

2023 SUSTAINABILITY REPORT

PRIVATE AND CONFIDENTIAL DOCUMENT

2023 SUSTAINABILITY REPORT

L

**LETTER TO THE
STAKEHOLDERS**

P.. 3

1

**FROM YESTERDAY
TO DATE**

P. 4

2

**GOVERNANCE
AND STRATEGY**

P. 15

3

**ENVIRONMENT AND
SUSTAINABILITY**

P. 30

4

**PEOPLE AND
SOCIETY**

P. 35

5

**ECONOMIC
RESULTS**

P. 43

A1

**METHODOLOGICAL
NOTE**

P. 47

A2

**GRI
INDEX**

P. 48

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS**
 - 1 FROM YESTERDAY TO DATE
 - 2 GOVERNANCE AND STRATEGY
 - 3 ENVIRONMENT AND SUSTAINABILITY
 - 4 PEOPLE AND SOCIETY
 - 5 ECONOMIC RESULTS
 - A1 METHODOLOGICAL NOTE
 - A2 GRI INDEX



Dear reader,

I am pleased to present to you the second Sustainability Report, a document that reflects our continued commitment to promoting and integrating sustainable practices within TABU. Not a simple reporting of activities, but a manifesto that expresses our desire to pursue a business model that respects the environment, society, and people.

In this second Report, we wanted to highlight the progress made compared to the previous year, with a focus on steady and measurable growth in terms of sustainability. We have combined the established FSC® certification with PEFC® certification, to ensure that our customers receive products that are as sustainable as possible. In addition, we have introduced delegated people in the Board of Directors regarding sustainability, and we continue to engage suppliers, employees and stakeholders on virtuous processes to consolidate a sustainability culture that is both shareable and inspiring.

We have also taken concrete action to reduce our environmental impact, improve working conditions and strengthen transparency and ethics in our operations. The road to sustainability is a long and challenging process, but we are determined to follow it with confidence and responsibility.

My gratitude goes to all the people inside and outside the TABU ecosystem who put their trust in our work every day and contribute to achieving our sustainability goals. With this Report, we commit to maintaining an open and transparent dialogue with them, sharing our achievements, challenges and areas where we can improve.

Tradition and innovation have always distinguished TABU since its incorporation, and so it will be in the future. A combination that has enabled us to create high-quality products with an eye to preserving natural resources, and that by adopting sustainable practices allows us to increase the competitiveness of our company in the long term and generate value for people and the community.

Yours sincerely,

Cav. Enrico Tagliabue

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

1

FROM YESTERDAY TO DATE

For almost 100 years TABU has been synonymous with Italian excellence in wood dyeing technology. The only global manufacturer to provide natural veneers, natural dyed veneers and multilaminar veneers, guaranteeing colour evenness throughout all the layers and repeatability according to unique and defined quality standards.

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

96

YEARS OF INNOVATION

Founded in 1927 in Cantù, the beating heart of the international furniture district, TABU is the acronym for the name of the Tagliabue family.

Back in 1927 the founder Achille Tagliabue had an idea that would revolutionise the furniture industry and the manufacturing techniques known until then: applying the dyeing technique to the wood in the whole thickness of the veneer wood fibre, so as to obtain an even and above all infinitely repeatable colour. By developing this innovative process, it was possible to apply an industrial approach to woodworking, which made it possible to evolve and consolidate the entire furniture production, thanks to the replicability of a significantly higher qualitative yield compared to the non-homogeneous surface staining which is carried out with other modes.

Following generations of the Tagliabue family have carried on the family tradition, continuing to improve and perfect the dyeing technology; today, with the third generation at the helm, TABU is the world leader in wood dyeing and operates in over 60 countries on all continents.



KEY FIELDS OF COLLABORATION



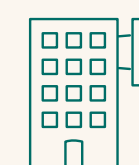
RESIDENTIAL



CONTRACT



HOSPITALITY



TERTIARY



NAUTICAL



AUTOMOTIVE

TABU WORLDWIDE

I TABLE OF CONTENTS

L LETTER TO THE STAKEHOLDERS

1 FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2 GOVERNANCE AND STRATEGY

3 ENVIRONMENT AND SUSTAINABILITY

4 PEOPLE AND SOCIETY

5 ECONOMIC RESULTS

A1 METHODOLOGICAL NOTE

A2 GRI INDEX

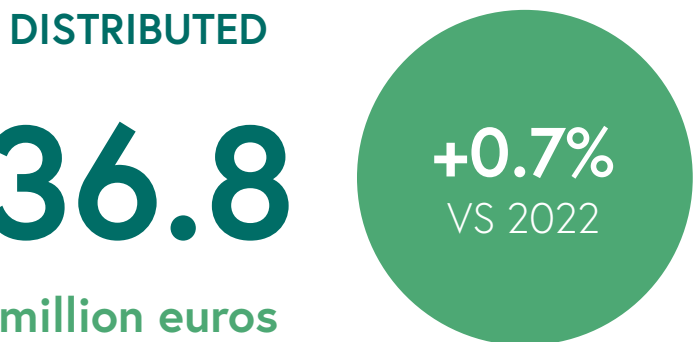
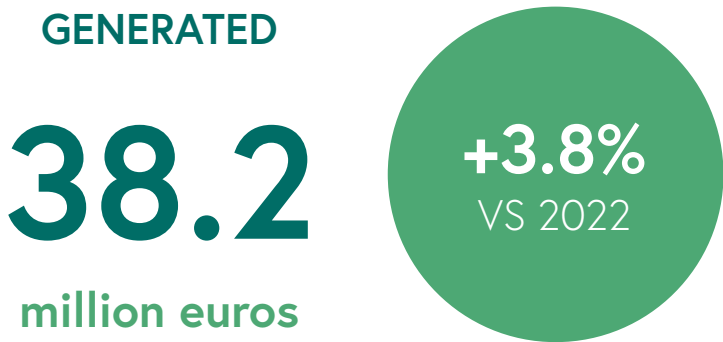
OPERATIONAL HEADQUARTERS
CANTÙ

CASA TABU MILAN

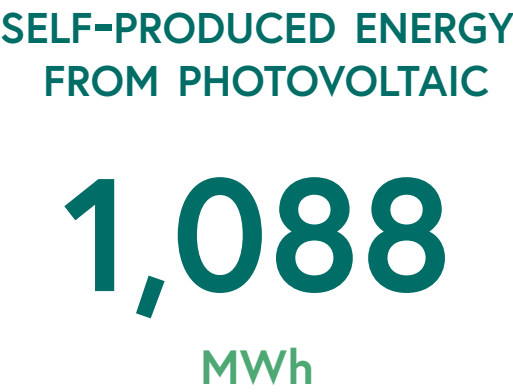


2023 HIGHLIGHTS

economic value



energy



production plant



employees



sustainable production

MUTA
neverending wood



This word (acronym from MU "changeable" ("mutevole" in Italian) and TA for "TABU") distinguishes products proposed in already jointed sheets, thus minimising waste. The masterful joining technique enhances the wood and its grain, optimising the use of wood species, changing and reinventing their appearance in a new contemporary pattern.

certificates



The procedures for obtaining the PEFC certificate were started, at the end of 2023.

whistleblowing



The Whistleblowing Reporting Procedure was implemented on the company website.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

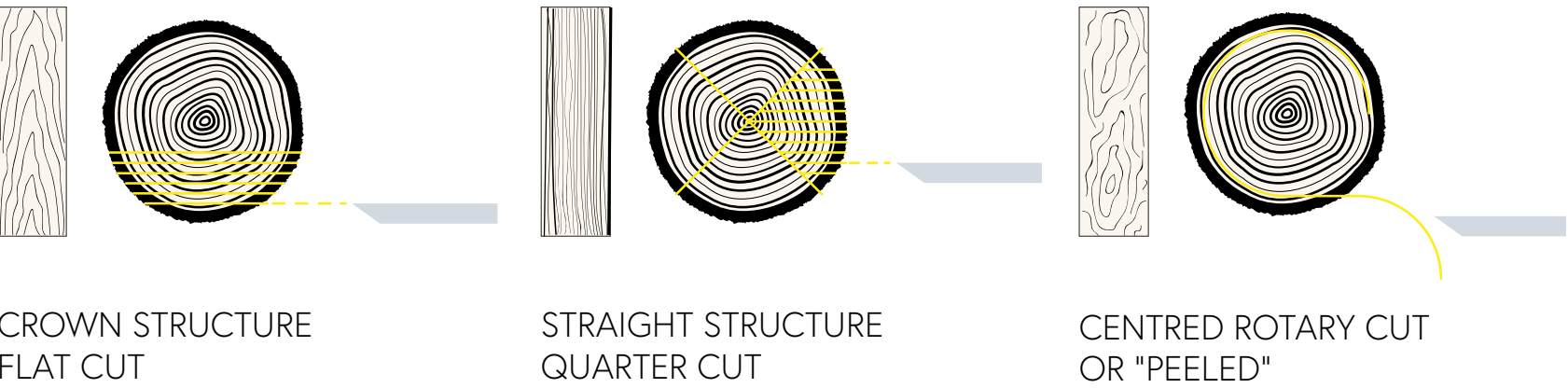
GRI INDEX

PRODUCTION PROCESS

Woods from all over the world are processed and transformed into veneers with the utmost care, respect and focus on sustainability thanks to TABU's technology and passion.

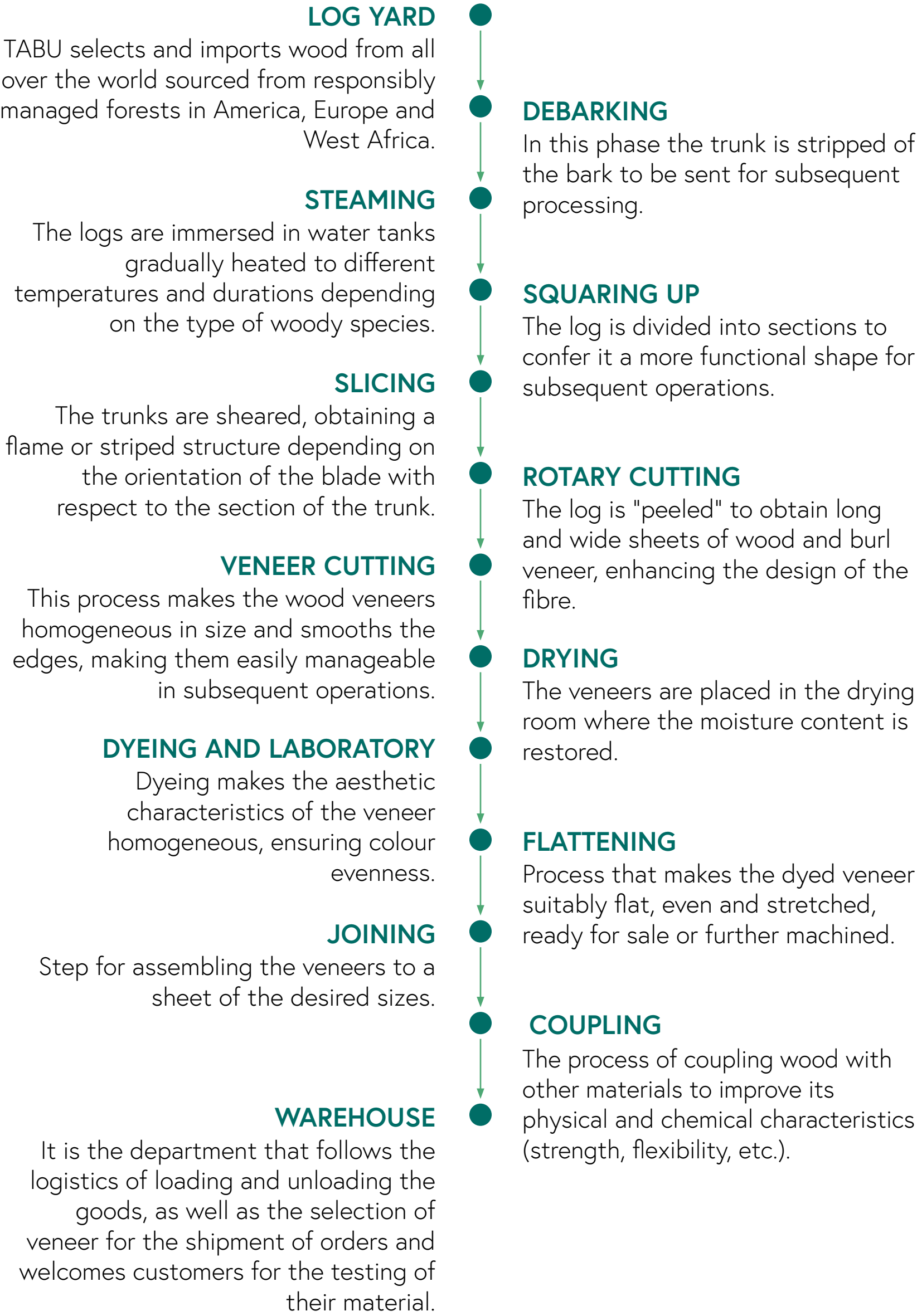
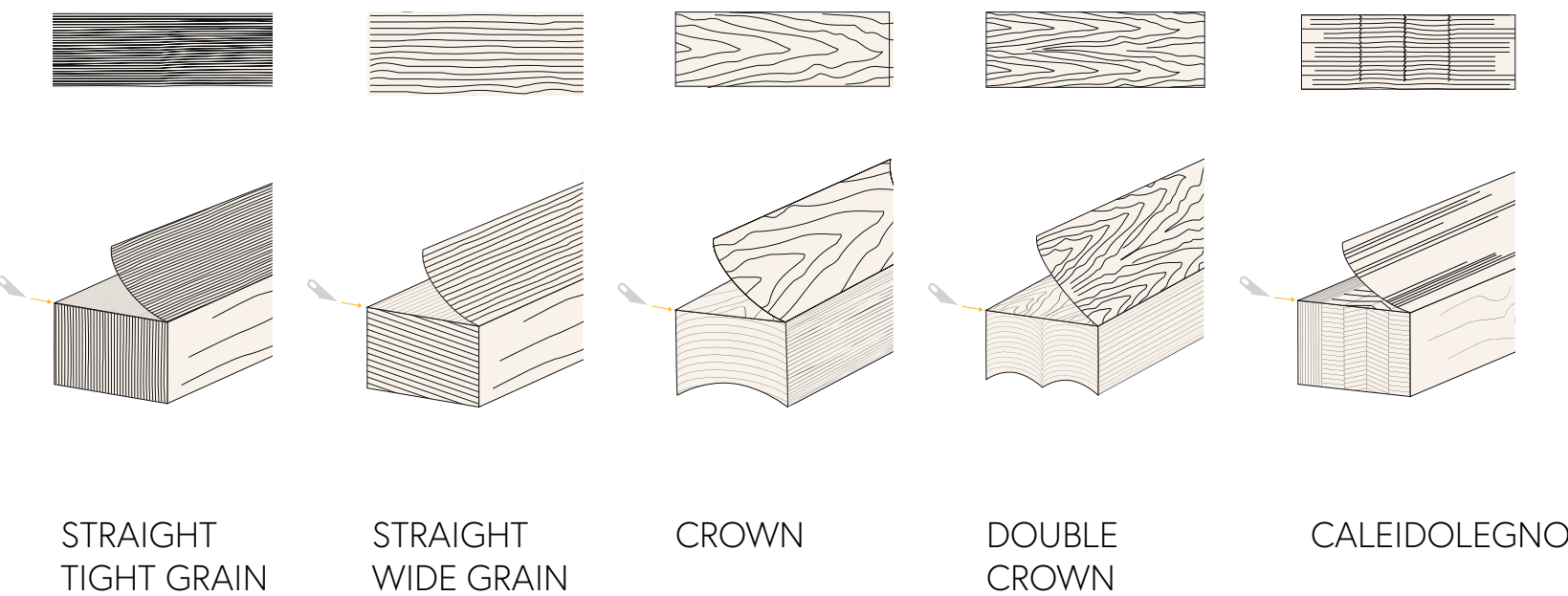
SHAPING OF NATURAL VENEERS

Depending on how the trunk of a tree is cut, it is possible to give a different shaping to the veneers:



SHAPING OF MULTILAMINAR VENEERS

Multilaminar veneers represent the maximum expression of technological excellence applied to craftsmanship: in fact, they combine the uniformity of colour with the repeatability of the structure.



I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

PRODUCT LINES AND COLLECTIONS 1/2



DYED NATURAL VENEER

Veneer is a thin sheet of wood obtained by slicing or rotary cutting a trunk, usually with a thickness of 0.5 mm. It is glued to supports such as MDF, particle board or plywood using the veneering technique. This method optimises the use of wood reducing the amount of raw material needed: 1 m² of 3 cm thick solid wood equals 50 m² of veneer. As a result, the industry preferred lightweight panels to solid wood, offering cost effective and more sustainable products.

To be dyed, the natural veneer is first bleached and purified, to eliminate from the wood all the chemical - and sometimes even toxic - components found in the fibre; then, it is soaked in the dyeing solution, giving colour to the wood throughout the whole thickness of the fibre. Any colour of the chromatic scale can be reached. This process allows to obtain a non-toxic, woodworm-proof dyed veneer with new mechanical and chemical-physical qualities and, on request, fire resistant and anti-oxidant.



