

Impact Report 2025



XILIA



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Letter to the Stakeholders

Dear Stakeholders,

When Xilia first began its journey in 2017, we had a very clear vision. We did not simply want to design objects to fill empty spaces; we wanted to give those spaces new meaning—authentic, purposeful and inclusive.

Today, as we present our first Impact Report, we invite you to discover more than a summary of figures and initiatives. We invite you to discover the story of who we are.

Our transformation into a Benefit Corporation, formalised in 2024, was never a finishing line nor a simple legal transition. Rather, it was the natural evolution of a path that has been part of our DNA since the very beginning. It represents our commitment to continue viewing design not merely as an aesthetic expression, but as a profound responsibility and a vehicle for improving people's wellbeing through the spaces they inhabit.

We firmly believe that it is no longer ethically acceptable to bring products into the world without taking responsibility for the impact our work has on the planet. For this reason, aesthetics, quality and sustainability are not separate concepts for us—they are three inseparable forces that shape every project we undertake. This commitment is reflected in the care with which we select our materials and in our determination to build partnerships with architects, designers and suppliers who share our values.

We take great joy in reimagining the way people experience the world around them, but we always do so with meticulous care and deep respect for both the environment and the people who inhabit it.

People, above all, are the driving force behind every idea we develop. Our colleagues are the beating heart of Xilia. That is why we are committed to creating a workplace where flexibility, inclusion and professional growth are not simply aspirations, but tangible expressions of care.

At the same time, our vision extends far beyond our company. We feel a strong responsibility towards the communities that surround us. We actively collaborate with schools and academies, engaging with the next generation of architects and designers and encouraging the creativity that will help shape tomorrow's conscious citizens.

We are deeply proud of the remarkable growth our company has achieved over the years and of the prestigious international recognitions that have acknowledged this journey. Yet, for us, financial success only has real meaning when it creates shared value. Our ambition is to grow alongside you, strengthening our positive contribution to the communities we serve while continuously reducing our environmental footprint, in a constant dialogue between innovation and sustainability.

This first Impact Report marks the beginning of an exciting new chapter. Thank you for being part of this journey with us. We hope these pages will not only inform you, but also inspire you.

With gratitude and dedication,
XILIA S.r.l. Benefit Corporation

Paola Tesolin
Impact Manager

The serious game of design



Design is about thinking beyond the conventional, without any limits. With a purpose.

Xilia is a company with a **strong ambition**: to reinvent how a brand **designs and produces**, with the aim of rethinking the way **we experience our living space**. For too long design has meant going along with ways of doing things that have become passé and are no longer aligned with the needs of today. Now is the time to be bold and change the rules. This is where Xilia comes in. We are for design that starts from real people, not from the imaginary personas of marketing. We want to build a world tailored to people, respecting the Planet and its inhabitants. As a **benefit company**, we are committed to people, to the land and its resources.

We don't design to chase trends but to give a space new meanings or to complete it with elements that are missing. This is why we avoid overused terms like icon or style. Instead of icons, we prefer **objects that result from discussions with our community**: products that don't impose themselves on you, but serve your purpose. The only style we follow is one that allows us to create systems and complements that redefine the space and not simply decorate it.

We have our own, lighthearted and inclusive way of being. Lighthearted because we can speak to everyone with **an ease that is never superficial**. Inclusive because we are attentive to the evolution of contemporary society: **we value people** and their differences by designing **solutions that have an impact on the reality of today and tomorrow**. If you also think like this, then you want to change things, too. Just like Xilia does.



Corporate Identity, Mission & Values

XILIA S.r.l. Benefit Corporation is a design company founded in 2017 and headquartered in Motta di Livenza, Italy. We design architectural systems for interior spaces, including wall panelling, doors and storage solutions complemented by furniture pieces that integrate seamlessly into the environments they inhabit.

We operate across the residential, commercial, hospitality and marine sectors and, despite our relatively young history, have developed a strong international presence in key markets including the United States, Canada and Northern Europe.

From day one, we have been much more than a Made in Italy company. Xilia is an open, ambitious and constantly evolving project, driven by a deep passion for design and by the desire to challenge its established conventions. Our approach is built upon three core principles:

Thoughtfully playful

Design isn't design if it isn't enjoyable. We conceive and create our products with the same curiosity we had as children discovering how the world works. That sense of wonder continues to inspire us every day. We reinvent functions and furnishings just as a child reinvents the world around them—transforming the ordinary into something unexpected and meaningful.

