

SUSTAINABILITY REPORT

Good Design: where Ethics meets Aesthetics

2024



The true beauty of design lies in its ability
to tell stories without words,
evoking emotions that touch the heart and captivate the mind.

BE INSPIRED

40 YEARS OF INNOVATION AND TRADITION

– Our History

Founded in 1981, Newform – following the passing of its founder Tiziano Gessi – is firmly led by Alessandra Gessi, who continues to write the history of this all-Italian success story.



First decade (1981-1990)

Newform's history, since the very beginning, was closely linked to that of the region of Valsesia, to its culture, lands and elements, first of all water, the raw material and reason for existence of the Company itself, which was established on the banks of the Sesia river.

The Company has always boasted a production of bathroom and kitchen taps completely made in Italy, from design right through to the creation of the finished product. Newform's innovative capacity in the field of single-spout taps and attention to design brought to life the Igloo tap, creating the Company's first iconic series.

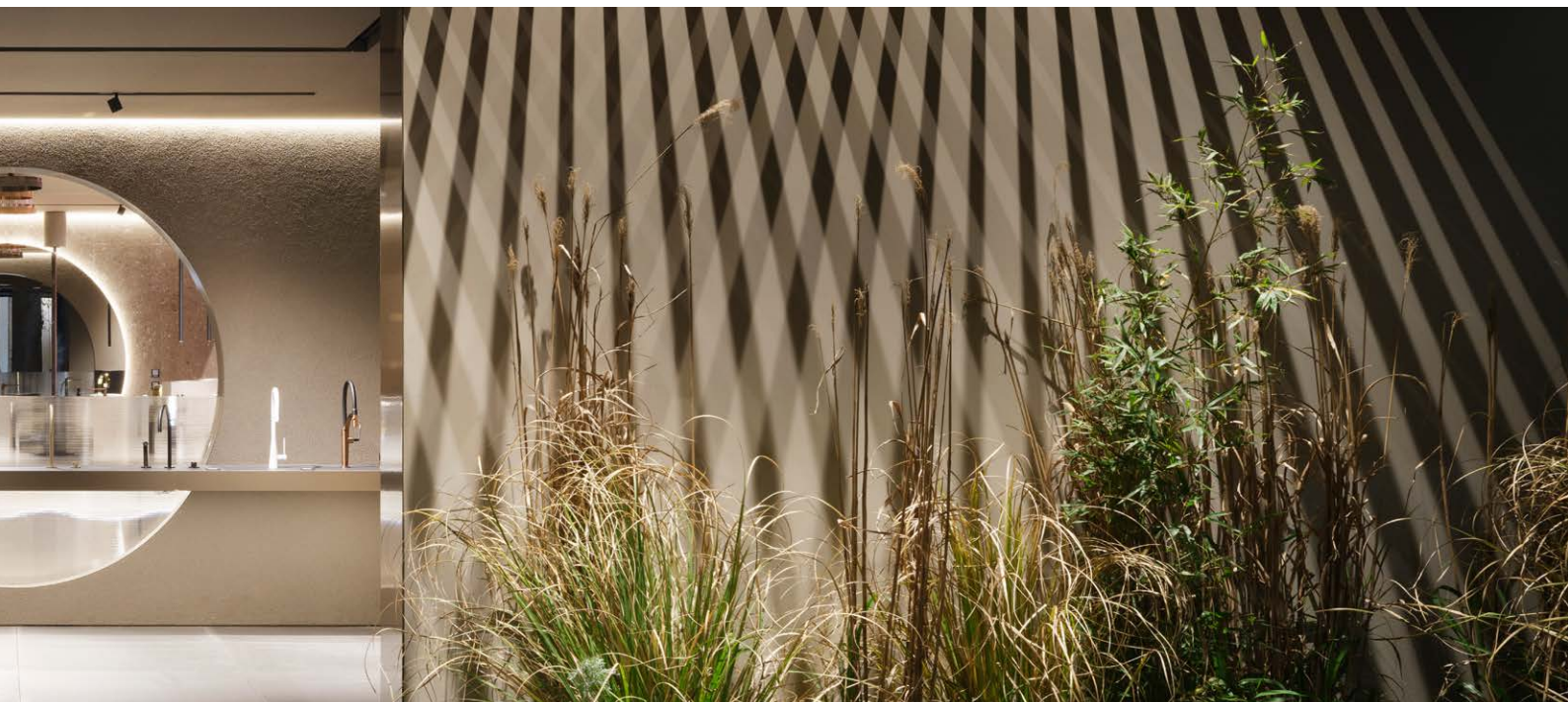


Second decade (1991-2000)

1993 marked an important stage in the growth of the Company, with the move of its production plant and offices to a new headquarters made of glass and steel, and immersed in the landscape of Serravalle Sesia, in a harmonious balance between nature and modernity.

The Company grew over the years to become one of the market leaders in the kitchen and bathroom furnishing sector, thanks to its distribution strategy in Italy and abroad and its careful selection of the best sales representatives for the brand.

Moving on from a period in which its taps and fittings had a single chrome finish, Newform took the opportunity to evolve and innovate with a complete range of finishes, capable of adapting each product to the stylistic needs of various environments.



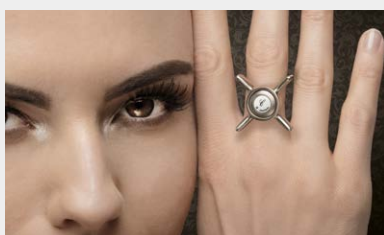
Third decade (2001-2010)

In 2005, Newform inaugurated one of the key areas of its new headquarters, The Dome, a new exclusive space for the Company to meet with its Stakeholders, with its feet firmly on the ground, but its gaze turned towards the sky.

In the new Morpho tap, the function of regulating and mixing the water supply, though technically perfect, took second place to the predominant character of the shape and design that rendered it a timeless success.

Investments in the production sector played a fundamental role in achieving qualitative excellence and in supporting innovation. The creation of a cutting-edge, fully automatic warehouse, with the movement of materials via computerised shuttles, became part of an infrastructure with high technological value, supporting and facilitating the irreplaceable manual work of the Company's staff.