MULTILAMINAR VENEER

Multilaminar wood (MW) is made up of many thin sheets, even of different wood species. After being dyed individually, they are laid out and assembled so as to obtain real solid wood from which the multilaminar veneer is then made. The final material is wood and also brings with it some benefits, such as colour evenness and structure repeatability, fixed measurements (65 x 250/310 cm), and improved environmental sustainability during the production cycle, thanks to material optimisation and the limitation of production waste.



TABU uses FSC® certified wood, aware of its great responsibility to treat and process it in the best way possible. The enhancement of this incredible gift of nature is achieved by combining the most advanced research and development technologies and the handicraft tradition that has guided TABU for three generations.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

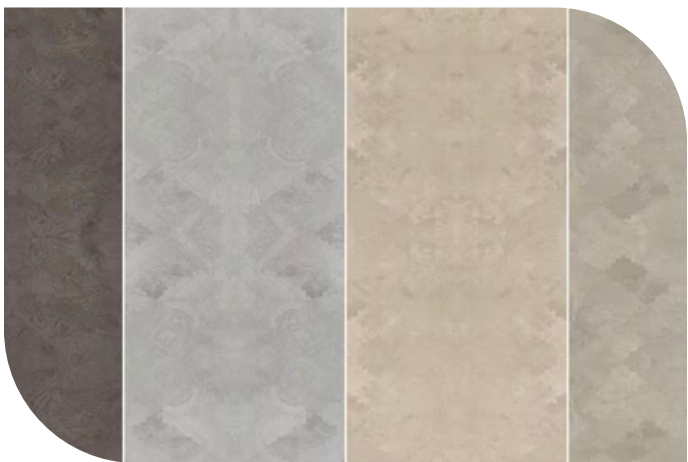
GRI INDEX

< PRODUCT LINES AND COLLECTIONS 2/2



RED BOX 555 CATALOGUE

555 dyed and multilaminar natural veneer, presented in real samples, divided into 13 chromatic scale folders. The extraordinary collection of TABU veneers is made up of 555 colours and is unique in the world; it embodies the best of the technological knowledge developed by TABU in over 96 years of wood dyeing and has also earned TABU the Honourable Mention of the Compasso d'Oro by ADI. Besides the 555 colours in the catalogue, TABU can create specific and customised colours upon customer request.



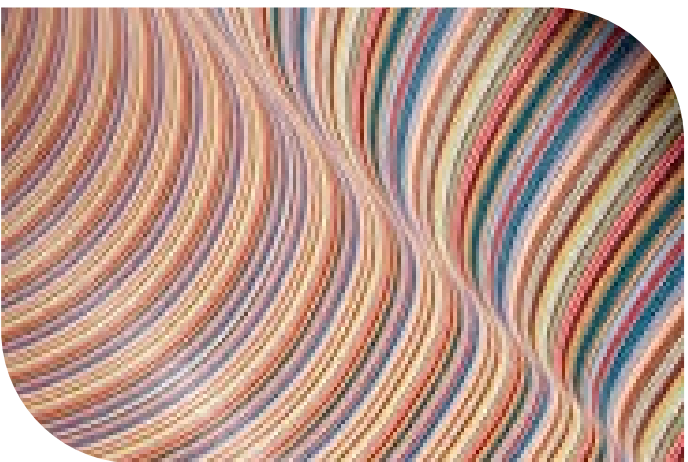
RADI
DI
CHE

Burl is considered one of the most valuable woods; its three-dimensionality is rich in spirals and circular "eyes" which are due to the energetic and irregular development of the wood fibre; TABU, thanks to the dyeing technology in the thickness of the wood fibre, enhances the three-dimensionality of the Burl sheet.



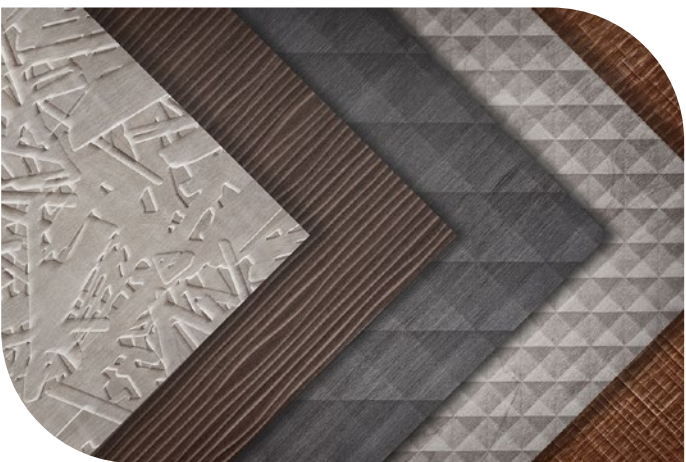
GRA
FF
ITI

37 refined designs for a collection made exclusively with natural dyed veneers, for which woods such as Oak, Eucalyptus, Figured Maple, Erable, Birch and Tay have been selected.



R E T H I N K I N G
T H E — F U T U R E
Anthology One

This collection was developed on the paradigm of product innovation and circularity, understood as efficiency in the rational and appropriate use or reuse of all resources during each stage of the production cycle. The collection was awarded an **honourable mention at the Compasso d'Oro awards**.



THE STRUCTURED-EXPRESSIVE SURFACE
GROOVY

GROOVY is a sophisticated and seductive collection by TABU, the fruit of technological expertise and the inexhaustible creative energy that has led to the creation of true wooden "bas-reliefs" characterised by unprecedented three-dimensionality.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

< PRODUCT LINES AND COLLECTIONS



SKEENS
TABU BOISERIE

SKEENS TABU Boiserie is TABU's proposal to provide thin "boiserie" combining the flexibility of a wallpaper and the pure wood boiserie in one new generation product.



MUTA
neverending wood

Acronym from MU "changeable" ("mutevole" in Italian) and TA for "TABU", this word distinguishes all TABU codes which are offered in already spliced sheets, thus reducing waste to a minimum.



ESCAPES
I PAESAGGI DELL'ANIMA

Unveiled in 2022, it is a collection of 23 natural dyed veneers of different wood species, organised in 5 palettes or moodboards (Isolabella, Eterea, Elegantia, Montefeltro, Purpurea).



CALEIDO
SYSTEM

Pre-finished multilaminar wood (MW) floor, with a 2 or 4 mm top layer, dyed throughout the entire thickness. It is antistatic, anti-woodworm, anti-mould, fireproof (on request), thermally insulating and ecological.



Tailor
made

Pre-finished wooden floor with 2 or 4 mm top layer in Lati, Walnut or Eucalyptus: 16 shades, smooth or brushed surface, 4 finishes (natural, matte, classic, vintage), 2 custom solutions (fixed format or bevelled).



SLIM
35
design
Federico
Delrosso

Thin, slim mini-slat floor, measuring 35 mm in width. The top layer is water-varnished and the collection is made with the woody species of Lati, Walnut and Eucalyptus, in 3 colour families: Cream, Brown and Grey.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

96 years of innovation

TABU worldwide

2023 highlights

Production process

Product lines and collections

Works

Casa TABU

IDEAS4WOOD

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

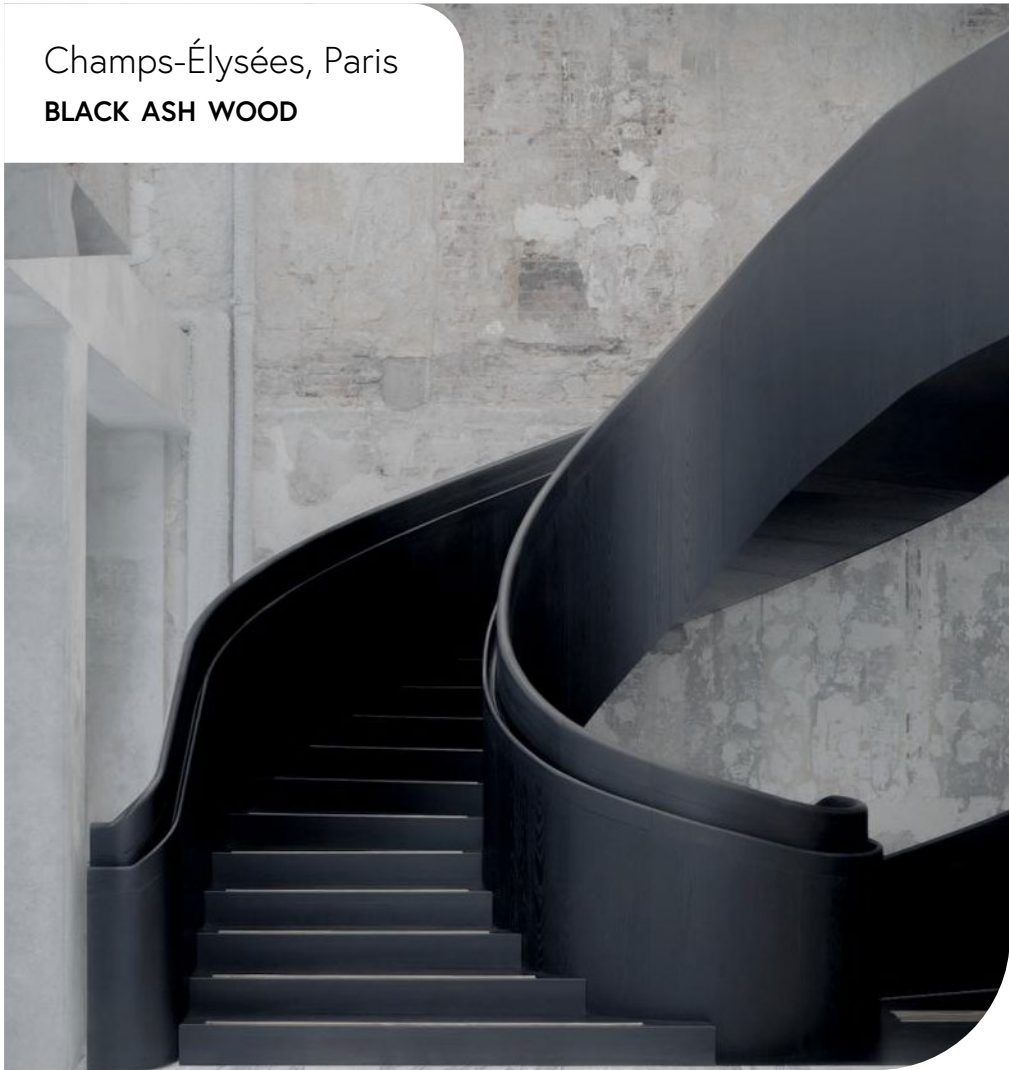
A1

METHODOLOGICAL NOTE

A2

GRI INDEX

WORKS



CASA TABU

In the heart of Brera, the Italian Design District, a space dedicated to beauty, the pleasure of designing with wood, training on state of the art wood surfaces.



TABU's Milan headquarters hosts **meetings, exhibitions and events** meant for national and international audiences.

A stylish two-story showroom **dedicated to designers and their customers** for consultation and choice of TABU collections for a wide range of projects.

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
 - 96 years of innovation
 - TABU worldwide
 - 2023 highlights
 - Production process
 - Product lines and collections
 - Works
 - Casa TABU
 - IDEAS4WOOD
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

IDEAS4WOOD

The most distinctive and emblematic project of TABU at international level and sponsored by ADI, FederlegnoArredo and FSC® Italia.

Created in 2018, IDEAS4WOOD is an international contest for students and professionals that aims to disseminate skills and knowledge about wood by promoting university classes, training meetings and open days in production. The contest is chaired by a jury consisting of architects, journalists and representatives of the associations of the wood-furniture sector. There is a cash prize and the chance to create the selected projects and possibly put them into production. Besides permanently sitting in the jury, FSC® Italia participates with its own special prize. IDEAS4WOOD was created to respond to the gradual loss of skills on wood and it provides technical answers to architects, designers and university lecturers working with this material. Operating all year round, IDEAS4WOOD reflects TABU's passion for sharing knowledge accumulated over nearly 100 years and its educational vocation to train new generations of designers.

> [I4W.IT](https://www.i4w.it)



ULIVO
Giovanni di Mauro
2023 Winner
Students Category



5
EDITIONS CREATED

500
PROJECTS PRESENTED
PER EDITION

1000
PARTICIPANTS
PER EDITION

15
PROJECTS PUT
INTO PRODUCTION



I TABLE OF CONTENTS

L LETTER TO THE STAKEHOLDERS

1 FROM YESTERDAY TO DATE

2 GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3 ENVIRONMENT AND SUSTAINABILITY

4 PEOPLE AND SOCIETY

5 ECONOMIC RESULTS

A1 METHODOLOGICAL NOTE

A2 GRI INDEX

2

GOVERNANCE and STRATEGY

The TABU structure is designed to ensure sustainable and responsible growth in the long term by fostering integrity, ethics and transparency in every aspect of operations and by outlining a corporate strategy geared toward reconciling innovation, quality and environmental protection.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

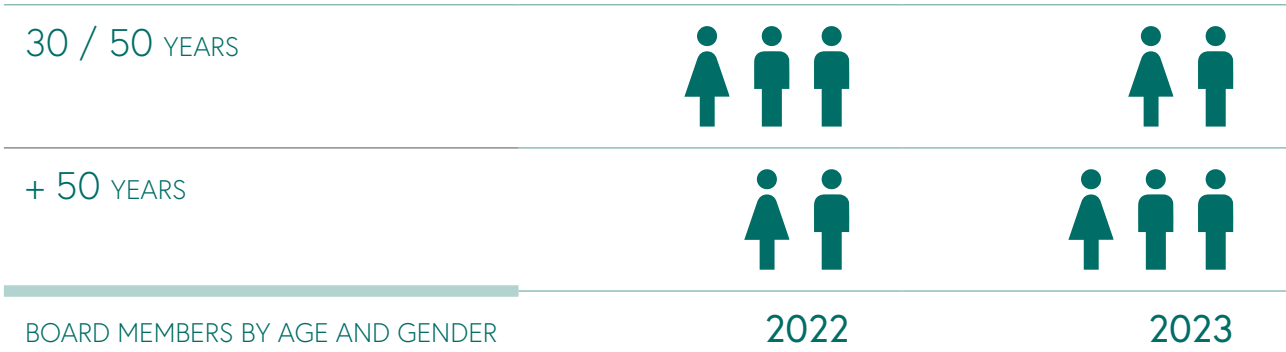
METHODOLOGICAL NOTE

A2

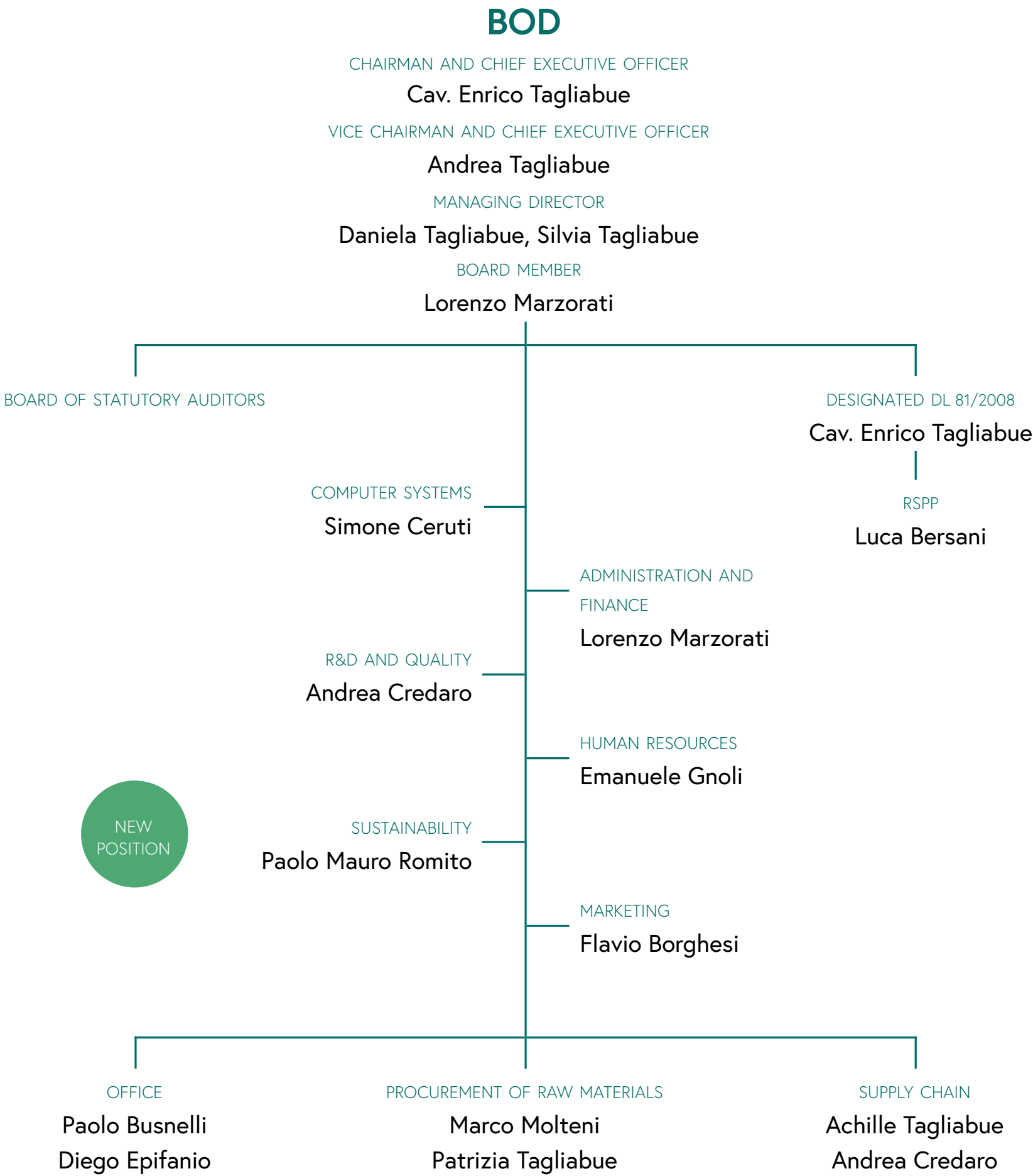
GRI INDEX

GOVERNANCE

TABU is governed by a **Board of Directors** which is invested with broad powers for the ordinary and extraordinary management of the Company. The remuneration of the Board of Directors is decided by the Shareholders' Meeting, also on the basis of the budget results, and divided among the various members according to the respective delegations and roles held.



