Sustainability Report

Year 2025

Newfloor

Produced by

Sustainability Report

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Produced by

Synesgy view

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Newfloor

Organisational Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Newfloor has been manufacturing raised access floors made in Italy since 1986.
Founded by the Matterazzo family, after its early years spent primarily working on behalf of third parties, the company decided to specialise in the processing of hard materials in non-standard sizes, honing its expertise in bespoke and customised products, whilst never neglecting technological and innovative aspects. Over the years, Newfloor has filed various industrial patents and refined cutting-edge products, eventually developing the Italian-made raised floor par excellence, thanks to the know-how acquired over time and the maintenance of the right balance between craftsmanship and industry. Its main products and/or services offered are the design, production, installation and sale of raised and self-laying floors.
The company team comprises 30 people who, through their dedication and hard work every day, enable the company to create 300,000 square metres of raised flooring per year, installed in more than fifty countries worldwide.

This report refers to the operations of the company's headquarters, located at Via della Tecnica, 10, 35020 Codevigo (PD).
The company's legal form is a Limited Liability Company.
The company's NACE code is 1622.
The company's total assets and liabilities amount to €7,658,201.

The company's production value is €8,410,807.
The company has operational facilities (offices, factories, warehouses, industrial buildings, land, etc.) covering a total area of 3,700 square metres.

“Since 1986, we have been working with passion to create innovative designs for indoor and outdoor spaces, residential or commercial buildings, and institutional or exhibition centres.

Umberto Matterazzo
Chairman of Newfloor Srl

Informationon preporting

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental, social and governance sustainability results in an appropriate report generated semi-automatically by the Synesgy View platform.

The Sustainability Report was drawn up on the basis of the questionnaire administered to **Newfloor Srl** by Synesgy. This tool enabled the identification of the company's ESG performance figures for the period **01/01/2025-31/12/2025**.

Synesgy is an official **Licensed Software and Tools Partner** of the GRI at a global level. This guarantees that the inclusion of statements in the Report complies with the GRI Standards.
The standards are designed to provide a comprehensive, comparable and credible framework of the topics relevant to an organization, their impacts and how they are managed.

The Sustainability Report is therefore in line with the GRI Sustainability Reporting Standards, updated to the recent revisions of 1 January 2023, and also with the ESRS in the new CSRD.
The latter refer to the European Sustainability Reporting Standards (ESRS) adopted by the European Commission on 31 July 2023 as a common framework for ESG reporting by companies falling within the scope of the Corporate Sustainability Reporting Directive (CSRD).

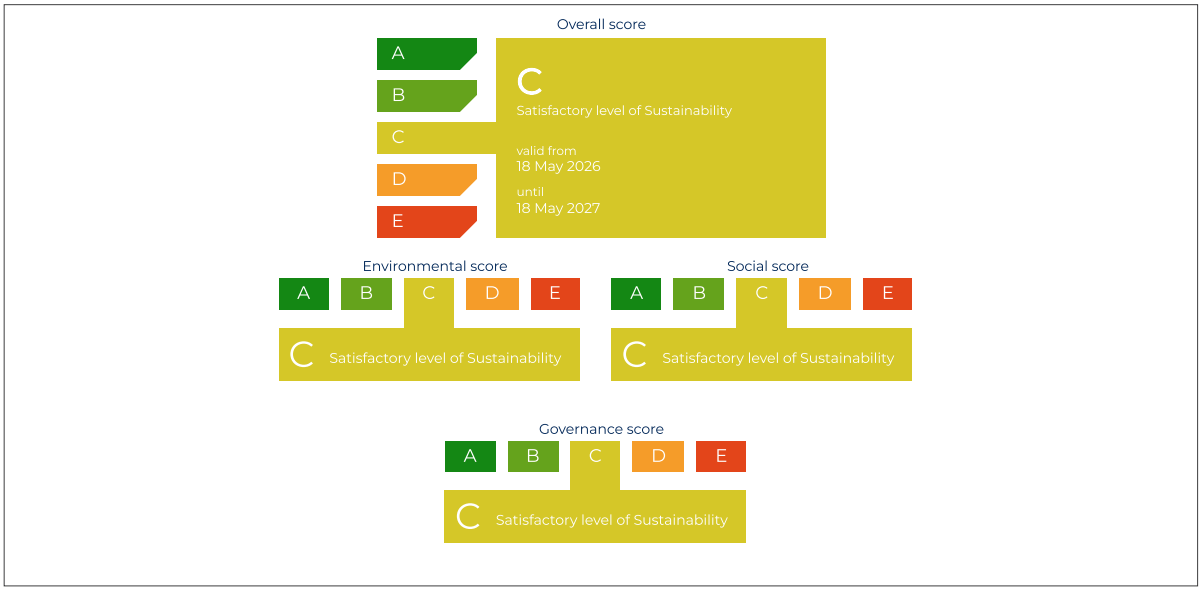
The Italian decree transposing this legislation, Legislative Decree 2024/125, officially entered into force on 25 September 2024. The ESRS show a significant degree of alignment with the GRI Standards.