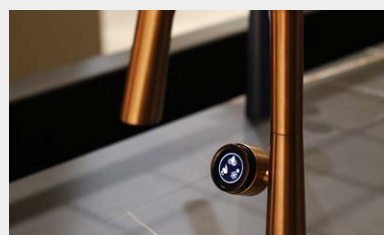
In 2007, the Company obtained ISO 14001 Environmental Management System Certification, marking a concrete step forward on the Company's path to greater awareness of its environmental and social responsibilities.



Fourth decade (2011-2020)

The collections proposed over recent years have represented the Company's constant search for new solutions in the field of stylistic and technological design, highlighting Newform's technical and artisan know-how.

The Company made sustainability one of its defining elements, committing itself to gradually yet constantly improving its performance through the reorganisation of processes to reduce emissions and develop eco-sustainable designs, for products that optimise the use of water and energy.



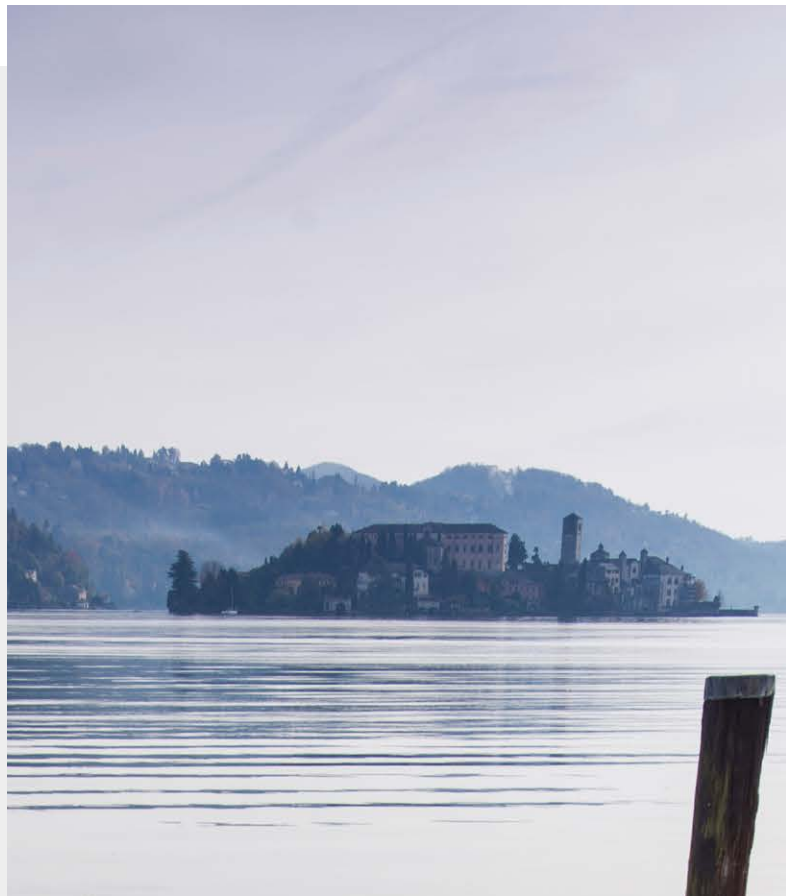
Fifth decade (2021-oggi)

Thanks to an important and strategic reflection focused on the future, the Company chose to redefine the positioning of the brand. This evolution was reflected in targeted marketing and commercial strategies, supported by the launch of innovative design collections that not only express aesthetic excellence, which has always been a distinctive characteristic of Newform, but also introduced a conscious approach to saving water and energy. In this harmonious dialogue between aesthetics and ethics, Newform redefined the very concept of living: space becomes experience, a place in which to be immersed in a rediscovery of self and to live every day with elegance, responsibility and respect for resources.

MISSION

Newform's mission is to design and produce innovative taps that combine aesthetics, functionality and sustainability, contributing to the conservation of water resources and the wellbeing of future generations.

The Company pursues an ethical and responsible vision of the business, reducing its environmental impact and promoting sustainable practices along the entire value chain.

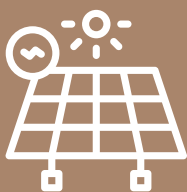


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1. Water Conservation

Aware of the importance of a vital resource such as water, Newform adopts innovative technologies and solutions to ensure water efficiency without compromising the performance of its products.



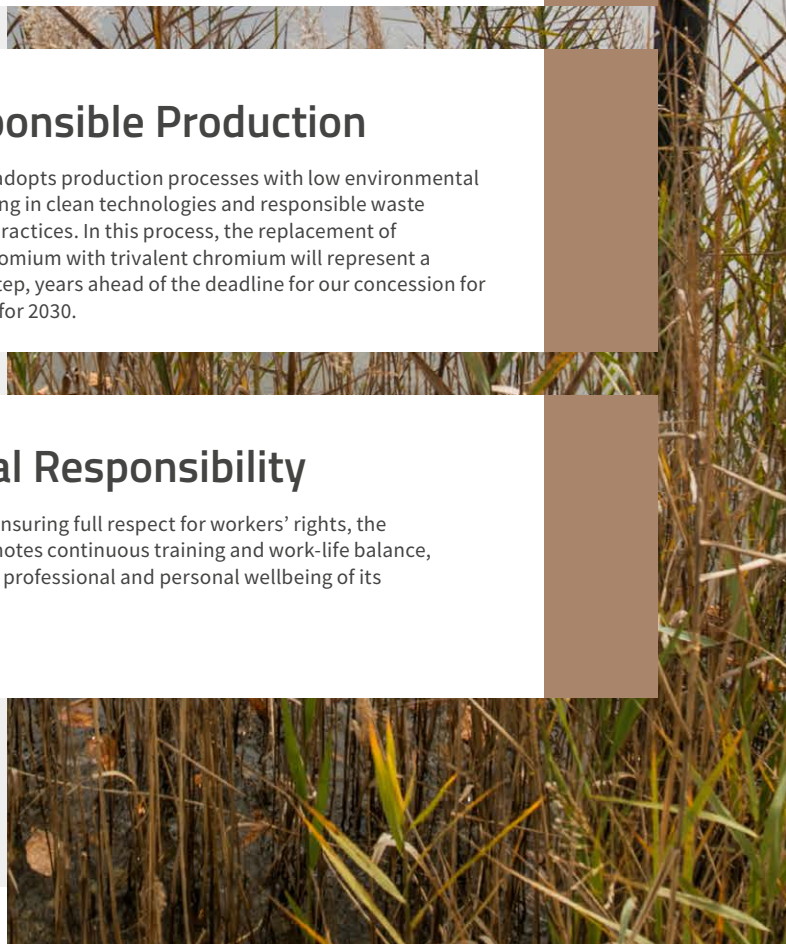
2. Responsible Production

The Company adopts production processes with low environmental impact, investing in clean technologies and responsible waste management practices. In this process, the replacement of hexavalent chromium with trivalent chromium will represent a fundamental step, years ahead of the deadline for our concession for use scheduled for 2030.



