

SOVET
ITALIA

NEW SHAPES FOR NATURE

SUSTAINABILITY REPORT 2025

A — Z index

Base Module – General Disclosures

B1 notice – Reporting Criteria	6
B2 notice – Practices for the transition towards a more sustainable economy	8
B3 notice – Energy and greenhouse gas emissions	10
B4 notice – Air, water and soil pollution	12
B5 notice – Biodiversity – Land Use	14
B6 notice – Water	16
Informativa B7 – Uso delle risorse, economia circolare e gestione dei rifiuti	18
B8 notice – Workforce – General characteristics	20
B9 notice – Workforce – health and safety	22
B10 notice – Workforce – Compensation, collective bargaining and training	24
B11 notice – Convictions and sanctions for active and passive corruption	26

Comprehensive Module

C1 notice – Strategy: business model and sustainability – Related initiatives	28
C2 notice – Description of future practices, policies and initiatives for the transition to a more sustainable economy	30
C3 notice – Greenhouse gas emission reduction targets and climate transition	34
C4 notice – Climate risks	36
C5–7 notices – Social metrics	38
C8–9 notices – Governance metrics	40



Sovet was founded with the goal of merging Italian craftsmanship with technological innovation, creating furniture with a distinctive and timeless design.

Sovet's vision is to create products with a lasting value through an approach that combines aesthetics, innovation and respect for the environment.

Our products embody the excellence of Made in Italy through high-quality materials, attention to detail and a strong commitment to sustainability.

We work with glass, ceramic, metal, wood and aluminum using processes that combine industrial precision with craftsmanship to offer elegant and versatile furniture solutions designed for residential and contract environments.

With around 40 collaborators and 9001:2015 ISO certification, Sovet has a presence in over 70 countries worldwide with a conscious approach, using energy from renewable sources and adopting low-impact production practices.

We collaborate with Italian and international designers to develop collections that create harmonious, functional, and sustainable spaces—true ideal habitats for contemporary living.

B1 NOTICE

Reporting Criteria

This document is Sovet Srl's voluntary Sustainability Report. It has been developed in accordance with the ESRS voluntary guidelines for non-listed SMEs (VSME ESRS) published by EFRAG in December 2024.

The report covers the entire year 2054, with some references to longer periods to ensure consistency and completeness. Sovet has chosen to adopt Option B, which provides for reporting through two modules: the Base Module and the Comprehensive Module.

The report refers exclusively to Sovet Srl, which is not part of a corporate group.

General Information

SOVET srl, with registered office in Roncade (Italy), operational headquarters in Roncade (TV) and company-owned factories in Quarto d'Altino (VE) and San Vito al Torre (UD).



B2 NOTICE

Practices for the transition toward a more sustainable economy

In recent years, Sovet has undertaken a concrete path toward sustainability, integrating responsible choices into its business model. Among the main initiatives implemented there are:

- The use of **renewable energy** to power the production plant;
- Investments in **efficient machinery** to reduce energy consumption;
- The optimization of **production processes** to minimize waste and scraps;
- The adoption of **recyclable materials** and sustainable packaging;
- The selection of **responsible suppliers** in line with corporate values.

These actions are an integral part of **Sovet's Vision**.

Although Sovet does not operate in sectors with high environmental or social risks, sustainability is nevertheless integrated throughout the entire value chain. The main initiatives include:

- The adoption of **eco-design** in products;
- A **responsible supply chain management** using environmental and social criteria.

In 2024, Sovet launched a structured **in-company materiality analysis** to identify risks, opportunities and impacts related to sustainability. The adopted method is based on **double materiality**: we assess both the environmental and social impacts of our activities, and the effects that these issues may have on our economic performance. The material topics identified are:

- Eco-design and sustainable innovation;
- Emission reduction;
- Resource and waste management;
- Health and safety in the workplace;
- Gender equality and inclusion;
- Ethics and transparency;
- Relationships along the value chain.

Each material issue is addressed through company policies, operational actions and monitoring systems.

Key activities carried out in 2025 include:

- The design of a **photovoltaic system**
- The introduction of **sustainable packaging**
- Introduction of an **automated warehouse** for handling parcels
- Continuous in-company training
- Environmental consulting services for customers

B3 NOTICE

Energy and greenhouse gas emissions economy

In 2025, Sovet systematically monitored its energy consumption using internal data and certified suppliers. Most of the energy used comes from **renewable sources**.