- **GRI Sustainability Reporting Standards**
- **ESRS European Sustainability Reporting Standards**

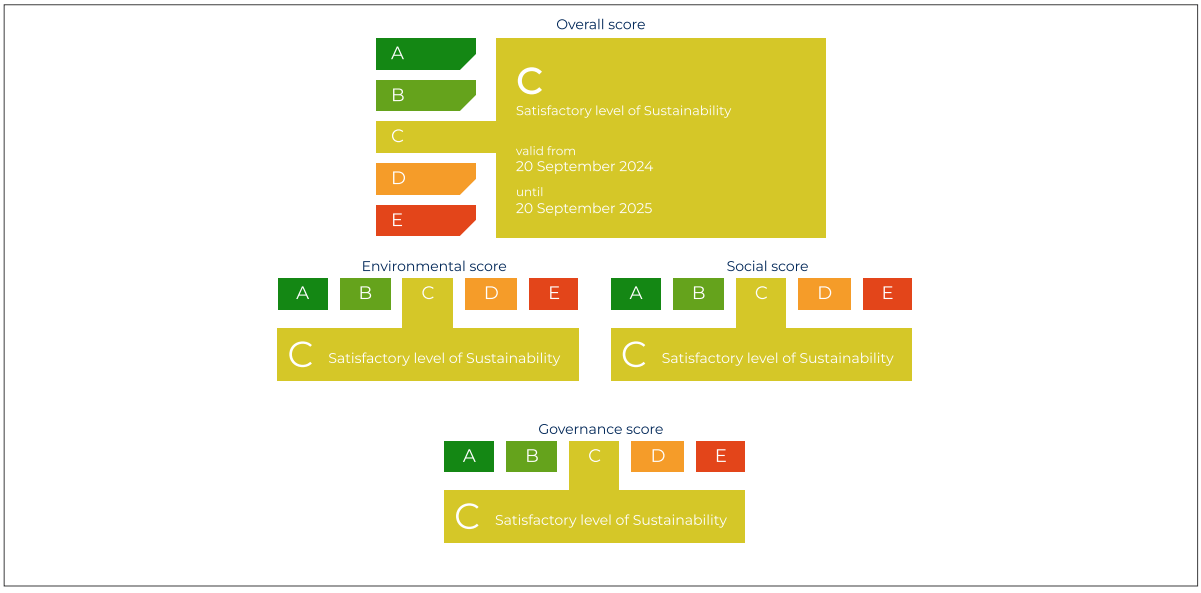
For unlisted SMEs that do not fall within the scope of the Corporate Sustainability Reporting Directive (CSRD), EFRAG has drawn up a Voluntary Standard (VSME) that encourages and guides them in reporting on their ESG performance nonetheless. This Standard covers the same sustainability topics as the European Sustainability Reporting Standards (ESRS) for large companies; however, it is proportionate and takes into account the fundamental characteristics of micro, small and medium-sized enterprises.
By completing Synesgy, SMEs are therefore also compliant with the voluntary requirements set out in the VSME Standard.

This statement is published on the Newfloor Srl website at **www.newfloor.net**.
Enquiries may be sent tommatterazzo@newfloor.net .
The Sustainability Report was developed by Synesgy View.

Score 2025



Score 2024



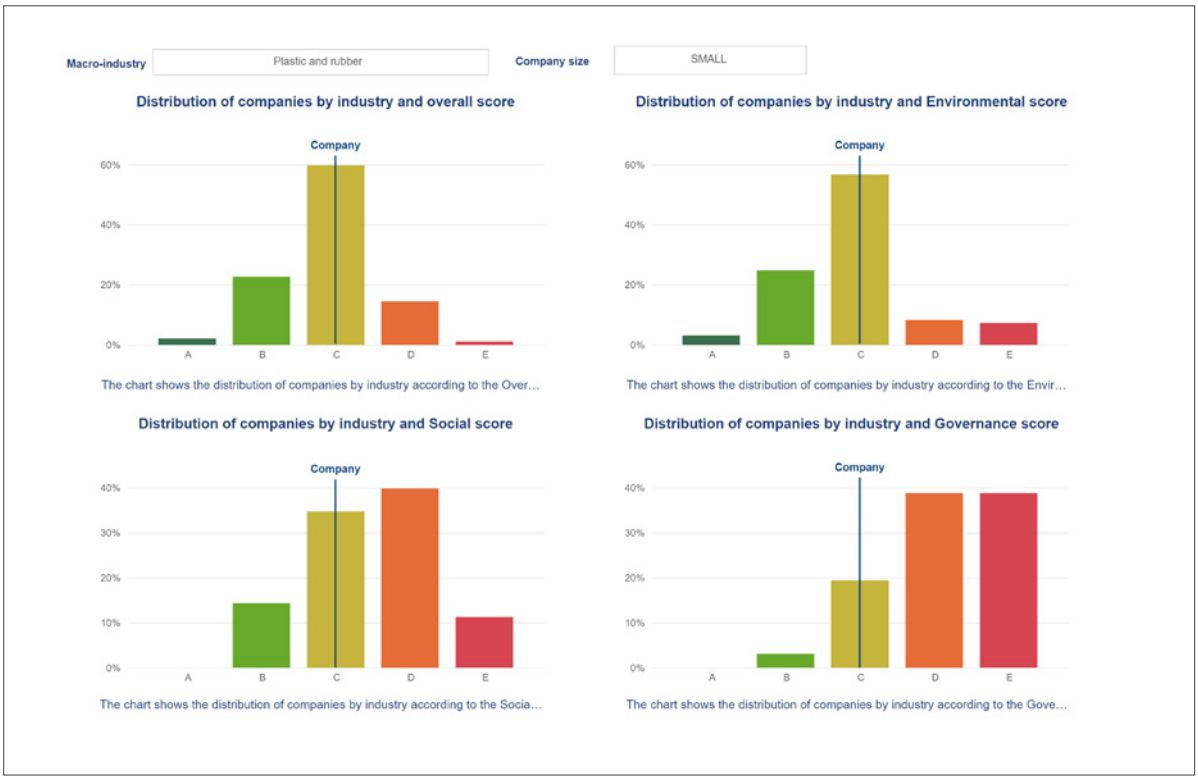
Since 2024, Newfloor Srl has embarked on a robust sustainability journey, progressively integrating ESG criteria into its strategies and operations. This structured commitment has fostered greater internal awareness and strengthened reporting processes.