3. Social Responsibility

In addition to ensuring full respect for workers' rights, the Company promotes continuous training and work-life balance, supporting the professional and personal wellbeing of its employees.





4. Transparency and Ethics

To operate with integrity and transparency, Newform clearly communicates its sustainability principles and translates them into concrete and authentic initiatives.



5. Collaboration and Partnerships

The Company believes in the strength of cooperation to achieve common objectives and collaborates with customers, suppliers and partners to promote sustainable practices that have a positive impact on the environment.



6. Education and Awareness

Newform promotes awareness of the responsible use of resources among customers and employees through awareness campaigns aimed at spreading eco-friendly practices.

These values guide daily decisions and define the Company's long-term commitments to a more sustainable and responsible future, ensuring that products not only meet the needs of customers but also make a positive contribution to the protection of the planet.

SUSTAINABILITY STRATEGY

The United Nations 2030 Agenda, to which the Next Generation EU and Resilience and Recovery programmes directly refer, identifies certain priorities to which all countries are called upon to respond, and lays the foundations for a new development and growth model capable of guaranteeing a better present and a better future for our planet and the people who live on it.

In this context, Newform has decided to take an active role in change, progressively integrating sustainability into its business model. The Sustainability Report is a tool for open and collaborative dialogue with all Stakeholders, with the aim of gathering expectations, needs and visions, to pave together a shared path of responsible growth.

– Stakeholder

Building authentic, direct and lasting human relationships is at the heart of Newform's strategic vision and drives every action within its business ecosystem. With customers, to understand and anticipate their needs, offering functional, sustainable and design solutions. With partners and salespeople, spokespersons and ambassadors of the brand worldwide. With suppliers, strategic players in the creation of synergies aimed at shared growth. With Newform People, the true engine of business development.

The dialogue channels activated with Stakeholders and the engagement activities promoted during the year – from editorial content, participation in trade fairs, to projects developed together with customers – have proved to be essential tools for a deeper understanding of the sustainability context in which Newform operates. The perspectives, needs and expectations to have emerged from these interactions represent a key contribution to updating the material issues and precisely defining the Company's strategic priorities.

In 2024, Newform updated the list of Stakeholders by reviewing and aligning their degree of relevance with respect to their actual role within the current business context.





Stakeholder Category	Engagement Channels	Relevance
OWNERSHIP	Meetings and periodic committees	10/10
NEWFORM PEOPLE	Training programmes Internal communications Opportunities for meeting Reporting channels	7/10
CUSTOMERS	Site Social Media Newsletter Events and fairs Meetings and visits	7/10
END-USERS	Site Social Media Newsletter After-sales support channels	6,5/10
ARCHITECTS AND SHOWROOM SALESPeOPLE	Training programmes Meetings and visits	6,5/10
SUPPLIERS AND CONSULTANTS	Opportunities for meeting Audits	6,5/10
SUPERVISORY BOARD AND STATUTORY AUDITORS	Periodic meetings Audits	6/10
PUBLIC ENTITIES AND CERT. BODIES	Audits	6/10
SALES AGENTS	Training programmes Opportunities for meeting	6/10
CREDIT INSTITUTIONS	Financial reports	5/10
TRADE ASSOCIATIONS	Roundtables	4/10
DESIGNERS AND BUSINESS PARTNERS	Co-design	4/10
MEDIA, PRESS AND INFLUENCERS	Communication campaigns Press conferences	3/10
COMMUNITY	Activation of training courses with local institutes Agreements with local businesses	3/10

*The degree of relevance is determined according to the level of influence of the Stakeholder within the business decisions and their dependence on the execution of business.



MATERIAL TOPICS

The materiality matrix, defined by the Global Reporting Initiative (GRI) standards as the starting point for drawing up a Sustainability Report, offers a concise and clear picture of which economic, social, environmental, governance and sustainability topics are most relevant, or “material” for the Company and its Stakeholders.

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The Materiality Analysis is based on the **concept of impact**, in accordance with the Global Reporting Initiatives (GRIs) of the Universal Standards 2021. Impacts along the entire value chain are identified, prioritised according to their magnitude (in the case of actual and potential impacts) and the probability of occurrence (in the case of potential impacts) on a scale from 1 to 5, where 1 represents the minimum threshold for an impact to be considered relevant, then finally grouped into Topics.

The annual review process, which actively involves the Departmental Managers under the supervision of the Directorate and with the

support of specialised external consultants, is based on an in-depth analysis of the internal and external context of the Company. In this year’s edition, the analysis has integrated a detailed assessment of the list of sustainability issues defined by the ESRs (**European Sustainability Reporting Standards**), focusing the Company on these Material Topics in order to ensure greater alignment with recent regulatory evolutions in the field of sustainability.

Following this analysis, the validity of the Material Topics identified in the previous Report has been confirmed, being substantially unchanged.

The relationship between the Material Topics and the **Sustainable Development Goals** (SDGs) promoted by the United Nations 2030 Agenda highlights the commitment and contribution of the Company to achieving the goals on a global level.