Greenhouse gas (GHG) emissions were calculated based on the energy mixes of the various suppliers.

ENERGY SOURCE	CONSUMPTION (MWh)	CHANGE (% vs. previous year)
Electricity from renewable sources	253	↑ +1,7%
Electricity from non-renewable sources	312	↓ -4,5%
Fossil fuels (natural gas)	482,5	↓ -3%
Total	1.047,45	↓ -2,3%

In 2025, there was a decrease in methane gas consumption as gas furnaces are increasingly less used for production purposes.

SCOPE	GHG EMISSIONS [tCO ₂ eq]	CHANGE (% vs. previous year)
Scope 1 (electricity)	92,5	↑ +237,2%
Scope 2 (fossil fuels)	132,4	↓ -36,4%
Totale	224,9	↓ -13,5%

There was a reduction in photovoltaic energy production (Scope 1) due to the unavailability of a system following damage caused by atmospheric events.

B4 NOTICE

Air, water and soil pollution

Sovet does not generate significant environmental impacts on soil or water bodies.

Atmospheric emissions derive exclusively from controlled industrial processes, such as painting and metal treatment.

All facilities are **authorized** and subject to **regular monitoring** by accredited laboratories. The results are **fully compliant with legal limits**.



B5 NOTICE

Biodiversity – Land use

Sovet's facility is located in a low-density industrial area, **not subject to environmental or conservation restrictions**. No protected areas are located nearby.

The company site covers approximately **64,400 m²**, divided as follows:

- **50.989 m²** (5,1 hectares) occupied by buildings and paved areas
- **2.360 m²** (2.4 hectares) designated as green spaces

Sovet takes care of these green areas, contributing to the preservation of the **local microhabitat**.



B6 NOTICE

Water

Water consumption is very limited; in 2025, it totaled 736 m³, a -9,7% decrease compared to the previous year.

In 2023, an industrial water **recirculation system** was introduced, **enabling a 30% reduction in water drawn from the public network**. Residual process water, once treated, is reintegrated into the production cycle.



B7 NOTICE

Use of resources, circular economy and waste management

The materials used to manufacture our products are primarily glass and ceramic, which are essential components of Sovet’s designs.

Sovet adopts a production model inspired by the principles of **circular economy**, aiming to reduce waste and enhance the value of every resource used. Most of the waste generated during production—glass, metal and wood—**is either reusable or recyclable**.

Packaging is also designed to be easily separable and fully recyclable.

Material	Kg	Change (% vs. previous year)
Glass	295.907	↑ +46%
Ceramic	116.507	↑ +23%

Waste Type	Recycled/Reused (Kg)	Disposed (Kg)	Change (% vs. previous year)
Glass processing scraps	66.560	0	↓ -20,8%
Tiles and ceramics	53.060	0	↓ -6,8%
Paper and cardboard	33.080	0	↓ -23%
Mixed packaging	18.250	0	↑ +142%
Glass powders	0	0	ND

Disposal of glass powders is performed periodically once a certain quantity is reached. The same procedure applies to ceramic and paper waste.