Any conflicts of interest in the Board of Directors are always communicated and managed in compliance with the law. The Board of Directors is the promoter of the preparation of the **Sustainability Report**, whose implementation is entrusted to an external company, and two Board Directors are delegated to its review and approval. The members of the Board of Directors who directly follow the topic of sustainability also kept themselves updated by participating in **courses and webinars** organised by Confindustria, Federlegno Arredo and Banca Intesa. The **Board of Statutory Auditors** monitors the company's compliance with the law and the principles of correct administration, also verifying the adequacy of the organisational, administrative and accounting structure and its functioning. The company adheres to the **National Collective Labour Agreement for Wood, Cork, Furniture, Furnishings and Forestry** and fully respects its contents; in particular, in terms of responsible corporate conduct, reference is made to art. 7 bis, art. 8 and art. 13. TABU as a member of **Federlegno Arredo** also adheres to the "Charter of Values", a document that outlines the guidelines regarding responsible corporate social conduct. There is also a **corporate commitment document**, shared with the Board of Directors, which represents TABU's commitments with respect to workers' principles and rights.



INDUSTRY ASSOCIATIONS



ADI - ASSOCIAZIONE DISEGNO INDUSTRIALE

The large Italian community of companies and design professionals: from ADI, TABU was awarded 2 honourable mentions at the Compasso d'Oro awards – in 2020 for the RedBox 555.18 collection and in 2022 for the ReThinking the Future Collection – on the issues related to scientific research on materials, circularity and reuse of raw materials.



CONFINDUSTRIA COMO

In Confindustria Como, Andrea Tagliabue was elected for the 2023/2027 five-year period by the general shareholders' meeting of the Presidential Council as a Director in charge of Marketing and Communication and holds in the same organisation the position of Chairman in the Board of the Wood and Furnishing Group.



FEDERLEGNOARREDO – ASSOPANNELLI

National association of manufacturers of wood panels and semi-finished products, which generally encompasses a total of 80 % of the Italian market within 4 product groups: chipboard/MD panels, plywood, laminated and semi-finished products for the furniture industry. TABU Vice President Andrea Tagliabue is part of the Presidential Council of Assopannelli.



REAL WOOD

A consortium made up of Italian artisan and industrial companies of all sizes belonging to the wood-furniture galaxy which aims at guaranteeing consumer protection, as well as supporting the development and activities of the members, through product certification.

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY**
 - Governance
 - Industry associations
 - Quality management
 - Stakeholders
 - Materiality matrix
 - ESG topics in corporate strategy
 - Process
 - Selection of suppliers
 - Supply chain engagement
 - Certificates
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

QUALITY MANAGEMENT

TABU has always been committed to providing high-quality products and services, and recognises environmental protection and sustainable development as key elements for conducting its business and consolidating its market leadership.

With the aim of constantly raising service standards and customer focus, TABU has chosen to comply with the UNI EN ISO 9001 standard and adopt continuous improvement as a management tool, and constantly invests in the enhancement, motivation and training of all staff, who are the main contributors to customer satisfaction and the progressive affirmation of the brand.

TABU undertakes to regularly assess its **Quality Policy** by preparing regular reports on the state of the Quality Management System and its effectiveness in achieving strategic goals, including engaging staff at all levels. The system review is carried out annually by the Quality Assurance Office with the members of the Board of Directors and any concerns are first communicated to the relevant area or function manager and then, in the event of failure to resolve, to all other members of the Board of Directors.

AMAS meetings (Monthly Analysis of Factory Performance) meetings are held monthly with all the managers of the various company functions in which all trends and any problems are reported. There is also a register of production non-compliances, an accident register, a register of customer complaints and a register of complaints to suppliers.

In the company there are also special **mailboxes** in which any reports by employees can be entered anonymously. In addition, in 2023 the "**whistleblowing**" reporting procedure was implemented on the company site, governed by the Law Decree n° 24 dated 10 March 2023.

In 2023, no issues were reported to the Board of Directors.

I TABLE OF CONTENTS

L LETTER TO THE STAKEHOLDERS

1 FROM YESTERDAY TO DATE

2 GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3 ENVIRONMENT AND SUSTAINABILITY

4 PEOPLE AND SOCIETY

5 ECONOMIC RESULTS

A1 **METHODOLOGICAL NOTE**

A2 **GRI INDEX**



STAKEHOLDERS

Dialogue and listening to stakeholders is a priority for TABU, and an essential part of the continuous improvement process that underpins brand success in the marketplace.

TABU has a strong local and international vocation in its DNA, forged by the languages of architecture, great historical events and trends. The company constantly promotes events, fairs and seminars, by launching collections and projects, actively participates in the life of the associations where it is a member and constantly collaborates with local bodies and institutions, with the aim of creating stable, lasting and reliable relationships.



ARCHITECTS AND DESIGNERS

Besides university and academy lecturers, architects and designers are constantly involved through a variety of tools such as events, industry specialised press, social media, catalogues, direct visits of company officials and, specifically, also through the TABU IDEAS4WOOD contest.



FURNITURE MANUFACTURERS AND CONTRACTORS

The methods of engagement applied to architects (excluding the contest) are adopted, with the support of dedicated sales staff through a product-sale-oriented activity.



SUPPLIERS AND BUSINESS PARTNERS

The suppliers of raw materials and other products that are functional to the production process, as well as the related companies, respond to specific technical requests that have to meet the production needs. Furthermore, initiatives are being promoted to strengthen their engagement on sustainability topics and in the preparation of the TABU sustainability report.



INSTITUTIONAL WORLD, CERTIFICATION AND CONTROL BODIES

Besides TABU's internal marketing and technical departments, trade associations, institutions and non-profit entities are areas that are directly monitored by the owners for involvement in events and public relations activities.



COMMUNITY AND TERRITORY

Local events, sponsorships and promotion on social channels linked to the Lombardy area are continuous activities that TABU maintains to raise awareness in the area.

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
 - Governance
 - Industry associations
 - Quality management
 - Stakeholders
 - Materiality matrix
 - ESG topics in corporate strategy
 - Process
 - Selection of suppliers
 - Supply chain engagement
 - Certificates
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

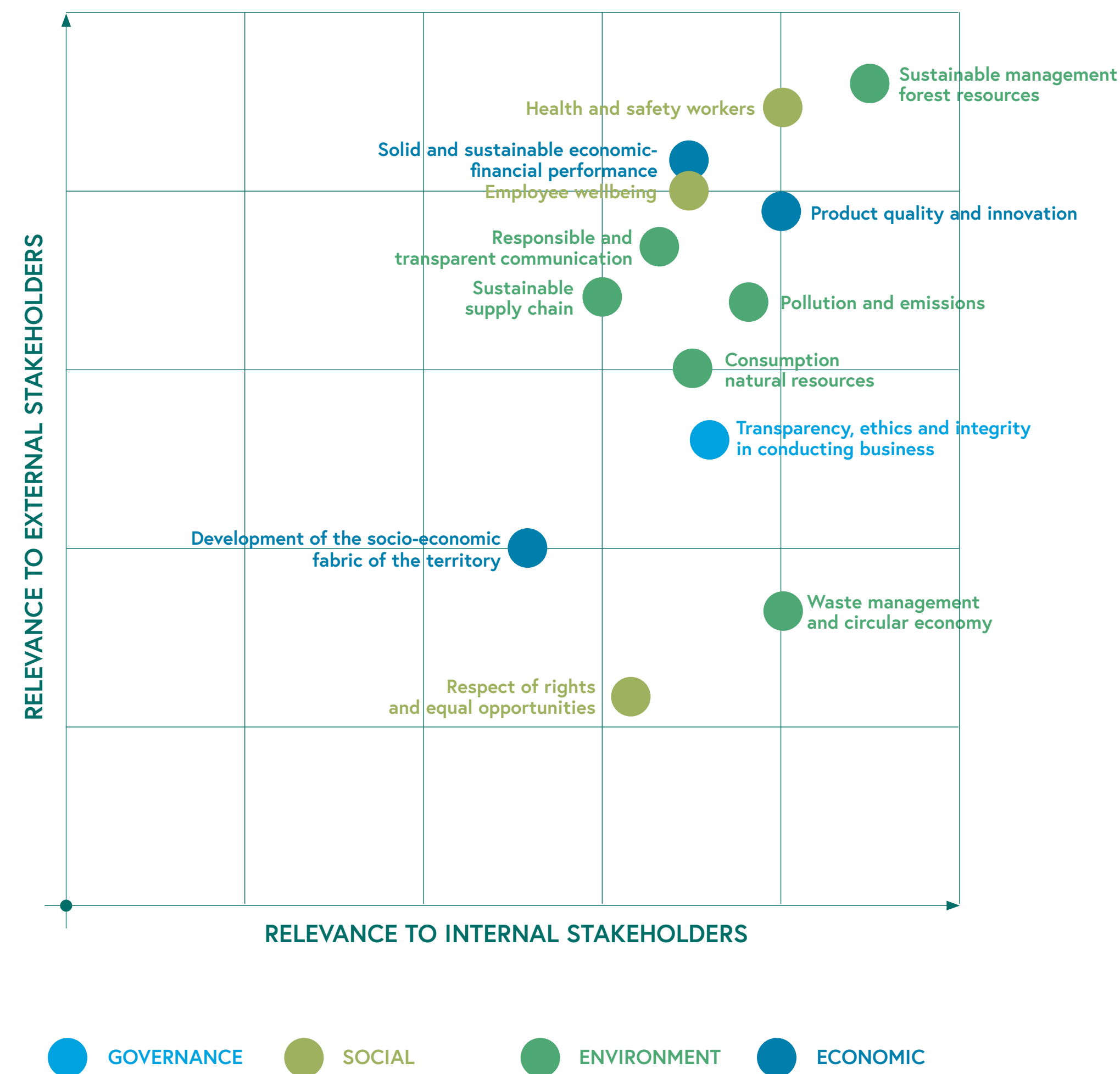
MATERIALITY MATRIX 1/2

TABU identifies the most important strategic topics for the company and stakeholders through a materiality analysis, which allows to direct resources to key aspects of sustainability, addressing key challenges and opportunities.

The materiality analysis follows the GRI Standard 2021 guidelines and starts with an investigation into the operational context, examining the company's activities, business model and sector. Economic, environmental and social impacts are then identified, supported by benchmarking comparative analysis and review of internal documents. The process then includes an assessment of the relevance of impacts and topics, according to criteria of severity (scale, extent and possible irreversible consequences) and probability in the event of potential problems, and finally to the validation by the Board of Directors.

In continuity with the previous year, TABU updated the materiality matrix in 2023, confirming material topics through context analysis. Subsequently, a questionnaire was issued, aimed at top positions and middle management, to assess the relevance of material topics.

Since this update, the materiality matrix has remained almost unchanged, although there have been some changes in topic-related priorities. In particular, the importance of the topics 'Solid and sustainable economic-financial performance' and 'responsible and transparent communication' has increased, while the importance of the topics 'Development of the socio-economic fabric of the territory' and 'Consumption of natural resources' has decreased. These adjustments reflect a slight evolution in the strategic priorities and expectations of the company's stakeholders.



I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

< MATERIALITY MATRIX 2/2

- GOVERNANCE
- SOCIAL
- ENVIRONMENT
- ECONOMIC

Transparency, ethics and integrity in conducting business	<div>» Conduct business in an ethical and transparent manner. Correct and efficient management of the business in terms of ethics, integrity and compliance with laws and regulations, including voluntary ones.</div> <div>» Consolidate elements of sustainability in corporate governance. Maintaining the company's governance system aligned with international best practices in the field of sustainability.</div> <div>» Prevent risks through integrated management. Integration of risks deriving from environmental, social and governance factors into the corporate risk identification, analysis and management system.</div> <div>» Promote a strategic approach to managing relationships with stakeholders. Establishment of solid relationships that generate collaboration opportunities with all stakeholders relevant to the company.</div> <div>» Fight against corruption. Implementation of policies and practices aimed at monitoring and preventing anti-corruption related issues and risks.</div>
Sustainable management of forest resources	<div>» Screening of wood suppliers based on environmental and social criteria. Sustainability of wood supply and responsible management of forest resources. Commitment to avoiding illegal deforestation and promoting sustainable forest management.</div>
Pollution and emissions into the atmosphere	<div>» Greenhouse gas emissions. Reduction of greenhouse gas emissions through less use of fossil fuels in production processes, product and process innovation, energy efficiency policies and use of energy from renewable sources.</div> <div>» Noise pollution. Prevention and protection policies for employees and the local community from noise pollution related to production processes.</div>
Consumption of natural resources	<div>» Consumption of water, natural gas, electricity. Promotion of policies, initiatives and activities for the efficient management of energy and natural resources, including through the use of co-generators and green energy.</div>
Waste management and circular economy	<div>» Waste generation and proper management of chemicals. Waste management and promotion of circularity initiatives aimed at reducing production, also through product and process innovation.</div>
Sustainable supply chain	<div>» Efficient logistics management. Sustainability of other suppliers involved in the procurement chain and their impact on the company. Choice of local suppliers and optimisation of purchase orders.</div>
Responsible and transparent communication	<div>» Provide information on the sustainability of your products through labelling. Provide information on the sustainability of your wood veneers, for example, the use of FSC® (Forest Stewardship Council) certified wood.</div>

Health and safety of workers	<div>» Ensure compliance with safety practices and procedures in the workplaces. Development of interventions and practices, beyond what is prescribed by current regulations, aimed at minimising risks to the health and safety of workers within the company.</div> <div>» Provide employees with training relating to safety in the workplaces. Equitable and transparent access to development and training programmes aimed at strengthening skills in health and safety in the workplace.</div>
Respect for rights and equal opportunities	<div>» Prevent discrimination against and between employees - ensure fair working conditions for employees. Creation of fair and inclusive working environments by removing discrimination based on gender, age, religion, sexual orientation and origin.</div>
Employee well-being	<div>» Develop the human capital and specific skills of employees to encourage economic and professional growth. Fair and transparent access to development and training programmes aimed at strengthening the managerial, technical and organisational skills of workers and consolidating the professionalism required by the position held.</div> <div>» Guarantee the right corporate welfare. Development of adequate working practices and conditions, aimed at promoting the well-being of workers and promoting a conciliation between private and professional life.</div>
Solid and sustainable economic-financial performance	<div>» Strategic orientation towards the creation of economic value in the long term. Solid and sustainable economic-financial performance. Adoption of approaches to strategic planning that take into account all the variables (including those connected to sustainability) which in the medium-long term can influence the achievement of company objectives.</div>
Product quality and innovation	<div>» Investing in product innovation and sustainability. Development of innovative products, capable of generating a positive impact on the environmental dimension.</div> <div>» Efficiency of production processes. Efficiency in production, also thanks to a progressive digitalisation of processes and an ever greater attention to the environmental and social aspects closely connected to them.</div> <div>» Ensure product quality. Guarantee and improve the quality of the products offered.</div>
Development of the socio-economic fabric of the territory	<div>» Contribute to the development of the community. Contribute to the well-being of the territory through the creation of direct and indirect economic impacts, such as, for example, the generation of related industries and the development of employment. Promotion of social and cultural initiatives with positive effects on the territory and the community.</div>

ESG TOPICS IN CORPORATE STRATEGY

Concrete and solid sustainable growth can only be achieved by combining economic benefit with respect for the environment and focus on social impacts. TABU has a long-standing scientific and analytical approach to sustainability, aiming to enhance existing sustainable practices and to continuously identify new areas of intervention.

In 2024, together with AzzeroCO₂, a Legambiente member company and Kyoto Club, TABU started to draw up a **sustainability plan** to support the sustainability process already undertaken by the company.

The activity stems from the company's desire to structure a process that will allow it to integrate ESG (Environment, Social and Governance) topics in an increasingly structured way into its business strategy, aiming to prevent and manage the risks related to these aspects and anticipating the current market scenario.

The Sustainability Plan will initially focus on environmental issues, starting with the annual analysis of the GHG inventory at organisational level. The aim is to define science-based emission reduction targets in line with the latest IPCC models supported by a specific action plan. In addition, specific KPIs will be defined for the continuous monitoring of targets.

Although the plan initially focuses on environmental aspects, the intention of company is to extend it to social and governance issues, in line with the material topics identified by the materiality analysis and the SDGs that TABU has chosen to pursue.