ESRS	ESG	SDGs	Material Topics	Impacts	Positive/ Negative	Actual/ Potential	Relevance
G1 - Business conduct	G	8, 12	Business Ethics	Compliance with regulations and proper due diligence guarantee responsible and ethical business conduct.	P	E	5
				Incidents of legislative non-compliance could generate financial and reputational damage to Stakeholders	N	P	1
E1 Climate change - Climate change mitigation E1 Climate change - Energy	E	7, 12, 13	Energy efficiency and emissions	Generation of emissions from the Company's production activities	N	E	3
				Reducing energy consumption and CO ₂ emissions thanks to efficiency initiatives	P	E	3
E2 - Pollution - Substances of concern E5 - Use of resources and circular economy - Waste	E	12	Traceability of substances and environmental waste	Hazardous and non-hazardous waste production	N	E	4
				Responsible disposal of hazardous substances and waste (including reclamation and recycling initiatives)	P	E	4
E3 - Water and marine resources - Water E5 - Resource use and circular economy - Resource inflows, including resource use E5 - Resource use and circular economy - Outflows of resources related to products and services	E	12	Circular economy and resource management	Reduced environmental impact thanks to efficient use of water resources	P	E	3
				Reduced use of resources and raw materials thanks to a focus on recovery in production processes	P	E	2
S4 - Consumers and end users	E	8, 12	Innovation and sustainable design	Use of materials with less impact on health	P	E	3
				Reduced water and energy consumption in use	P	E	3
S1 - Own workforce - Working conditions S1 - Own workforce - Equal treatment and opportunities for all	S	4,5,8	Enhancement and protection of human capital	The guarantee of adequate contractual and remuneration conditions, creating economic and social wellbeing for employees and the territory	P	E	4
				Possible worsening of the level of employee satisfaction due to a hostile work environment, differential treatment and inadequate enhancement of individual skills	N	P	2
S1 - Own workforce - Working conditions	-	3, 8	Occupational Health and Safety	Attention to health and safety in the workplace facilitates a reduction in occupational diseases and accidents by increasing employee wellbeing	P	E	4
				Failure to comply with regulatory obligations and inadequate monitoring of health and safety issues that could contribute to occupational accidents and diseases	N	P	1
S4 - Consumers and end users - Personal safety of consumers and/or end users S4 - Consumers and end users - Information-related impacts for consumers and/or end users	S	12	Product quality and responsible marketing	The healthiness of the products guaranteed through high quality standards and a certified Management System guarantee the protection of consumer health	P	E	4
				Increase in trust on the part of Stakeholders thanks to clear and transparent communication	P	E	3
				Reduction of environmental impact by spreading greater awareness of sustainable consumption patterns	P	E	3
G1 - Business Conduct S2 - Workers in the value chain - Working conditions	S	8, 12	Responsible supply chain management	The choice of local suppliers, reducing the environmental impact and contributing to the creation of value in the territory	P	E	2
				Incidents or cases of non-compliance with regulations along the supply chain that could cause operational loss and reputational damage	N	P	1

* The degree of relevance is determined according to the level of magnitude of the impact, taking into account the probability of occurrence (in the case of potential impacts).



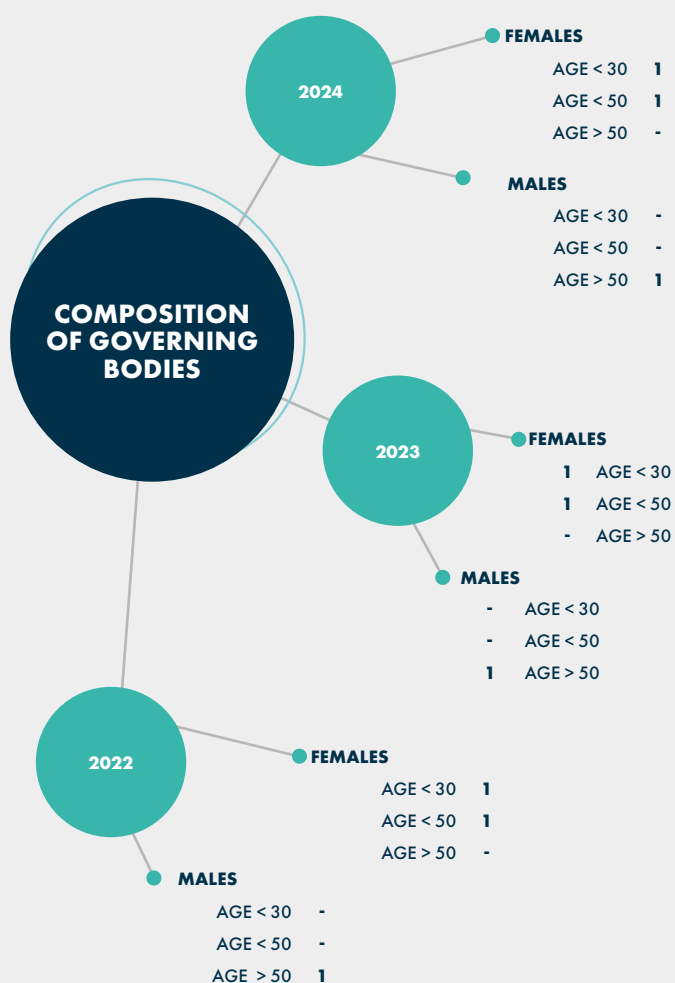


GOVERNANCE

Newform adopts a traditional Governance Model whose corporate bodies are represented by the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors. All members of the Company's governance bodies are leading figures in the finance and legal fields, having proven technical skills and many years of experience.

Initially established as a limited liability Company, Newform later took the legal form of a joint-stock company, while retaining a family base, being run by Tiziano Gessi, Founder and Chair of the Board of Directors, and Alessandra Gessi, Vice-Chair of the Board of Directors.

The Board of Statutory Auditors, which monitors compliance with the law and the Articles of Incorporation, the adequacy of the organisational structure, compliance with the principles of proper administration and the reliability of the internal control system is composed of three members in the persons of Duilio Liburdi as Chair and Fabio Piazzano and Tiziano Galusi as Statutory Auditors.



