-proofing action.

Finishing products (Waxes, Oils and Aesthetic Treatments) are products applied to complete basic protection or to modify/enhance surface appearance. Finishes include waxes (liquid or paste) that provide a polished, satin or matt/natural effect, improving resistance to foot traffic and making maintenance easier. Other finishing products are used to tone or revive the colour (wet effect) or to condition the material (e.g. wood and terracotta).

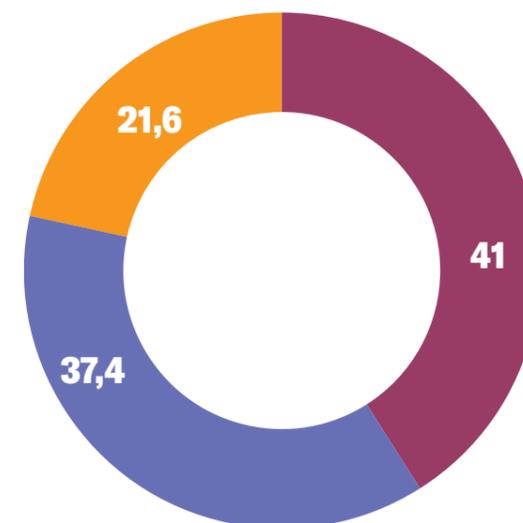


03.4 Markets

FILA operates in more than **80 countries** worldwide, through a **network** of wholly-owned **subsidiaries** and various **commercial partners**.

Through this extensive network, it is able to ensure product distribution and technical support.

In addition to sales in Italy, which currently represents its main market, accounting for 41% of global turnover, FILA also has a strong presence in countries with commercial subsidiaries: Spain, France, Germany and the UK, as well as the US and United Arab Emirates.



Sales by geographical area (%)

- Italy
- Europe (excluding Italy)
- Outside Europe

Trends in the protection market

FILA recognises that increasing attention to the circular economy means that every material will have to meet specific durability, waste reduction and versatility criteria. This vision is clearly reflected in the analysis of markets such as natural stone and restoration, where the trend is to enhance and preserve existing materials, rather than replace them.

In this scenario, repair services represent the largest share, equal to 50% of the market, with a value of USD 1.28 billion, being essential for addressing cracks, films and damage through wear. This is followed by polishing services, which account for 30% of the market (USD 0.77 billion) and are growing due to increasing

demand for high-quality aesthetic finishes. Finally, sealing services, worth 20% of the market (USD 0.51 billion), are essential to protect surfaces from stains and external agents, helping to preserve their beauty and functionality over time.

In Italy too, the restoration sector, which includes work on natural stone, plays a leading role. With annual turnover of around EUR 3 billion, up 33% compared to the previous year and with average growth of 20% over the past three years, the market shows a positive and dynamic trend. The country has 574 specialised companies, concentrated in Northern Italy, in regions such as Veneto, Lazio and Lombardy. The market for renovation of historical buildings is also particularly significant, with an estimated worth of EUR 640 million per year, driven by the enormous potential associated with approximately 3 million historical buildings dating from before 1945.

Domestic and global growth in the sector reflects a clear trend: preserving and enhancing what already exists is an increasingly strategic choice.

(Sources: Business Research Insights – Natural Stone Restoration Service Market Report; Salone del Restauro; INFOBUILD – data on historic buildings and the restoration market)

03.5 Product and process innovation

Challenges of the sector and FILA's approach

Today's chemical sector has an extremely complex and rapidly changing regulatory environment. Growing global focus on the public-health and environmental implications of chemical substances is leading to increasingly stringent regulations. These include limits on the use of substances themselves, labelling requirements and progressive bans that often vary from country to country, all of which directly impact processes, products and corporate strategy.

Regulatory challenges drive innovation: For some time, FILA has been exploring alternative technical solutions, aiming to develop new sustainable products without compromising performance.

This commitment was already clear when FILA made the pioneering move towards production of water-based intermediates in place of solvent-based formulations, reducing VOC production emissions during production, packaging and application by end users. Well before 2010, the year in which restrictions on long-chain fluorinated polymers entered into force, FILA anticipated regulatory changes by removing long-chain PFAS (C8), such as PFOA and PFOS, from its products, replacing them with short-chain molecules (C6), considered less bioaccumulative and less persistent in the environment. The company chose to go beyond simply replacing PFAS molecules, redesigning its products by exploring new formulation approaches. A key element of this journey is transparent communication with customers, national institutes, sector associations and suppliers. FILA has built trusting relationships by sharing goals, progress and benefits linked to the gradual phase-out of PFAS, fostering alignment throughout the value chain. Finally, the company has adopted rigorous procedures for the management of waste containing PFAS, ensuring disposal in line with current best practices, and recognising that significant effort is required to identify a more sustainable solution that can reduce impacts. In recent years, FILA has therefore adopted a proactive approach to tackling the global challenge linked to use of PFAS in surface-protection products. In addition, FILA draws on the LCA – Life Cycle Assessment methodology to assess the environmental impact of its products across all stages of their life cycle: from raw materials to production and distribution, through to use and end of life.

In addition, this approach enables FILA to identify the most critical stages and optimise processes and formulations, reducing energy consumption, emissions and the use of resources. LCA studies are geared towards

more conscious planning around the impacts generated and the development of more sustainable solutions, reducing the environment impact without compromising effectiveness.

One of the cornerstones of FILA's journey is its continuous investment in R&D, averaging more than 3% of company turnover over the past two years. This commitment has prompted evaluation of alternative solutions capable of ensuring the same performance, while maintaining high quality and safety standards. In addition to investments in R&D, key elements supporting FILA's commitment to cleaner, safer chemistry include cooperation with suppliers and sector experts, as well as participation in European projects supporting innovation in the industry. Partnerships with universities, including the University of Padua and the University of Venice, and with research centres, are essential for progress on this path of innovation.

FILA's approach is not only geared towards anticipating regulatory compliance, but also seeking to turn challenges into opportunities by balancing technical performance of products, collective safety, environmental responsibility and technological innovation. This approach combines regulatory research and technological experimentation: a dual function making it possible to develop innovative products that comply with regulations, while maintaining high quality standards.

Innovation Centre: 700 m² dedicated to innovation and training

FILA's Innovation Centre is much more than a research laboratory, it is a hub for collaboration, training and enhancement, where science and innovation work hand in hand to protect the surfaces of today and tomorrow and develop solutions that generate lasting value. It represents the strategic heart of a company focused on sustainable innovation.

It is the place where new formulations and technologies for surface care and protection are developed. It is a centre of excellence adopting an integrated approach that combines materials analysis, laboratory testing and trials

(over 2,500 quality checks per year on 1,000 production batches). In addition to research, the centre plays a key role in supporting customers and projects. Materials testing at the inhouse laboratory and on-site inspections enable FILA to suggest the best solutions, providing customers with detailed, tailored project planning. Through this consultancy-based approach, the company can restore value not only to contemporary architecture, but also to Italian and international historic heritage sites, preserving aesthetics and functionality.

The Innovation Centre building contains an area dedicated to training and information sharing, with spaces designed to welcome schools and STEM programmes, encouraging young people to engage with applied sciences.