The company has identified three priority goals consistent with the sustainable development of its activities:



SUSTAINABLE
DEVELOPMENT
GOALS



SDG 9 - Industry, Innovation and Infrastructures

Investments in sustainable infrastructure and scientific and technological research increase economic growth, create jobs and promote prosperity.



SDG 12 - Responsible consumption and production

Fundamental changes in the way societies produce and consume are needed for social and economic development within the carrying capacity of ecosystems.



SDG 13 - Climate action

Changes in precipitation and temperature cycles are also affecting ecosystems such as forests, farmland, mountain regions and oceans, as well as the plants, animals and people who live there.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

PROCESS ^{1/4} STEP 1: ANALYSIS

SUSTAINABILITY AUDIT

The sustainability audit was the first step in the analysis process, including a mapping of the state of the art with ESG topics, a definition of the company's distinctive features, and a market benchmark analysis.

ANALYSIS OF EMISSIONS

TABU, also for 2023, conducted the analysis of the GHG inventory at organisational level which led to the quantification of greenhouse gas emission, as more detailed in [Chapter 3](#). The study was carried out in accordance with the **UNI EN ISO 14064 – 1:2019** standard.

Emissions analysis is the initial stage of the company's sustainability process and future plan, which will allow the identification of reduction targets.

THE LCA ANALYSIS OF BIODIVERSITY, THE "CIRCULAR" INLAY

The environmental impacts of Biodiversity, the new and innovative industrial inlay which has circular economy as its competitive advantage, have been measured. This analysis dates back to 2021, but reinforces TABU's willingness to focus on a product with a low environmental, sustainable and circular impact, also in subsequent years.

STRENGTHS OF THE BIODIVERSITY LINE

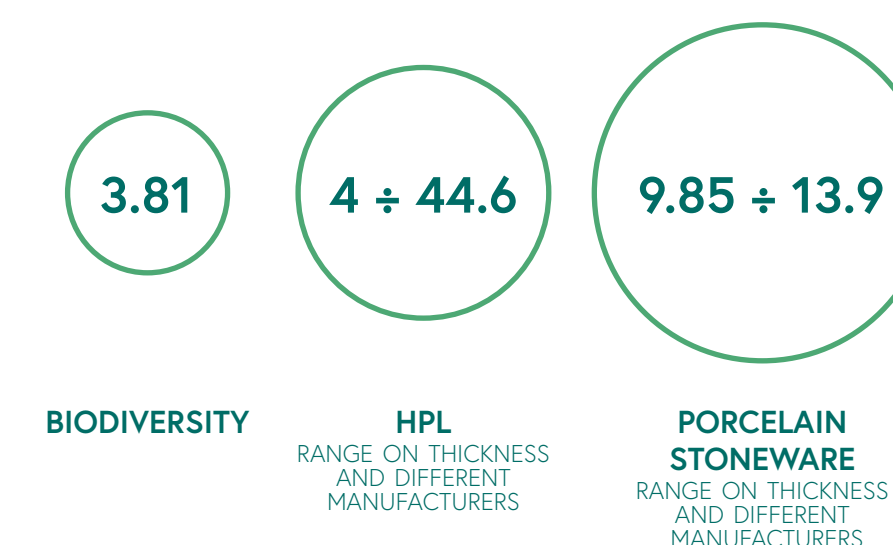
- » **Design for remanufacturing.** A sustainable, circular, environmentally friendly product that has the same performance and quality characteristics as a new product.
- » **100% use of recovery materials.** Only materials recovered from other internal production processes from 12 different wood species.
- » **Valorisation of waste.** A product that is fully circular with the aim of revaluing waste, improving efficiency and reducing waste.

The study was performed in accordance with the **ISO 14040** (Environmental management – Life Cycle Assessment – Principles and framework) and **ISO 14044** (Environmental management – Life Cycle Assessment – Requirements and guidelines) international standards. In detail, the Biodiversity inlay was the prototype for the creation of a TABU product that combines design and a dedicated LCA study.

Within the LCA analysis, various values are reported that allow the impacts that a product has on the environment to be quantified, such as Global warming, which is expressed in kg of CO₂e that is generated during the production cycle life of the product itself. In the TABU analysis on Biodiversity the perimeter taken into consideration is the so-called "from the cradle to the gate", i.e. everything that is included from the supply of the material up to the exit from the gate of the factory.

1 square meter of Biodiversity inlay produces 3.81 kg CO₂e: an extremely virtuous value.

Even more so if we compare it with other surface materials like HPL, porcelain stoneware or traditional veneer, always using the same methodology.



- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
 - Governance
 - Industry associations
 - Quality management
 - Stakeholders
 - Materiality matrix
 - ESG topics in corporate strategy
 - Process
 - Selection of suppliers
 - Supply chain engagement
 - Certificates
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
 - Governance
 - Industry associations
 - Quality management
 - Stakeholders
 - Materiality matrix
 - ESG topics in corporate strategy
 - Process
 - Selection of suppliers
 - Supply chain engagement
 - Certificates
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

PROCESS 2/4

STEP 2: PLANNING

The outputs of the analysis process, enabled TABU to tangibly implement its environmental strategy, by carefully planning its production activities in order to reduce environmental impacts throughout the supply chain and setting targets for the near future.

The sustainability plan is part of this stage by setting concrete, measurable, science-based medium- and long-term goals that will guide the company toward a progressive reduction of CO₂e and carbon neutrality. TABU aims to achieve complete climate neutrality, through process efficiency, consumption reduction, and compensation for residual emissions: this is the goal and the daily challenge the company has set for itself.

GOALS FOR THE NEAR FUTURE



PROCESS ^{3/4} STEP 3: REDUCTION

TABU has always stood out for having tackled every Research and Development project with the aim of optimising the raw material wood to the maximum.

In particular, in the last two years a series of projects have been launched which have as a distinctive element the use of recycled raw materials such as, for example, processing waste.

At present, there are several active projects launched with the ultimate aim of researching, developing and presenting more and more circular and sustainable products, directing efforts towards a continuous reduction of waste, their valorisation and the optimisation of energy and resources.

The sustainability plan will, from this point of view, serve as a link between different reduction initiatives and will systemically integrate them into a broader emission mitigation strategy based on concrete, measurable and transparent targets.



The **Graffiti** product line uses existing, regenerated and reprocessed raw materials to reduce waste. This led to a collection of unique inlays blending tradition and modernity with an innovative and distinctive design. The material is dyed, cut, joined and inlaid, redefining the art of the ancient master inlaying artists in a modern and structured way. This process enhances and ennobles the inlay, creating an extraordinary, unique and exclusive collection.



The **ReThinking the Future - Anthology One** line embraces the philosophy of efficiency in the rational use or reuse of each resource during all stages of the production cycle. This collection is inspired by the values of sustainability and excellent use of the wood material and it simultaneously expresses the natural dyed veneer, the latest multilaminar wood veneer, industrial inlays and the FSC[®] certified wooden surfaces.



Developed in 2022 and officially unveiled in 2023, the last born of the TABU family is the **MUTA** collection, which is a major innovation in the design and proposal of already jointed sheets: "narrow" veneer packs (always at risk of low use) are used, thus minimising waste. This new joining process allows you to have different textures in every supply providing designers with a new conception and perspective of wood.

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY**
 - Governance
 - Industry associations
 - Quality management
 - Stakeholders
 - Materiality matrix
 - ESG topics in corporate strategy
 - Process
 - Selection of suppliers
 - Supply chain engagement
 - Certificates
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

PROCESS 4/4

STEP 4: OFFSETTING

Continuing on the process to climate neutrality, CO₂e emissions generated in 2023 were fully offset by purchasing carbon credits on the voluntary market from a China hydroelectric power generation project, which will bring further economic, social and environmental benefits even in the areas where it was built.

In line with the analytical and scientific approach that was adopted in the sustainability strategy, it was responsibly chosen to offset emissions only after having quantified them and adopted various actions to reduce them at the source. AzzeroCO₂, the company supporting TABU on its environmental sustainability process, purchased on behalf of the company the carbon credits needed to offset CO₂e residual emissions issuing the TABU impact compensation certificate for 2023. These credits are purchased on internationally recognised trading platforms, which offer high-profile projects with the best social, environmental and economic characteristics and comply with leading international verification standards.



Attività compensata
tramite un progetto
di rinnovabili all'estero

2024 | SRM-57-CJV

To view the compensation details and download the certificate enter the unique code above in the appropriate fields in the compensation box on the site [.azzeroco2.it](https://azzeroco2.it)



SELECTION OF SUPPLIERS

To help create value throughout the supply chain, environmental and social criteria are also adopted in the choice of suppliers. With them, TABU promotes respect for human rights and local communities, the purchase of sustainable, ethical and responsible materials, goods and services, and the management of environmental, social and economic impacts within the supply chain.

TABU has adopted a special **Policy for sustainable purchasing management** that incorporates social and environmental criteria, which is also published on the company's website for dissemination to all stakeholders. Compliance with the policy is ensured through regular monitoring by TABU along the supply chain, which can ensure that these factors are factually taken into account in the purchasing process. In short, the policy represents the principles of the company in order to minimise the social and environmental impact of the supply chain, by purchasing certified products, such as FSC® wood, and by ensuring the legality of wood according to European legislation in force and its amendments. In 2023, the new EUDR (European Deforestation-free Products Regulation) was approved and will enter into force definitively at the

end of 2024. This Regulation repeals the previous Reg. EUTR 995/2010 and expands and strengthens legislation on combating deforestation and global forest degradation. TABU adopts an internal **Due diligence system**, evaluates suppliers on sustainability as well, encouraging those who adopt ethical practices, and promotes sustainability awareness along the supply chain. In addition, it reduces the environmental impact of operations and deliveries by choosing products with a minimum impact on the environment based on factors such as: production sustainability, transport, local sourcing, energy used, consumption of raw materials, production of waste, percentage of recycled content or percentage of recyclability of the product. Where possible, TABU chooses to **consume and purchase less** by identifying

and eliminating costly practices and incentivises recycling and proper disposal of materials. As far as the purchases of FSC® material is concerned, it is the Manager in charge who must identify (also through the database on the FSC® website), select and qualify the suppliers through an on-site visit or tests on product samples. As envisaged in the **Chain of Custody control system manual**, upon arrival of the material at the TABU plant it is the Logistics department that has to verify the correspondence between the order placed and the material received and check the documents accompanied with the relevant FSC® identification codes. In the absence of correspondence, the supply must be suspended pending further clarification or updates to the FSC® certification status.



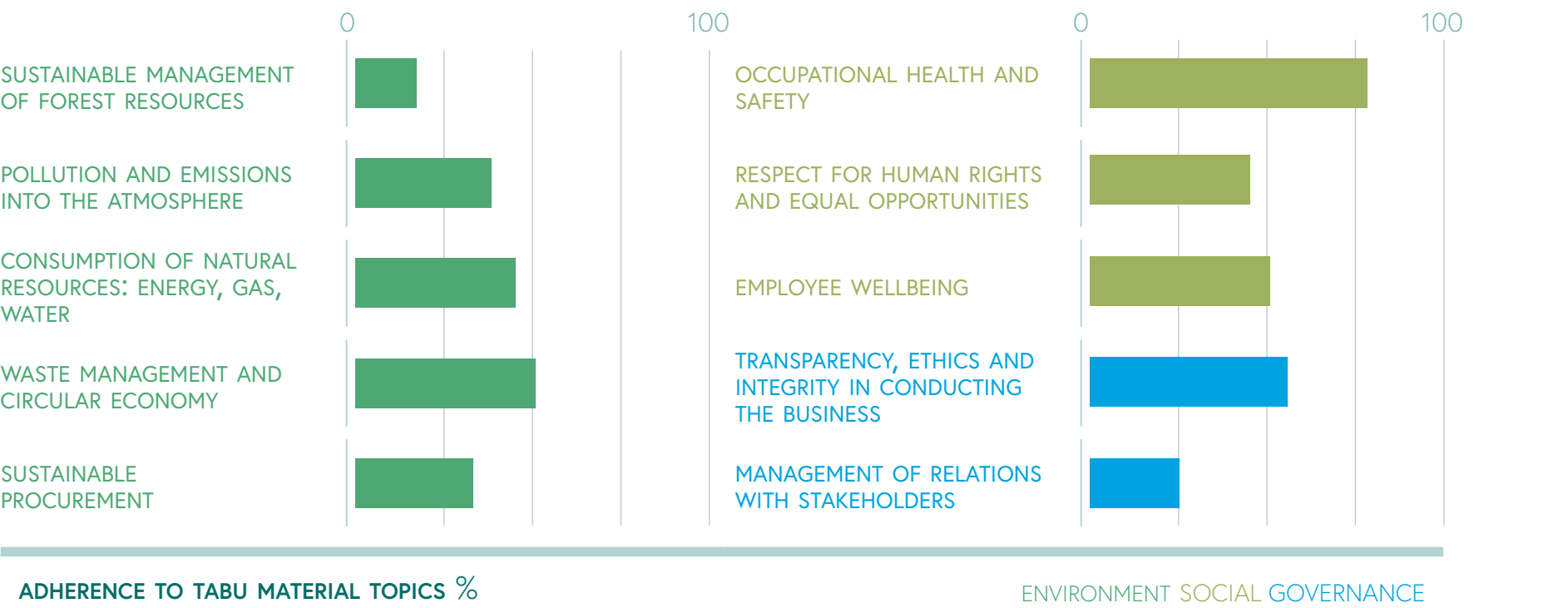
SUPPLY CHAIN ENGAGEMENT

For this Report, TABU launched an initiative to strengthen the engagement of its suppliers on sustainability topics.

The activity has developed on two main fronts: on the one hand, the analysis of the focus of suppliers on the material themes identified by TABU; on the other hand, the analysis of their overall approach to ESG topics, including governance and strategy, ESG certifications and oversight, and sustainability reporting. To collect this information, a questionnaire was provided to the suppliers of goods and services. Over 100 suppliers participated in the survey, in three main categories: suppliers of technical services or materials (such as machinery and maintenance services), suppliers of production chemicals, and suppliers of wood. The companies involved are heterogeneous in size, with a predominance of small and medium-sized enterprises (SMEs) among the participants.

ADHERENCE TO TABU MATERIAL TOPICS

The graph shows the adherence of ESG policies adopted by suppliers to the TABU material topics. Particular attention shall be paid to issues such as "Occupational health and safety", 'transparency, ethics and integrity in business conduct', "Employee welfare" and 'Waste management and circular economy'.



APPROACH TO ESG ISSUES

GOVERNANCE AND STRATEGY – The analysis found that about 46% of suppliers have a governance structure that reports, plans, monitors, and reviews sustainability topics, with senior management involvement. About half of the sample establishes a corporate strategy that includes goals, targets and actions related to sustainability issues: 55% on environmental issues, 54% on social issues, and about 50% on governance issues.

ESG CERTIFICATIONS AND MONITORING ACTIONS - the most widespread certifications among suppliers mainly concern social and environmental areas, with ISO 14001 (25%), ISO 45001 (20%) as most common, while ISO 50001 and SA 8000 are less frequent. Governance-related certifications are not widespread in the sample analysed, with only a few cases of certification according to ISO 37001 and ISO 27001 standards. However, several companies have reported that they have initiated or are close to undertaking new certification processes according to the above standards, reflecting the ongoing evolution of the TABU supply chain. To a lesser extent, other companies are FSC® certified, or have obtained other minor certifications that guarantee chemical safety and health for the health of workers and the environment, both in the products used and in the production processes. In addition, sustainability criteria are also applied among suppliers at the time of purchase: 27% of the sample analysed purchases FSC® certified products, while more than 7% purchases products with Environmental Product Declaration (EPD) certificate. Other vendors report purchasing products with the following certifications: ISO 14067 and ZDHC.

SUSTAINABILITY REPORT - Sustainability reporting is still not widespread among suppliers, only 20% of the sample draws up a report where they communicate KPIs in the environmental, social and governance areas. With regard to the calculation of emissions, only 6 suppliers calculate and report on the organisation's emissions according to the ISO 14064 standard, while 3 calculate product/service emissions and report on the organisation's emissions according to the ISO 14067 standard, EPD or the like.

The analysis showed that the most important aspect is the structuring of governance dedicated to planning, monitoring and reviewing sustainability topics. The areas of sustainability certification, monitoring and reporting need to be improved. These results should be contextualized taking into account that the TABU supply chain consists of small and medium-sized enterprises that are not obliged to carry out any sustainability reporting.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

Governance

Industry associations

Quality management

Stakeholders

Materiality matrix

ESG topics in corporate strategy

Process

Selection of suppliers

Supply chain engagement

Certificates

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

CERTIFICATES

Great attention is paid to product communication and related marketing activities to provide customers and stakeholders with environmentally and socially relevant information that is always fair, transparent and truthful; even in 2023, there were no incidents of non-compliance involving marketing communications that led to a sanction or warning.

In this context, certifications play a key role in communicating TABU's commitment and policy externally, in particular for the exclusive use of FSC® certified wood, which guarantees the best environmental and social standards along the supply chain. The procedures for obtaining the PEFC® certificate were started at the end of 2023.