Despite initial challenges, maintaining an **overall score** of C in both years demonstrates an already established foundation and a consistent approach.

The organisation has demonstrated continuity and determination in its improvement efforts, laying the foundations for future progress.

The initiatives undertaken have helped to strengthen governance and the monitoring of environmental and social performance. The journey reflects a long-term vision focused on transparency and accountability.

Benchmark Statistics



Stakeholder Engagement

GRI 2-29
ESRS 1

In line with the ESRS, stakeholders are defined as individuals or groups that can reasonably be expected to affect, or be affected by, the company's activities, decisions or impacts.
The objective of strengthening a **sustainable business model** involves, in addition to a commitment to improving the adoption of sustainable business practices, the need to engage with stakeholders directly or indirectly involved in business operations.
The ability to understand and assess stakeholder needs and expectations is particularly important for **sharing the objectives and generating shared added value**. This can lead both to improvements in the **quality of life and well-being of stakeholders, as well as greater efficiency and legitimacy for the company**.
Engaging in dialogue with and listening to local stakeholders enables the company to lay the foundations for shaping its **sustainability strategies** by establishing objectives in the common interest.

Within the General Requirements of the ESRS, the company's key stakeholders are divided into two groups:

- Affected stakeholders: individuals or groups whose interests are or could be impacted by the company's activities and its direct or indirect business relationships across the value chain (identified in the table with an **"A" for Affected**);

- Users of sustainability statements: the primary users of general-purpose financial reporting, along with other stakeholders such as business partners, civil society, and public authorities (identified in the table with a **"U" for User**).

The company's stakeholder engagement system encompasses activities, tools, channels, and methods designed to address the diverse profiles and needs of stakeholders while considering the overall governance structure.

The following table summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	A	Meetings, corporate climate surveys and internal surveys; internal communication tools (press review, intranet, company e-mail, internal social network, etc.); group and training activities.
Suppliers	A	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; joint planning; dedicated portals.
Affected Communities	A/U	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	A	Direct sales or business meetings and visits; customer satisfaction and market research; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	U	Support and dialogue initiatives, exchange of communications.

Double Materiality Matrix

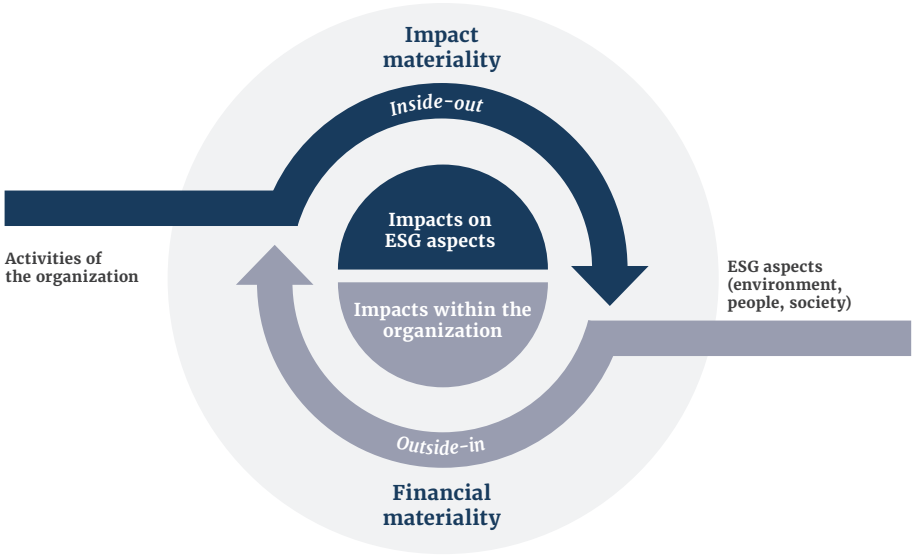
GRI 2-9
ESRS 1 • ESRS 2

Once the company's key stakeholders have been identified, the next step is to prioritize the most relevant issues for them and for the company.

The materiality analysis process follows the guidelines defined by the 2021 GRI Universal Standards, in particular by "GRI 3: Material Topics 2021", and similarly the guidance contained in ESRS 1, which defines when a sustainability issue is considered **material from an impact perspective** when it concerns actual or potential negative or positive effects on people and the environment in the short, medium or long term.
The current European reference standards involve a **double materiality approach**.
This term refers to the process of assessing impacts from both the "**Inside-out**" (Impact Materiality) and the "**Outside-in**" (Financial Materiality) perspectives. While the former identifies the impacts actually or potentially generated by the organization and its value chain in relation to the outside world, the latter considers the risks and opportunities that can affect the company's value creation, strategy, financial performance, and positioning in the short, medium, or long term.

