

Energy Saving Policy

Our approach to Energy Saving

The F.I.L.A. Group is one of the leading global enterprises devoted to the research, design, manufacture, and sale of tools for creative expression. The Group designs, makes and packages tools and supports for drawing, colouring and painting, modelling, for use by children, youths and adults. Our product range includes more than 25 well-known brands and thousands of products sold on all continents.

We are engaged to a responsible behavior towards all our relevant stakeholders in operating business, combining respect of people, natural environment, and communities, and sustainability is therefore embedded with our Purpose, Vision, Mission, Values set out in our Ethics Code, and day-to-day operations.

This policy, together with our Ethics Code and the Corporate Governance Model, should be adopted by all Group companies and form part of the Group Organization, Management and Control Model, in accordance with the principles and objectives of the Organization, Management and Control Model as per Italian Legislative Decree 231/2001.

Energy efficiency policies and programs can help drive the implementation of projects that minimize or reduce energy use during the operation of a system or machine and/or production of a good or service. We are committed to preventing, managing and, where possible, reducing the environmental impact generated directly by our operations, in particular, from the use of plants and from logistics and transport activities, whether carried out directly or through suppliers and partners.

The F.I.L.A. Group is committed to the continuous improvement of energy performance, reaching and exceeding the minimum requirements set by law, aiming towards the constant reduction of energy requirements and CO₂ emissions.

In addition to our Environmental Policy, our approach towards Energy Saving is inspired by the principles of:

- efficient use of resources necessary to carry out business activities, both those carried out by the Group companies or through our suppliers and business partners
- innovation in support of a low-carbon economy, both in our processes and in our products
- prevention and reduction of the impact on the environment, both through the analysis of potential environmental risks important for F.I.L.A. Group, and through the reduction and disposal of waste produced, with a view of adopting a circular economy approach
- promotion of a culture of the environment, both encouraging employees, partners and, in general, all counterparts to adopt virtuous behaviors and collaborating with nationally recognised environmental associations by supporting targeted projects that may constitute reference practices.

In our business activities we consider, before taking energy planning and investment decisions, whether there are alternative energy efficiency measures that are sound from a technical, economic, environmental and cost-efficient point of view that still allow them to achieve the business objectives decisions. This applies to production processes, building and facility management, industrial equipment, company fleet, business travel.

We are committed to maintaining the highest possible ethical standards and to complying with all applicable laws in all countries in which we do business. We firmly believe to have the responsibility to operate in compliance with the rules of the countries where we have a presence, distinguishing ourselves as an enterprise capable of exporting the values that permeate our actions, by promoting them in the communities where we operate.

Scope of this Policy

This Policy applies to F.I.L.A. S.p.A., its subsidiaries, the entities in which it holds a majority interest, and the facilities that it manages. We are committed to working with and encouraging our business partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

Locally each company should adopt more stringent rules and procedures, as needed and in accordance with local laws and regulations. While conducting its management, coordination and supervision activities, F.I.L.A. S.p.A. respects management autonomy of each affiliate within its Group, managing and controlling the overall business, as per legitimate interests of majority and minority shareholders, considering confidentiality requirements and local applicable laws.

We firmly believe to have the responsibility to operate in compliance with the rules of the countries where we have a presence, distinguishing ourselves as an enterprise capable of exporting the Values that permeate our actions, by

promoting them in the communities where we operate. The purpose of this Policy is to provide guidance to F.I.L.A.'s directors, officers, employees, agents, consultants, intermediaries, controlled joint ventures, and other third-party representatives to ensure compliance with applicable regulation and our Values and Policies.

The F.I.L.A. Group is committed to a continuous improvement of its policies and its programs, facilitating the adoption at local level of all procedures, rules, and instructions needed to have the principles set in this Policy applicable and monitored, in order to make an impact. By adopting this Policy, we believe to contribute to a better condition of existing and of next generations, providing tools for a better quality of life.

General principles

The Board of F.I.L.A. is committed to the continuous improvement of energy management throughout the organisation and the reduction of greenhouse gas emissions arising from energy consumption.

As part of its environmental strategy in minimising the environmental impact of the organisation as far as is affordable and practicable, the Group will aim to implement energy management measures, which will be at the leading edge of good practice.

The Group will endeavor to practice responsible energy management throughout all offices and aim to achieve the following objectives:

- to comply with current legislation (including any energy requirement voluntarily signed by the Company) and the relevant legislation
- to reduce the environmental impacts of our activities, using materials, products, services and production processes that minimize energy impacts, in a perspective of life cycle analysis and circular economy
- To identify the activities and / or areas responsible for energy consumption, in order to identify potential interventions that allow for an improvement in energy efficiency
- To promote energy awareness amongst staff.
- To monitor and report energy performance to interested parties.
- To encourage decisions to be considerate to energy efficiencies.

F.I.L.A.'s Top Management has a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with F.I.L.A. and the consistency of their behavior with the values embodied in this Policy.

This Policy is communicated within the organization and made available online to all stakeholders on the web site www.filagroup.it.

F.I.L.A. encourages anyone who becomes aware of facts or behaviors contrary to the Company's Code of Ethics, policies and internal rules, laws or regulations, to make a report in the utmost confidentiality. Assuring confidentiality of the whistleblower's identity, F.I.L.A. offers the following channels to file a report:

- E-mail: whistleblowing.fila@gmail.com
- Mail to odv@fila.it: Organismo di Vigilanza, F.I.L.A. Fabbrica Italiana Lapis ed Affini S.p.A. Via XXV Aprile, 5 20016 Pero (MI).

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GROUP CEO – Massimo Candela