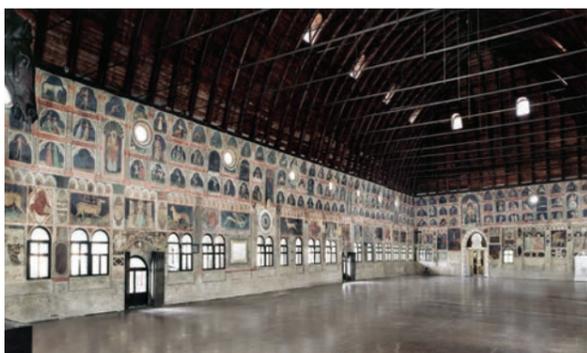
03.6 FILA's portfolio

Over the years, FILA has strengthened its role as a technical partner in many prestigious national and international projects, working with professionals in the construction industry (architects, surveyors, engineers, designers, site operators, etc.) and in the industrial sector for the production and processing of materials (ceramics, natural stone and agglomerates), creating advanced solutions for the protection and enhancement of surfaces in historic, public, commercial and residential buildings and hotels.

Significant past projects on historic buildings include restoration of the historic hall of Palazzo della Ragione in Padua, the Tempio Canoviano in Possagno, outside Treviso and, more recently, restoration and protection works at Villa Selvatico in Battaglia Terme, outside Padua.

03.6.1 Historic projects

Palazzo della Ragione, Padua



FILA handled restoration of the historic hall of Palazzo della Ragione in Padua, working on 2,200 m² of cocciopesto flooring. More than ten years after previous restoration work (2004), the floor showed darkening, encrustations and surface damage caused by intensive use during events and exhibitions.

This project bears witness to FILA's technical and sustainable approach: a meticulous restoration, respectful of the original materials, combining aesthetics with long-term conservation.

The project was conceived as a genuine "gift" to the city, consolidating FILA's role as a trusted partner in the safeguarding of Italy's historic and cultural heritage.

Tempio Canoviano, Possagno



FILA was selected as the technical partner for protective work at the Tempio Canoviano in Possagno (TV), a neoclassical masterpiece by the artist Antonio Canova. More than a decade after the last restoration work, the external natural stone surfaces — in Rosso Verona, Verdello and Biancone — showed darkening due to smog, lichens and particulate matter, and the internal polished marble floors also required maintenance.

In collaboration with a local authority, FILA's team of experts planned a targeted intervention involving preliminary studies, physical and chemical cleaning of the external surfaces with specific products to remove mould and encrustations, and application of a breathable water repellent to ensure long-term protection. Inside, the floors were treated with pH-neutral cleaners and protective finishes that restored their shine and functionality.

The project, marking 200 years since the first stone was laid, confirms FILA's commitment to safeguarding Italy's artistic and cultural heritage, combining technology, respect for existing materials and expert personnel. This project has restored the Tempio Canoviano to its original elegance, providing a clear example of how informed maintenance can slow deterioration and preserve the beauty of works.

Villa Selvatico, Battaglia Terme



FILA played a leading role in major recovery and protection works at Villa Selvatico, a prestigious historic complex located in Battaglia Terme, in the province of Padua. Set within the Colli Euganei Regional Park, the building is a unique example of 17th-century Venetian architecture and has great historical and cultural value. Exposed to weathering, atmospheric agents and humidity, the villa had several critical issues: widespread darkening on the façades, deterioration of external stone materials, the formation of mould and microorganisms on internal plasterwork, and problems caused by wear of the cement-bound terrazzo floors.

FILA's project involved coordinated and comprehensive work, restoring and protect all parts of the villa. Darkening on the façades was eliminated and surfaces were consolidated with specific products to restore colour uniformity and resistance to external agents. Marble and natural-stone balconies and terraces were treated with breathable water-repellent solutions, achieving long-term protection without altering their original appearance. Indoors, the wall coverings were sanitised and protected with anti-mould and biocide products, improving the quality of environments and preventing the reappearance of biological organisms. Finally, the terrazzo floors were treated with consolidating and dust-proofing protective agents, increasing mechanical resistance and enabling easier and longer-lasting maintenance.

03.6.2 Residential and commercial projects



Marina di Ragusa

In 2020, FILA was involved in the signature social housing project "otto 16" in Marina di Ragusa, part of the Residenze Garden complex. Designed by architects Nunzio Gabriele Sciveres and Giuseppe Guerrieri, the project is an example of sustainable construction combining refined style, energy efficiency and the use of local materials to create a coherent Mediterranean atmosphere.

For the interior floors, custom-made using glazed lava stone tiles in shades of white, cobalt blue and Siena yellow, FILA applied a double coat of a stain-resistant protective agent, ensuring protection, easy cleaning and preservation of the surfaces' natural colour. This project highlights the excellence of FILA systems for the protection and maintenance of ceramics, developed through continuous investment in research and adopted by sector professionals for their effectiveness, quality and compliance with installation and sustainability standards.

Casa Maria Luigia by Massimo Bottura and Lara Gilmore



Massimo Bottura and Lara Gilmore's unique guest house, set in the Modena countryside,

makes rich use of marble and natural stone. This presented issues due to the ageing of surfaces: the external Trani stone flooring had yellowed and been dulled by algae, while the internal flooring showed signs of wear and tar residues. The specialist team removed yellowing and sanitised external flooring using a fast-acting anti-algae cleaner that is effective without damaging the material. Indoors, the surface was treated with a biodegradable degreasing cleaner ideal for removing organic films. After cleaning, the surfaces were protected with a natural-effect water and oil-repellent treatment, and finished with a protective wax that is perfect for antique floors. This cycle successfully preserved the original appearance of materials and improved their resistance.

Marcegaglia Headquarters, Gazoldo degli Ippoliti



In 2023, FILA carried out major work at the headquarters of the Marcegaglia Group in Gazoldo degli Ippoliti, home to Casa Marcegaglia, the permanent museum facility documenting the history and values of the founder and the company.

This space, with its strong symbolic and functional value, welcomes large numbers of visitors and employees on a daily basis. The floor, a central element of the environment, must therefore be maintained in impeccable condition, despite heavy foot traffic. Work was carried out on 540 m² of Nero di Nonza natural stone flooring, laid with an open longitudinal joint to enhance its light and dark nuances. Before opening, the surface showed residues and marks typical of the construction phase. FILA handled pre- and post-installation cleaning, protection against oily stains and preservation

of the original appearance of marble floors, applying specific anti-mould and anti-infiltration treatments.

03.6.3 Public projects

Louvre Museum, Abu Dhabi



The Louvre Abu Dhabi is a museum of art and civilisation in the United Arab Emirates, inaugurated on 8 November 2017. It is part of a thirty-year agreement between the city of Abu Dhabi and the French Government. The museum is located in the city's cultural district, covers 24,000 m² and is the largest museum on the Arabian Peninsula. An initial wash was carried out to prepare the UHPFRC surface (Ultra-High Performance Fiber-Reinforced Concrete) using a wax-removal degreasing cleaner diluted 1:5. A treatment was then carried out for outdoor areas against deterioration caused by atmospheric agents, using a breathable water repellent. Internal surfaces were treated against stains and dirt caused by human contact using a water and oil-repellent product. Surface maintenance was carried out using a wax-removal degreasing cleaner diluted 1:30.

Cheonwon Palace, Seoul



In the vibrant heart of South Korea, Cheonwon Palace shines as a sublime example of

contemporary architecture, combining understated luxury with the elegance of natural stone. This monumental project was designed by Seoul-based studio MTT, which transformed a private residence into a true work of art, in constant dialogue with nature and light. But beauty alone is not enough.

It is precisely these types of settings that rely on invisible protection: the kind you cannot see, but which makes all the difference over time. And this is where FILA made its mark. Everything at Cheonwon Palace revolves around materials. Roman travertine surfaces — used on façades, outdoor and indoor spaces — give the entire building a powerful, refined identity. But treating such a noble stone, exposed to atmospheric agents and everyday wear, requires advanced technical expertise and products that can guarantee durability and aesthetic quality. The treatment was based on targeted technical cleaning, followed by careful application of a water-based protective agent that penetrates deep into the stone, enhancing its tone without affecting breathability.

