

Sustainability Report

Voluntary VSME Reporting

2025

STOCCO

3 **Letter to stakeholders**

4 **ESG highlights 2025**

7 **About us**

9 Our history
15 Our values and mission
16 Our value chain
18 Our products
20 Our path towards sustainability
22 Dialogue with stakeholders and relevant issues

27 **Environmental performance**

30 Energy and emissions
36 Water resources
38 Circular economy and waste

45 **Our social commitment**

47 Our people
51 Well-being, rights and working conditions
53 Health, safety and skills development
54 Our commitment to the territory and the community

59 **Sustainable governance**

60 Governance and organisational model
64 Corporate value and relationships with the territory
67 Environmental and social certifications
69 Business ethics and integrity

70 **Methodological note**

72 **VSME index**



Letter to stakeholders

Today, more than ever, we believe that a company must question its role in society and the footprint it leaves on the environment in which it operates. With this spirit, we are pleased to present the first **Sustainability Report of F.lli Stocco Srl**, for the 2025 financial year: a voluntary choice made with the aim of presenting our journey in a clear, transparent and accessible way, sharing the principles that guide our daily choices and our vision of the future.

The values that have always defined our history and our manufacturing culture find in sustainability their natural development. Designing and producing quality furniture solutions today means rigorously considering the impact of every choice along the entire product life cycle: from the **efficiency of production processes** to the **selection of resources**, from **protecting the safety and well-being of workers** to **enhancing the supply chain** and local know-how.
The drafting of this Report, carried out in line with the principles of the Voluntary Sustainability Reporting Standard for SMEs (VSME), has been an important opportunity to strengthen dialogue with our counterparts: employees, customers, suppliers, the local community and institutions, whose expectations are essential to guide our future choices.

This first report is a concrete declaration of **commitment to the future**. We are aware that environmental and social challenges require continuity, investment and a long-term vision. With the aim of pursuing FSC Chain of Custody certification and constantly monitoring our ESG performance, we intend to continue along this path with **transparency**, strengthening the integration of sustainability into our industrial strategies to generate **lasting and shared value**.

To all of you who accompany and support F.lli Stocco on this journey, our most heartfelt thanks.

Giorgio Stocco
Co-founder and Chairman of the Board of Directors, F.lli Stocco Srl

ESG Highlights 2025

People

50%
women in the organisational structure

4,43
average training hours per employee

124
hours of safety training

0
workplace accidents

Environment

189,5
MWh of generated energy

59%
Consumption from
Renewable Energy Sources

109
Total avoided CO_2 emissions

100%
recyclable waste

Governance

2
ISO certifications

1
international FSC certification
in progress

67%
women on the Board of Directors

0
cases of corruption and convictions

Family

“ In our company we share efforts, choices and satisfactions, just as in a family. The eight working hours are not just productive time; they are an important slice of our lives that we choose to live with respect and closeness ”

About us

9 Our history
15 Our values and mission
16 Our value chain
18 Our products
20 Our path towards sustainability
22 Dialogue with stakeholders and relevant issues

Our history

A family story that, for over fifty years, has combined tradition, innovation and design culture.

Founded in 1969 by the brothers **Gabriele, Giorgio and Antonio Stocco**, the company was born in San Giorgio in Bosco (Padua) as an artisan workshop producing furniture and furnishing accessories.

From the very beginning, the family leadership and the founders' shared vision steered the company's growth towards values of **quality, innovation and continuity**, which still characterise the Stocco brand today.

In the 1970s, in a context of evolving design and living tastes, the company identified a new area of development in the **bathroom furniture sector**, introducing, among the first Italian companies, modular and composable solutions for the bathroom. This strategic choice marked the beginning of a specialisation that would make Stocco, over time, a reference point in **Made in Italy** design.

Over the following decades, the company consolidated its presence on the national and international market, evolving **from an artisan business into an organised industrial company**, able to combine aesthetic research, functionality and technological innovation.

The 2000s were a phase of further growth, with the introduction of **iconic collections** such as Vela, Over, Iks and Loop, expressions of contemporary, customisable design.

Today F.lli Stocco Srl is an established player in the European bathroom furniture landscape, with a production facility of over 5,000 m², a **commercial network spread across 24 countries** and a management that combines family tradition and managerial skills.

With over fifty years of history, Stocco continues to renew itself, driven by a **passion for design and respect for the environment**, while firmly maintaining the principles that guided the founding brothers.

STOCCO

2020s

2022

Stilo collection, with refined chiaroscuro effects

2023

- 160 kW photovoltaic system
- Participation in the WowNature reforestation project
- **Met** collection, with a balanced and functional design

2024

- **ISO 14001:2015** Environmental management system certification
- **Fit** collection, new designs for minimalist bathrooms

2025

- Launch of the **Digital Product Passport** project, an advanced labelling system for product traceability
- "**Best Performer Company**" recognition

2026

Legality Rating issued by the Italian Competition Authority (AGCM)

Oggi

Customisation, process efficiency, lasting quality and environmental care are central elements of our corporate identity

2010s

2010

The Origami 5 Sensi combined system wins the **"Coup de coeur" award** from Marie Claire Maison

2012

ISO 9001 certification, quality management system

2013

OHSAS 18001 certification, occupational health and safety management systems

2015

Iks collection, with its iconic character: the 45° angle, the contrast between technological finishes and material woods

2016

ISO 45001 certification, occupational health and safety management system

2018

Loop collection, new minimalist elegance

2019

F.lli Stocco celebrates its **50th anniversary**

2000s

2002

Vela collection, a fluid and functional aesthetic language with soft curves, changes in depth and ample storage space

2007

Stocco launches **Over**: the modular, flexible, spacious and super-organised system that conquers the market with its minimal design and endless combinations

2008

The **Stocco 5 Sensi** system brings innovation to the home spa with lights, colours and aromatherapy

2009

With **Origami**, Stocco introduces design, personality and ergonomics into the system of bathtubs and washbasins

1990s

1996

First appearance at an **international trade fair**: Lemgo MOW for German-speaking markets

1999

Quarantotto is born. The unit becomes minimal yet spacious with its revolutionary depth of 48 cm, completed by a newly designed countertop washbasin

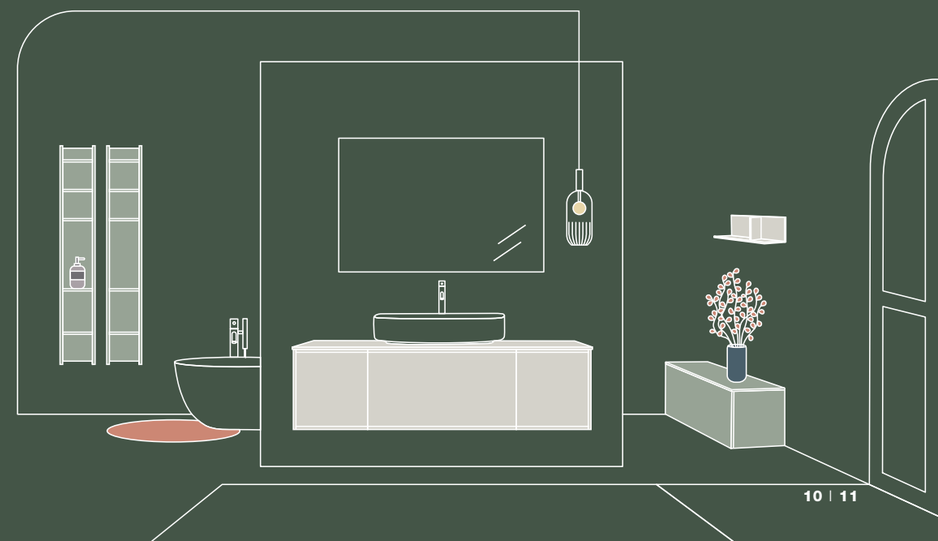
1980s

- A more precise formal sensibility emerges: colour, identifying marks and attention to design with Linear
- The concept of the under-counter washbasin is born
- Stocco presents "**Classica**": a collection of furniture with carved fronts and tops in fine marbles or natural stones

1970s

1969

The Stocco brothers found the company. The first furniture pieces are multifunctional, well made and essential



Our roots: the strength of things done well

F.lli Stocco was born in 1969 producing a few pieces with great passion, before specialising in bathroom furniture and opening up to international markets.