In a more immediate way, the double materiality approach answers two questions:

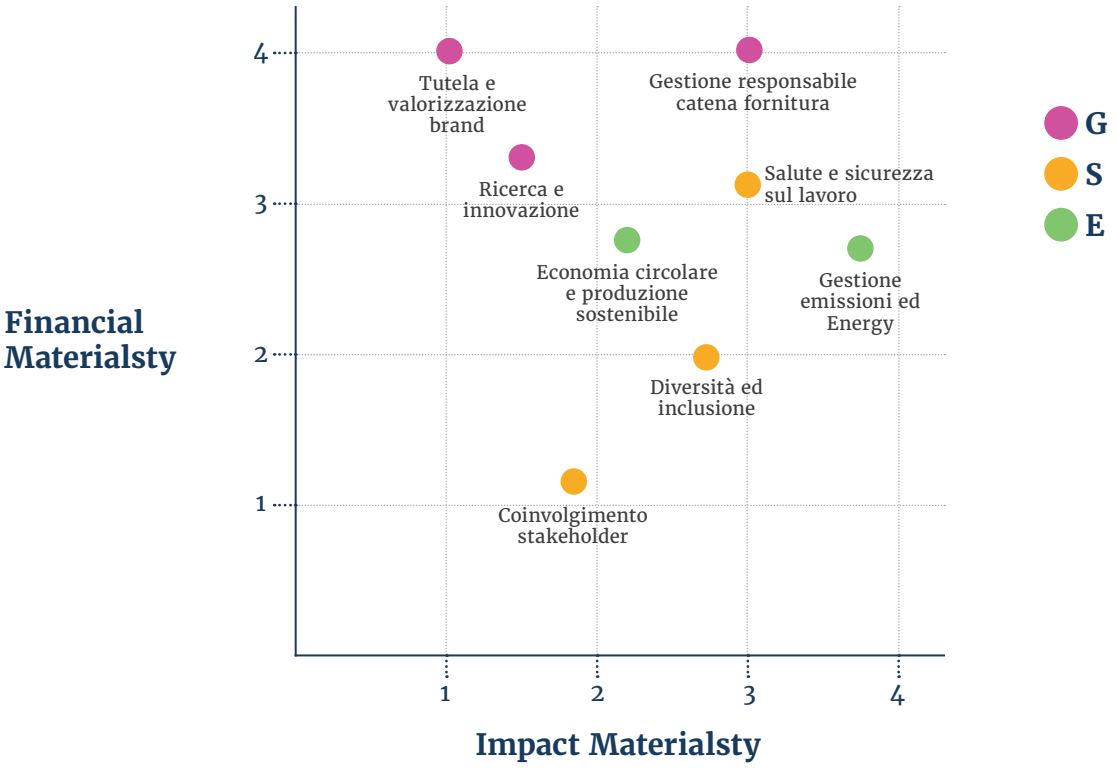
- **Financial Materiality**: How can ESG factors affect the financial stability and operations of the organization?
- **Impact Materiality**: How can the choices and activities of the organization influence the environment and society?



This analysis is graphically represented by a matrix that provides an immediate snapshot of the material topics considered to be significant to stakeholders and the company, and how these can have positive or negative effects on the external environmental and social impact and on the financial impact of the company.

Below is an example of how to identify the most common material themes:

In particular, as an application example for the company Newfloor Srl (secondary sector), here is a further example of a Materialsty matrix tailored to the relevant macro-sector:



INNOVATION
& INFRASTRUCTURE
1 NO POVERTY
8 DECENT WO
& ECONOMIC
GROWTH
SDGs
2 ZERO HUNGER
7 AFFORDABL
& CLEAN EN
4 QUALITY
EDUCATION
3 GOOD HEALTH
& WELL-BEING
6 CLEAN WA
& SANITAT
5 GENDER

SDGs: UN Sustainable Development Goals

On **25 September 2015**, the governments of **193 UN member countries** signed the **2030 Agenda for Sustainable Development**.

An action plan approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), set out in a broader action programme with a total of 169 associated targets.

The 17 SDGs involve governments and nations but also every single enterprise. ESG principles are an expression of what businesses should do.

Environmental

- Dependence on fossil fuels
- High water footprint
- Complicity in deforestation
- Waste disposal

Social

- Conflicts with local communities
- Focus on employee health and safety
- Protection of diversity
- Appropriate interpersonal relationships between employees

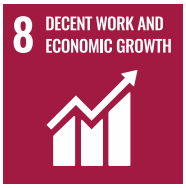
Governance

- Bonuses disproportionate to employee salaries
- Involvement in corruption scandals
- Opening of offshore subsidiaries to evade tax

Newfloor Srl and the SDGs

The Synesgy questionnaire enabled Newfloor Srl to map material issues and themes within the field of sustainability, thereby highlighting the most significant achievements during the reporting year in question and providing its stakeholders with an immediate, but above all certified – as it meets internationally recognised parameters – overview of its activities. The awareness-raising process initiated has led to the identification of a virtuous path taken by Newfloor Srl, as evidenced by the alignment of its actions with 6 of the 17 SDGs (Sustainable Development Goals) recognised by the United Nations.

03 - Health and Well-being
Ensure health and well-being for all.



08 - Decent Work and Economic Growth
Promote and productive employment, decent working conditions and foster sustainable economic growth.

09 - Industry, Innovation and Infrastructure
Resilient infrastructure, sustainable industrialisation and innovation.