B8 NOTICE

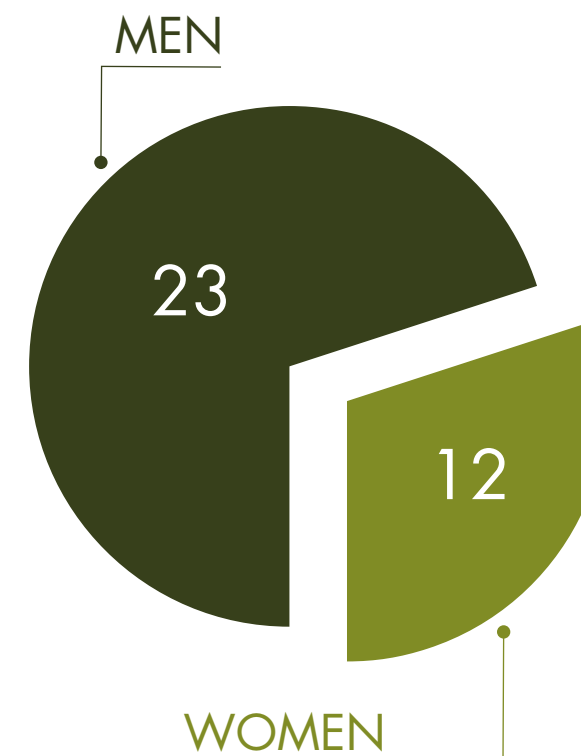
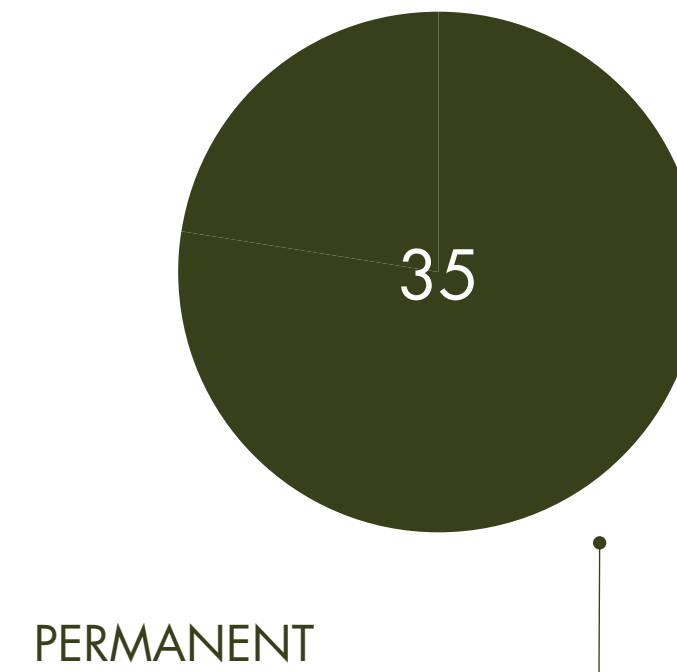
General characteristics

As of December 31, 2025, Sovet employed a total of 35 collaborators, of whom:

- 35 were permanent employees

La distribuzione per genere è composta da:

- 23 men
- 12 women



B9 NOTICE

Health and Safety

Health and safety at work represent core values for Sovet.

In 2025, the company reaffirmed its concrete commitment by recording no accident, resulting in an extremely low accident rate of 0. This is the result of a corporate culture focused on prevention and the protection of all individuals.

All employees participated in training activities aimed at the correct use of personal protective equipment and compliance with safety regulations with the goal of ensuring a safe, aware and protected working environment.

WORKPLACE ACCIDENTS

0

ACCIDENT RATE

0

*The accident rate is calculated using the formula:
(Number of accidents / Number of hours worked) x 200,000*

B10 NOTICE

Compensation, collective bargaining and training

Staff development is a key value for Sovet. Training activities significantly increased during the year under review.

The gender pay gap, which currently favors women, is due to the differences in roles (women are highly represented in management and administrative roles).

Women in leadership roles typically require more extensive training; for example, Sovet funded an Executive Program Master's degree in Export Management for one of its female employees.

Indicator	Value	Gap
Gender Pay Gap [%]	 4%	↓ -68%
Employees Covered by Collective Agreements [%]	 100%	0%
Average Training Hours – Male	7,3	↑ +164%
Average Training Hours – Female	6,4	↓ -30%

B11 NOTICE

Convictions and sanctions for active and passive corruption

During 2025, **Sovet did not receive any sanctions or convictions** related to cases of active or passive corruption. The company operates in compliance with regulations and promotes a corporate culture based on **integrity, fairness and responsibility**.



C1 NOTICE

Strategy: business model and sustainability – Related initiatives

Product and service offering

Sovet designs and manufactures designer furniture that combines aesthetics, functionality and sustainability, with a strong focus on the use of recyclable materials such as glass, metal and wood. The catalog includes tables, seats, accessories and mirrors designed for both residential and contract environments.

For a complete overview of the collections, please visit the Products section of the official website:

<https://www.sovet.com/en/products>

Target markets

Sovet primarily operates in the B2B market, collaborating with specialized retailers, architects, interior designers and international distributors. The company is active in both wholesale and retail trade, with significant penetration in European, North American and Asian markets.

Key commercial relationships

Relationships along the value chain are based on quality, reliability, and sustainability criteria.

Sovet collaborates with a selected network of suppliers, mainly Italian, to ensure high production standards and material traceability.