Oxford Mathematical Institute, Oxford



the largest university building built in the last century. Designed by Rafael Viñoly Architects, its surfaces include around 300 m² of Spanish Blue Limestone for the entrance and main staircase, and 1,600 m² of Cumbria porcelain for the raised ground floor.

All materials were installed and carefully treated with FILA products by W.B. Simpson Ltd (MIDLANDS) on behalf of the contractor Laing O'Rourke. For post-installation cleaning and water and oil-repellent treatment of the limestone, a neutral concentrated cleaner was selected, ideal for washing acid-sensitive limestones such as Spanish Blue. Once the

surface was dry and clean, a water and oil-repellent treatment for unpolished surfaces was then applied. For initial cleaning of porcelain installed on the raised ground floor, an acidic descaler cleaner was used that does not release harmful fumes and provides exceptional deep cleaning without damaging the surface, unlike traditional hydrochloric-acid products.

Products used

Palazzo della Ragione

PS87 PRO / PRO130 / NATURWAX / SATIN

Tempio Canoviano

CLEANER PRO / CLASSIC / HYDROREP ECO / ALGAENET

Villa Selvatico

ALGAENET / CONCRETE HYDRO / SALVATERRAZZA® ECO / ACTIVE1 e ACTIVE2 / MATT

Marina di Ragusa

MP90

Casa Maria Luigia

MP90 ECO XTREME / ALGAENET / PS87 PRO / MATT

Marcegaglia Headquarters

PS87 PRO / FOB XTREME / CLEANER PRO

Louvre Museum

PW10 / HYDROREP / MP90 ECO XTREME

Cheonwon Palace

PW10 / HYDROREP / MP90

Oxford Mathematical Institute

CLEANER PRO / DETERDEK PRO / W68

03.7 Technical consultancy

FILA offers widespread, highly qualified technical and commercial consultancy services aimed at private individuals, professionals, retailers and manufacturers. The company provides support by telephone, email and online forms to respond to requests for product information and any reports, application advice and specific requests for assistance or specialist services.

Technical consultancy guarantees integrated, ongoing services aimed at meeting customers' needs across every location in which it operates and offers a dedicated service for complex projects and structured information, contributing to effective and lasting results.

Focusing on customers is a priority for FILA, which strives to **provide a comprehensive service that maximises product quality**. Listening to the needs of customers and the market, collaboration and dialogue on projects, prompt response to consultancy requests, and the development of strategic partnerships all reflect the company's reliability and professionalism.

 **≈ 6.000**
requests for technical assistance handled during the reporting period

 **≈ 210**
project specification documents issued during the reporting period

At FILA, customer-satisfaction monitoring is a fundamental tool for growth.

The ongoing survey distributed following consultancy requests highlights positive results, with a greater response rate than previous editions, indicative of improved customer engagement and interest.

Customers identified the following as FILA's strengths:

- **Product quality**
- **Problem-saving capability**
- **Technical assistance and consultancy**

These elements confirm high customer satisfaction and loyalty and boost FILA's image as a reliable partner.

03.8 FILA Academy

FILA Academy courses are held at the Innovation Centre and at the Fiorano Modenese headquarters. This training programme enables the company to share expertise and know-how with industry professionals. The goal is to **promote a technical culture focused on quality, providing practical tools to enhance and preserve surfaces**.

Each year, the Academy involves hundreds of treatment technicians, architects, designers and retailers from around the world, offering technical courses tailored to the needs of participants. The courses, delivered by technical specialists, combine theory with practical demonstrations and real-life treatment, maintenance and restoration scenarios.

Training not only helps to prevent issues on site, but also strengthens the network of relationships between manufacturers, designers and operators, developing a more qualified supply chain and high-quality projects that respect materials, people and the environment.

Training covers the principles of treating, cleaning and protecting surfaces (marble, stone, terracotta, wood, etc.), material analysis and site assessment, and correct use of FILA products, in line with regulations and best practices.

Training therefore makes it possible to test solutions first-hand and compare real case studies, developing advanced, certified skills.

Training sessions are also organised at customers' premises or worksites, in order to support customers more effectively.

FILA Academy focuses particularly on the role of Advanced Treatment Technicians. The idea of training and qualifying specialist treatment technicians to join a network of FILA professionals arose from the need to guarantee high-quality work on the most delicate materials. FILA recognised the importance of a technical role dedicated to surface care and enhancement, introducing a training programme that combines practical expertise with methodological rigour.

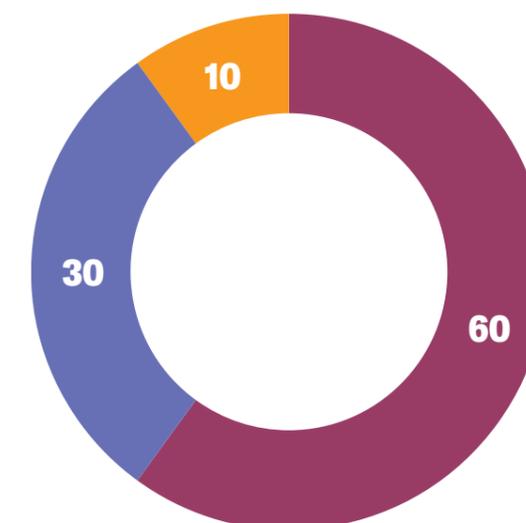
03.9 Supply chain

In line with its values, FILA is committed to selecting partners and suppliers who share their ethical and sustainable vision, specifically promoting the following:

- **healthy and safe working environment**, implementing prevention and protection programmes geared towards continuous improvement in occupational hygiene, going beyond the requirements of mandatory legislation
- a **high quality of working life**, recognising employees' rights to freedom of association and expression, with respect for individual dignity, and **equal rights, opportunities and access to resources**, avoiding all forms of discrimination
- assessment and monitoring of the **environmental impacts** of its operations, with the goal of preventing pollution and the depletion of natural resources and improving environmental performance within a framework of sustainable development, minimising waste and seeking optimal solutions from an economic, social and environmental perspective
- definition and sharing of **social-responsibility, environmental and governance policies** with its stakeholders, supported by periodic reporting
- **full compliance of raw materials and**

services supplied to FILA, in accordance with national and international standards and regulations, as well as on the basis of tests on the quality of products themselves.

During the reporting year, FILA's supplier base expanded by more than 240 suppliers. Around 60% are service suppliers, including logistics, 30% supply raw materials and the remaining 10% supply packaging materials. Supplier selection criteria are based mainly on proximity, availability, assistance and the quality of the product or service provided, and lastly on price.



Supplier distribution (%)
■ Services
■ Raw materials
■ Packaging materials

FILA primarily uses Italian suppliers: 87.4% of spending, 33.4% of which with local suppliers based in the Veneto region.

Each supplier of services to FILA must guarantee (through appropriate documentation) regulatory compliance, workplace safety, and technical and professional suitability.

04. FILA FOR PEOPLE AND SOCIETY

04.1 Organisational growth and training

FILA considers human capital the main driving force of its success and its ability to innovate and compete globally. **Commitment to employees is rooted in a strategic vision** aimed at fostering individual growth through continuing training, support for wellbeing in the workplace, and the promotion of an inclusive and rewarding working environment.

For more than 10 years, FILA has followed a structured path to strengthen its corporate culture and organisation in order to address strong growth and the drive towards greater managerial structuring of the company. In recent years, tools for sharing company information and fostering culture and alignment have also been introduced. These include the annual kick-off meeting, dedicated to sharing performance and corporate strategy, as well as the new FILA Rouge inhouse magazine, which shares information across all areas of the company on a monthly basis.

only in economic terms, but also in terms of its ability to create an **inclusive and respectful working environment, with a constant commitment to people, the beating heart of the organisation.** Within company policy, management has set out its intention to go beyond current regulations, with the goal of guaranteeing equal rights, opportunities and access to company resources for everyone. This serves to build a corporate culture where every individual is valued, eliminating differential treatment based on origin, political and sexual orientation or spiritual beliefs. Diversity is a value and a source of enrichment, essential to stimulate innovation and growth.