Ours is a business story made of grit, sacrifice and transparent human relationships: attention to people and trust have always been our true compass, from the first orders to today's production volumes. For me and my brothers, doing business has always meant acting with ethics and fairness.

The sustainability of a company lies in the solidity of its values, the transparency of its management and respect towards customers, workers and suppliers.

Looking to the future with responsibility means never forgetting where we started from, and continuing to believe that, when we work guided by honesty and a passion for things done well, we build value that is destined to last over time".

Gabriele Stocco
Founder of F.lli Stocco



Antonio, Gabriele and Giorgio Stocco

Our values and mission

The values that have guided us for over fifty years continue to steer every choice, every project and every relationship.

For over fifty years F.lli Stocco has been designing and producing bathroom furniture solutions inspired by the principles of quality, innovation and attention to detail. The company interprets design as **a balance between aesthetics, functionality and durability**, developing products able to meet the needs of a constantly evolving market.

Stocco's mission is to create bathroom environments that combine design, reliability and customisation, enhancing Made in Italy and promoting a growth model founded on **responsibility**, **innovation** and **continuous improvement**.

Every design and production choice is aimed at finding solutions that generate value for customers, employees, partners and the territory.

This path is guided by well-established values: **respect** for people, **protection** of the environment, **integrity** in relationships with customers and suppliers, and the **desire** to build lasting relationships based on trust, competence and collaboration. Principles that guide the company in its daily activities and that form the foundation of its future development.

Our value chain

The quality of our products stems from the collaboration of skills, innovation and a supply chain strongly rooted in the territory.

F.lli Stocco adopts a “**distributed factory**” production model, based on close collaboration between the headquarters in San Giorgio in Bosco and a qualified network of specialised **companies and craftsmen**. This approach makes it possible to combine production flexibility, highly specialised skills and direct quality control throughout the entire product manufacturing process.

The process begins in the Research and Development department, where the technical-functional design, the modularity and the range of finishes of the collection are developed. In this phase new materials are experimented with, new solutions are tested and prototypes are made, also with the collaboration of specialised designers and consultants.

The production of components is entrusted to a **network of selected suppliers**, in accordance with the quality standards defined by the company. All the elements converge at the Stocco plant, where quality control, assembly and packaging for subsequent shipment to national and international markets are carried out.

The choice to work mainly with local companies is a distinctive element of Stocco’s organisational model. In addition to enhancing the heritage of skills of the **local supply chain** and Made in Italy, this approach fosters greater proximity between the different players in the value chain, helping to make logistics processes more efficient and to reduce transport-related impacts.



Our products

Modular systems

Composable systems for bathroom furniture, with customisable dimensions, finishes and configurations.





Monobloc systems

Complete bathroom units, in fixed sizes.





Complements and accessories

Tall units, wall cabinets, mirrors and coordinated lighting. They allow a complete and coherent bathroom furnishing.

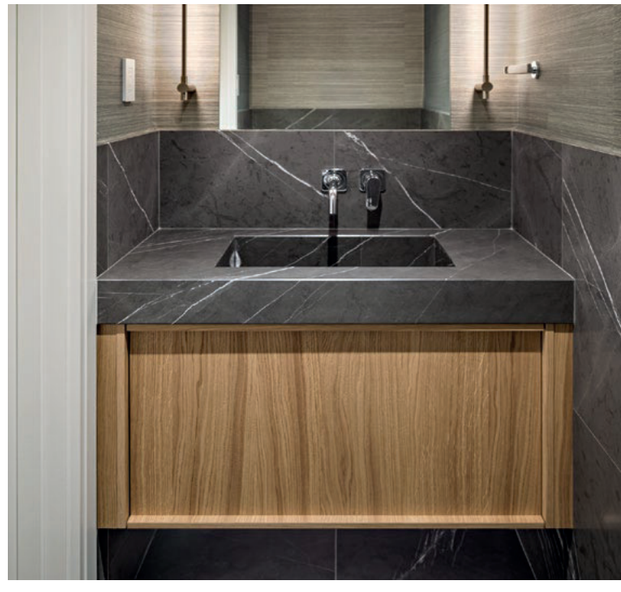




Made-to-measure solutions

Design and manufacturing service for customised solutions, for every type of request.





Our path towards sustainability

A path that combines quality, responsibility and vision for the future.

For F.lli Stocco, sustainability is the result of a path built over time, made of daily choices, investments and attention to what generates value in the long term. From **product design** to **process organisation**, from **valuing people** to protecting resources, every area contributes to a growth model that integrates innovation, quality and responsibility.



Quality

Quality is the starting point of the way we design and produce. Every choice is aimed at creating solutions that are built to last, combining design, functionality and reliability.

Environment

Attention to the environment translates into a path of continuous improvement that covers energy efficiency, resource management, waste reduction and the adoption of increasingly sustainable solutions across company processes.

People

The skills, experience and collaboration of our people are the engine of the company's growth. For this reason we promote safe working environments, continuous training and conditions that foster well-being and professional development.

Innovation

Innovating means developing products and processes able to meet market needs with efficiency, quality and flexibility. Design research and technological evolution accompany every phase of our work.

Territory

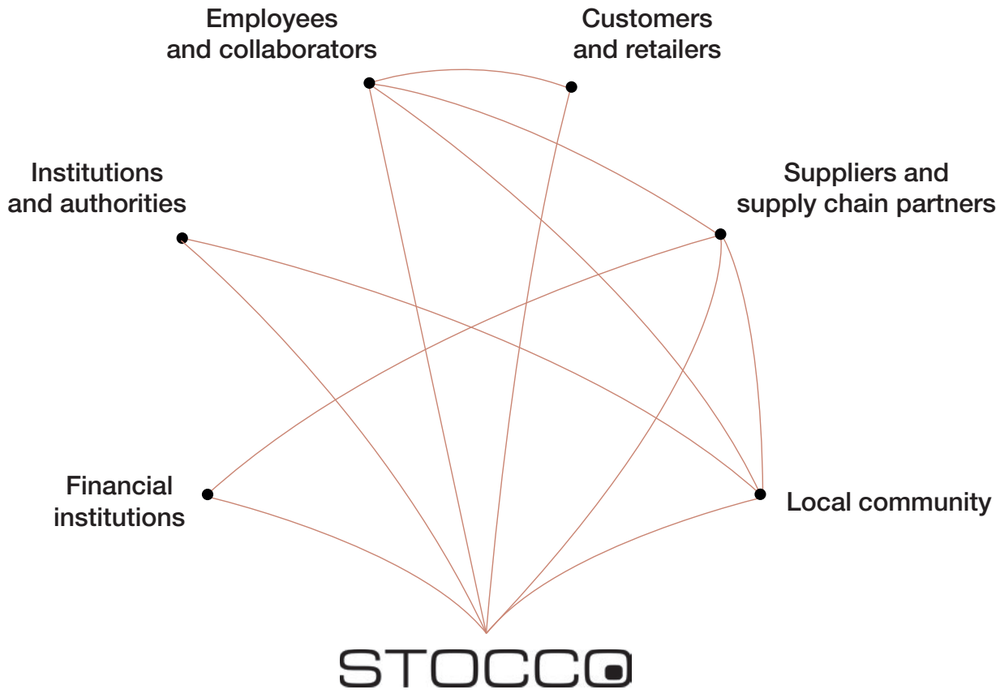
We collaborate with a network of partners and suppliers with whom we share long-term relationships, enhancing local know-how and contributing to the growth of a supply chain based on quality, reliability and collaboration.