LEGALITY, HONESTY, FAIRNESS,
CONFIDENTIALITY, TRANSPARENCY



THE CODE OF ETHICS

The Code of Ethics is an expression of the principles and values assumed by Newform in the conduct of its business activities and represents the measures that the Company intends to adopt from an ethical-behavioural point of view, in order to adapt its structure to the requirements of Italian Legislative Decree no. 231 dated 8th June 2001 and to prepare the internal and external lines of conduct to be followed in the realisation of the Company's objectives.

The addressees of the Code of Ethics, being all those who, directly or indirectly, permanently or occasionally, work with or for Newform, are required to behave in compliance with the principles and procedures described in the Code and to promptly report any violations. With respect to them, the Company undertakes to ensure the dissemination and training on the contents of the Code, to verify compliance with the same, and

to adopt adequate prevention tools and appropriate sanctioning measures.

The principles of the Code of Ethics are inspired by legality, honesty and fairness, confidentiality, transparency, respect for the dignity of people and equal opportunities, safety, bolstering health and working conditions, operating as an individual and as a team, social responsibility, commitment to sustainable development and environmental protection.

PRIVACY

AND COMPUTER

SECURITY



CONSTANTLY-UPDATED FIREWALLS AND ANTIVIRUS

In addition to complying with the provisions of the GDPR (EU Regulation 2016/679) on the protection of personal data and Legislative Decree 231/2001 on cybercrime and the unlawful processing of information, the Company, in implementation of European Directive 2022/2555 (NIS 2), undertakes to strengthen current risk management measures and security systems. To this end, specific personnel training plans and a Company security plan will be introduced by 2026.

To date, the IT infrastructure is already protected by constantly-updated firewalls and antivirus, monitored by an external company specialising in cybersecurity. The Company has also adopted the “Email

Regulations”, an internal regulation that establishes the correct methods of using email and corporate devices, with particular attention to the protection of sensitive data. All information and regulatory documentation is delivered to new employees when they join the Company, to immediately ensure adequate awareness and responsibility for security and privacy issues.









PRODUCTION

EFFICIENCY

Optimisation of Consumption and Emissions

Again this year, energy efficiency and reducing emissions have been confirmed as priority Material Topics for the Company. The investments made in recent years within these areas have allowed Newform to achieve significant results and to consolidate an increasingly-accurate production monitoring system.

Since 2021, the collaboration with professionals in the sector has allowed **timely monitoring of real electricity and natural gas** consumption, with the aim of promptly detecting any inefficiencies in the system. To support these analyses, the use of a Business Intelligence platform allows for the monitoring of Key Performance Indicators (KPIs) on energy use by time slot and on the trend of peak demand, facilitating the identification of any anomalies and identifying possible areas of intervention.

The compressed air distribution system, which has undergone efficiency improvements over the years through the combined installation of compressors equipped with inverters and fixed speed compressors (on/off), is currently subject to periodic monitoring on a monthly basis, made possible by the introduction of new instrumentation. Newform has in fact invested in the acquisition of an acoustic thermal camera, specifically designed to detect micro-leaks along the system network.

The Company plans the complete **transition from hexavalent chromium** to trivalent chromium in the automatic system, anticipating the regulatory deadline set for 2030. This intervention will be the focus of an integrated revamping project, which will involve several areas for improvement, including the implementation of a steam adduction system for heating the tanks, equipped with state-

of-the-art condensate drains along with the complete refurbishment of the electrical panel and the updating of the process control software. As a result of these implementations, the plant will improve its standards in terms of operational safety, environmental impact and quality of the finished product. Hexavalent chromium will remain exclusively present in the manual system, for which a progressive decommissioning is expected in the years to come.

During the year, with the support of a specialised company, an energy analysis was launched aimed at carrying out a detailed mapping of consumption and the current energy status. This activity represents a preparatory step towards access to the **Industry 5.0 Programme**, which envisages the installation of a photovoltaic system for self-consumption, integrated into a broader intervention to optimise energy quality (Power Quality). The Power Quality project envisages the implementation of an advanced voltage and frequency stabilisation system, capable of mitigating network interruptions, distortions and disturbances generated by both external electrical infrastructure and internal equipment. In addition to reducing plant maintenance costs, the system will guarantee an increase in operational efficiency, with an estimated energy saving of more than 4%. The photovoltaic system, with a capacity of about 800 kW, will be sized to fully meet the Company's energy needs, with the possibility of generating a surplus to be fed back into the national electricity grid.

**TIMELY MONITORING
OF REAL ELECTRICITY
AND NATURAL GAS**

[MJ/year/euro]	2024	2023	2022
Energy intensity	0,656	0,585	0,624
Fuel energy intensity	0,432	0,382	0,403
Electricity energy intensity	0,225	0,204	0,220

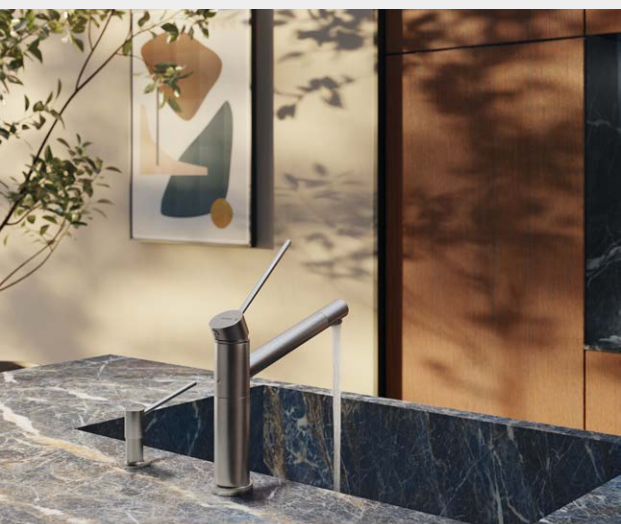
NOTES: The Energy Intensity Index is calculated as the total fuel and total energy consumption (or the sum of the two), correlated to the turnover of the relevant financial year. The calculation of turnover tallies the items in the Financial Statements A.1 - Revenue from Sales and Services and A.2 - Change in Inventories of Work in Progress, Semi-Finished and Finished Goods

To guarantee a healthy and safe work environment, there is an both internal and external monitoring of emissions conducted by a specialised company. The activity involves sampling at eleven emission stations every three years and the verification of the control systems, through calibration and control operations supported by advanced instrumentation.