The tables and paragraphs below present quantitative and qualitative data on the management of human resources, as well as actions and initiatives introduced to promote inclusion and wellbeing.

OUR PEOPLE

FILA conceives of itself as a cultural community, where work is experienced as an integral part of life. The initiatives it runs go beyond productivity, creating spaces for sharing, personal growth and identity building. FILA recognises that success is measured not

81
 EMPLOYEES

+2
 COMPARED TO
 2023

Employees as at 31/12 by gender (no.)	2024		
	M	F	Total
	43	38	81

UNDER-30s REPRESENT 14.8% OF COMPANY WORKFORCE

Employees by gender, age and professional level (no.)	2024		
	M	F	Total
MANAGEMENT	10	7	17
< 30 years	0	0	0
30 to 50 years	8	5	13
> 50 years	2	2	4
WHITE-COLLAR WORKERS	24	23	47
< 30 years	7	4	11
30 to 50 years	9	6	15
> 50 years	8	13	21
BLUE-COLLAR WORKERS	9	8	17
< 30 years	1	0	1
30 to 50 years	4	3	7
> 50 years	4	5	9

During the reporting year there were nine hires and seven exits. In addition, five courses of varying length were launched with students from secondary schools, technical colleges and universities.

Hires (%)	2024	
	M	F
	55	45
< 50 years	80	100

Exiting personnel (%)	2024	
	M	F
	86	14
< 50 years	84	100

Despite its peripheral location, the company does not experience any structural difficulties in recruiting. Recruitment focuses on personal qualities, compatibility with the corporate culture and interpersonal skills.

The recruitment pool has progressively expanded beyond the local area, demonstrating the organisation's ability to attract talent aligned with its values and organisational development.

EMPLOYMENT STABILITY: 100% OF WORKERS HAVE A PERMANENT CONTRACT

Listening at the organisational level, mapping of company activities and workplace-climate analysis

Starting from an initial mapping of company activities, carried out by listening to and involving employees, a new functional organisational chart was developed, consistent with real operations. This represented an important evolution of the previous organisational model, which failed to reflect changes within the company changes. The process also fostered greater awareness of just how important a clear, shared structure is.

Efforts were also made to organise and digitise personnel files. This laid the foundations for a qualitative approach enabling better understanding of the context and updating of the organisational system, sharing its evolution with colleagues.

The second edition of the company-climate analysis, conducted in 2024, offered important insights and suggestions. The results gathered informed one-to-one meetings, inhouse events and informal opportunities for to socialise, **with the goal of maintaining a positive, collaborative environment, balanced between organisational structure and human relationships.**

The HR function has been restructured in recent years, placing listening to employees, fair and transparent management of relationships and the creation of a climate of trust at its core. This makes it possible to move beyond informal organisational approaches, reducing perceived disparities between colleagues and improving the overall sense of belonging, within a context in which the complex professional challenges FILA faces are met with a system of community relationships.

FILA's HR team draws on a range of skills, integrating listening, compliance and strategic vision. **This multidisciplinary model has fostered evolution of the HR role from a technical function to a cultural driver, capable of building relationships of trust and leading transformation.**

Analysis of training needs and enhancement of skills

A system for identifying training needs has been developed: through interviews and meetings with area managers, personalised development plans were drawn up. To date, this activity has mainly involved area managers, with the goal of developing skills within areas, supporting organisational development.

In the context of such an important phase of company growth, FILA chose to invest in a structured training plan, with activities focusing on topics such as leadership, delegation, time management and effective communication, focusing particularly on managing expanding teams and process optimisation. These initiatives took the form of management coaching sessions and cross-functional training courses on soft skills, aimed at all staff. The goal was to promote a shared language and disseminate common methodologies within the organisation. This approach also represents the main driver of the 2025 training plan.

At the same time, a second key training stream linked to sustainability was launched. The company joined a call for proposals for a project involving 250 hours of training, focusing on environmental and sustainability topics. In line with corporate strategy, the initiative aims to develop inhouse expertise to address the challenges of the ecological transition with an informed approach.

To improve organisational dynamics, team coaching sessions and individual coaching programmes were planned for first and second-line management.

The goal for coming years is to roll-out training and coaching process for all employees. **The training approach is geared towards technical and interpersonal skills, supporting the current phase of growth and change.**

Training

3.840
TRAINING
HOURS

47,4
AVERAGE
TRAINING
HOURS PER
CAPITA

Training hours (no.)	2024		
	M	F	Total
	1.690	2.150	3.840

Excluding mandatory Health and Safety training pursuant to Article 37 of IT Legislative Decree 81/08 and specific State-Regions Agreement

Training hours by category (no.)	2024	
	M	F
Management	754	584
White-collar worker	828	1.458
Blue-collar worker	108	108

In 2024, the company strategically reinforced its commitment to the development of professional expertise, including both soft and hard skills, investing significant resources in personnel training. Analysis by category, presented below, highlights the organisation of specific training programmes dedicated to each function.

Average training hours by category (no.)	2024
Management	78,7
White-collar worker	48,6
Blue-collar worker	12,7

A particularly significant datapoint emerges from the gender breakdown: average participation of 55.6 hours was recorded for female employees, significantly higher than the men's average of 39.3 hours, highlighting a focus on inclusive growth.

Average training hours by gender (no.)	2024
Men	39,3
Women	55,6

04.2 Welfare and health system

FILA promotes a flexible approach to management of personnel, with personalised and non-standardised policies that always consider individual needs. **FILA's balance of performance and quality of life is a distinctive feature.**

All initiatives stem from a vision of the individual as part of a community and are set within a broader context of corporate welfare, positioning people at the centre of a specific strategy for health and wellbeing.

At FILA, welfare is conceived not as an additional benefit, but as a basic condition for quality of life within and outside the company.

The "Easy Life" welfare platform of the company NoiWelfare is the tool with which FILA gives access to health, educational, recreational and family services. Each employee has personal access to this portal and a Welfare Account, with credit spent at their discretion on a range of services made available by the company.

The system, which is set for further expansion, is popular with employees for its flexibility and personalisation and for the possibility of accessing services that improve personal and family wellbeing, enabling a better work-life balance.

Initiatives dedicated to protecting employees include those aimed at health promotion and the prevention of illnesses, especially cancer, run in collaboration with the Umberto Veronesi Foundation.



Prevention and health: a multi-year collaboration with the Umberto Veronesi Foundation

FILA confirms its commitment to health promotion and prevention through a well-established partnership with the Umberto Veronesi Foundation, a scientific partner of excellence that supports research, awareness and health education. The long-standing partnership between FILA and the Veronesi Foundation represents a virtuous corporate-welfare model, **centred around the safeguarding of people's health, not only as an individual benefit, but as a core component of social responsibility and a corporate culture rooted in caring.**

In 2023, FILA organised a two-day event dedicated to cancer prevention, hosting a mobile clinic run by the Foundation at its head office in San Martino di Lupari. The initiative involved all employees, who had to access breast ultrasound scans, mammograms and ECGs (electrocardiograms) free of charge, for a total of 24 hours of clinical consultations. The goal was twofold: to offer an accessible prevention service directly in the workplace and to raise employees' awareness of the importance of early diagnosis, in a framework of integrated health and a culture of care.