11 - Sustainable cities and communities
Make cities and human settlements inclusive, safe, resilient and sustainable.

12 - Responsible Consumption and Production
Ensure sustainable consumption and production patterns

13 - Climate Action
Promote action at all levels, to combat climate change.

The mapping of these issues using Synesgy and the 26 Materialsty factors, linked to ESG areas, based on this analysis, has initiated a genuine process of awareness-raising that engages all stakeholders through multiple communication channels.

Environment

Materials

GRI 301-1 • GRI 301-2
ESRS E5-4 • ESRS E5-5
VSME B7

The ability to select the most sustainable materials for use in its production process represents a fundamental strategic responsibility for the company, particularly given that the stage of the product life cycle with the greatest environmental impact is often linked precisely to the sourcing, production and transport of raw materials. With a view to promoting a genuine circular economy, the company uses a proportion of recycled or reused raw materials as production inputs, which consistently stands at between 21% and 50% of the total materials used, whilst the percentage of the company's finished products that can be considered recyclable or reusable is currently less than 20%.

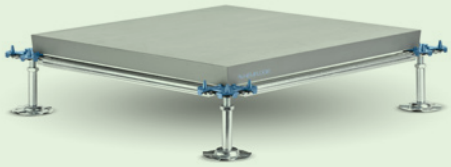
Again with a view to mitigating the risks associated with climate change and ensuring maximum business resilience, the company has formally taken out a specific insurance policy against catastrophic damage, thereby protecting its facilities and operational continuity in the face of extreme weather events or natural disasters.

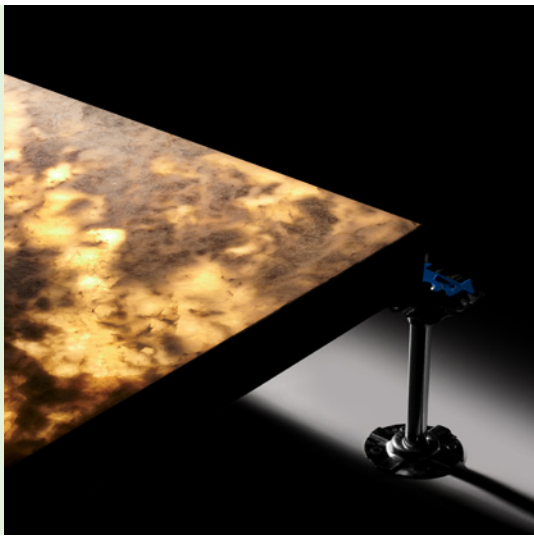
Energy

GRI 302-1
ESRS E1-5
VSME B3

The company's energy consumption is a crucial indicator, capable of significantly influencing both a company's socio-environmental indicators and its economic performance. Increasing the energy efficiency of plants, offices, production lines and machinery forms the basis for generating positive impacts across all pillars of sustainability.

In detail, the electricity consumed at company premises (both owned and rented) during the last reporting period (1 January – 31 December) amounted to **535,932 kWh**. Of this total, **15%** of the energy used came from renewable sources.





Water and wastewater

GRI 303-5
ESRS E3-4
VSME B6

Sustainable management of water resources and wastewater is crucial to reducing a company's environmental impact. For this reason, we constantly monitor consumption and implement reduction strategies, such as adopting high-efficiency technologies and recycling wastewater.
In order to limit pollution and strictly comply with environmental regulations, all effluent is properly treated before discharge. Furthermore, the company is committed to developing water risk management plans to address any crises or contamination promptly, working with local communities to promote best practices, minimise the impact on natural water bodies and preserve resources for future generations.

Our Results and Concrete Actions

With a view to continuous improvement and an ever-increasing focus on the environment, during the last reporting period we recorded the following data and launched new initiatives:

- **Water Consumption:** The company's total water consumption amounted to **25 m²**.
- **Plastic-Free Initiatives:** An additional water purifier has been purchased and installed at company premises, and personalised water bottles have been distributed to all staff, drastically reducing the use of single-use plastic.

Waste

GRI 306-2-a • GRI 306-2
ESRS E5-1 • ESRS E5-5
VSME B7

Within the context of the GRI Standards, the environmental dimension of sustainability concerns an organisation's impacts on living and non-living natural systems, including land, air, water and ecosystems. This is the context in which the issue of waste arises; waste may be generated by the organisation's own activities, but may also be generated by entities upstream and downstream in the organisation's value chain.
Proper waste management therefore begins with reduction at source, minimising the production of waste. It is essential to sort waste by type (recyclable, hazardous, organic) and ensure proper disposal in accordance with current regulations. Promoting the recycling and reuse of materials helps to reduce environmental impact. The adoption of a waste management plan and raising employee awareness are fundamental to a sustainable and responsible approach.

The total amount of company waste produced in the last reporting year (e.g. 1 January – 31 December) is 432.8 tonnes, of which 2 tonnes are classified as hazardous.

Newfloor Srl, at its premises, sorts:

- plastic;
- glass;
- IT equipment;
- paper;
- CER 170802 chalk powder.