In addition, Newform scrupulously records and monitors all data necessary for the calculation of its direct emissions and part of its indirect emissions, in accordance with the Greenhouse Gas Protocol, an international reference standard



for the measurement of CO₂ equivalent emissions. This methodology renders it possible to distinguish between **Scope 1** (Direct) and **Scope 2** (Indirect, resulting from energy supply) emissions. As for Scope 2, emissions are calculated with the location-based and market-based mode. The first takes into account the emission factor relating to the national energy production mix, whereas the second considers the specific contractual instruments

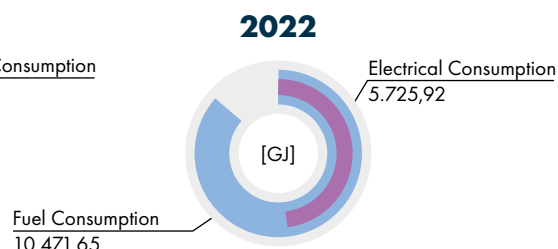
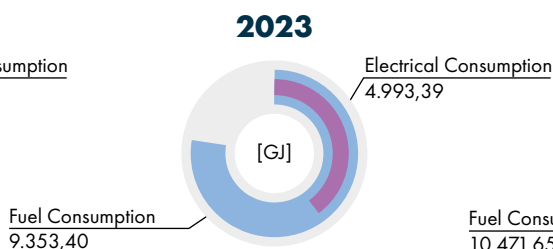
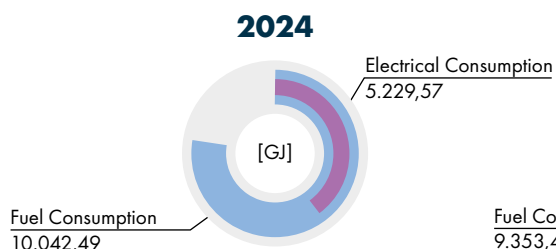


relating to the supply of electricity to Newform. In 2024, the calculation was updated again, adopting more recent emission factors from official and reliable sources (DEFRA, AIB, ISPRA) always in line with the GHG Protocol, in order to ensure greater compliance with the required standards. As per the years 2022 and 2023, fugitive emissions from refrigerant gases used in air-conditioning systems were also included in the calculation of Scope 1 emissions in 2024.

Emissions GHG [t CO ₂ e]	2024	2023	2022
Stationary combustion	508,36	483,03	546,27
Mobile combustion	70,79	44,050	49,320
Fugitive emissions from air conditioning	24,04	54,99	31,93
Scope 1 - Total	603,18	582,07	627,52
Scope 2 - Location based	374,79	420,83	482,57
Scope 2 - Market based	640,91	634,09	727,11
TOT Location based	977,97	1.002,90	1.110,09
TOT Market based	1.244,09	1.216,16	1.354,63

[kgCO ₂ e/anno/keuro]	2024	2023	2022
Intensity Scope 1	25,92	23,75	24,16
Intensity Scope 2 - Location based	16,11	17,17	18,58
Intensity Scope 2 - Market based	27,54	25,87	28,00
Total GHG Location-based emissions intensity (Scope 1 + Scope 2 Location-based)	42,02	40,92	42,75
Total GHG Market-based emissions intensity (Scope 1 + Scope 2 Market-based)	53,46	49,63	52,16

NOTE: The emission intensity has been calculated as total emissions by category in kilograms of CO₂ equivalent divided by the annual turnover in thousands of euro. The calculation of turnover tallies the items in the Financial Statements A.1 - Revenue from Sales and Services and A.2 - Change in Inventories of Work in Progress, Semi-Finished and Finished Goods.



INNOVATION

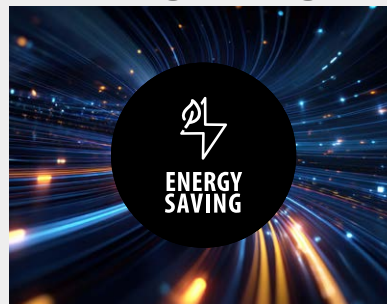
AND SUSTAINABILITY

Save Water



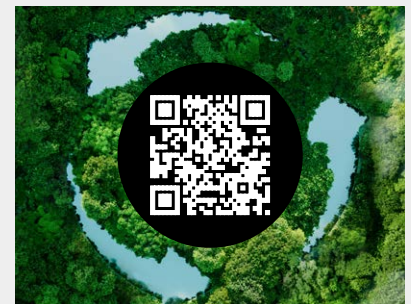
Water is a primary resource to be preserved responsibly. Newform adopts advanced technological solutions aimed at protecting water, both in its production processes and in daily use by the end consumer. To concretely contribute to domestic water savings, the Company has integrated flow reducers into the new mixer tap models, which limit water flow to 9 litres per minute, significantly reducing consumption without compromising function. In some models, the flow rate is further limited to 5 litres per minute, allowing water savings of up to 50% compared to traditional taps.

Energy Saving



Newform taps are equipped with a technology that allows for the delivery of cold water with the mixer tap lever in the central position, activating the hot water only with a shift to the left, preventing the boiler from being unintentionally activated. This mechanism reduces energy consumption, helping to limit waste without compromising the convenience of use.

QR-Code with End-of-Life Disposal Instructions



The instruction booklet, which can be progressively replaced by QR-code systems, offers comprehensive information regarding the materials used for both the product and its packaging, illustrating the correct disposal methods. In addition, it provides practical instructions for use and maintenance, helping to preserve the functional and aesthetic characteristics of the product over time. This approach supports a strategy of circular economy, favouring a longer lifespan and reduced environmental impact.

In recent years, Newform has embarked on a path of profound transformation, aligning with **Industry 5.0 principles**, as an evolutionary paradigm promoted by the European Commission that extends beyond the purely-automated logic of Industry 4.0. The focus shifts towards a more human-centric, sustainable and resilient production model. Technological and digital implementations are extended to all levels – from energy-monitoring systems to quality controls and the development of more efficient and lower-impact alternative production models.