In 2024, the focus on prevention was extended to men's health, an area often overlooked and less active. FILA decided to support the national initiative "Male preventive health in the field" as main partner, with events held between July and October in three Italian locations – Courmayeur, Alba and Castelfranco Veneto. At each location, stands were set up with a urologist on hand for free consultations, both in the main town square and inside local Golf Clubs. This initiative made it possible to reach residents in the locations hosting events, expanding the target user group of the prevention plan promoted by FILA. Alongside public events, the company also ran an initiative dedicated to its colleagues. In November 2024, a urologist visited the company to provide free specialist consultations, taking concrete action on its commitment to health, without distinction of gender.

For this initiative, in addition to medical consultations, a training activity was delivered

to the entire company population, men and women, again underlining how preventive healthcare is neither gender nor age specific.

“Our employees have always been a precious and fundamental asset for our company. This is why we are so pleased with our new partnership with the renowned and respected Veronesi Foundation. We are sure that this will be just the first in a series of future initiatives targeting welfare and prevention”.

Alessandra Pettenon
Chairman

“The purpose FILA has established for itself by signing the anti-verbal-abuse manifesto is to improve the wellbeing of our employees by helping them communicate better, in a clearer, simpler and more effective way, respecting others and avoiding behaviour that undermines human dignity. If we learn this, we benefit first and foremost ourselves as individuals, parents and family members, improving our wellbeing within our families and within the company.”

Alessandra Pettenon
Chairman

As the start of this project, the entire company stopped to take part in a training session. This moment of sharing served to improve active listening within the working environment, in relation to colleagues, and also in the personal context outside the company.

In addition to its ten principles designed to encourage respectful and civil behaviour, the Manifesto represents a commitment to shared responsibility. This is a commitment that all FILA employees, as a family, have chosen to adopt. As the first organisation in the industry to champion such a significant cause, focused on caring for others and, above all, for each individual’s sensibilities, recognising words as the basis of all human interaction, FILA joins a wider online community against verbal violence.

Direct line with employees

This prompted creation of the new company magazine, FILA Rouge, in 2024. The goal of the magazine is to develop a sense of belonging, encouraging sharing among personnel and recognising the people who contribute to the company’s development on a daily basis.

FILA Rouge is conceived as a dynamic and inclusive internal communication tool. It aims to strengthen corporate cohesion, celebrate successes and tell the stories underpinning the company’s unique identity, upholding principles of transparency, promotion of human

capital and social sustainability. Divided into various sections, **the magazine aims to give an authentic and engaging overview of company life.** There is an editorial space containing news and updates from the owners’, offering a monthly reflection on milestones achieved and future prospects. Another section tells the stories of employees who, although operating in different areas, share common projects or integrated work flows, fostering greater mutual understanding and enhancing internal synergies. Elsewhere, a section gathers contributions and ideas directly from the different offices and company areas, offering a place for free expression on popular, shared topics. Another regular column allows reader to explore the various international branches, sharing knowledge of the global context in which the company operates

There is also a section called “Green Light”, looking at sustainability, safeguarding and respect for the environment, as well as topics connected with the sphere of company management systems. The magazine features fun and entertaining content, such as company-themed quizzes and crosswords, encouraging participation in an engaging way.



04.3 Focus on health and safety

FILA believes it is essential to offer all employees a working environment that guarantees their health, safety and physical and moral integrity.

On this basis, it works to constantly monitor, prevent and reduce risks and to promote correct and responsible behaviour, adopting the necessary safety measures and raising awareness among employees.

Current regulations on accident prevention and health and safety are rigorously applied across

all plants. FILA’s approach to accident prevention and the promotion of a culture of occupational health and safety are based on the priority actions set out below.

Risk analysis and management

FILA adopts a structured system for preventing health and safety risks, with periodic monitoring by the HSE-Q team and the Prevention and Protection Service. The main risks identified and consequent prevention and protection measures adopted concern:

Risks	Prevention and protection measures
Exposure to chemical substances	Closed-loop systems, use of suitable and adequate PPE, controlled environments and continuous research into lower-impact formulations
Moving vehicles	Safety measures regarding company forklifts and vehicles to prevent accidents involving pedestrians
Contact with moving parts	Rigid guards on production machinery
Falling loads	Protected racking subject to regular inspections
Manual handling of loads (MHL)	Devices to reduce physical strain and staff rotation
Fire/explosion risk	Fire-fighting systems with automatic detection and suppression

Monitoring accident rates, by assessing specific indicators, enables prompt action to correct and eliminate issues that may arise in the performance of work.

The Parole Ostili Project



Parole Ostili is a social-awareness project combatting verbal violence, which FILA chose to join by signing its anti-verbal-abuse manifesto. The decision to join the project stems from an awareness that **words have the power to move and unite, but also to hurt and offend, making conscious communication essential.**

Training and development of a corporate culture oriented towards health and safety

762
HEALTH
AND SAFETY
TRAINING
HOURS

9,4
AVERAGE
TRAINING
HOURS PER
CAPITA

FILA considers safety not as a regulatory obligation, but as a **core value and a strategic pillar that has to permeate every level of the organisation**. The company firmly believes that, in addition to adopting appropriate procedures and devices, a strong safety culture across all levels of the company is central to risk prevention. This transformative vision aims to ensure that safety becomes an individual and collective responsibility, integral to how every employee thinks and acts on a daily basis.

FILA considers the promotion of proactive and informed safety management to be the most effective investment it can make. Specifically, it intends to promote and disseminate a culture that raises workers' awareness of the following topics:

- **hazard and risk management:** employees must be able to independently identify hazards, not only in their own duties but also in the wider operating context
- **active participation:** workers do not just receive and follow rules, but play an active role in reporting near misses, proposing improvements and participating in safety consultations
- **virtuous behaviours:** safe practice becomes the norm, even in the absence of direct supervision, moving beyond a reactive, punitive approach.

Training and instruction are the crucial operational levers to support and foster this safety culture. In 2024, the company made significant progress in this direction, with an important

and quantifiable commitment: a total of 762 training hours were delivered on occupational health and safety. This figure reflects FILA's approach, considering training not as a cost, but as a direct and measurable investment in prevention and company wellbeing. For FILA, the promotion and monitoring of training is the clearest demonstration that a culture of safety represents the company priority on which all production and sustainability success is built.

Management of occupational exposure

The main risks of occupational diseases regard exposure to chemical substances and the handling of loads.

The risk of chronic diseases linked to the handling of chemical substances is present in various company areas, from production to warehousing, R&D and technical consultancy. However, this risk is controlled and minimised, as production takes place in a closed system of pipes and containers that limit exposure. During manual phases, appropriate personal protective equipment (PPE) is provided, together with extraction equipment that removes pollutants from the workstation. These latter measures are also adopted in laboratories and during external technical activities. Additionally, in order to continuously reduce the impact of our products and semi-finished products, the R&D department monitors and periodically updates formulations to reduce the use of substances with a greater impact on human health and safety.

As regards the risk arising from manual handling of loads and, consequently, to reduce the risk of related musculoskeletal disorders, weight-zeroing devices have been installed at critical points of production flows, generally at the end of production lines. Organisational and procedural measures are implemented with the rotation of personnel. Improvements are under consideration in the warehouse, where loads are currently handled manually during picking operations.

Through continuous risk assessment and mitigation — reflecting the company's strong commitment to ensuring safe and sustainable working environments for all — it has successfully achieved the goal of **zero cases of work-related ill health and zero workplace accidents**.

Safeguarding health and safety outside company premises

In addition to ensuring the safety of production sites, it is a priority for FILA to manage the storage and logistics of dangerous goods in complete safety. The company strictly adheres to ADR (Agreement for the transport of Dangerous goods by Road) and IMDG (International Maritime Dangerous Goods) regulations, and uses highly specialised logistics companies that guarantee a safe and reliable service, with periodic monitoring of their performance.