FSC® CERTIFICATION

The Forest Stewardship Council (FSC®) label identifies products containing wood from forests that are properly and responsibly managed according to strict environmental, social and economic standards. In December 2023, TABU renewed the certification according to the FSC®-STD-40-004 V.3-1 standard with reference to:

- » Purchase of natural logs and veneers (FSC® 100%, FSC® Mixed, FSC® Controlled Wood)
- » Purchase of multi-layer panels and special papers (FSC® Mixed)
- » Production, including through third parties, of natural, dyed, multi-layered, supported, joined and edged veneer (FSC® 100 %, FSC® Mixed, FSC® Controlled Wood)
- » Production of thin boiserie (FSC® 100 %, FSC® Mixed)
- » Production of laminated and engineered floors (FSC® Mixed)
- » Marketing of logs, natural, dyed and supported, joined and edged veneer (FSC® 100 %, FSC® Mixed and FSC® Controlled Wood).

UNI EN ISO 9001:2015

In its constant commitment to developing and offering increasingly reliable and innovative solutions to the market, capable of combining environmental protection and business growth, TABU has implemented a quality management system compliant with the UNI EN ISO 9001:2015 standard, increasing the completeness and quality of the solutions offered to customers.

CE MARKING

TABU wooden floors are produced and supplied in compliance with the CE marking. The Cfl S1 fire reaction class version is available on request.

3

ENVIRONMENT and SUSTAINABILITY

A concrete and solid sustainable growth can only be achieved by combining economic benefit with respect for the environment and attention to potential social impacts. TABU has long chosen a scientific and analytical approach to sustainability, which allows us to enhance the sustainable practices already implemented and always identify new ones on which to intervene.

ENVIRONMENTAL IMPACT ANALYSIS 1/2

All TABU activities aim to actively promote the pivotal principles of the circular economy and the reduction of emissions. In this context, the company demonstrates a consistent commitment to optimising the use of materials and carefully monitoring its energy consumption, adopting strategies to maximize efficiency in thermal and electrical processes.

In 2023, TABU recorded an overall decrease in energy consumption, while there was a slight decrease in the annual production (measured in m²) needed to meet market demands and defined growth targets. The energy intensity indicator, calculated as the ratio of total energy consumption within the organization (expressed in GJ) and the economic value (in euro) of sales revenues, shows a decrease compared to 2022, is also the most energy efficient indicator.

COMMITTED TO REDUCING CO₂e

In 2023, for the third consecutive year, TABU began the organisation's emissions analysis process with the aim of understanding the impact of activities in terms of greenhouse gas (GHG) emissions and planning CO₂e reduction actions and using a more concrete and measurable approach to sustainability.

The study was carried out in accordance with UNI EN ISO 14064:2019 standard, a rigorous, scientific and internationally recognised methodology. The most recent version of the standard introduced the important novelty of also considering the upstream and downstream impacts of its value chain by extending the inventory also to scope 3 emissions and requiring to justify any exclusions of possible significant emissions.

FUELS FROM NON-RENEWABLE ENERGY SOURCES	89,094.08	89,527.13	76,391.91
METHANE GAS (NATURAL GAS)	87,622.13	88,514.73	75,349.14
DIESEL FUEL FOR MOTOR VEHICLES	1,471.95	1,012.40	1,042.77
FUELS FROM RENEWABLE ENERGY SOURCES	12,789.33	16,940.32	15,694.04
SELF-PRODUCED ELECTRICITY	7,527	8,382.69	6,811.53
ENERGY FROM PHOTOVOLTAIC PANELS – SELF-CONSUMPTION	2,469.58	3,054.40	2,038.51
ENERGY FROM PHOTOVOLTAIC PANELS – INTRODUCTION INTO THE GRID	375.57	2,704.61	1,881.20
ELECTRICITY FROM COGENERATION	4,682.01	2,623.68	2,891.82
ELECTRICITY PURCHASED FROM THE GRID	5,262.17	8,557.63	8,882.51
ELECTRICITY PURCHASED FROM RENEWABLE SOURCES CERTIFIED BY GUARANTEE OF ORIGIN	/	8,557.63	8,849.76
ELECTRICITY PURCHASED FROM NON-RENEWABLE SOURCES	5,262.17	/	32.75
INTERNAL ENERGY CONSUMPTION GJ	2021	2022	2023
ENERGY INTENSITY ON REVENUES	0.0032	0.0029	0.0023
ENERGY INTENSITY GJ/€	2021	2022	2023

-18.6% compared to 2022.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

Environmental impacts analysis

Sustainable management of forests

Environmental best practices

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

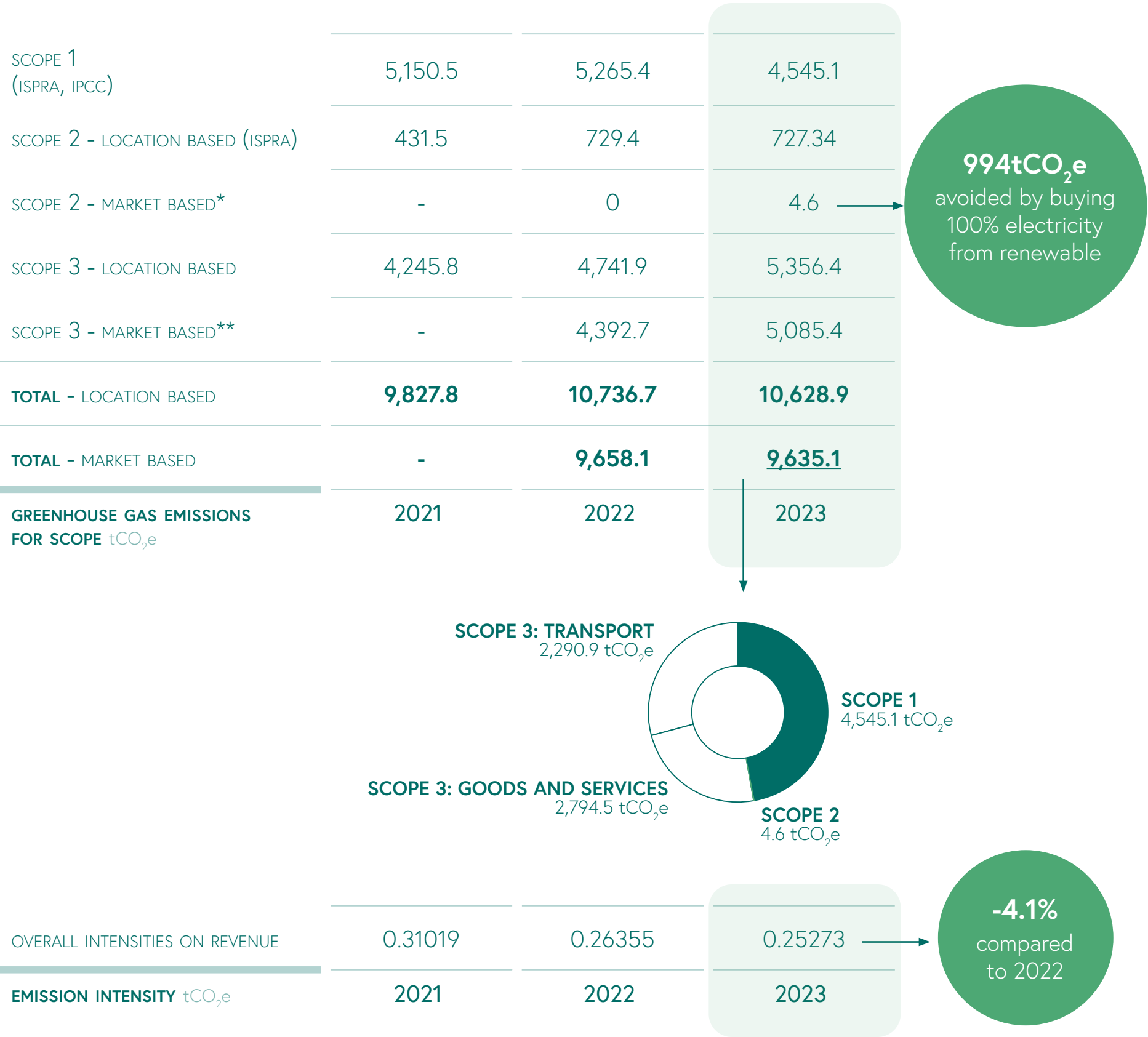
METHODOLOGICAL NOTE

A2

GRI INDEX

< ENVIRONMENTAL IMPACT ANALYSIS

2/2



* The emission factors of the Ecoinvent database were used for the calculation. In particular, the emission factor for electricity not covered by GO was extrapolated from the Association of Issuing Bodies (AIB) statistics and refers to the 2023 Italian residual mix. The latter represents the energy mix of untracked consumption, i.e. electricity consumption that is not explicitly tracked through mechanisms such as guarantee of origin (GO).

The factors for calculating the emissions of the Scope 3 categories for the 2023, 2022 and 2021 are those used in the analysis of the GHG emissions inventory of the TABU UNI EN ISO 14064 – 1 organisation: 2019 available on the company website.

SCOPE 1 - DIRECT EMISSIONS

Direct emissions, about 47% of total (market-based) emissions, stemmed from:

- » combustion of natural gas in production processes, offices, gatehouses and co-generator;
- » combustion of diesel: company fleet and machines for moving materials;
- » refrigerant gas leaks.

SCOPE 2: INDIRECT EMISSIONS

The purchase of electricity from renewable sources allows for a significant reduction in all scope 2 emissions, generated from production of electricity, and part of scope 3 emissions associated with fuel production, infrastructure construction and grid leaks. Electricity-related emissions (4,6tCO₂e) derive from a small share of the energy purchased from the grid not covered by GO and used in part for the low-voltage consumption of the Cantù production site and for the consumptions of the Milan premises.

SCOPE 3: OTHER EMISSIONS

These emissions relate to transport and the purchase of goods and services (around 53% of total market-based emissions), in particular:

- » upstream of owned and leased vehicles (fuel production and maintenance);
- » upstream electricity;
- » inbound and outbound logistics;
- » transport and waste disposal;
- » home-work employee mobility and business travel;
- » photovoltaic energy production and cogeneration;
- » manufacture of the purchased products;
- » water collection.

EMISSION INTENSITY

The intensity indicator, calculated as the ratio of total emissions in kgCO₂ for scope 1, scope 2 and scope 3 and the value of sales revenue in euros, improved in continuity with the previous year compared to 2022, an significant result.

The **Market Based approach** for quantifying emissions from electricity use allows emissions to be accounted for by considering the energy mix that the company deliberately chose to purchase from the energy provider. This method takes into account green energy covered by guarantee of origin (electronic certification certifying the renewable origin of the sources used by the IGO qualified plants), for which the associated emissions are zero, since renewable sources do not involve combustion processes. Emission factors of the residual energy mix are used to quantify the emissions from the share of electricity not covered by the GO.

The **location based approach** considers the emission factor associated with the national total gross electricity generation, without distinction as to where it comes from. The average emission factors of the country in which the electricity is used are used to calculate the emissions.

SUSTAINABLE MANAGEMENT OF FORESTS

Promoting the responsible management of forests and plantations is an imperative and a commitment for TABU that is constantly pursued, also involving its suppliers, employees and more generally all the stakeholders with which it interacts.

TABU FIRMLY REPUDIATES AND DECLARES THAT IT IS IN NO WAY INVOLVED, EITHER DIRECTLY OR INDIRECTLY, IN THE FOLLOWING ACTIVITIES:

BREACH OF TRADITIONAL
HUMAN RIGHTS AND IN
FORESTRY OPERATIONS

DESTRUCTION OF
PRESERVATION VALUES IN
FORESTRY OPERATIONS

INTRODUCTION OF
GENETICALLY MODIFIED
ORGANISMS IN FORESTRY
OPERATIONS

ILLEGAL TREE-FELLING AND
ILLEGAL TRADE IN WOOD OR
DERIVED PRODUCTS

SIGNIFICANT CONVERSION
OF FORESTS TO
PLANTATIONS OR NON-
FORESTRY USES

BREACH OF
FUNDAMENTAL LABOUR
PRINCIPLES AND RIGHTS,
AS DEFINED IN THE
DECLARATION OF THE
INTERNATIONAL LABOUR
ORGANISATION (2017)

TABU PROMOTES RESPONSIBLE MANAGEMENT OF FORESTS AND PLANTATIONS THROUGH ACTIVITIES BELOW:

PERIODICALLY TRAINING
ITS EMPLOYEES TO ENSURE
TRACEABILITY AND A SOLID
CHAIN OF CUSTODY

VERIFYING THE ORIGIN OF
THE RAW MATERIAL
PURCHASED AND THE
RELATED SUPPLIERS

FULLY COMPLYING WITH
THE REQUIREMENTS OF THE
CHAIN OF CUSTODY
STANDARD

COMPLYING WITH
LEGISLATION IN FORCE ON
FORESTRY AND LABOUR
MATTERS

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY**
 - Environmental impacts analysis
 - Sustainable management of forests
 - Environmental best practices
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

Environmental impacts analysis

Sustainable management of forests

Environmental best practices

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

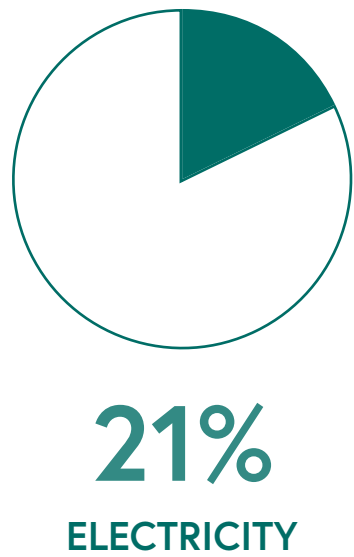
ENVIRONMENTAL BEST PRACTICES

> ONE OF THE LARGEST PHOTOVOLTAIC SYSTEMS IN LOMBARDY



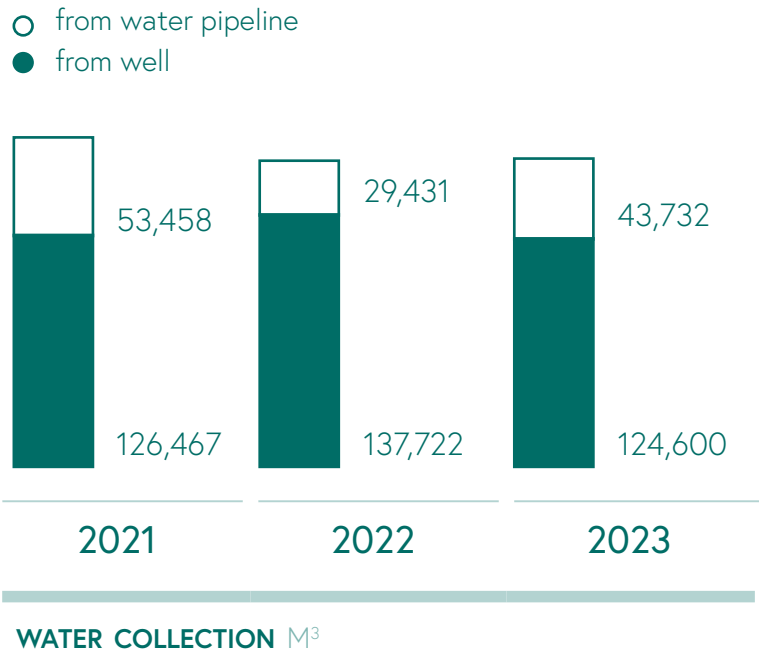
For over 10 years, TABU has been supplying a large part of its energy needs with a photovoltaic system which, in 2023, was able to guarantee a production for self-consumption of around 566 MWh. A forward-looking strategic choice that meets the objectives of achieving energy self-sufficiency and reducing CO₂e emissions.

> PRODUCING ENERGY EFFICIENTLY THROUGH COGENERATION



In the process of reducing emissions and increasing energy efficiency, TABU has equipped its Cantù plant with a cogeneration system that allows the combined production of electrical and thermal energy in the form of hot water used in production processes.

> STATE-OF-THE-ART WATER TREATMENT

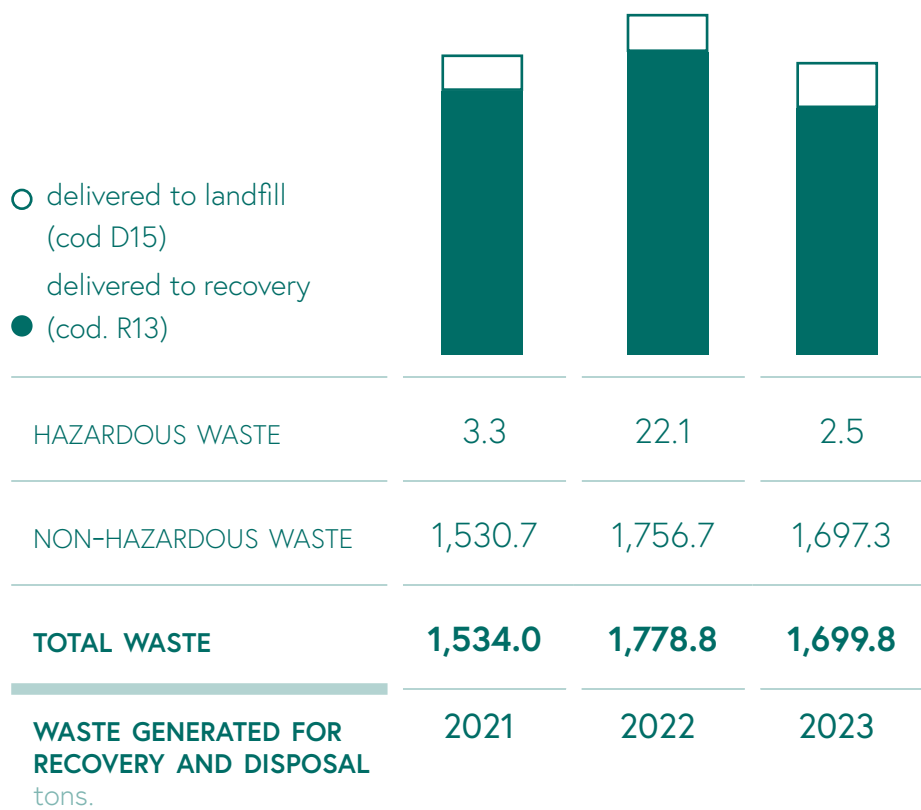


The company delivers both process water and civil wastewater to sewage after treatment on its own plant, within the limits provided for in Table 3 of L.152/2006 et seq.