Among the strategic initiatives, Newform has launched a complete mapping of the machine fleet and a **systematic collection of energy data**, as a

basis for adopting an integrated system of energy production from renewable sources, through the installation of a photovoltaic system and a power quality system, aimed at ensuring a stable, efficient and low-environmental-impact energy supply.

At the same time, the integration of technologies already consolidated in the 4.0 field continues, such as the real-time interconnection of machines and the automated vertical warehouse for computerised management of materials and equipment, optimising internal flows and improving safety. The integrated Management System is supported by interfaces and digital panels on the machine, connected to a web-based portal for dynamic supervision of orders,

starting from the definition of operational priorities.

In 2024, Newform enhanced the Quality Control System by introducing an **X-ray machine for non-destructive testing** of thicknesses, an advanced technology for high-precision checks without compromising the integrity of the part, significantly reducing waste and reworking.

Over the past few years, the Company has invested in **additive manufacturing** through the acquisition of two professional 3D printers. This technology creates three-dimensional objects by superimposing successive layers from CAD models, used both for prototyping and for the production of micro-batches. The benefits – in terms of reduced lead time, optimal use of materials, production flexibility and applicability to a wide range of materials – open up prospects for a future expansion of the use of this technology to support innovation in production processes.







Newform People

Team Strength

Newform is committed to promoting a corporate culture founded on shared values of loyalty, transparency, integrity and responsibility. These principles, formalised in the **Code of Ethics**, guide every decision and every daily operation. In compliance with national regulations and the fundamental conventions of the International Labour Organisation (ILO), the Company adopts human resource management practices that guarantee equal opportunities, rejecting any form of discrimination in the selection processes, professional growth and remuneration.

To strengthen transparency and internal accountability, all employees have been adequately trained on the **231 Organisational Model**, an essential tool for preventing corporate crimes. Consistent with this model, the internal disciplinary system ensures compliance with the shared regulations.

The Company's best practices are collated in an **internal Regulation** that clearly defines the safety standards and the expected behaviours, promoting a climate of mutual respect and collaboration.

Each employee receives a detailed policy and accepts the Personal Data Management Methods, which Newform handles in full compliance with the **European Regulation 2016/679 (GDPR)**, guaranteeing transparency on the purposes and methods of processing.

These tools represent the pillars of Newform's corporate identity and are shared from day one with every new employee, so that everyone may contribute to the construction of an ethical, safe and inclusive work environment.

Newform is committed to offering **stable employment contracts and fair remuneration, guaranteeing equal opportunities** in all areas of people management. The wealth of human capital – characterised by a diversity of gender, age and professionalism – fuels dialogue and represents the true engine of competitiveness.





		2024	
GRI 2-7		♂	♀
Total employees	Permanent contract	94	77
	Fixed-term contract	0	0
	Full-time	92	77
	Part-time	2	0
Total employees		171	

*As of 31/12, the entire Company population is employed in Italy

		2024					
GRI 405-1		<= 30 YEARS		30 < < 50		>= 50	
No. of employees		♂	♀	♂	♀	♂	♀
Manager		0	0	0	0	0	0
Middle Managers		0	0	2	0	3	0
Clerks		1	4	15	22	9	1
Labourers		9	3	42	35	13	12
Total employees		171					

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Transparency and
full availability
of its resources

TALENT AND TRAINING FOR BUSINESS GROWTH

Newform handles the various areas of people management with dedicated tools and procedures, with the aim of ensuring maximum transparency and full availability of its resources.

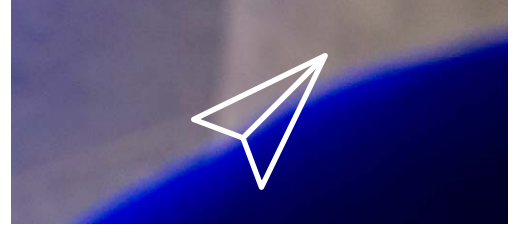
From the moment of recruitment, the Personal Data Sheet of each employee is created, a document that tables personal data, job descriptions and individual skills, duly updated and integrated over time. The management of the remuneration aspects takes place through a dedicated portal, which makes all the documents and information related to their remuneration available to the employees via a reserved area, in a secure and accessible manner.

Newform has long been committed to **enhancing the talents present in the area in which the Company operates**. For this reason, it has collaborated for years with schools of all levels, organising dedicated days for students and the business world to interact. In particular, school-work alternation courses have been arranged with local Technical Institutes, representing an opportunity for young people to acquire knowledge useful for their professional future and, at the same time, allow the Company to build valuable relationships.

2024

GRI 401-1		♂	♀
No. of recruitments in the reporting period	age <= 30	1	1
	30 < età < 50	5	3
	age >= 50	2	0
Total hires by gender		8	4
No. of terminations in the reporting period	age <= 30	3	1
	30 < età < 50	4	1
	age >= 50	3	1
Total terminations by gender		10	3
Incoming Turnover (no. of new hires/no. of employees as at 31/12 year prior)		7%	
Outgoing Turnover (no. of terminations/no. of employees as at 31/12 year prior)		8%	





Newform accompanies the professional growth of its people through a constant commitment to continuous training, starting from the introduction period, with an on-boarding activity carried out in close collaboration with the department managers, to ensure a gradual and conscious insertion into the corporate context.

In collaboration with managers and departmental heads, the Human Resources Manager draws up a Training Plan, updated during the year in accordance with any new training needs to emerge, in order to structure training operations and to evaluate their effectiveness.

The training, provided through courses, workshops, webinars and on-the-job training by internal staff or qualified external bodies, covers various areas:

1 **Mandatory Training:**

aimed at improving quality standards defined at a Company level and optimising the Occupational Safety Management System, in line with the provisions of Legislative Decree 81/08.

During 2024, targeted operations were organised in this field, including general and specific training on safety, firefighting courses, updates for Workers' Safety Representatives and supervisors, along with courses for the use of Elevating Work Platforms (EWPs).

2 **Specific Training:**

refers to the training needs characteristic of individual functions and

in particular, training courses carried out during the year concerning the deepening of the new Environmental and Customs Directives, the use of software and digital tools (such as robotic programming) and the enhancement of knowledge of the English language.