Future

Our path towards sustainability is constantly evolving. Through performance monitoring and the identification of new objectives, we want to consolidate an increasingly responsible, transparent and long-term-oriented growth model.

Dialogue with stakeholders and relevant issues

Engagement with stakeholders is a fundamental element for understanding expectations, guiding decisions and supporting the company’s growth path.



For F.lli Stocco, dialogue with stakeholders supports business decisions and continuous improvement. Daily interaction with customers, employees, suppliers, commercial partners, designers and the local community makes it possible to understand needs, identify development opportunities and consolidate collaborative relationships over time.

In line with its business model and with the guidance of the **Voluntary Sustainability Reporting Standard for SMEs (VSME)**, the company also carried out an internal assessment aimed at identifying the main sustainability topics linked to its activities.

The analysis was developed proportionately to the size of the company and based on the knowledge of Management and the main company functions.

F.lli Stocco maintains **constant dialogue** with its stakeholders through **operational relationships**, **long-term collaborations** and **moments of exchange** that guide company activities. Although no structured external consultation process was carried out, stakeholders’ input is a useful element for guiding company choices and improvement initiatives.

Stakeholder	Relationship with the company	Relevant Topics
Employees and collaborators	Environmental management system	Safety, training, organisational well-being
Customers and retailers	Product marketing and assistance	Product quality, design, reliability and sustainability
Suppliers and supply chain partners	Production network of the distributed factory	Continuity of collaboration, quality standards, supply chain sustainability
Local community	Economic and environmental impact on the territory	Employment, local development, environmental protection
Institutions and authorities	Regulatory compliance and institutional relations	Regulatory compliance and responsible management
Financial institutions	Financial support a nd banking relations	Corporate soundness and sustainable management



The information gathered through company experience, dialogue with stakeholders and knowledge of internal processes made it possible to identify the main sustainability topics that characterise the activities of F.lli Stocco.

The topics identified are the reference for the development of the company's sustainability initiatives and guide the choices made in the various environmental, social and governance areas, in line with the company's path of continuous improvement.

ESG area	Topic	Company activity
Environment	Energy consumption and energy transition	Photovoltaic system with storage batteries and use of heat pumps
	Materials and waste management	Recycling policies and packaging waste reduction
	Sustainable use of resources	Progressive introduction of FSC-certified materials
Social	Occupational health and safety	ISO 45001-certified management system
	Enhancement of the local supply chain	Distributed factory model and collaboration with local suppliers
	Product quality and durability	In-house design, prototyping and quality controls
Governance	Responsible business management	Certified management systems and performance monitoring

Water

“Water is our benchmark; it is the element we deal with every day because it puts materials and manufacturing processes to the test. It requires teamwork that prioritizes the ability to design carefully and choose production technologies wisely in order to create products that stand the test of time.”

Environmental performance

30 Energy and emissions
36 Water resources
38 Circular economy and waste

Sustainability and innovation

Sustainability is a complex, fundamental path that requires strategic vision, responsibility and care.

At Stocco we have chosen to intertwine product and process innovation with a concrete environmental and social commitment, convinced that sustainability, today, above all means knowing how to make far-sighted choices.

Technology is the enabling engine of sustainability. It means investing in tools that make the company more solid, more transparent and better prepared to face the future. This is the logic that guides our digitalisation path and the Digital Product Passport project: not a compliance exercise, but a system that improves knowledge of materials, traceability, quality and the ability to measure impact along the entire product life cycle, anticipating European ecodesign regulations.

At the same time, sustainability means creating value that lasts over time. For this reason we continue to invest in people's skills, safety, organisation and an increasingly responsible supply chain."

Attilio Fior
General Manager, F.lli Stocco



Energy and emissions

Energy is a strategic lever to improve process efficiency and progressively reduce the environmental impact of company activities.

During the reporting period F.lli Stocco monitored the energy consumption of the production plant in San Giorgio in Bosco (PD), with particular reference to **electricity**, which is the main energy source used in company activities. Energy is used mainly in production processes (woodworking and assembly), auxiliary services, air-conditioning systems and general services.

The **photovoltaic system** installed at the plant is one of the main investments made by F.lli Stocco in the energy efficiency of the production site.

The energy generated is primarily used for **self-consumption**, contributing significantly to the plant's electricity needs.

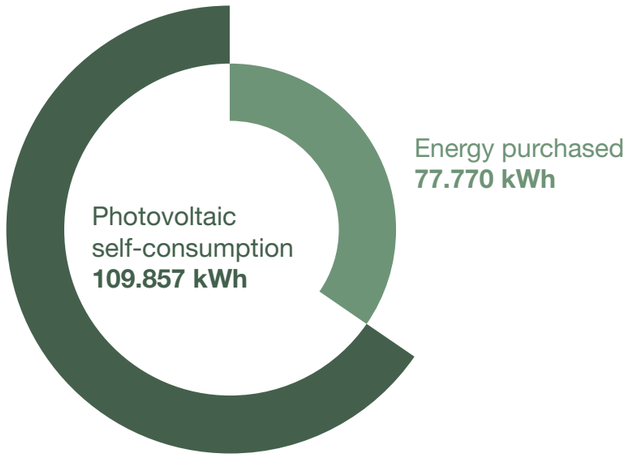
The share of production not used at the same time as company consumption is fed into the electricity grid, enhancing the energy produced from renewable sources. The system is one of the elements of the energy efficiency strategy undertaken by the company, together with the progressive electrification of consumption and the replacement of the previous diesel-fuelled heating system with high-efficiency heat pumps. The combined adoption of these solutions helps make the production site less dependent on the direct use of fossil fuels.

The photovoltaic system installed at the plant has a nominal power of 160 kW and is integrated with a storage system that helps optimise the use of the energy produced and increase the share used for self-consumption.

In addition to electricity, fuel consumption relating to company vehicles is also recorded and included in the reporting of greenhouse gas emissions.

Energy data and emissions are reported with reference to the production plant in San Giorgio in Bosco (PD). Further methodological details are provided in the Methodological note.

Energy production and destination	kWh
Photovoltaic energy produced	189.512
of which self-consumed	109.857
of which fed into the grid	79.655





STOCCO

In 2025 the photovoltaic system produced a total of 189,512 kWh of electricity, of which 109,857 kWh for self-consumption and 79,655 kWh fed into the electricity grid. The self-produced energy covered approximately 59% of the overall electricity requirement of the production site.