DIESEL
DISCLAIMER

People

Employment

GRI 2-7-a · GRI 2-7-b · GRI 2-30-a · GRI 401-2 · GRI 403-9 · GRI 405-1 · GRI 405-1-a-iii · GRI 405-2
ESRS S1-6 · ESRS S1-8 · ESRS S1-9 · ESRS S1-11 · ESRS S1-12 · ESRS S1-14 · ESRS S1-15 · ESRS S1-16
VSME B8 · VSME C5 · VSME B10 · VSME B9

One of the key stakeholders for an organisation's success is undoubtedly its staff, whose sustainable management requires a constant balance between employee wellbeing, business growth and positive social impact. For this reason, the company is committed to promoting safe and healthy working conditions, ensuring full respect for human rights and labour regulations, and measuring its team's satisfaction through a regular and periodic survey.

With this focus on development and growth, a new production line is currently being installed with the support of MIMIT (Ministry of Enterprise and Made in Italy, formerly MISE).

This significant technological investment will drive the company towards greater efficiency and, at the same time, will require substantial investment in continuous training and skills development, enabling employees to adapt to technological changes and grow professionally.

The company's evolution places diversity and inclusion at the centre as absolute priorities, creating a fair working environment that is open to all and attentive to the physical and mental wellbeing of staff, including through work-life balance and flexibility policies.

Finally, ongoing and transparent dialogue between management and the workforce helps to build mutual trust and strengthen employees' commitment to the company's sustainability goals.

The number of female employees, interns and self-employed workers by professional category is:

Office staff	3

The number of male employees, interns and self-employed workers by professional category is:

Middle management	1
Office staff	3
Workers	12

The percentage difference in average gross taxable pay between men and women by occupational category is 12%.

The ratio between the highest and median pay in the company is 3.8.

The percentage of total employees belonging to protected categories under Law 68/99 or disadvantaged persons under Law 381/91 and/or under-represented minorities is 5%.

The percentage of total employees by contract type is:

Permanent	100%

The number of accidents over the last 5 years has been fewer than 3.

The total number of hours worked in 2025 by all employees was 32,388.

Newfloor Srl provides employee benefits through the TRECUORI platform as part of its corporate welfare programme.

The percentage of employees covered by the National Collective Labour Agreement (CCNL) is between 80% and 100%.

Training

GRI 403-5 · GRI 404-1
ESRS S1-13
VSME B10

Staff training in a sustainability-focused company is crucial for integrating responsible practices and fostering a culture of sustainability. The training process must include courses and workshops on topics such as energy efficiency, waste management, the mindful use of resources and emissions reduction. It is important to raise employees' awareness of the environmental impact of business activities and actively involve them in green initiatives, such as recycling or adopting eco-friendly behaviours. Training must also foster the development of technical skills related to sustainable innovation and responsible supply chain management.
Finally, encouraging participation in continuous professional development programmes ensures that employees are equipped to contribute to the company's long-term sustainability objectives.

At Newfloor Srl, a programme for appropriate training on the Code of Ethics, aimed at employees, consultants and suppliers.

The main topics covered by the training delivered in 2025 included:

- primarily environmental content (e.g. combating the waste of materials and natural resources, waste management, water management, energy efficiency, etc.);
- the field of digital innovation for sustainable transformation;
- topics such as ESG, EPD, recycling and reuse;
- the field of health and safety at work;

The total number of training hours delivered in 2025 was 182.

1960
1970
1980
1990
2000

1950
1970
1990
2000

ABE

Suppliers, Local Communities and Customers

Local communities and positive initiatives

GRI 203-1
ESRS S3-1 • ESRS S3-2
VSME B2

A sustainable company must consider the impact of its activities not only on the environment, but also on people and the surrounding areas. Collaborating with local communities is essential for promoting equitable economic development, creating jobs, investing in infrastructure and supporting social initiatives. Companies can contribute to the sustainable growth of communities through corporate social responsibility (CSR) programmes, supporting educational, cultural or environmental projects. Furthermore, they must be transparent and open to dialogue, involving communities in decisions that affect them, and respecting local traditions and resources. This approach not only strengthens social ties, but also enhances the company's reputation and builds trust.

It is therefore important for the company to build a relationship with local communities, one in which the community is not merely affected by the company's operations, but becomes a genuine stakeholder with a significant influence on operational and development decisions. Investment, innovation, technological development and the pursuit of quality are fundamental elements of economic strategies, as they create a genuine multiplier effect that benefits a wide range of stakeholders, including local communities.

Newfloor Srl carries out projects in schools or within the community on issues relating to sustainability. Furthermore, the company makes donations, sponsorships and contributions for the benefit of the local community in which it operates.

In particular, among the most significant activities at a social, cultural and local level are:

- PMI DAY 2025: a meeting with third-year classes at the Sant'Angelo di Piove di Sacco Lower Secondary School, as part of the initiative promoted by Confindustria Veneto Est;
- Sports Sponsorships: support for the 2013 Under-15s team of Unione ACV, who will wear Newfloor-branded kits for the new season;

Solidarity and Inclusion:

- confirmation of our support for "Diamo il meglio a Giovanni", an important initiative set up to help Giovanni and his family cope with the day-to-day challenges associated with his disability;
- ongoing support for the I Bambini delle Fate foundation (through which the associations Viviautismo and Diversity Life are supported);

Culture and Local Area:

- support for the Scene di Paglia theatre festival;
- the contribution to the publication of the book "Veneto Grand Tour" by Chartesia Editions;

Education and Young People:

- the launch of a training placement for a student at Ciels Campus.