With regard to the management of first and second rainfall water, TABU complies with Regional Government Regulation No 4 of 24.03.2006, Art. 3.

Furthermore, analyses are regularly carried out on the quality of waste water by Como Acqua, the sole manager of water resources in the Province of Como, to verify compliance with the parameters set by the Legislative Decree 152/06.

> VIRTUOUS WASTE MANAGEMENT



Waste management takes place in compliance with current Legislative Decree 152/2006 and Legislative Decree 116/2020 with the attribution of the correct EER code (European List of Waste ex CER) and the compilation of the loading and unloading register.

The waste of natural wood is recovered to return to the economic circuit as a second raw material used mainly to produce pellets and thus provide energy. Dyed wood waste, on the other hand, is mainly recycled to make chipboard panels and other similar semi-finished products.

I TABLE OF CONTENTS

L LETTER TO THE STAKEHOLDERS

1 FROM YESTERDAY TO DATE

2 GOVERNANCE AND STRATEGY

3 ENVIRONMENT AND SUSTAINABILITY

4 PEOPLE AND SOCIETY

The people, the beating heart of TABU

Worker rights and protection

Occupational health and safety

Corporate welfare

Protection of workers' rights
in the supply chain

Relationship with the community

5 ECONOMIC RESULTS

A1 METHODOLOGICAL NOTE

A2 GRI INDEX

PEOPLE and SOCIETY

TABU consists of a heterogeneous mix of cultures, ethnicities, religions and personal orientations and firmly believes in the values of diversity, inclusion and expression of individual potential as a tool for wealth, a generator of innovation and key elements for sustainable development.

THE PEOPLE, THE BEATING HEART OF TABU 1/2

The culture of diversity is a strategic element for company competitiveness and the development of its people. The difference in skills, experiences and backgrounds create a creative work environment, favouring a more effective leadership style and an open company culture.

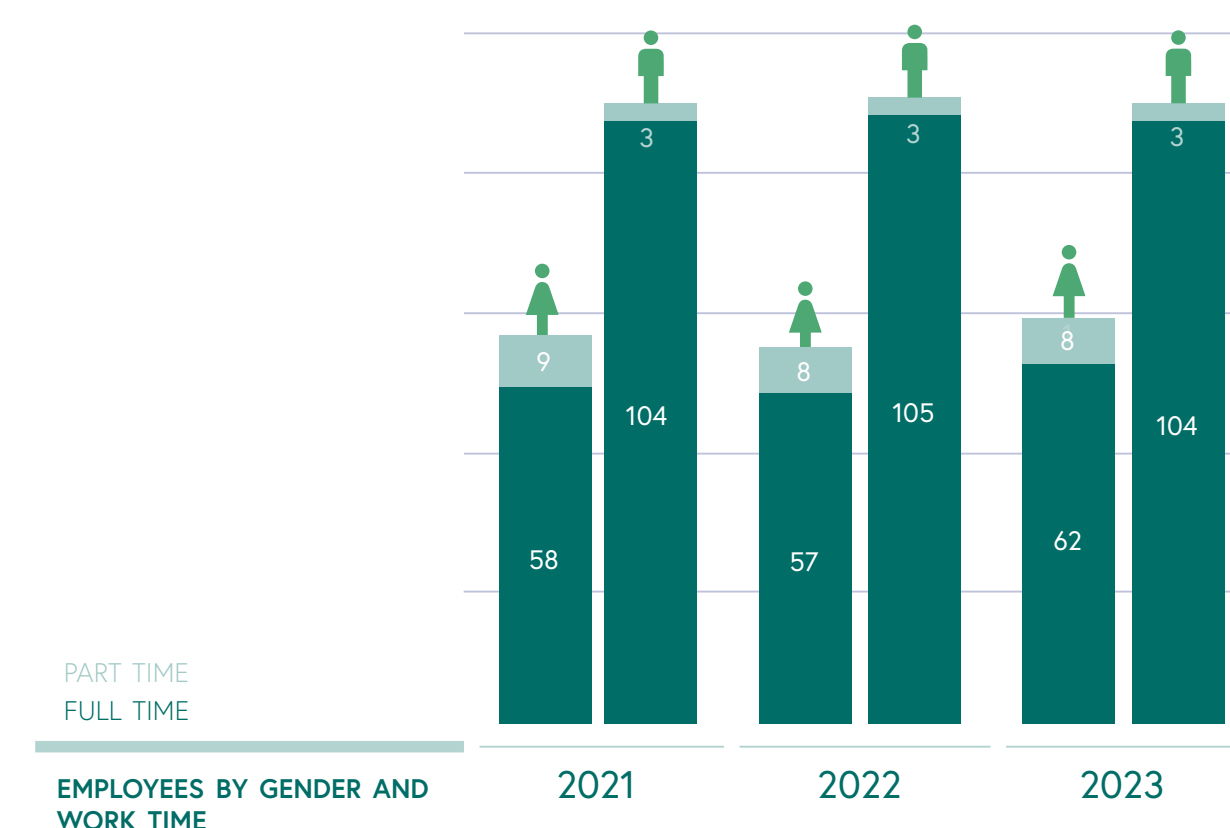
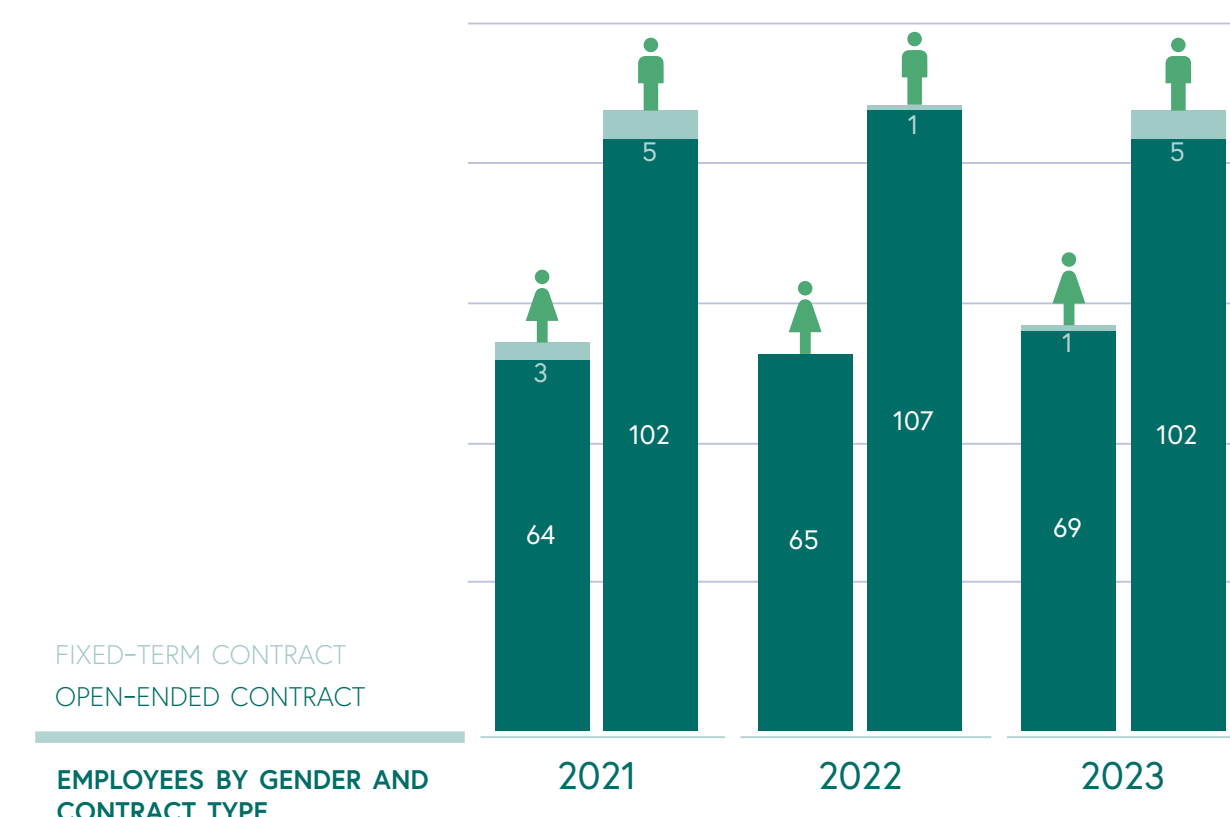
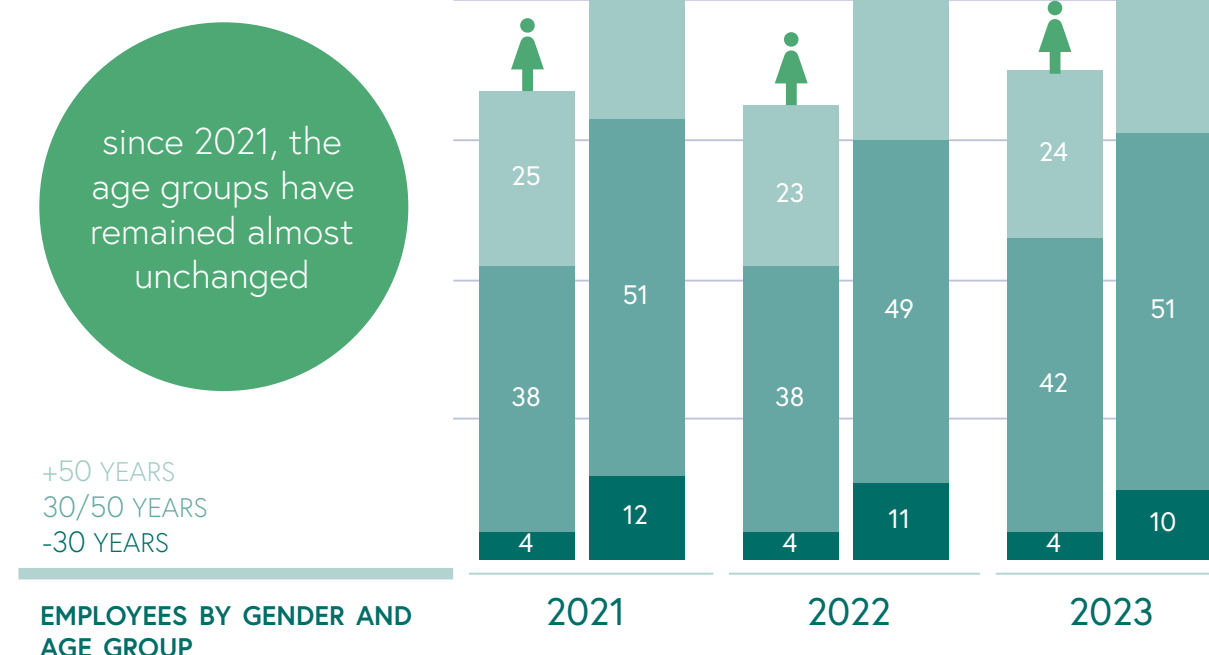
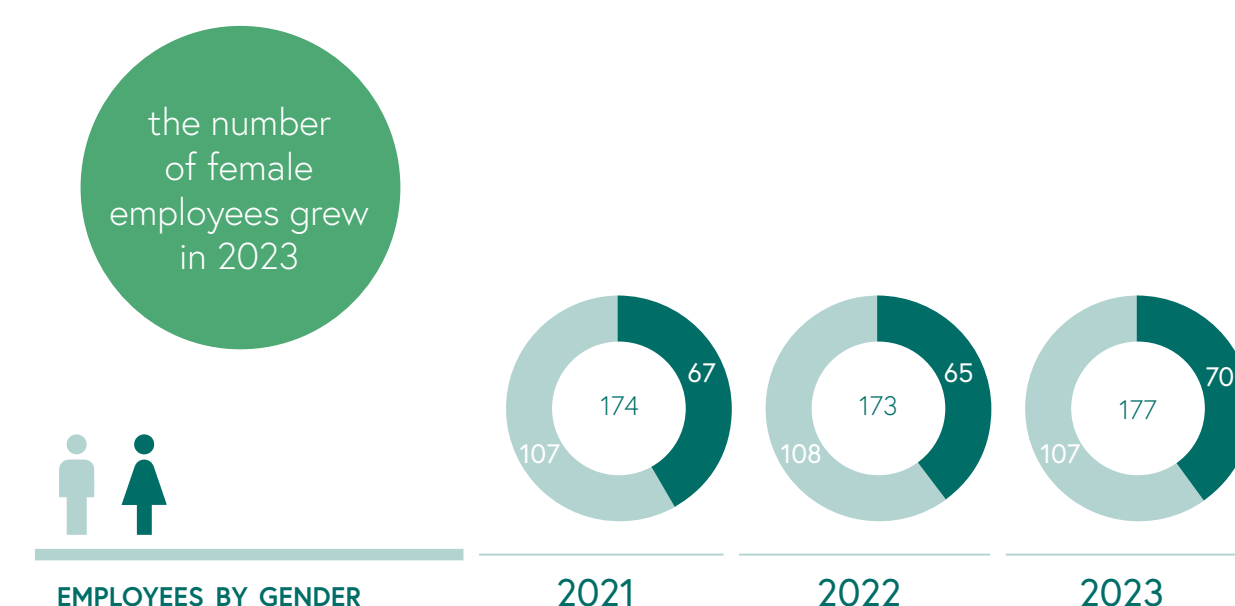
TABU has equipped itself with an **Organisational Manual**, which contains the description of the roles and responsibilities of the company's organisational profiles, with the aim of creating a valid organisational structure regardless of the people included and which can therefore build valid support for the activity of the Human Resources function. The document contains the company organisation chart with specific roles and responsibilities, the activities required to achieve the goals of each organizational area and the key areas and goals of each individual function. The principles that led to the drafting of the document are:

- » Continuity and respect for values, traditions and corporate culture
- » Structuring and consolidation
- » Tension towards dimensional and economic growth
- » Streamlined and effective processes and decision-making mechanisms
- » Availability of resources and skills within the company

The manual is also accompanied by the **Procedure for the management of Human Resources**, which establishes the methods for new hires and the provision of training to all employees.

At 31 December 2023 the total number of staff employed by TABU stood at **177**. With regard to the contractual employee job classification, compared to the previous year, in 2023 the share of fixed-term employees increased from 1 % to 3 %, mainly due to the hire of 5 new employees under this job classification. Out of the total number of employees, 7% are represented by employees belonging to minorities or vulnerable categories within the scope of compulsory hiring under law 68/999. In 2023, just like in previous years, there are no non-employed workers, i.e. those who carry out tasks for the organization but do not have an employment relationship with it and, likewise, all TABU employees are covered by a national collective agreement.