189,5
MWh of energy produced

59%
consumption from renewable sources

109
t of CO_2 emissions avoided

0,004
kg CO_2eq/€ emission intensity relative to turnover

-14,3%
energy purchased compared to 2024

Greenhouse gas emissions are a key indicator for understanding the climate impact of company activities and guiding efficiency choices. F.lli Stocco monitors its direct and indirect emissions associated with energy consumption, with the aim of having reliable data and identifying opportunities for improvement over time.
The company's emissions profile reflects the characteristics of the production site and the investments made in recent years to increase the electrification of processes.
The installation of the photovoltaic system and the replacement of the previous diesel-fuelled heating system with high-efficiency heat pumps have helped reduce the use of fossil fuels for civil and production purposes.
Residual direct emissions mainly derive from the use of diesel to fuel company vehicles, while indirect emissions are associated with electricity purchased from the grid.

Dust generated by woodworking is managed through dedicated extraction and filtration systems, in compliance with the applicable authorisation requirements.
Emissions are reported according to the distinction provided by the GHG Protocol, which divides emissions into Scope 1, relating to sources directly controlled by the company, and Scope 2, referring to electricity purchased and consumed at the plant. For Scope 2, both the location-based value, calculated on the basis of the average national electricity grid mix, and the market-based value, which takes into account the contractual characteristics of the energy purchased, are reported.

In order to provide an indicator of the climate impact relating to company activities, the plant's emission intensity in relation to annual turnover was calculated. The indicator is obtained by relating total greenhouse gas emissions (Scope 1 and Scope 2) to the turnover of the financial year. For 2025, the emission intensity is 0.004 kg CO2eq per euro of turnover, providing a measure of emission intensity in relation to the economic value generated by the company.

Further aspects, such as air emissions from processing, water discharges and possible interaction with sensitive areas in terms of biodiversity, are considered within the company's environmental management and are developed in this report according to their applicability and the availability of specific evidence.
Dust generated by woodworking is managed through dedicated extraction and filtration systems, in compliance with the applicable authorisation requirements.

F.lli Stocco considers the possible effects of climate change within its corporate risk management.
Among the elements identified is in particular the exposure of the photovoltaic system to intense weather events, such as hail, which could temporarily compromise its efficiency or operation. On the basis of the company assessments available, no significant risks related to flood events have instead been identified for the operational site. The company also remains attentive to the possible indirect effects of environmental, economic and geopolitical conditions on the availability and supply of raw materials.

Scope 1

(t CO_2eq)

6,72

Scope 2

Location based (t CO_2eq)

16,63

Scope 2

Market based (t CO_2eq)

33,29

ISO 14001:2015

F.lli Stocco's environmental activities are supported by an Environmental Management System certified UNI EN ISO 14001, which defines procedures for the identification and monitoring of environmental aspects, compliance with applicable requirements and continuous improvement of performance.

Water resources

The responsible management of water resources helps promote conscious use of water and prevent waste in company activities.

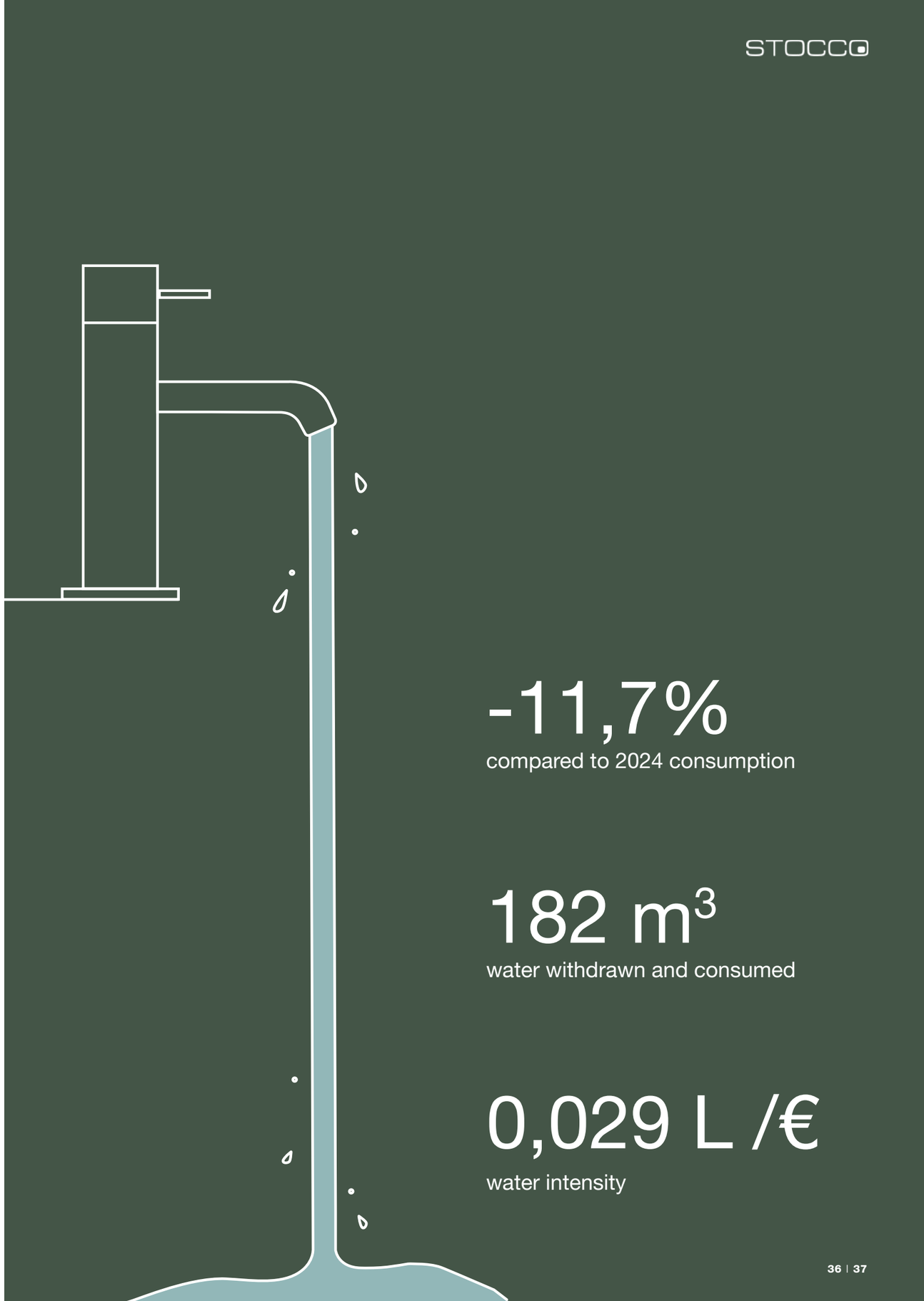
In 2025 the plant’s total water withdrawal was 182 m³, entirely supplied by the public water mains. In line with the characteristics of the production process, water is used mainly for civil and sanitary services supporting staff and is not a resource used significantly in production processes.

In order to provide an indicator of water use in relation to company activity, water intensity was calculated by relating the volume of water withdrawn to the turnover of the financial year.

For 2025 the indicator is 0.03 liters per euro of turnover.

The production process is not characterised by processes with high water requirements. Water use is therefore mainly allocated to services supporting company activities, helping to keep withdrawal volumes low.

The plant’s water discharges are mainly attributable to domestic wastewater from toilets and common areas used by staff. On the basis of the characteristics of the production process and the information available, there are no significant industrial discharges connected with production activities. Domestic discharges are managed in compliance with current legislation and sent to the public sewer system, where provided.