Industrial operations entail a significant responsibility towards the local area and the surrounding community. In this context, the company has chosen to adopt high safety standards not only within its production site, but also in relation to potential external impacts. As evidence of the above, there have been no significant incidents in recent years. This is the result of an ongoing commitment to prevention, monitoring and maintenance of systems, ensuring maximum protection for people, the environment and the urban context in which the company is located.

Significant company investments in recent years include the installation of a new **fire-fighting system with a water reserve capacity of 700 m³**, designed according to the most advanced safety and emergency-response standards.

The implementation of this system reflects the company's commitment to ensuring an immediate and effective safety response to emergencies. This response, combined with the checks and infrastructure already in place at FILA, enabled the company to gain Fire

Prevention Certification for the production plant.



All underground storage of raw materials and production wastewater uses double-wall technology with continuous leak detection systems, constantly monitored 24 hours a day.

FILA has also defined and implemented a structured plan of periodic inspections and checks on its systems, carried out both by inhouse technical personnel and third parties, ensuring technological equipment is always adequate and up to date.

04.4 Connections with the local area

Donations and sponsorship

FILA has long supported various charity projects, with colleagues also getting involved. FILA has made a concrete social commitment: **support for social and environmental projects and initiatives is part of the company's identity and its approach to business development.** FILA recognises the responsibility underlying these choices as an opportunity for growth. It is another aspect enabling the company to serve as a resource for the local area in which it operates, not only by generating profit, but also through actions rooted in the company's values.

FILA is keenly aware of the role it intends to

fulfil within the local area and community.

On this basis, the company looks beyond its operations, demonstrating an ongoing and tangible commitment to the surrounding area. It actively supports **sponsorship and philanthropic initiatives with cultural, social, research and sporting value** that aim to enrich the life and social fabric of the local community. This strategic investment in local engagement reflects the desire to make a tangible contribution to the social and cultural development of the area, strengthening a mutual bond of trust and shared value.

102.165 €

DISBURSED IN TOTAL IN 2024 FOR DONATIONS AND SPONSORSHIP



Environmental projects

FILA reaffirms its commitment to environmental sustainability, a founding value that has long served as a guiding light, also through support for environmental projects.

These include support for the OlivaMi cause, a project with WAMI for water equality and an initiative protecting bees, discussed in more detail below.

• FILA adopts 48 olive trees



In 2024, FILA joined the OlivaMi project, an initiative aimed at reforesting the countryside of Salento (Southern Italy) that has been devastated by Xylella. This bacterium has caused the death of over 21 million olive trees, with knock-on effects for the landscape, the environment and the economy.

The company adopted **48 olive trees**, which will contribute every year to the absorption of around **10.56 tonnes of CO₂** from the atmosphere.

As a part of this initiative, the company actively supports restoration of Salento's landscape and the relaunch of Italian extra-virgin olive oil production. In addition to its environmental impact, the project also has a social and economic component. By supporting the local farmers involved, it helps to relaunch the Salento agricultural economy, promoting their work and preserving the heritage and traditional skills of olive growing.

"We believe that growth must go hand in hand with environmental protection. Centuries-old olive trees represent a powerful symbol of this bond, which we want to protect and promote".

Alessandra Pettenon
Chairman

• Commitment to fair access to water: a partnership with WAMI



FILA has also joined the water equality project promoted by WAMI, a certified B-Corp company committed to making people and companies water equal, i.e. able to balance their water consumption by contributing to resource access in communities without safe water sources.

This partnership began in September 2022 on the occasion of a series of trade fairs, where FILA chose to present a strong message of sustainability. For each visitor to the stand, 250 litres of water were donated to WAMI's water project in the community of Betoho, in southern Madagascar, where around 40% of the population lives without access to safe drinking water. The partnership continued within the company through the ongoing adoption of WAMI glass water bottles, offered to guests at Fila sites. In addition to reducing the environmental impact of plastic packaging, this choice made a tangible contribution to offsetting the water footprint of hospitality.

• FILA, friends of the bees

FILA chose to provide a safe home for a small community of bees by adopting a hive in Piazzola sul Brenta. This is a small, practical gesture to support biodiversity. Without bees, many plants would be unable to reproduce, leading to a significant loss of plants and animal species that depend on them for food. Honey is also produced from this hive, which FILA distributes to its employees, customers and suppliers. Sharing this story with internal and external stakeholders helps to disseminate values of environmental protection.



05. FILA FOR THE ENVIRONMENT

05.1 Environmental protection: authorisation and certification

Despite operating in the potentially complex and sensitive chemicals industry, FILA stands out for its deep-rooted and practical commitment to protecting the environment. Going beyond mere compliance with the regulations and requirements set out under the AUA (Single Environmental Authorisation) system, the company takes a more proactive approach, seeking new strategies and processes that minimise its environmental impacts. This reflects the belief that innovation and sustainability must go hand in hand, guiding every stage of production.

FILA fully observes the environmental requirements set out in the authorisation, ensuring control of atmospheric emissions, proper management of effluents and waste, and prompt submission of environmental disclosures required by law.

FILA believes that compliance alone is not enough. Since 2014, the company has voluntarily adopted an **Environmental Management System certified in accordance with ISO 14001:2015**. This enables it to carry out structured monitoring of the environmental impacts of operations, set goals for continuous improvement and prevent environmental risks. Improving environmental performance, with active involvement of personnel across all functions, concerns the entire production cycle.

From reducing waste of environmental resources by optimising production processes, to choosing packaging materials in line with circular-economy principles, and right to the very heart of the company. FILA's commitment begins upstream in the R&D phase. During product formulation, preference is given to low-impact raw materials, water-based solutions and components selected for their safety profiles. The goal is effective, safe and sustainable products that meet users' needs whilst minimising environmental impacts.

05.2 Le materie prime e gli imballi

The search for ever more sustainable solutions is part of a journey initiated by FILA that is now becoming increasingly structured and integrated within the company culture and corporate strategy. Whether it is the choice of raw materials, semi-finished products or packaging, the course is now set.

The raw materials

FILA products are derived from complex formulations developed by technical experts who combine various concentrated chemical raw materials. These work together to make the product effective. The choice of concentrated raw materials allows a high yield of finished products, even though the quantity of the raw material itself is limited at source. In fact, FILA's formulations deliver optimum results precisely because of the selected ingredients which, in solution, guarantee a low impact on health and the environment, while maintaining high performance.

At FILA, the development of an innovative product is the result of a carefully considered pursuit of balance. The adoption of efficient solutions with a reduced impact on health and the environment poses technical challenges that must be addressed through appropriate formulation design and assessment of the application. There are many factors to consider: resistance to abrasion and chemical agents, effectiveness and durability of treatments, production complexity and costs, as well as the availability of raw materials in FILA's supply chain.

Selection of raw materials is guided by safety for those handling them and environmental impacts, as well as by innovation of the materials themselves and the desired quality of the product being formulated. The table below presents a breakdown of the categories of raw materials purchased and corresponding percentages in the reporting year:

Raw materials	%
Colourings	tr.
Paraffin waxes	0,02
Fragrances	0,45
Inorganic additives	13,03
Organic additives	4,51
Polymers	34,50
Organic solvents	39,20
Resins	0,08
Surfactants	8,2

Water-based solutions

Previously, production of surface-care treatments was based almost exclusively on solvent-based formulations. However, over the past decade, growing public awareness of environmental risks (VOC emissions and contamination of soil and water), as well as the potential risks to people's health, has led the sector to seek alternative solutions with equally high-performance but a less negative impact. Regulatory developments and customer demand for green solutions have encouraged investment in R&D into water-based products that are just as effective but with a reduced environmental and social impact. FILA has developed green products since the 2000s, going against the market trends of the times. The company has continued to evolve and expand this range ever since.