The data relating to the effectiveness of educational operations constitute an element entered into the Management Review and contributing to the planning of subsequent training courses, both in terms of further improvement and recovery from unsatisfied conditions.

During the year, **over 1.300 hours of training** were provided, seeing the involvement of the entire corporate population.

LISTENING AND COMMUNICATION

Based on the main needs to have emerged, Newform is committed to supporting the wellbeing of its employees and their families through a series of initiatives that touch on different areas of work and personal life. These include the possibility of using a fully-equipped Company gym on the premises and a canteen area, the provision of good fuel and agreements with commercial activities in the area.

Particular attention is paid to listening to people and adopting concrete solutions, aimed at responding to individual needs and promoting a balance between private and professional life, including hybrid work, flexible working hours and family care leave. The Company promotes a constant and transparent dialogue, encouraging discussion through direct and continuous communication, supported by dedicated channels for securely reporting any critical issues.



GRI 403-8,9,10

2024

No. of employees covered by an Occupational Health and Safety Management System certified by a third party

**171
100%**

No. of recordable workplace accidents

2

Work injury rate

* Calculation based on 200,000 work hours

1,45

No. of recordable cases of occupational disease

0



PERSONAL PROTECTION

The principle of safeguarding work, reiterated within the Code of Ethics and the Newform Quality, Environment and Safety Policy, is applied through an effective Management System, compliant with the highest safety standards (ISO 45001).

The process of identification, risk assessment and identification of prevention measures, carried out by the employer in collaboration with the Health and Safety Officer and the Occupational Physician, after consultation with the Workers' Health and Safety Representative, is formalised in the Risk Assessment document, revised periodically and when changes to the organisation are deemed significant. After defining the risk factors, their mutual interactions and their extent, the adoptable improvement measures for the prevention, elimination or reduction of risks are defined and their adoptability is assessed.

In addition to monitoring the effectiveness of the actions identified, Newform regularly carries out internal and third-party audits in order to verify compliance with laws, local regulations and international standards on Health and Safety.

Over the years, in line with the objectives of the **Occupational Health and Safety Management System**, the Company has

implemented a series of initiatives aimed at ensuring a safe and aware working environment. Operators receive specific training based on the activities carried out and are actively involved in promptly reporting near misses, being potentially dangerous events. Particular attention was paid to correct information on the use of Personal Protective Equipment (PPE) and strict compliance with the safety signage inside the plant. These integrated actions have consolidated a culture of shared safety, helping to minimise injuries. Any accidents occurring during the year are carefully analysed to identify the root causes, thus allowing the development of specific training interventions aimed at operators, with a view to preventing the recurrence of such situations.

In addition, the investments made over the years to boost the automation of the production system and to progressively replace dangerous processes and substances with safer alternatives substantially contribute to **reducing risks for workers and significantly improving overall working conditions.**

OPENING UP TO THE WORLD

Communication and Engagement

We base our relationship with customers on the value of responsibility, placing in the first place the correctness and transparency of our communication policies and full compliance with the rules on the protection of privacy in the acquisition, processing and storage of personal data.

At Newform, communication is no longer conceived as a simple transmission of information but as an authentic account, capable of involving the public in the values and vision of the Company. The recent rebranding has marked a decisive step towards **integrated and coherent communication**, capable of returning a strong and recognisable brand image.

Sustainability, which has long been an integral part of the Company's philosophy, is now fully incorporated into the product range and communication strategy. Newform promotes an ethical way of operating, where design goes beyond aesthetics to embrace the concept of **good design** – conscious beauty, an expression of quality, innovation and responsibility.



These values take shape through a multi-channel strategy, which adapts content to different reference audiences:



INDUSTRY PROFESSIONALS

Qualified retailers and distributors who help strengthen brand identity.



ARCHITECTS AND DESIGNERS

Leading figures in the world of interior design who choose Newform for projects of excellence.



CONTRACT WORK AND HOSPITALITY

Areas in which the Company offers tailor-made, high-end solutions.



END CONSUMERS

Increasingly attentive to the ethical and environmental values behind every purchase decision.

Trade fairs have always been a pillar of Newform's communication strategy, considers such events as important opportunities for sharing the corporate identity, sharing know-how and forging new relationships.

In 2024, the Company participated in the **Salone del Mobile** in Milan with

THE ORGANIC HOUSE

an immersive stand between architecture and nature, which served as a stage for the launch of two great innovations: **Ionika** and **Alkimia**.

At the same time, the Company's presence at Fuorisalone has amplified visibility among a heterogeneous audience of enthusiasts, creatives and influencers, generating a strong return in the media

8.821

REGISTERED ENTRIES
(75% PROFESSIONALS, 25% PRIVATE)

+200

QUALIFIED CONTACTS
COLLECTED



SHOWROOM

The **showrooms** represent the beating heart of the Newform experience, as exhibition spaces designed to welcome architects, designers, clients and journalists to experience the brand identity in a direct and engaging way. The new flagship store in Shanghai was inaugurated in 2024, interpreting the Newform “total look” concept in a contemporary way. In support of the brand experience, **customised corners** have also been set up at selected retailers.

Among the most significant initiatives, Newform continues to enthusiastically promote **on-site guided tours**, as a unique opportunity to offer partners an authentic immersion in the Company’s culture and production reality.





PUBLISHING LANDSCAPE

Newform also actively oversees digital channels, including the Company's **website**, as a dynamic showcase where you can find technical information and official documentation (codes, certifications, sustainability reports, catalogues), as well as insights into new collections, ongoing projects and special initiatives.

The Company is likewise present on Archiproducts, the international digital platform dedicated to design, architecture and furniture professionals, which proves to be an effective tool for bringing visibility to products and generating new B2B connections.

Today, **social channels** are a fundamental tool for speaking in a direct and engaging way, not only with the most digitalised professionals but also with families, young people and design enthusiasts. Newform's social communication focuses on authentic and emotional content, capable of telling the story of the brand with immediacy and humanity.

Collaborations with selected influencers are also being evaluated, with the aim of amplifying the narrative and creating an active and participatory community.

+58,95%
FACEBOOK

+32,67%
INSTAGRAM

+20,15%
LINKEDIN