-11,7%
compared to 2024 consumption

182 m³
water withdrawn and consumed

0,029 L /€
water intensity

Circular economy and waste

Attention to materials and responsible resource management guide the development of durable products and the reduction of waste.

For F.lli Stocco the circular economy is a principle that accompanies the entire product development cycle, from design to the management of the resources used at the plant.
Attention to quality, durability and material selection helps extend the useful life of products and promotes efficient use of raw materials.
At the same time, the company promotes responsible management of waste materials and packaging, favouring, where possible, the recovery of recoverable fractions and entrusting waste to authorised operators in compliance with current legislation.

The design of bathroom furniture is developed with particular attention to product quality and durability.
The selection of materials and components is aimed at ensuring performance suited to the environment of use and at favouring, where possible, the recyclability of products at the end of their life cycle.
The company mainly uses wood-based panels and has launched initiatives aimed at increasing the use of materials from recovery- and certification-oriented supply chains, as well as the development of the Digital Product Passport, which will make available information on material composition, maintenance and end-of-life management of the product.

Designing to last

Construction quality, the choice of materials and attention to design details are aimed at promoting product durability over time.

Valuing materials

The company favours recyclable materials and, where possible, materials from supply chains oriented towards material recovery, promoting efficient use of resources.

Reducing waste

Packaging is made according to the characteristics of the product, with the aim of ensuring protection during transport while limiting the use of unnecessary material.

Recovering scrap

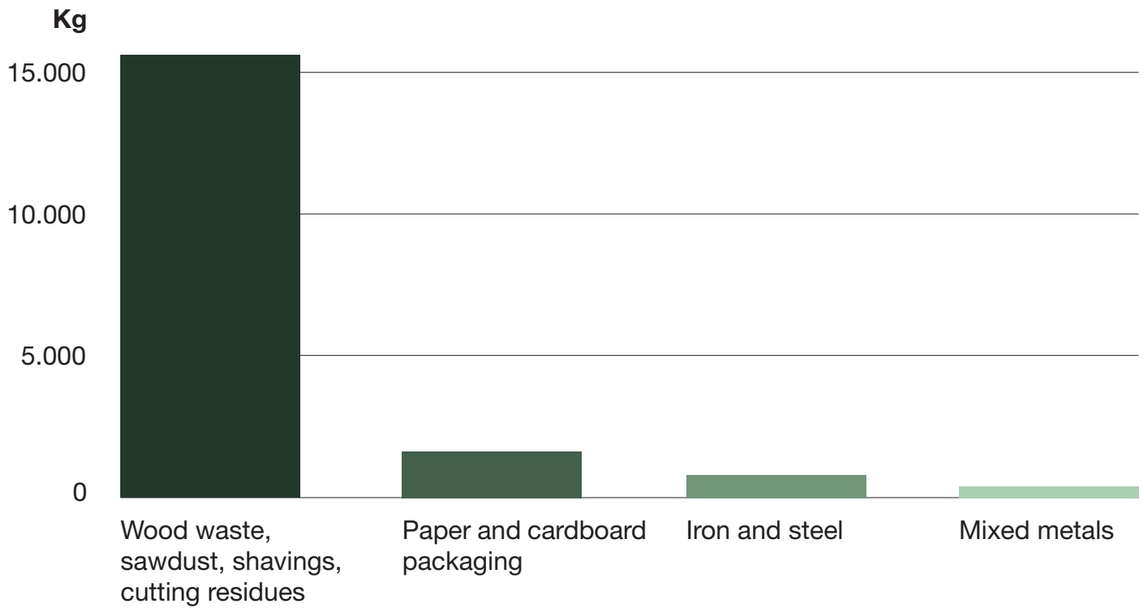
The main waste materials produced at the plant are collected separately and delivered to authorised operators, favouring material recovery.

Packaging

Packaging is designed according to the dimensional and construction characteristics of the products, with the aim of ensuring adequate protection during transport and optimising the use of materials. The company favours, where possible, the use of recyclable materials or materials from certified supply chains and is progressively evaluating solutions aimed at reducing the use of virgin materials and promoting the reuse of internal protections in shipments.
The main packaging components include cardboard, wooden pallets, plastic film and protective polystyrene elements, used only when necessary to ensure the integrity of the most delicate parts during handling and transport.

The activities carried out at the plant mainly generate non-hazardous waste deriving from assembly, packaging and materials handling activities.
Waste is collected by type and delivered to authorised parties, favouring the recovery of recoverable fractions. Wood waste is sent to recovery chains for the production of new panels, while metals, paper, cardboard and plastic are sent to their respective recovery circuits.



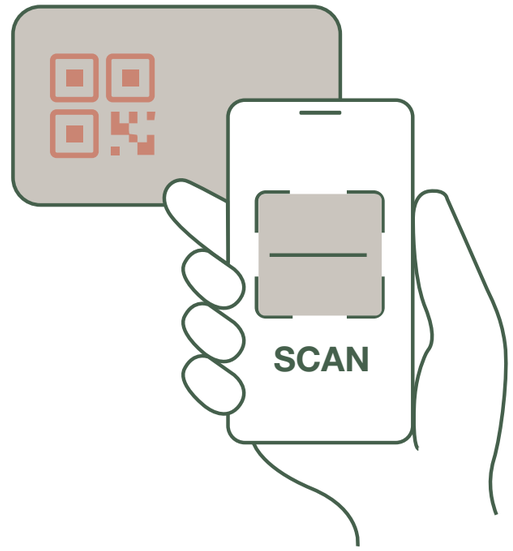


During the 2025 financial year, F.lli Stocco Srl produced 17,400 kg of waste, entirely non-hazardous.
The fractions produced fall into four types: wood waste (88% of the total), paper and cardboard packaging, iron and steel, and mixed metals. By commodity type, all fractions belong to established recycling chains, so 100% of the waste produced in the year is recyclable by type. All waste was delivered to authorised third-party operators for recovery or disposal operations.

100%
recyclable waste

-40%
kg less waste produced compared to 2024





Towards the digital passport

The digitalisation of information is an opportunity to strengthen transparency, traceability and product knowledge.

F.lli Stocco has started a path aimed at developing the **Digital Product Passport**, a tool designed to collect and make accessible information on material composition, maintenance methods, repairability, recyclability and the correct management of the product at the end of its life cycle.
The initiative is part of the company's evolution towards greater transparency and more effective sharing of information with customers, commercial partners and other stakeholders, fostering better knowledge of product characteristics and of ways to extend its useful life.

Growing

“In over fifty years we have seen new generations appear and the baton of experience being passed on. For us, learning a trade means this: observing, trying, listening, offering opportunities for growth to our people”

Our social commitment

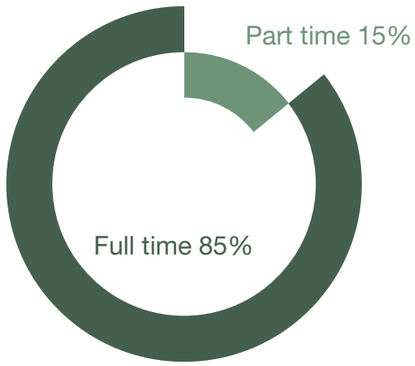
47 Our people
51 Well-being, rights and working conditions
53 Health, safety and skills development
54 Our commitment to the territory and the community

Our people

People are the foundation of the quality that F.lli Stocco brings to every phase of the design, production and marketing of furniture and solutions for the bathroom.