This flexibility ensures greater versatility and reliability, enabling use in situations that would otherwise be precluded. Together, these technical aspects, combined with the environmental benefits, help to boost customer satisfaction, providing them with innovative, high-performance and environmentally-friendly solutions.

A striking example of this evolution is top-selling SALVATERRAZZA®. This product was launched in 2008 and in 2023 it was transformed into SALVATERRAZZA® ECO, becoming a more

sustainable water-based protective agent without compromising the outstanding quality and efficiency of its predecessor.

"We are proud to introduce a new type of product market, one that is modern and sustainable. SALVATERRAZZA® ECO represents a new starting point for FILA Solutions, where product quality goes hand in hand with environmental sustainability, in line with the company's recent evolution. This represents a real transformation of our historic SALVATERRAZZA® which, switching from a solvent base to a water base, is now fully aligned with our green strategy. It is important to remember that preventing damage from water infiltration by protecting surfaces is the first sustainable action that each of us can take to increase the durability of materials, significantly reducing waste. Just as repair or restoration can extend the life of a surface. With SALVATERRAZZA® ECO, preventive care and repair are greener than ever".

Francesco Pettenon
Chief Executive Officer

FILA focuses on the production of water-based semi-finished products as the preferred solution, where technical performance allows. These formulations reduce VOC emissions into the atmosphere and offer products with a lower impact for the end user.

Semi-finished products from internal production	%
solvent-based waterproofing treatments	8,7
water-based waterproofing treatments	23,3
water-based waxes	3,9
water-based detergents	64,0
Polish	0,1

However, there are still certain applications where the use of solvent-based semi-finished products is the optimal technical solution. These include anti-acid solutions in industrial applications, where the effectiveness of the solvent has not yet been matched.

In recent decades, the chemicals sector has made significant progress towards cleaner chemistry and the adoption of circular-economy principles. FILA's innovation is oriented in this direction, exploring new perspectives for the future of solvent-based solutions.

Packaging and product labelling

Packaging sits at the heart of European policies on sustainability and circularity. In the chemicals sector, however, packaging is more than just a container: it must be compatible with the semi-finished product it contains, durable, safe, resistant to chemicals and comply with the numerous regulations in the sector.

In addition, regulations on the labelling of chemical products (CLP Regulation) require continuous updates to ensure correct communication of risks.

The regulatory department's extensive expertise in navigating and interpreting the complex and

dynamic international regulatory landscape is a key asset for the company. This expertise makes it possible to manage the entire product labelling process inhouse. Unlike an approach that relies on external suppliers, direct control over label creation enables FILA to quickly adapt to the specific requirements of each market, mitigating compliance risks and ensuring rapid growth in new regions. This inhouse capability not only optimises processes, but also demonstrates the company's commitment to operating with rigour and responsibility in an increasingly demanding global context.

For secondary packaging, including boxes, cartons and protective transport materials, FILA applies a reduce, reuse and recycle logic, prioritising certified suppliers and materials with a low environmental impact.

Primary and secondary packaging materials (t)	2024	
	renewable	non-renewable
Paper	62	0
Plastic	0	200
Tinplate	0	2
Total renewable/non-renewable	62	202
Overall total	264	
Renewable packaging materials	23,5	

Note: primary packaging (jerrycans, tins, caps and labels) secondary packaging (cardboard packaging)

05.3 Waste management and atmospheric emissions

Waste management

A total of 425,522 kg of waste was generated in 2024, with around 94% of this classified as hazardous waste. Hazardous waste mainly consists of liquid effluents from washing packaging lines and production scrap. This material is channelled into an underground double-walled tank that serves as temporary storage before it is sent for disposal at an authorised facility. The collection tank is equipped with a leak-detection system and is constantly monitored.

Other hazardous waste consists of empty, uncleaned packaging and solvent residues.

Non-hazardous waste, on the other hand, mainly consists of paper, plastic packaging and composite materials.

In 2024, around 7% of total waste was sent for recovery.

FILA adopts a rigorous approach to waste management, ensuring full compliance with environmental regulations throughout the supply chain. The authorisations of carriers, intermediaries and those receiving waste are constantly monitored in order to ensure their validity and compliance with legal requirements. There is also a particular focus on monitoring the conduct of contractors and carriers during their activity within the production site, ensuring that safe and correct practices are adopted.

Waste generated (kg)	2024
Hazardous waste	402.092
Non-hazardous waste	23.430
Total waste generated	425.522

Waste by type (%)	2024
Hazardous	94
Non-hazardous	6

Waste sent for recovery (kg)	2024
Hazardous waste	8.002
Non-hazardous waste	23.430
Total	31.432

Waste diverted to disposal (kg)	2024
Hazardous waste	394.090

Waste by destination (%)	2024
Recovery	7
Disposal	93

Controlling emissions

Controlling emissions is a central consideration in the chemicals industry in which FILA operates. Periodic monitoring of atmospheric emissions generated by plant operations is a sensitive and carefully managed area. Values for atmospheric emissions are regularly recorded in order to ensure continuous improvement in performance over time.

In addition, FILA separated the processing areas dedicated to solvent-based products, adopting the strictest measures to contain VOC emissions. Over the years, the company has also progressively upgraded its systems, aligning them, sometimes ahead of requirements, with changes in applicable regulations.

05.4 Water consumption

Water is a fundamental resource for FILA. Not only is it necessary for production processes, but it also represents the main raw material in many products.

FILA sources its water primarily from an artesian well and, to a lesser extent, from the public water supply. Water drawn from the well is used for production and for washing packaging lines, to supply the reverse-osmosis deionised water plant, for sanitary facilities, and for all civil uses.

Withdrawal (m ³)	2024
From groundwater – well	3.589

As the table shows, withdrawal of water from the well is significantly below the 10,000 m³ maximum annual limit set by the Consolidated Environmental Act, IT Legislative Decree 152/06 and by the Water Protection Plan (PTA) issued by the Veneto regional authority.

During the reporting year, the total water supply from the well was strategically used at various stages of the production process. Of the total cubic metres of water withdrawn, 2,552 m³ went to the reverse-osmosis plant, a crucial system to purify water used for semi-finished products.

This step ensures that the water used for production meets the required quality standards, contributing to the efficiency and quality of end products. Subsequently, 46% was disposed of as industrial effluent, while 15% was classified as waste and processed by specialised suppliers. Wastewater is channelled into an underground double-walled tank with leak-detection equipment. This category includes water that requires external disposal. Cooperation with qualified suppliers ensures that this waste is managed safely and in an environmentally sound manner, completing the framework of the company's water-management practices.

Water drawn from the public water supply is used mainly for R&D in the Innovation area, for civil uses and for the fire-fighting system, and totalled around 400 m³ in the reporting period.

Over the past two years, the company has improved water resource management despite increasing volumes of semi-finished products and water-based products.

To reduce the environmental impact of water consumption in production processes, various efficiency and recovery actions have been implemented.

With a view to optimising water use, since 2023

a state-of-the-art water demineralisation plant has been fully operational. The water used in formulations produced is treated so that it can be recovered and reused, thereby reducing withdrawal from the well. In fact, washing relies partly on uncontaminated wastewater from an initial production cycle, not only saving water but also significantly improving plant sanitisation. In addition, the reverse-osmosis plant uses a UV-lamp system to ensure that the bacterial load of water used in finished products is reduced by up to 99%.

In addition to the above, it should be noted that, following a trial of Lean methodologies in processes, production sequencing has been progressively implemented with a view to minimising the washing of machinery between one product and another. A standardised system has been defined for washing the production lines, with cross-reference tables indicating the number of cycles required based on product compatibility. Given the wide range of formulations produced by FILA, this has made it possible to avoid waste while still ensuring a high level of cleanliness and safety.