Distribution occurs through showrooms, high-end furniture stores, international trade fairs and digital platforms. End customers include both private clients focused on sustainable design and professionals in the contract and hospitality sectors.

Sovet's Mission

- Ensuring the high value of the offered products;
- Providing a comprehensive product line, exploring development opportunities in new markets;
- Guaranteeing adequate employee well-being;
- Reducing environmental impacts through recyclable products and the use of renewable energy.

Sovet has issued the "Quality and Sustainability Policy," available on the company website:

https://www.sovet.com/foto/download/cert2025/PQ_2025_ENG.pdf



C2 NOTICE

Description of future practices, policies and initiatives for the transition to a more sustainable economy

We have defined a series of concrete actions to strengthen our contribution to environmental, social and economic sustainability. Below is a summary:

Area	Main Initiatives	SDGs	Future Goals	Responsibility
Climate Change	Donation of photovoltaic system for mission in Congo, company photovoltaic system, LED lighting, low-consumption machinery	SDG1 SDG7	Expansion of photovoltaic system	Management
Pollution	Plastic reduction, washing and reuse of cleaning cloths, use of cardboard for packaging	SDG12	Installation of new cardboard machine	Management
Water and Marine Resources	Eco-friendly cleaning products, reusable bottles and flasks, recycling of industrial water	SDG3 SDG6	Wider distribution of reusable bottles and water dispensers	Management
Biodiversity and Ecosystems	Organic farming (Campo Verde), elimination of plastic in vending machines	SDG2 SDG11	Environmental reclamation of acquired site	Management
Circular Economy	Extensive use of recyclable glass and metal	SDG12	Maintain current policy	Management
Own Employees	Safety, welfare, merit-based rewards, parental leave flexibility, zero discrimination	SDG3 SDG4 SDG5 SDG8	Increased communication on welfare plan	Management
Suppliers and Partners	Timely payments, ongoing relationships	SDG8	Maintain current policy	Management
Local Communities	Use of local banks to support local economy, support of local cultural initiatives	SDG11	Maintain current policy	Management
Consumers	Product safety and ease of disposal at end of life	SDG3	Maintain current policy	Management
Corporate Ethics	Ethical management of the company, personnel, and supply chain, product/process innovation	SDG8 SDG9	Adoption of corporate Code of Ethics	Management

Planned initiatives for 2025

- Enhancement of **corporate welfare** programs
- Integration of environmental criteria in **supplier selection**
- Adoption of a **corporate Code of Ethics**
- Staff training on **cybersecurity** risks



Stakeholders and ongoing dialogue

Sovet recognizes the value of engaging with all its stakeholders: employees, customers, suppliers, local authorities, designers and institutions.

Currently, dialogue takes place in a direct and informal manner, but there are plans to implement more structured tools such as **surveys** and **focus groups**.

Sustainability governance

Sovet's management holds full responsibility for ESG matters. An internal coordinator has been appointed to oversee sustainability activities. Looking ahead, ESG objectives will be incorporated into the company's performance evaluation system, and the **Code of Ethics** is scheduled to be introduced by 2026.



C3 NOTICE

Greenhouse gas emission reduction targets and climate transition

Sovet has set a clear target: to **reduce Scope 1 and 2 emissions by 40%** by 2027 through the expansion of the photovoltaic system and the use of renewable energy sources.



C4 NOTICE

Climate risks

Sovet has already faced extreme weather events, which caused damages amounting to **€335,688** in 2024, equal to 3.35% of revenue. Thanks to the countermeasures adopted (insurance, backup systems and emergency plans), the company was able to significantly mitigate the economic impacts.

Risk analysis confirms that current prevention tools allow the company to **manage and absorb the effects of climate change**, with an estimated operational recovery time of about **one month**.



C5-7 NOTICE

Social metrics

- The gender gap in managerial roles currently stands at 33%.
- Sovet is inspired by the **UN Principles** and the **ILO conventions** on human rights.
- **Flexibility in working hours, v** and respect for fundamental rights are guaranteed within the company and throughout the entire supply chain.
- No human rights incidents were reported in 2025.



C8-9 NOTICE

Governance Metrics

Sovet does not operate in any controversial sectors (weapons, tobacco, fuel production, chemicals).





SOVET
ITALIA