As of December 31 2025 the workforce comprises **28 employees** (25.8 FTE), with no changes in headcount during the year.
Staff are mainly full-time (85%), with all contracts permanent under the CCNL (National Collective Labour Agreement) Wood-Furniture Industry, confirming the company's commitment to **job stability** and **professional continuity**.

In FTE terms, 85% of staff are employed full-time and the remaining 15% part-time, consistent with the gender distribution described below.



In 2025 there were no departures or new hires: the workforce on January 1 coincides with that on December 31, for a **turnover rate of 0%**, confirming the job stability achieved by the company.

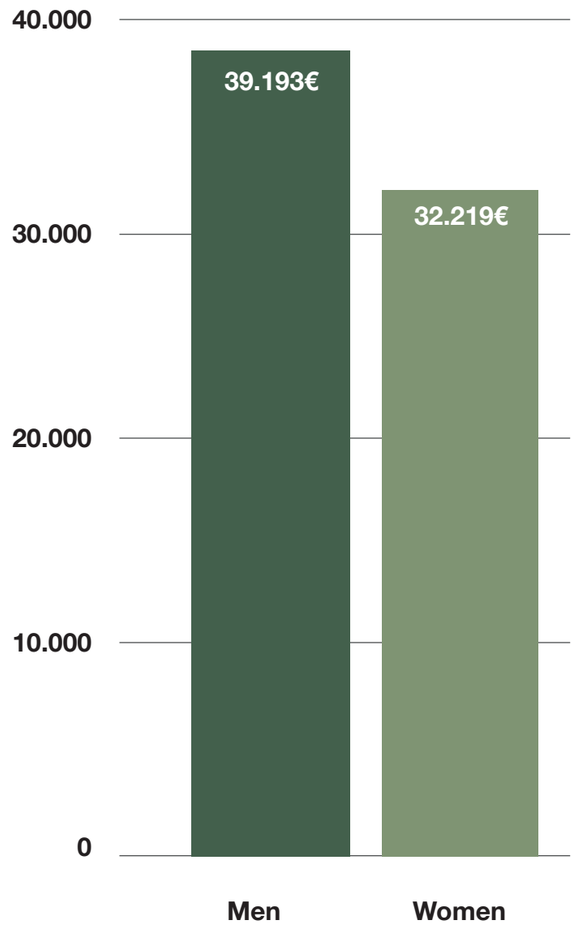
The workforce is **evenly distributed** between genders: 14 women and 14 men. The distribution by role shows a female prevalence among office staff (18, mostly women) and a male prevalence among workers (9, predominantly men); the executive is a man.
The three part-time positions are all held by female staff, a figure that reflects the characteristics of the manufacturing sector.

The workforce, as of December 31 2025, is distributed by age group as follows:

			50%	50%
Age group	**Employees**	**%**	**Men**	**Women**
Under 30	5	17,9	2	3
30 - 39	7	25,0	3	4
40 - 49	5	17,9	1	4
50 - 59	9	32,1	6	3
60 and over	2	7,1	2	0
TOT	**28**	**100%**	**14**	**14**

The average age in the company is 43.5 years, with a higher value for men (46.7 years) than for women (40.4 years).

The company monitors the gender pay gap.
In 2025 average annual pay is € 39,193 for men and € 32,219 for women, with an overall gender pay gap of 17.79%. Excluding the executive position, the gap falls to 8.6%, mainly reflecting the different distribution of roles and the greater incidence of part-time contracts among women. Average company pay is € 35,576, with a ratio of 3.70 between the highest pay and average pay.



Well-being, rights and working conditions

F.lli Stocco promotes a working environment based on job stability, respect for rights and the enhancement of people.

The company applies the CCNL (National Collective Labour Agreement) **Wood-Furniture Industry,** guaranteeing fair contractual conditions in compliance with current legislation. The prevalence of **permanent contracts** testifies to the commitment to employment continuity, with the integrated involvement of production, logistics, technical and administrative offices throughout the entire company process.
One position is also active in **home office mode**, testifying to growing organisational flexibility.

Alongside pay, the company offers a package of welfare initiatives supporting the well-being of employees and their families:
• supplementary health fund Altea, provided for by the sector collective agreement, for healthcare services, specialist visits and prevention programmes;
• year-end financial contributions in the form of shopping vouchers;
• company get-together occasions (dinners, meetings between colleagues, team building) to strengthen the sense of belonging.

Personnel management is based on fairness, equity and non-discrimination, in compliance with national legislation and the principles of equal opportunities. Dialogue between management and workers is a key tool for a positive and collaborative company climate.



Health, safety and skills development

Protecting the health and safety of workers is a fundamental principle, overseen by a systematic approach to risk prevention.

F.lli Stocco operates according to a health and safety management system compliant with the **ISO 45001** standard, certified by TÜV Rheinland, for the design, manufacture and marketing of furniture and accessories for the bathroom.

The main safety roles — employer, RSPP (Head of the Prevention and Protection Service), RLS (workers' safety representative), occupational physician, first-aid and emergency response teams — are formalised in the organisation chart, together with an Emergency Plan.
The company has invested in the automation of production processes with the aim of progressively reducing workers' exposure to risks linked to manual activities:

- new assembly line to reduce the physical load on operators;
- machinery and support systems for manual activities;
- dust extraction and filtration systems in production areas.

In the reference period no workplace accidents were recorded among company personnel.

0
accidents in 2025

Training activities on first aid and use of the defibrillator involved 26 workers out of 28 (92.9% of the workforce), for 124 hours in total, equal to an average of 4.43 hours per employee, spread over 6 training sessions.
The company also promotes mandatory safety training, forklift licences, IT skills and language training.

124
hours of training

4,43
average training hours per employee

6
training sessions

Our commitment to the territory and the community

Corporate responsibility extends beyond the company, contributing to the well-being of the community and the territory.

F.lli Stocco regards its bond with the territory as an integral element of its way of doing business.

Over the years, the company has consolidated a close relationship with the local community, supporting **social, health, sports and environmental initiatives** alongside its production activity. Through this commitment, F.lli Stocco contributes to the development of the territory, promoting opportunities for participation, solidarity and shared value.



For years F.lli Stocco has chosen to work with **Te.So.Ri.** società cooperativa sociale onlus for the vending service (automatic coffee, snack and drink machines) and for small contract-work activities, such as the labelling of sample collections produced in the cooperative's assembly workshop. This choice has a positive social impact because it promotes the work and social inclusion of vulnerable people in the area, especially young people, and contributes, through the projects carried out in the territory, to building a more inclusive and supportive community.

F.lli Stocco has supported the projects promoted by **WelfareCare**, contributing to the realisation of cancer prevention campaigns dedicated to the territory. The initiative enabled women of the local community and the company's female employees to access mammography screenings free of charge, fostering the spread of a culture of prevention and early diagnosis of breast cancer.

As part of its commitment to environmental protection, in 2023 F.lli Stocco joined the **WOWnature reforestation project**, supporting the recovery of the Enego Forest, in the heart of the Asiago Plateau (Altopiano dei Sette Comuni), an area closely linked to the history and roots of the company. The initiative is among the voluntary actions promoted in favour of the regeneration of forest heritage, contributing, through the planting of new trees, to the restoration of the areas hit by storm Vaia and to strengthening the resilience of local ecosystems.

F.lli Stocco has joined the **Tree-Nation project**, an international platform dedicated to reforestation and the restoration of forest ecosystems. By financing the planting of new trees, the company has chosen to support voluntary initiatives aimed at protecting natural heritage and raising awareness of environmental issues. Joining the project is a concrete contribution to the conservation of ecosystems and biodiversity.