05.5 Energy consumption and climate change

FILA primarily uses electricity and natural gas, in addition to fuels required for the company car fleet. FILA's commitment to limiting energy-related impacts is driven by the exclusive use of renewable energy and by reduced consumption through the progressive optimisation of production.

Electricity, used for industrial purposes and for offices, is 100% renewable, self-generated or certified green. The first investment in self-generation of renewable energy dates back to 2013, with installation of an 80 kW photovoltaic system. From 2019, FILA then chose to exclusively purchase electricity with guarantees of origin from renewable sources. Then, in April 2024, it commissioned a new 68 kW photovoltaic system, installed on the roof of the building housing the Innovation Centre and

the FILA museum.

In 2024, investments in photovoltaics led to a total of 76,505 kW of energy produced. Around 57,340 kW of this, equal to 74.9% self-generation, was used internally and the remainder fed into the grid. Total electricity consumption was 357,560 kW, 16% of which was self-generated.

As regards thermal energy consumption, methane is the only fuel used by the company. It is used to heat the premises (offices, production areas and warehouses). In 2024, 74,422 m³ of methane was used.

Energy consumption (GJ)	2024
Electricity	1.287
Thermal energy	2.703
Fuel for the company car fleet	1.431
Total	5.421

Although it is not an energy-intensive company, FILA straightaway considered its potential contribution to tackling greenhouse gas (GHG) emissions and identified two specific courses of action: first, investing in a photovoltaic system and second purchasing electricity from 100% renewable sources.

In relation to CO₂ equivalent emissions associated with processes and activities, FILA identifies the following key elements set out by the GHG Protocol:

- Scope 1: direct emissions from sources owned or controlled by the company
- Scope 2: emissions linked to energy sources purchased for the organisation's own consumption

FILA has reduced Scope 2 emissions to zero by exclusively using electricity from renewable sources. Total emissions are 248.8 tonnes of CO₂eq.

Emissions (tCO ₂ eq)	2024
Scope 1	248,8
Scope 2	0
Total	248,8

The **Greenhouse Gas Protocol** (GHG) is jointly defined by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI) and was launched in 1998. It sets global standards for measuring and managing greenhouse gas (GHG) emissions generated by the operations and value chains of organisations in the public and private sector.

The term "greenhouse gas" refers to various types of gas that trap heat in the atmosphere. According to the GHG Protocol, CO₂ is the primary greenhouse gas, responsible for around 80% of the overall warming effect of current emissions.

Other initiatives linked to emissions offsetting

In addition to reducing its Scope 2 emissions to zero, FILA has chosen to monitor and offset Scope 3 emissions associated with its shipments by joining "UPS Carbon Neutral and Carbon Offset" programme of its supplier, UPS. Scope 3 emissions generated by air and road transport of goods, amounting to 16.64 tCO₂eq in 2024, were certified by a third-party body and reduced to zero by supporting carbon-offset projects.

FILA also has an ongoing partnership with Interzero, an international supplier of integrated environmental services focused on the circular economy. Through its solutions for waste-management and recycling and recovery of raw materials, Interzero has enabled FILA to

reduce the impact that its end-of-life pallets could have generated, promoting sustainable resource management and mitigating climate change.

In 2024, FILA obtained the "Resource Saved" certificate for its contribution to climate protection through recycling, avoiding 18,507 kg of greenhouse gas emissions by saving 90,552 kg of raw materials.

FILA also took an active and public stance in the fight against climate change by signing "The Climate Pledge", a commitment that goes beyond minimum legal requirements, in pursuit of concrete action against climate change. By signing the Climate Pledge, FILA, together with the other signatory companies, undertakes to achieve the goal of Net-zero CO₂ emissions by 2040. This is ten years earlier than envisaged by the Paris Agreement, and shall be achieved by adopting decarbonisation strategies and setting clear, monitored and shared goals.

06. GRI INDEX



GRI STANDARD	GRI Indicator Code	DESCRIPTION	REFERENCES IN THE REPORT - NOTES
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	2 - 2	Entities included in the organization's sustainability reporting	NOTES ON THE METHODS USED
	2 - 3	Reporting period, frequency and contact point	NOTES ON THE METHODS USED
	2 - 5	External assurance	NOTES ON THE METHODS USED
ACTIVITIES AND WORKERS	2 - 6	Activities, value chain and other business relationships	A SOLUTIONS AND INNOVATION ECOSYSTEM
	2 - 7	Employees	FILA FOR PEOPLE AND SOCIETY: 04.1 Organisational growth and training
	2 - 8	Workers who are not employees	FILA FOR PEOPLE AND SOCIETY: 04.1 Organisational growth and training
GOVERNANCE	2 - 9	Governance structure and composition	ABOUT US: 01.3 Governance and compliance system
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	2-28	Membership of associations	THE PATH TO SUSTAINABILITY: 02.1 Stakeholders
STAKEHOLDER ENGAGEMENT	2 - 29	Approach to stakeholder engagement	THE PATH TO SUSTAINABILITY: 02.1 Stakeholders

GRI STANDARD	GRI Indicator Code	DESCRIPTION	REFERENCES IN THE REPORT - NOTES
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GRI 204: PROCUREMENT PRACTICES	204 - 1	Proportion of spending on local suppliers	A SOLUTIONS AND INNOVATION ECOSYSTEM: 03.9 Supply chain
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GRI 302: ENERGY	302 - 1	Energy consumption within the organisation	FILA FOR THE ENVIRONMENT: 05.5 Energy consumption and climate change
	302 - 2	Energy consumption outside the organisation	FILA FOR THE ENVIRONMENT: 05.5 Energy consumption and climate change
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GRI 303: WATER AND EFFLUENTS	303 - 3	Water withdrawal	FILA FOR THE ENVIRONMENT: 05.4 Water consumption
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GRI 305: EMISSIONS	305 - 1	Direct (Scope 1) GHG emissions	FILA FOR THE ENVIRONMENT: 05.5 Energy consumption and climate change
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GRI STANDARD	GRI Indicator Code	DESCRIPTION	REFERENCES IN THE REPORT - NOTES
GRI 306: WASTE	306 - 2	Management of significant waste-related impacts	FILA FOR THE ENVIRONMENT: 05.3 Waste management and atmospheric emissions
	306 - 3	Waste generated	FILA FOR THE ENVIRONMENT: 05.3 Waste management and atmospheric emissions
	306 - 4	Waste not sent to landfill	FILA FOR THE ENVIRONMENT: 05.3 Waste management and atmospheric emissions
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SOCIAL PERFORMANCE			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	401 - 1	New hires and turnover	FILA FOR PEOPLE AND SOCIETY: 04.1 Organisational growth and training
	403 - 1	Occupational health and safety management system	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
	403-2	Hazard identification, risk assessment and incident investigation	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
	403 - 5	Worker training on occupational health and safety	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
	403 - 6	Promotion of worker health	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
	403 - 9	Work-related injuries	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
GRI 404: TRAINING AND EDUCATION	403 - 10	Work-related ill health	FILA FOR PEOPLE AND SOCIETY: 04.3 Focus on health and safety
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GRI 413: LOCAL COMMUNITIES	413 - 1	Operations with local community engagement, impact assessments and development programs	FILA FOR PEOPLE AND SOCIETY: 04.4 Connections with the local area
GRI 416: CUSTOMER HEALTH AND SAFETY	416 - 1	Assessment of the health and safety impacts of product and service categories	A SOLUTIONS AND INNOVATION ECOSYSTEM: 03.5 Product and process innovation
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