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY**
 - The people, the beating heart of TABU
 - Worker rights and protection
 - Occupational health and safety
 - Corporate welfare
 - Protection of workers' rights in the supply chain
 - Relationship with the community
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX



I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

The people, the beating heart of TABU

Worker rights and protection

Occupational health and safety

Corporate welfare

Protection of workers' rights in the supply chain

Relationship with the community

5

ECONOMIC RESULTS

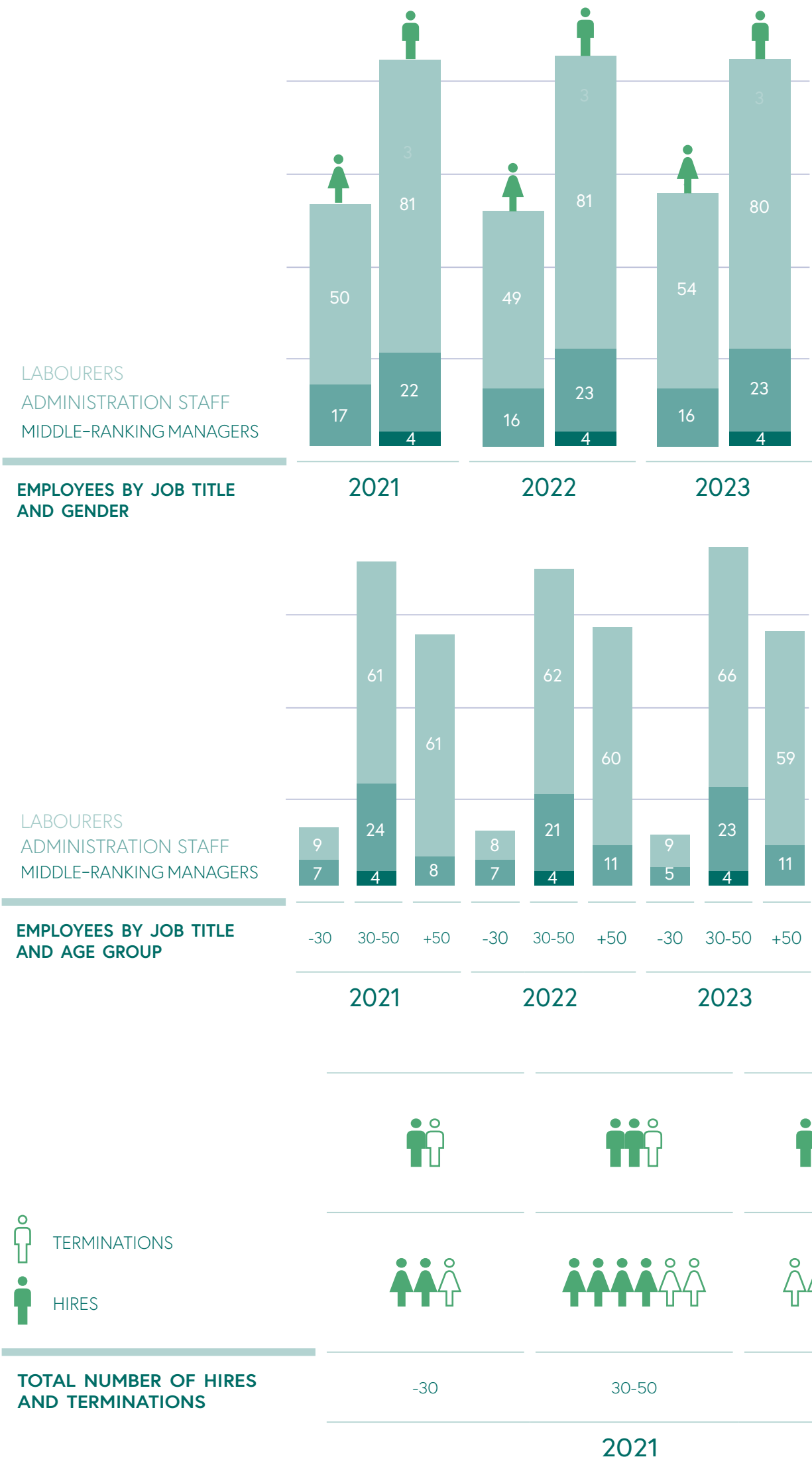
A1

METHODOLOGICAL NOTE

A2

GRI INDEX

< THE PEOPLE, THE BEATING HEART OF TABU 2/2



REMUNERATION POLICIES

The entry level salary of the employees corresponds to that provided for by CCNL (National Collective Labour Agreements). In 2023, as in previous years, there was no difference between the entry-level basic salary of women and men. This wage also shows a growth, for all job titles, of around +6% compared to 2022.

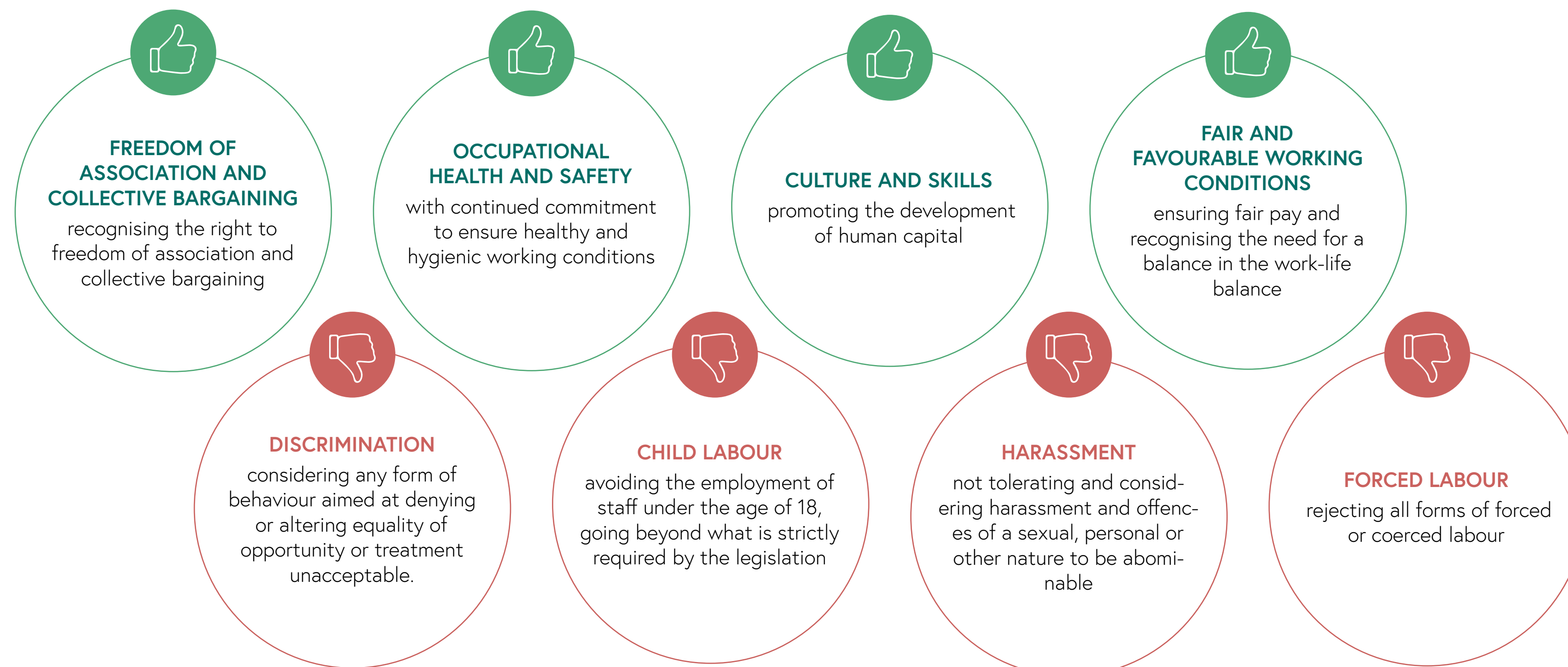
TURNOVER

In 2023, 8 women and 11 men were employed. Total employee turnover is increasing compared to previous years and amounts to 11% compared to 7% in 2022 and 6% in 2021 (the rate of incoming turnover or new recruitment rate or positive turnover rate is calculated according to the following formula: no. employees hired 2023 / no. employees at 31/12/2023). According to the category indication, it is increasing for men and for the three age groups and stable for women. In the same reporting period, the average turnover rate for Lombardy companies stood at 23.3% (source: "Lombardy 2024 Human resources figures" - Assolombarda) report. The total employee outbound turnover rate stood at 8%, which was stable compared to previous years. The category representation shows a declining trend for the category of female employees and for age groups under 30 and between 30 and 50 years of age, and an increasing trend for men and employees over 50, resulting from a decrease in terminations in women, from 14% to 4%, and an increase in terminations in men, from 4% to 11%.

WORKER RIGHTS AND PROTECTION

TABU is aware of the leading role it plays within the Italian and international supply chain and for this reason, it intends to present itself as a sensitive and attentive entity for the well-being of its employees and of all the people who collaborate with the company or who live in the communities in which it operates.

TABU embraces the awareness of the "social" dimension of sustainability in businesses, which focuses on human rights, personal development, quality of life, the promotion of diversity and equality. TABU has formalised its commitment to respect for worker rights in the **Working conditions and human rights policy**, in which the key points are spelled out alongside.



- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY**
 - The people, the beating heart of TABU
 - Worker rights and protection
 - Occupational health and safety
 - Corporate welfare
 - Protection of workers' rights in the supply chain
 - Relationship with the community
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
 - The people, the beating heart of TABU
 - Worker rights and protection
 - Occupational health and safety
 - Corporate welfare
 - Protection of workers' rights in the supply chain
 - Relationship with the community
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

OCCUPATIONAL HEALTH AND SAFETY

TABU has always considered the protection of occupational health and safety to be a priority, committing to prevent and reduce risks during operations and investing in training and refresher courses for employees' skills, which are essential to the success of the company.

The management of these processes involves the appointment of an **RSPP** – external Health and Safety Prevention Manager, and an **RLS** – Occupational Safety Manager, and a physician in charge for the assessments of suitability for the various tasks. The RLS participates at least annually in the annual safety report, together with the RSPP, the occupational physician and the Company Management. The dissemination of occupational safety issues is supported by information and training plans and specific signage relating to Personal Protective Equipment (PPE) and the safe use of machinery, with the aim of covering all the machinery present in the company, both old and new.

The company has a system for managing and analysing risks reported in the **Risk assessment document (DVR) and relevant preventive measures** in accordance with the regulations in force on occupational health and safety in compliance with Decree 81/2008 and et seq. which covers 100% of employees. The DVR shall be constantly updated to respond to changes in production processes, technological innovations or the introduction of new legislation in the fields of accident prevention, occupational hygiene or environmental protection, and shall contain:

- » the report on the assessment of all risks to safety and health during work

- » indication of prevention and protection measures
- » the procedures and improvement programme
- » the identification of the person responsible for the prevention and protection service, the workers' safety representative and the occupational physician
- » the identification of specific risks
- » the training programme with specific teaching programme and total number of hours in compliance with the provisions of the State/Regions Agreement

All machinery and equipment used by workers shall be subject to scheduled maintenance and regular checks and staff shall undergo regular medical examinations to certify their suitability for work, or in the event of changes in tasks.

ACCIDENTS

In the event of an accident at work, in addition to the mandatory communications, the head of the prevention and protection service together with the workers' safety representative conducts an internal investigation in order to understand the dynamics of the accident, causes and possible improvement actions.

Occupational health and safety is an ambitious commitment on which TABU plans to invest in the coming years: the safety and health of every employee are priorities on which TABU does not accept compromises.

OCCUPATIONAL ACCIDENTS	1	3	3
TOTAL NUMBER OF WORKED HOURS	289,214.50	292,129.25	285,008.50
ACCIDENT RATE	0.69	2.05	2.10
OCCUPATIONAL ACCIDENTS AND ACCIDENT RATE	2021	2022	2023

In 2023, there were 3 minor accidents.

- 1 TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
 - The people, the beating heart of TABU
 - Worker rights and protection
 - Occupational health and safety
 - Corporate welfare
 - Protection of workers' rights in the supply chain
 - Relationship with the community
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

CORPORATE WELFARE

TABU is constantly committed to valuing, motivating and training company staff with the aim of creating an environment that fosters a sense of belonging and provides the ideal conditions and stimuli for employee development, safety and satisfaction.

TRAINING

Besides mandatory occupational health and safety training provided by external trainers such as Fondimpresa and Aristeia, specific training courses are planned on safety aspects of certain machinery or procedures, and on the workmanship of operations, as required by the quality policy.

In 2023, training hours for employees stood at 298 hours. The decrease compared to the previous year is due to increased training in 2022, which postponed the need to carry out refresher courses in subsequent years.

The average annual hours amount to 1.2 hours for women and 2 hours for men. The higher average value of training hours provided to men is due to the different tasks covered in the company: for example, the forklift operators are 90% men and the related mandatory training therefore affects the total calculation.







PENSION PLANS, HEALTHCARE AND LEAVES

In addition to compulsory social security coverage, the company joins the category fund, the Arco fund, for supplementary social security; for each employee participating in the fund the company pays an additional contribution of 2.30% of the taxable social security income.

The company contributes to supplementary healthcare through the Altea Fund, with a monthly contribution whose burden is entirely borne by the company and with voluntary registration by the worker.

As per the CCNL, 100% of employees are entitled to request parental leave.

All benefits are provided for both full-time employees and part-time employees or those with fixed-term contracts.

						
NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE	67	107	65	108	70	107
NUMBER OF EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	2	0	4	0	5	0
PARENTAL LEAVE BY GENDER	2021	2022	2023			
The indicator shall be calculated according to the following formula: Return to work rate= (Total number of employees who actually returned to work after parental leave / Total number of employees expected to return to work after parental leave)						
OVERALL RETURN TO WORK RATE	100%	75%	80%			
OVERALL RETENTION RATE	/	100%	100%			
RETURN TO WORK AND RETENTION RATE	2021	2022	2023			
The indicator shall be calculated according to the following formula: Retention rate= (Total number of employees who remained 12 months after returning to work after parental leave / Total number of employees who returned from parental leave in previous reporting periods)						

PROTECTION OF WORKERS' RIGHTS IN THE SUPPLY CHAIN

TABU makes use of suppliers located all over the world, in particular in the case of services or work on behalf of third parties on national or European territory, trying to favour those who can guarantee high quality certifications and standards, together with appropriate delivery times and distances from optimal plants. Against this background, any breaches of labour law in the supply chain are linked to two types of operations which TABU uses and which indirectly involve TABU: purchase of material from third party suppliers and processing or service providers.

With regard to the purchase of material, a distinction must be made between the **purchase of non-wood** and **wood material**. In the first case, the purchase is made by suppliers in Italy or Europe, where the presence of national legislation guarantees working conditions along the supply chain, without prejudice to the fact that with some of them it has also been possible to plan and carry out audits in presence. In the second case, this type of choice is not always possible, since the starting material depends on the geographical areas of origin, some of which are objectively at risk, such as Asia and some areas of Africa. Source: Extrapolation from the NAV management system of purchases made in 2021, 2022 and 2023). For this reason, a due diligence is always carried out as required by the EUTR Regulation (Regulation EU 995/2010), which provides for risk analysis to be verified as far as possible and mitigated. Due diligence will be adapted to the new requirements of the EUDR Regulation 1115/2023, thus ensuring greater attention to sustainability and forest protection. In these terms TABU prefers purchases of certified material from FSC® certified suppliers whose Chain of Custody (COC)

standard provides for complete respect and verification of worker rights (FSC®-STD-40-004 V3-1 EN). The same approach is also adopted in combating child labour and forced or compulsory labour, in those areas where the risk is greatest. A Due Diligence is always carried out on individual purchases outside Europe, trying to obtain as much information as possible, always favouring certified suppliers who can give greater guarantees in these terms. In any case, the volumes of material purchased from these geographical areas are overall less than 10% of the total material purchased, which further contributes to the reduction of risk. With regard to **services** and **subcontractors**, TABU uses suppliers who are preferably located in the national territory, with more than ten-year collaborations with consolidated companies. Furthermore, TABU personnel regularly carries out, in the spirit of mutual collaboration, audits in the presence of the supplier to verify the conditions. Even in the case of third-party contractors outside Europe, however chosen from FSC® certified companies, where possible, the presence of TABU staff members is guaranteed.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

The people, the beating heart of TABU

Worker rights and protection

Occupational health and safety

Corporate welfare

Protection of workers' rights in the supply chain

Relationship with the community

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY**
 - The people, the beating heart of TABU
 - Worker rights and protection
 - Occupational health and safety
 - Corporate welfare
 - Protection of workers' rights in the supply chain
 - Relationship with the community
- 5 ECONOMIC RESULTS
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

RELATIONSHIP WITH THE COMMUNITY

TABU has never considered itself a mere production site that simply produces well-being for itself and its employees. In addition, TABU recognises its responsibility in the social fabric. Thanks to its almost centenary history and solid territorial roots, TABU ensures full support for all identity, cultural, sports, social and religious initiatives carried out countrywide.



ITALIAN RED CROSS

The Italian Red Cross publicly recognised TABU through the commemorative plaque for the "Tin Bota" fundraiser organised by TABU in Milan through a charity event to support families affected by the tragic flood in Romagna in May 2023.



PALLACANESTRO CANTÙ

TABU is among the supporters of the glorious Cantù team and its importance for the territory, for the institutions and for the families. Not only a sponsorship but also the direct participation of TABU in a consortium of companies that have joined together in the Cantù Next consortium to build an arena that can be the new "home" for Cantù Basketball.



ASSOCIAZIONE AMICI DI COMO

The objective of the association, of which TABU is a member, is to intervene with its own resources and projects in various fields of action and this is why Amici di Como is characterised by a multiple-interventionist spirit which contributes to making concrete commitment to the territory.



CASCINA PER GIOVANI ADULTI CON AUTISMO

TABU supports the Abilitiamo Association, which creates an innovative living context in the Cantù area for young adults with autism that becomes their "home" and in which they can live, based on their potential and abilities, the best quality of life possible.



CANTU' WOOD FESTIVAL

TABU contributes each year to the success of the initiative promoted by the Municipality of Cantu, aimed at enhancing the vocation and history of the "city of furniture".

I TABLE OF CONTENTS

L LETTER TO THE STAKEHOLDERS

1 FROM YESTERDAY TO DATE

2 GOVERNANCE AND STRATEGY

3 ENVIRONMENT AND SUSTAINABILITY

4 PEOPLE AND SOCIETY

5 ECONOMIC RESULTS

2023 economic performance

Distributed economic value

Supply chain and local suppliers

A1 METHODOLOGICAL NOTE

A2 GRI INDEX

ECONOMIC RESULTS

A comprehensive picture of the economic impacts generated by TABU on the people and communities where it operates, highlighting both the company's ability to generate wealth and how value is distributed and shared among various stakeholders.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

2023 economic performance

Distributed economic value

Supply chain and local suppliers

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

2023 ECONOMIC PERFORMANCE

In 2023, TABU generated an economic value of 38.2 million Euro, recording a growth of 3.8% compared to the previous year, mainly due to the consolidation of the company's presence on the Italian and international markets.