F.lli Stocco supports the **sports associations of the territory**, recognising in sport an important tool for togetherness, inclusion and social growth. During 2025 the company supported the football and volleyball clubs of San Giorgio in Bosco, contributing to the promotion of sports activities aimed at young people and families.

Sustainability for me is:

Respect - *Massimiliano*

Making conscious choices today,
thinking of the generations to come:
it is a shared responsibility - *Lorenza*

Awareness - *Valentina*

Finding a balance between the needs
of the present and responsibility
towards the future - *Giulia*

Many things; you cannot talk only
about the environment - *Dario*

Thinking of the planet as a party at home,
where you can celebrate, eat and have fun,
but with the awareness of leaving it clean and
tidy for those who arrive afterwards - *Daniele*

Being modern: it means
innovating responsibly, creating
lasting value and designing the
future with awareness - *Timoteo*

Living without stealing energy from the
future, wanting to leave a better world than
the one I found - *Licia*

“By doing the right things,
you are never wrong”

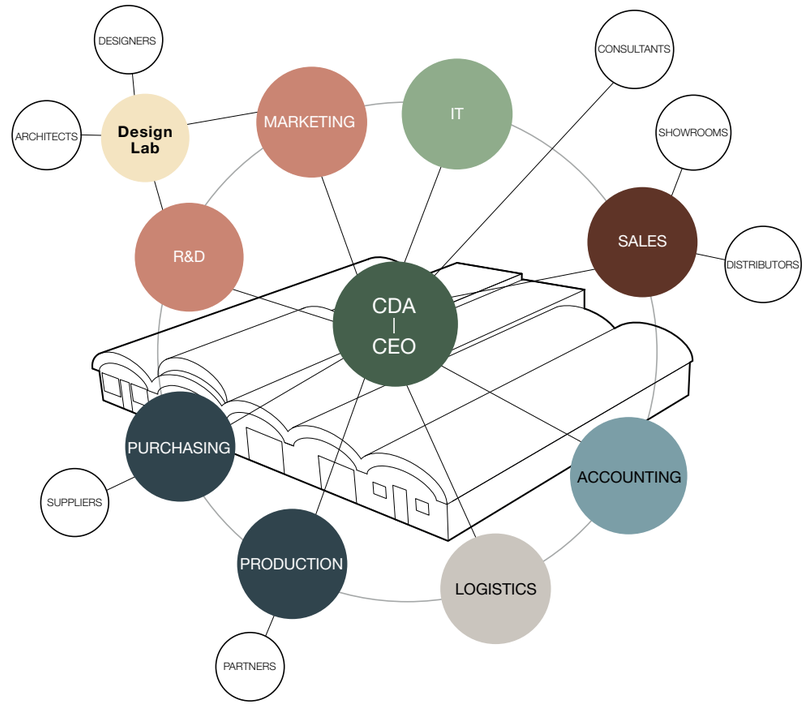
- Gabriele Stocco

Sustainable governance

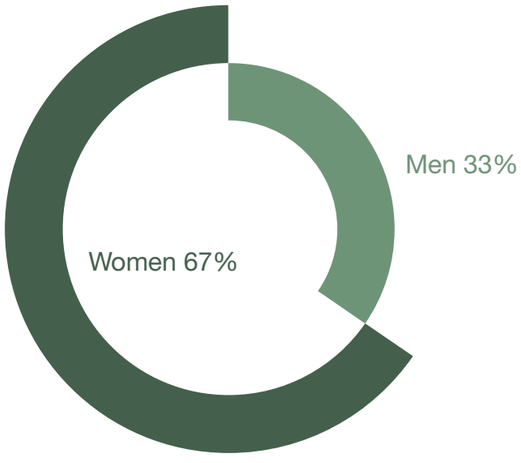
60 Governance and organisational model
64 Corporate value and relationships with the territory
67 Environmental and social certifications
69 Business ethics and integrity

Governance and organisational model

Solid and transparent governance, rooted in the values of the Stocco family, guides the company towards the increasing integration of environmental, social and ethical conduct criteria into its decision-making processes.



Governance is entrusted to a **Board of Directors (BoD)**, responsible for strategic direction, supervision of company activities and risk management.
The BoD meets at least every two months, as the main instrument of direction and control, to monitor economic and financial performance and assess strategic risks and opportunities.
The BoD has a female-majority composition: **of 3 members, 2 are women (67%) and 1 is a man (33%)**.



Female presence is significant also in the organisational structure: in the administration, sales and marketing functions it **exceeds 50%**, with a significant contribution also in positions of responsibility.

The organisational structure is articulated by function — **management, production, sales, administration, purchasing, IT and marketing** — with roles and responsibilities defined in the 2025 company organisation chart.
The model is characterised by:
- strong direct involvement of the ownership in management;
- lean and efficient decision-making structure;
- integration between operational and managerial functions.

The company's governance reflects the family nature of the business, with an active presence of members of the **Stocco family** both in the administrative bodies and in the main operational functions.
Environmental, social and governance topics are progressively integrated into decision-making processes through:
- **certified management systems** (ISO 14001 and ISO 45001);
- **investments in energy efficiency** (e.g. plant upgrades);
- **attention to workers' safety and well-being**.

At the date of drafting, the remuneration of the BoD is not linked to ESG performance objectives or indicators; the company will evaluate the introduction of incentive mechanisms linked to sustainability targets.

Durability, safety and supply chain responsibility

For F.lli Stocco, sustainability first of all comes from making products designed to last over time, whose use is safe, efficient and ergonomic. On this path, correct installation is a fundamental link in the value chain: guaranteeing workmanlike assembly means preventing problems, extending the life cycle of the furniture and avoiding waste or premature replacements.

Our vision of corporate responsibility translates into an active commitment towards the supply chain. With this spirit we have promoted specific training courses for installers and collaborated actively with Assobagno of FederlegnoArredo and UNI in drafting the first national technical standard for the installation of wall-hung furniture (UNI 11938:2024).

Investing in the training of new recruits and in the definition of shared guidelines is for us an act of protection towards the customer and the environment, because true sustainability starts from a well-made design and a conscious installation.

Daniela Stocco
Sales Director Italy, F.lli Stocco



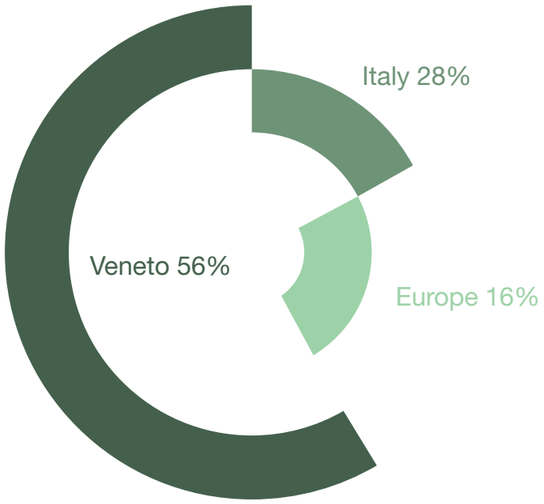
Corporate value and relationships with the territory

F.lli Stocco builds value over time through soundness and supply chain relationships.

Economic and financial soundness is an essential condition for sustaining the development of the company and supporting its long-term choices. F.lli Stocco pursues management oriented towards business continuity, paying attention to the **balance between economic results, balance-sheet structure and investment capacity**.