Leadership and Governance

Governance

GRI 2-9-a
ESRS 2 GOV-1
VSME C9

A company committed to adopting sustainable practices should be led and governed by a leadership model that integrates sustainability into strategic decisions, promoting alignment between economic objectives and environmental and social responsibilities. A key aspect is the establishment of a board of directors that includes experts in environmental and social issues who develop policies and procedures to promote transparency and reporting regarding the company's environmental and social impact. Implementing sustainability-related risk management practices enables potential negative impacts to be anticipated and mitigated. Finally, setting measurable targets and implementing regular reporting allows progress to be monitored and accountability to be ensured, contributing to a corporate culture focused on sustainability..

The company's governing body is a Board of Directors, comprising three female members.

Professional ethics

GRI 1
ESRS 2 SBM-3 • ESRS 2 IRO-1
VSME B2

Professional ethics within the company refer to a set of principles and values that guide the behaviour of employees and managers in their day-to-day interactions. This involves compliance with legal regulations, but goes beyond this to include moral standards that promote integrity, transparency and accountability.

A strong code of ethics sets out clear expectations on how to deal with complex situations, such as conflicts of interest, unfair commercial practices and the handling of confidential information. Professional ethics encourage fairness and equity in dealings with colleagues, customers and suppliers, helping to create a positive and productive working environment. Furthermore, strong professional ethics enhance the company's reputation and stakeholder trust, positively influencing customer satisfaction and loyalty.

The company has carried out an analysis of its sustainability impacts on environmental and social factors.

On a scale of 1 to 10, the accuracy of the analysis is 7.

Regulatory Compliance

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-22 • GRI 2-23
ESRS 2 MDR-P • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2
VSME B1

An organisation's compliance refers to the ability of its governing bodies to ensure that every operation fully complies with specific performance criteria or universally recognised standards. In this context, obtaining certifications that attest to the high level of compliance of business activities, sectors or procedures becomes a fundamental guarantee for stakeholders and for all parties involved, directly or indirectly, in the value chain. This approach is aimed at reducing and mitigating negative social, environmental and economic impacts.

With a view to maximum transparency, the company publishes its sustainability results at the following link: https://synesgyview.aflip.in/31bbd70ac8.html.

Governance Bodies and Corporate Certifications

To ensure the highest standards of quality and ethics, the company has adopted a Code of Ethics and has established and maintained a solid portfolio of certifications and accolades over time:

- Management Systems: ISO 9001 certification (Quality Management System).
- Product Certifications: EPD (Environmental Product Declaration) certification obtained for 8 products and Biosafe certification for 2 products.
- Commercial Reliability: Awarded the prestigious Cribis Prime Company 2025 certificate, attesting to the highest level of economic and commercial reliability.

Promotion of heritage and the local area:

- Renewal of the Made in Italy certification, confirming the quality and authenticity of the production chain.
- Awarded the **ISV (Impresa Storica Veneta)** mark, an important recognition from the Veneto Region that promotes tradition and industrial continuity in the region, achieved in part thanks to the **virtual museum** project **for raised flooring**.
- The company has won the prestigious **Archiproducts Design Award for Sustainability** thanks to its **raised educational flooring** project, an innovative, circular technological solution particularly recommended for installation in schools, nurseries, clinics and care facilities for the elderly and children, where comfort, safety and the educational value of the materials play a fundamental role.

Recommendations from Synesgy

Business and governance

- Strengthen governance safeguards.
- Identify a responsible figure for the Whistleblowing process.
- Evaluate the possibility of joining Benefit Corporations.
- Prepare a Materialsty analysis aimed at identifying the main impacts related to environmental and social factors.

Water, energy and waste

- Implement initiatives aimed at reducing the environmental impact.
- Implement a water recovery and/or reuse system.
- Implement initiatives, measures, or actions to mitigate the impact of climate change.
- Measure corporate emissions related to air pollution tounderst and environmental impact and identify appropriate improvement actions.
- Adopt measures aimed at increasing recyclable/reusable products/ services.

Environmental Certifications

- Adopt ISO 14001 certification for environmental management.
- Evaluate subscribing an insurance coverage against physical risks.
- Adopt ISO 50001 certification for energy management systems.

Personnel management, certifications and regulations

- Implement a policy aimed at reducing the pay gap between men and women.
- Adopt policies to cover topics such as diversity and inclusion, as well as human rights management.
- Publish the company policy on Equality, Diversity and Inclusion on the website.
- Consider adopting the guidelines provided by ISO 45001 for occupational safety and health management.
- Adopt policies to cover topics such as workers health and safety.

Regulatory certifications

- Adopt ISO 37001 certification for the anti-bribery management system.

Relations with stakeholders and community engagement

- Organize the procurement department with a sustainability perspective by defining a proper purchasing strategy.

GRI Key Concept

Key Concepts (GRI 1, Section 2, Page 8)
Understanding the basic concepts for sustainability reporting is essential for those who collect and prepare the information for reporting, as well as for those who read that information using the GRI Standards. The main concepts are:

- **Impacts:** Consequences of an organization's activities on economic, environmental and social systems, including human rights. They can be direct or indirect, short-term or long-term, and can occur inside or outside the organization. It is important to consider the entire value chain of the organization when evaluating its impacts.

- **Material topics:** Determined through a due diligence process that considers the organization's impacts, stakeholder expectations and the context in which it operates. Material topics should be relevant (significant to the organization and its stakeholders), comprehensive (covering all significant impacts of the organization) and comparable (allowing comparison between organizations over time and across sectors).