The generated and distributed economic value statement identifies and reclassifies the economic value according to its three main components, namely:

- » the economic value generated through sales;
- » the economic value distributed in the socio-economic fabric with which it interacts;
- » the retained economic value, calculated as the difference between the first two components.

The prospectus provides a link between the annual financial statements and the sustainability financial statements, allowing the first to be read from the point of view of stakeholders.

TAX POLICY

In 2023, TABU benefited from tax relief, investment or research and development subsidies and other financial benefits approximately amounting to 574 thousand Euros.

The first item includes tax receivables, mainly due to contributions for energy-intensive companies to cover gas and energy costs, as provided for in the Energy Decree. The subsidies received for research and development projects of innovative materials with high technological and performance content amount to 57 thousand Euros. The remaining approximately 141 thousand Euros mainly stems from the contribution that the GSE (Energy Services Provider) allocates and provides to companies through the management of the main mechanisms for encouraging the production of energy from renewable sources and energy efficiency, and a contribution from the Chamber of Commerce for training plans. The total value of the financial aid is decreasing, mainly due to the sharp decrease in gas and electricity contributions under the first item.

As regards the approach to taxes, taxation is defined in compliance with the tax legislation in force in the country of residence of the Company. In the case of subsidiary or associated companies resident in different jurisdictions, the criteria and guidelines dictated by the OECD are respected in determining transfer prices and in particular the price comparison method (CUP). The control of fiscal risks is implemented through the use of external professionals in the definition of taxation and compliance with the relevant regulations.

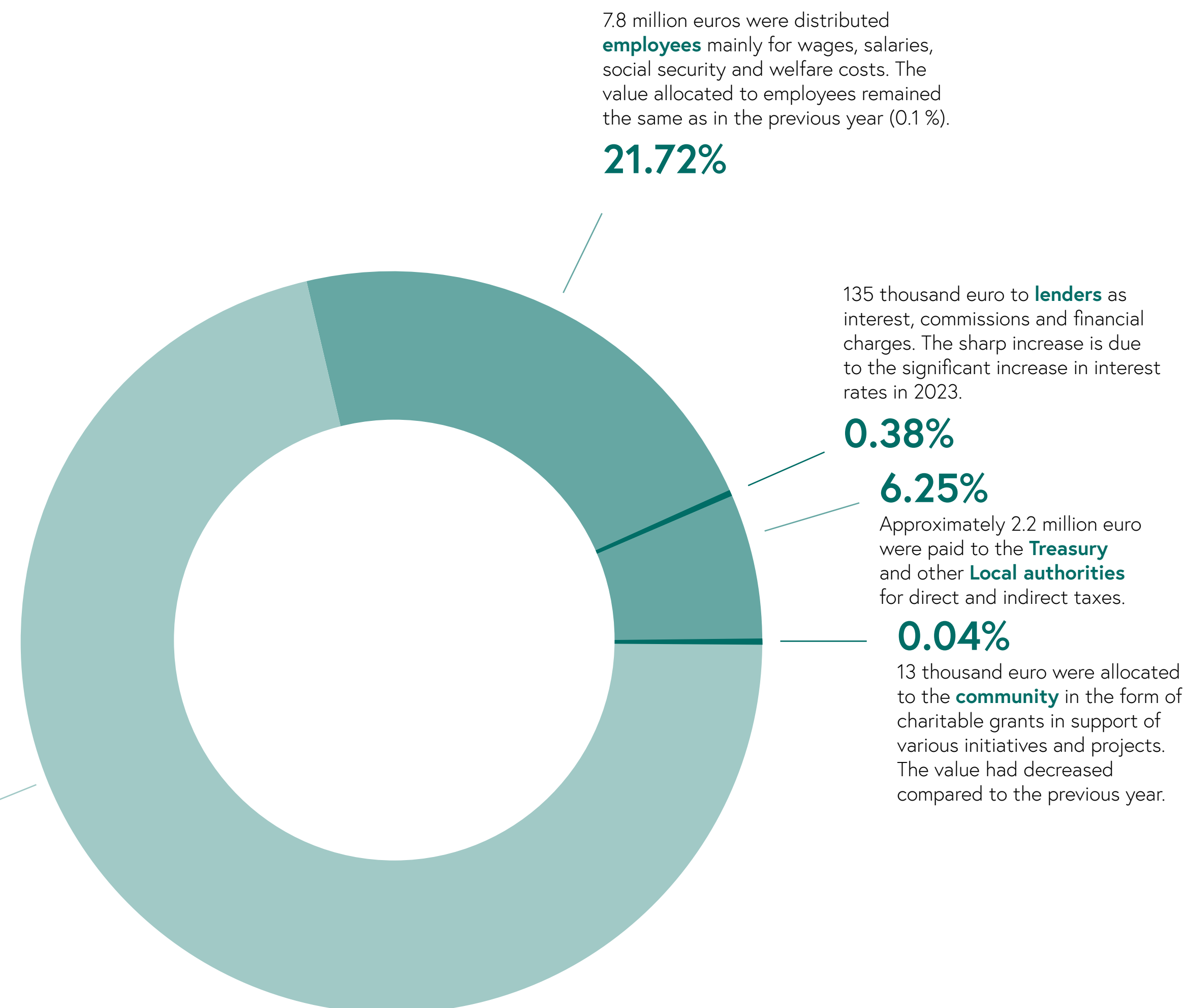
ECONOMIC VALUE GENERATED	31,884,637	36,797,894	38,212,019	+3.8%
REVENUE	31,884,637	36,797,894	38,212,019	+3.8%
ECONOMIC VALUE DISTRIBUTED	30,977,071	35,797,344	36,048,058	+0.7%
OPERATING COSTS	20,429,078	24,274,367	25,814,601	+6.3%
SALARIES AND BENEFITS	7,275,554	7,837,496	7,831,365	-0.1%
PAYMENTS TO CAPITAL PROVIDERS	59,768	57,313	135,477	+136.4%
PAYMENTS TO PUBLIC ADMINISTRATION	3,195,551	3,585,868	2,253,360	-37.2%
INVESTMENT IN THE COMMUNITY	17,120	42,300	13,255	-68.7%
RETAINED ECONOMIC VALUE	907,566	1,000,550	2,163,961	+116.3%
ECONOMIC VALUE GENERATED AND DISTRIBUTED €	2021	2022	2023	variation
TAX RELIEF AND TAX RECEIVABLES	6,223	514,683	375,088	
SUBSIDIES FOR INVESTMENTS OR RESEARCH AND DEVELOPMENT	110,608	72,371	57,394	
OTHER BENEFITS RECEIVED OR PAYABLE FOR ANY OPERATION	182,442	176,649	141,406	
TOTAL	299,273	763,703	573,888	
FINANCIAL AID RECEIVED FROM THE GOVERNMENT €	2021	2022	2023	

- I TABLE OF CONTENTS
- L LETTER TO THE STAKEHOLDERS
- 1 FROM YESTERDAY TO DATE
- 2 GOVERNANCE AND STRATEGY
- 3 ENVIRONMENT AND SUSTAINABILITY
- 4 PEOPLE AND SOCIETY
- 5 ECONOMIC RESULTS**
 - 2023 economic performance
 - Distributed economic value
 - Supply chain and local suppliers
- A1 METHODOLOGICAL NOTE
- A2 GRI INDEX

DISTRIBUTED ECONOMIC VALUE

The economic value distributed to the company's stakeholders amounts to about 36 million euros, 94% of the value generated. Part of the share of economic value generated, equal to 5.6%, was not distributed but reinvested internally by the Company.

71.61%
The prevailing share, 25.8 million euro, is the **economic value distributed to suppliers**. This value was up by 6.3% compared to 2022, mainly due to increased instability due to geopolitical factors.



I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

2023 economic performance

Distributed economic value

Supply chain and local suppliers

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

SUPPLY CHAIN AND LOCAL SUPPLIERS

In 2023, around 85 % of suppliers were national, a slightly lower percentage compared to 2022. The amount of the budget allocated to suppliers leans more towards Italian suppliers, with a share of 64% of the total expenditure.

○ percentage of foreign suppliers / budget allocated to

● percentage of Italian suppliers / budget allocated to

MATERIAL FOR THE PRODUCTION CYCLE	<div>167</div>	<div>12,545,047</div>	<div>145</div>	<div>14,808,188</div>	<div>143</div>	<div>14,360,469</div>
OFFICE EQUIPMENT	<div>139</div>	<div>48,686</div>	<div>140</div>	<div>67,675</div>	<div>82</div>	<div>46,451</div>
OTHER	<div>514</div>	<div>9,530,236</div>	<div>539</div>	<div>13,030,247</div>	<div>665</div>	<div>10,091,182</div>
TOTAL	<div>820</div>	<div>22,123,969</div>	<div>824</div>	<div>27,906,110</div>	<div>890</div>	<div>24,498,102</div>
	<div>SUPPLIERS</div>	<div>BUDGET €</div>	<div>SUPPLIERS</div>	<div>BUDGET €</div>	<div>SUPPLIERS</div>	<div>BUDGET €</div>
PROPORTION OF BUDGET SPENT ON LOCAL SUPPLIERS	2021		2022		2023	

RENEWABLE

NATURAL VENEER m²	3,075,936	2,982,057	2,983,419
PANELS m²	1,652	3,456	2,171
TIMBER m²	225	203	225
SUPPORT PAPER m²	467,987	443,317	518,555
JOINED m²	20,836	16,710	15,863
LOGS m³	2,550	3,716	2,968

NON-RENEWABLE

CHEMICAL kg	2,179,123	2,282,947	3,229,815
CHEMICAL L	3,480	4,304	1,637
EDGES m²	11,320	14,574	21,315

MATERIALS USED BY WEIGHT OR VOLUME

	2021	2022	2023
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In 2023, approximately 6% of new material suppliers for the production cycle were vetted applying ethical and environmental criteria.

A1. METHODOLOGICAL NOTE

This document constitutes the second edition of the TABU S.p.A. Sustainability Report and aims at describing the initiatives and main results in the economic, social and environmental fields achieved in 2023.

The data and information reported in this document therefore refer to the period 1 January - 31 December 2023 and are based on the principles of balance, comparability, accuracy, timeliness, reliability and clarity which guarantee the quality of the information, as defined by the GRI Standards.

This document was drawn up reporting a selection of GRI Sustainability Reporting Standards (GRI-referenced claims) published by the Global Reporting Initiative (GRI) in 2016 and the relevant 2021 updates, as reported in Chapter A2 - GRI Index. The topics subject to reporting were evaluated internally and through the involvement of sector experts in order to identify the material aspects for the company and its Stakeholders.

The perimeter relating to the financial data corresponds to that of the reporting of the Financial Statement of TABU S.p.A. The perimeter of social and environmental data and information refers to the premises of TABU S.p.A.: the registered and administrative office of TABU in Via Rencati, 110 22063 – Cantù (CO), and the Casa TABU showroom in Via Melone 2 - 20121 Milan.

As regards the data relating to the environmental part (2023, 2022 and 2021, energy, emissions, waste, water) they are those reported in the analysis of the GHG emissions inventory of the TABU UNI EN ISO 14064 – 1 organisation: 2019 available on the company website sustainability.tabu.it/en.

However, as regards data relating to human resources, data relating to all the company's employees were collected.

The section containing detailed information and tables is an integral part of this document, in order to give complete evidence of the coverage of the GRI indicators associated with each area of observation.

The Sustainability Report will be drawn up on an annual basis.

This Financial Statement received approval from the Board of Directors on 24/10/2024.

The document is also available on the company website tabu.it/en, while requests or questions can be forwarded to the company at the email address sustainability@tabu.it.

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

A2. GRI INDEX

		Statement of use		
GRI 1: Foundation 2021		TABU S.p.A. reported the information mentioned in the GRI Content Index for the period 01.01.2023 - 31.12.2023 with reference ("with reference") to the GRI Standards.		
No notes or omissions are reported.				
GRIs		GRI Standards	Disclosure	Position in the Report
GRI 2: General Information 2021	The organisation and its reporting practices	2-1	Organisational details	Chap. 1 – From yesterday to date
		2-2	Bodies included in the organisation's sustainability reporting	A1. Methodological Note
		2-3	Reporting period, frequency and point of contact	A1. Methodological Note
	Activities and workers	2-6	Activities, value chain and other business relationships	Chap. 1 – From yesterday to date
		2-7	Employees	The people, the beating heart of TABU
		2-8	Non-employee workers	The people, the beating heart of TABU
	Governance	2-9	Structure and composition of governance	Governance
		2-14	Role of the highest governing body in sustainability reporting	Governance
		2-15	Conflicts of interest	Governance
		2-16	Communication of critical issues	Quality management
		2-17	Collective knowledge of the highest governing body	Letter to stakeholders Governance
		2-20	Salary determination procedure	Governance
	Strategy, policies and practices	2-22	Declaration on sustainable development strategy	Letter to the Stakeholders, ESG topics in the corporate strategy
		2-23	Policy commitment	Governance, ESG topics in corporate strategy
		2-28	Membership in associations	Indistry associations
	Stakeholder involvement	2-29	Approach to stakeholder engagement	Stakeholders, Supply chain engagement
		2-30	Collective bargaining agreements	The people, the beating heart of TABU
GRI 3: Material topics 2021		3-1	Process of determining material topics	Materiality matrix, Supply chain engagement
		3-2	List of material topics	Materiality matrix
		3-3	Management of material topics	Individual reference chapters

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

GRI's	GRI Standards	Disclosure	Position in the Report
GRI 201: Economic performance 2016	201-1	Economic value directly generated and distributed	2023 economic performance Distributed economic value
	201-3	Obligations regarding defined benefit plans, other pension plans	Corporate welfare
	201-4	Financial assistance received from the government	2023 economic performance
GRI 204: Procurement practices 2016	204-1	Proportion of spending made to local suppliers	Supply chain and local suppliers
GRI 207: Taxes 2019	207-1	Approach to taxes	2023 economic performance
	207-2	Tax governance, control and risk management	2023 economic performance
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Supply chain and local suppliers
GRI-302: Energy 2016	302-1	Energy consumed within the organisation	Environmental impacts analysis
	302-3	Energy intensity	Environmental impacts analysis
	302-4	Reduction of energy consumption	Environmental impacts analysis
GRI-303: Water and wastewater 2018	303-2	Management of impacts related to water discharge	Environmental best practices
	303-3	Water withdrawal	Environmental best practices
GRI-305: 2016 emissions	305-1	Direct GHG emissions (Scope 1)	Environmental impacts analysis
	305-per2	Indirect GHG emissions from energy consumption (Scope 2)	Environmental impacts analysis
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Environmental impacts analysis
	305-4	Intensity of greenhouse gas (GHG) emissions	Environmental impacts analysis
	305-5	Reduction of GHG emissions	Environmental impacts analysis
GRI-306: Waste 2020	306-2	Management of significant impacts related to waste	Environmental best practices
	306-3	Waste generated	Environmental best practices
	306-4	Waste not sent to landfill	Environmental best practices
	306-5	Waste destined for disposal	Environmental best practices
GRI-308: Environmental assessment of suppliers 2016	308-1	New suppliers that have been assessed using environmental criteria	Supply chain and local suppliers
GRI-401: Employment 2016	401-1	New hires and turnover	The people, the beating heart of TABU
	401-2	Benefits for full-time employees that are not available to temporary or part-time employees	Corporate welfare
	401-3	Parental leave	Corporate welfare

I

TABLE OF CONTENTS

L

LETTER TO THE STAKEHOLDERS

1

FROM YESTERDAY TO DATE

2

GOVERNANCE AND STRATEGY

3

ENVIRONMENT AND SUSTAINABILITY

4

PEOPLE AND SOCIETY

5

ECONOMIC RESULTS

A1

METHODOLOGICAL NOTE

A2

GRI INDEX

GRI	GRI Standards	Disclosure	Position in the Report
GRI-403: Health and safety at work 2018	403-1	Health and safety management system	Occupational health and safety
	403-2	Hazard identification, risk assessment and accident investigation	Occupational health and safety
	403-4	Participation and consultation of workers regarding workplace health and safety programs and related communication	Occupational health and safety
	403-5	Training of workers on health and safety at work	Corporate welfare
	403-8	Workers covered by an occupational health and safety management system	Occupational health and safety
	403-9	Accidents at work	Occupational health and safety
GRI-404: Training and education 2016	404-1	Average hours of training per year per employee	Training The people, the beating heart of TABU
GRI-405: Diversity and equal opportunities 2016	405-1	Diversity and equal opportunities	Governance
	405-2	Ratio of basic salary and remuneration of women compared to men	The people, the beating heart of TABU
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective measures adopted	Worker rights and protection
GRI 407: Freedom of association and collective bargaining	407-1	Activities and suppliers where the right to freedom of association and collective bargaining could be at risk	Protection of workers' rights in the supply chain
GRI 407: Freedom of association and collective bargaining 2016	408-1	Activities and suppliers that present a significant risk of child labor incidents	Protection of workers' rights in the supply chain
	409-1	Activities and suppliers that present a significant risk of incidents of forced or compulsory labour	Protection of workers' rights in the supply chain
GRI 417: Marketing and labelling 2016	417-3	Non-compliance incidents concerning marketing communications	Selection of suppliers Certificates

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Document closed in October 2024.



TABU Spa

Via Rencati, 110
22063 Cantu - Italy
+39 031 714493
info@tabu.it

tabu.it
i4w.it