F.lli Stocco's activity also generates economic value through the company's relationships. A significant role is played by suppliers, an integral part of F.lli Stocco's production model.

The company operates according to a "**distributed factory**" logic, collaborating with a network of specialised companies and maintaining supply relationships consolidated over time. The geographical composition of purchases highlights the rootedness of the supply chain in the Italian territory and, in particular, in Veneto. Overall, 84% of purchases are made from Italian suppliers, while the remaining 16% concern European suppliers.



The geographical distribution of purchases therefore highlights the weight of the national supply chain in F.lli Stocco's sourcing model and, within it, the significant presence of relationships with companies in the Veneto area.

STOCCO

italypost

impresa best performer 2025

In 2025 F.lli Stocco was included among the "Best Performer Companies" identified by ItalyPost, a recognition awarded to companies that stand out for economic and financial soundness, growth and ability to compete in their reference market.

6,2
€ million revenue

9,69
€ million total assets

176
€ thousand net profit for the year

6,94
€ million equity

Environmental and social certifications

Adherence to internationally recognised standards testifies to F.lli Stocco's concrete commitment to the responsible management of the environment, safety and the quality of its processes.

ISO 14001:2015
Environmental management system

Certifies the conformity of the environmental management system with international standards. Issued by TÜV Rheinland Cert GmbH on 18 July 2024, it is valid until 17 July 2027.

ISO 45001:2018
Occupational health and safety management system

Certifies the conformity of the occupational health and safety management system. Issued by TÜV Rheinland Cert GmbH on 15 August 2025, replacing the previous BS OHSAS 18001:2016, it is valid until 14 August 2028.

FSC (in progress)
Forest Stewardship Council

International Chain of Custody certification attesting to the controlled origin of wood and paper from forests managed responsibly from an environmental, social and economic point of view. Certification process started by the company, with a target of 2027.

Business ethics and integrity

Fairness, transparency and integrity are the cornerstone principles that guide every relationship of F.lli Stocco with its stakeholders, guaranteeing sustainable and responsible growth over time.

F.lli Stocco Srl operates according to principles of **fairness, transparency and integrity** in its dealings with customers, suppliers, commercial partners and institutions, elements considered fundamental for the creation of sustainable value in the long term.
In the last five years the company has not recorded any cases of corruption or any convictions or sanctions for unlawful practices.
As confirmation of this commitment, it has obtained the **Legality Rating** issued by the Italian Competition and Market Authority (AGCM).
The promotion of ethical conduct is overseen directly by management, which monitors compliance, and is supported by consolidated relationships with qualified suppliers, selected also on the basis of reliability and compliance.

As a small-to-medium-sized company, F.lli Stocco does not have an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001; the prevention of the risks of unlawful conduct is ensured by the direct oversight of management and by an informal but effective internal control system. Given the family nature of the company, the members of the BoD are required to report any conflicts of interest and to abstain from the related resolutions, in a perspective of transparency applied in an informal but conscious manner. Employees and collaborators can report conduct contrary to the company's ethical principles directly to management, in confidence and without fear of retaliation. Although there is no formalised channel, the company will evaluate the adoption of structured tools in line with whistleblowing legislation (Legislative Decree 24/2023).

Methodological note

Transparency in reporting criteria

This Sustainability Report is the first voluntary reporting by F.lli Stocco Srl and has been prepared with the aim of providing a clear, consistent and verifiable representation of the main environmental, social and governance information relating to the company's activity.

The document is drafted in accordance with the Voluntary Sustainability Reporting Standard for VSMEs (VSME) published by EFRAG, adopting the Comprehensive Module, and refers to the period between January 1 and December 31 2025. The reporting is prepared on an individual basis and covers the activities of F.lli Stocco Srl. In the reference period, no elements deemed relevant for the representation of the information reported in the document were excluded.

Data collection involved the main competent company functions, with the coordination of Management and external consulting support. The information was obtained through internal documentation, management systems, company records and environmental, social and governance (ESG) performance indicators.

Data relating to energy consumption and emissions refer to the production plant in San Giorgio in Bosco (PD), including production activities, technological systems, auxiliary services and offices. The information was collected mainly from energy bills, the technical documentation of the systems and the company management system. Where necessary, estimates based on available technical data were used. Consumption monitoring is currently carried out on aggregated data and will be progressively refined through the implementation of more detailed measurement systems.
Greenhouse gas emissions were calculated starting from consumption data by applying the ISPRA emission factors for 2025, the latest data available, and the AIB – European Residual Mix factors for the calculation of Scope 2 emissions according to the market-based approach. In the absence of readings coinciding with the calendar year, water consumption was determined on the basis of the data actually recorded in the available period. Considering the limited time misalignment with the reporting period, this deviation was deemed not significant for the representation of annual consumption.
Waste data were processed on the basis of the information reported in the Single Environmental Declaration Form (MUD), used as the reference source for determining the quantities produced in the reporting period and for the related classification by type of waste.

Personnel data refer to the workforce in service as of December 31 2025 and were extracted from the company's personnel management system. The FTE coefficient is calculated by relating each employee's contractual weekly hours to a standard full-time of 40 hours, while the average annual headcount is determined as a simple average between the workforce at the beginning and end of the period. The turnover rate is calculated as the ratio between the number of departures in the year and the average headcount. The gender pay gap is determined on the total gross annual pay paid to each employee, inclusive of all components.
The quantitative data reported derive from information available at the date of drafting of the report. Where estimates or assessments were used, these are indicated within the relevant sections together with the methodologies adopted.
The Sustainability Report is presented as a separate document from the 2025 Financial Statements and represents the starting point of a path aimed at progressively consolidating the processes of collection, measurement and reporting of ESG information.

VSME index

This Sustainability Report has been prepared with reference to the Basic Module of the **Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)**. The following table makes it possible to identify the sections of the document in which the information required by the standard is reported.

VSME disclosure	Content	Report reference
B1	Basis for preparation of the report	About us; Methodological note
B2	Practices, policies and future initiatives for sustainability	Our path towards sustainability
B3	Energy and greenhouse gas emissions	Energy and emissions
B4	Pollution of air, water and soil	Energy and emissions
B5	Biodiversity	Energy and emissions
B6	Water	Water resources
B7	Resource use, circular economy and waste management	Circular economy and waste
B8	Workforce – general characteristics	Our people
B9	Workforce – health and safety	Health, safety and skills development
B10	Workforce – remuneration, collective bargaining and training	Well-being, rights and working conditions; Health, safety and skills development
B11	Convictions and fines for corruption and bribery	Business ethics and integrity

VSME disclosure	Content	Report reference
C1	Strategy, business model and sustainability-related initiatives	Our value chain; Dialogue with stakeholders and relevant issues
C2	Description of practices, policies and future initiatives for the transition to a more sustainable economy	Our path towards sustainability
C3	GHG emission reduction targets and climate transition	n/a
C4	Climate risks	Energy and emissions
C5	Additional workforce characteristics	Our people
C6	Policies and processes relating to the human rights of the own workforce	n/a
C7	Severe negative human rights incidents	Well-being, rights and working conditions
C8	Revenues from certain sectors and exclusion from EU benchmarks	n/a
C9	Gender diversity in the governance body	Governance and organisational model

STOCCO

F.lli STOCCO srl
Via Valsugana, 318/A
35010 - San Giorgio in Bosco (Padova) Italy
tel. +39 049 9453911
commerciale@stocco.it
www.stocco.it

BilancioSostenibilità25_11/2026_01_EN
Printed in Italy