- **Due diligence:** An ongoing process that includes identification (recognizing and understanding the potential impacts of the organization), evaluation (severity and likelihood of such impacts), prevention and mitigation (developing and implementing measures to avoid or minimize negative impacts), monitoring and reporting (monitoring the effectiveness of the measures taken and reporting on the progress made).

- **Stakeholders:** Identifying individuals or groups who may be positively or negatively affected by an organization's activities.

Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Section 3, Page 11)
Reporting in accordance with the GRI Standards allows an organization to provide a comprehensive overview of its most significant impacts on the economy, environment and people, including those on human rights, and these impacts are managed. This enables users of such information to make informed assessments and decisions regarding the organization's impacts and its contribution to sustainable development.

Requirements for Reporting with Reference to the GRI Standards (GRI 1, Section 3, Page 11)
An organization can prepare a report with reference to the GRI Standards when it cannot meet all the reporting requirements needed to comply with the GRI Standards. Over time, the organization should transition to reporting in accordance with the GRI Standards, to provide a comprehensive overview of its most significant impacts on the economy, environment and people, including those on human rights.
Additionally, an organization can prepare a report with reference to the GRI Standards if it uses some of them or parts of their content, to report information on specific topics and for specific purposes, such as complying with climate change reporting regulations.

Reporting Principles and Related Requirements (GRI 1, Section 4, Page 20)

Reporting principles are fundamental to achieve high-quality sustainability reporting. The principles guide the organization in ensuring the quality and accurate presentation of reported information. There are eight reporting principles:

- **Accuracy:** The organization must report correct information with sufficient detail to allow an assessment of its impacts.
- **Balance:** The organization must report information objectively, providing a fair representation of its positive and negative impacts.
- **Clarity:** The organization must present information in a comprehensible and accessible manner.
- **Comparability:** The organization must select, complete and report information consistently, to allow an analysis of changes in its impacts over time.
- **Completeness:** The organization must provide sufficient information to allow an assessment of its impacts during the reporting period.
- **Sustainability context:** The organization must report information related to its impacts within the broader context of sustainable development.
- **Timeliness:** The organization must report information regularly and make it available in a timely manner, to enable data users to make decisions.
- **Verifiability:** The organization must collect, record, complete and analyze data so that the information can be examined to establish its quality.

Additional Recommendations for Reporting (GRI 1, Section 5, Page 25)

An organization should align sustainability reporting with regulatory and legislative reporting, in particular financial reporting. There are various ways to enhance the credibility of an organization's sustainability reporting, including:

- **Internal controls:** Examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) evaluating the adequacy of financial controls for sustainability.
- **External assurance:** Examples include (i) verifying the quality and credibility of the information and (ii) a publicly available assurance process.
- **Stakeholder engagement:** Examples include (i) seeking feedback and (ii) obtaining advice on the data to be reported.

GRI Index

Statement of Use

Newfloor Srl has reported in accordance with the GRI Standards for the period 01/01/2025–31/12/2025.

GRI Standard		GRI Title	Chapter/paragraph	Page
GRI 1: Foundation 2021	1		Regulatory compliance	37
	1	GRI 1: Foundation 2021	Professional ethics	36
GRI 2: General Disclosure 2021	2-1	Organisational details	Organisational profile	7
	2-2	Entities included in the organisation's sustainability reporting	Organisational profile	7
	2-3	Reporting period, frequency and point of contact	Regulatory compliance	37
	2-3	Reporting period, frequency and point of contact	Informationon preporting	9
	2-4	Review of information	Regulatory compliance	37
	2-4	Review of information	Informationon preporting	9
	2-5	External assurance	Informationon preporting	9
	2-6	Activities, value chain and other business relationships	Organisational profile	7
	2-7-a	Report the total number of employees and a breakdown by gender and by geographical area	Employment	26
	2-7-b	Report the total number of employees based on the type of contract signed	Employment	26
	2-9-a	Describe the structure of governance, and the highest of governance	Governance	36
	2-22	Statement on the sustainable development strategy	Regulatory compliance	37
	2-23	Policy Commitment	Regulatory compliance	37
	2-30-a	Report the percentage of total employees covered by collective agreements	Employment	26
GRI 203: Indirect economic impacts 2016	203-1	Investments in infrastructure and supported services	Local communities and virtuous initiatives	32
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials	20

GRI Standard		GRI Title	Chapter/paragraph	Page
	301-2	Recycled raw materials used	Materials	20
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy	21
GRI 303: Water and Wastewater Discharges 2018	303-5	Water consumption	Water and wastewater	21
GRI 306: Waste 2020	306-2-a	Measures taken, including circularity metrics, to prevent waste generation in the organisation's upstream and downstream activities within its value chain and to manage significant impacts resulting from the waste generated	Waste	22
	306-2	Management of significant impacts related to waste	Waste	22
GRI 401: Employment 2016	401-2	Benefits for full-time employees that are not available to fixedterm or part-time employees	Employment	26
GRI 403: Occupational health and safety 2018	403-5	Training of workers on health and safety at work	Training	28
	403-9	Accidents at work	Employment	26
GRI 404: Training and education 2016	404-1	Average number of training hours per year per employee	Training	28
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in and among employees	Employment	26
	405-1-a-iii	Percentage of people within the organisation's governance bodies who belong to other diversity indicators, where relevant (such as minorities or vulnerable groups)	Employment	26
	405-2	Ratio of base salary and total remuneration for women to men	Employment	26

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