Service attitude

There is a time to imagine and a time to build—and the distance between the two should never be excessive. We understand the importance of turning ideas into reality within the right timeframe. We know the difference between speed and haste, and we pursue the former without ever compromising the care and attention that define our work.

Game changer

To change the rules, you first need to understand them. Xilia is built upon a deep understanding of its time: the dynamics that shape design and markets, and the fragile environmental context in which every design company operates. Our decisions stem from a sense of responsibility that naturally becomes respect—for the planet, for craftsmanship and for everyone who chooses Xilia.

We are a company deeply rooted in the culture of design, where every project begins with the same essential foundation: research and the uncompromising quality of our surfaces.

Our flexible manufacturing process goes beyond the limits of traditional mass production, combining the excellence of craftsmanship with the efficiency and reliability of industrial manufacturing.

Our vision of sustainability begins with durability. We believe it is no longer possible to create products without taking full responsibility for the impact design has on our planet. Respect for the environment is the foundation upon which we build both our work and the legacy we aspire to leave behind.

Our motto is simple: if it's useful and beautiful, then it's design. That's why we don't focus solely on aesthetics, but on the wellbeing our products generate for the people who use them. Because design should help people feel at ease, inspired and naturally connected to the spaces they inhabit.



Transparency, Governance & Performance

The values and principles that define XILIA are embedded throughout our corporate culture. We firmly believe that truly sustainable business can only be built on strong foundations of ethics, integrity and responsible conduct.

This commitment to transparency and accountability is reflected in the renewal of our Italian Legality Rating (★++) in 2025, awarded by the Italian Competition Authority (AGCM).

Established under Article 5-ter of Italian Law Decree No. 1/2012, the Legality Rating recognises companies that demonstrate high standards of legal compliance, transparency and responsible business management.



Our achievements extend well beyond business performance and are reflected in prestigious national and international recognitions.

Awarded three consecutive times

Growth Champions / Growth Leaders

Recognition awarded by Il Sole 24 Ore, Statista, la Repubblica Affari & Finanza, and the German Institute for Quality and Finance (ITQF).



Awarded three consecutive times

FT1000 Financial Times

Included three times in the Financial Times FT1000 ranking, recognising Europe's fastest-growing companies.



The Benefit Corporation Model

Ultimately, Benefit Corporations are required to balance their economic objectives with their public benefit commitments and the interests of the stakeholders these commitments are intended to serve.

Within this landscape, XILIA stands out for its forward-looking vision, ranking among the very first companies in Italy’s furniture and design sector to adopt this legal model. What is now a formal milestone, with the company’s transition to a Benefit Corporation in 2024, is in fact the natural culmination of a vision that was ahead of its time. Since then, XILIA has formally committed itself to operating responsibly towards the environment, its employees and the wider community.



Benefit Corporations were introduced into Italian legislation in 2016, the first legal framework of its kind in Europe, through Law No. 208/2015, inspired by the American Benefit Corporation movement. This model was developed alongside the concept of Certified B Corporations (B Corps), companies that are certified by an independent third-party organisation based on the social and environmental impact they generate, using the B Impact Assessment (BIA) standard.

To become a Benefit Corporation, a company must amend its Articles of Association to include one or more Public Benefit Commitments. Under Italian law, these commitments are intended to generate positive impacts or reduce negative effects on society and the environment. These commitments may extend beyond the company’s core business and must be translated each year into specific, measurable and achievable objectives, implemented through dedicated activities and initiatives. The entire process must be managed and overseen by a designated individual, known as the Impact Manager. XILIA has appointed Dr Paola Tesolin as its Impact Manager.





Xilia's Public Benefit Commitments

There are many ways for a company to embrace responsible business. At Xilia, sustainability is not simply an objective—it is the foundation of how we exist and operate. We chose to become a Benefit Corporation because we believe that caring for local communities is one of the most meaningful ways to honour our responsibility towards the planet. A short supply chain, the enhancement of local craftsmanship and the creation of healthy, people-centred workplaces are essential principles that nourish our ambition to create a positive impact on the world around us.

To formalise this commitment, we have incorporated three specific Public Benefit Commitments into our Articles of Association, each aligned with the United Nations 2030 Sustainable Development Goals (SDGs):

Public Benefit Commitment	Stakeholders involved	2030 Agenda goals (SDGs)
Applying sustainable design principles to continuously improve the environmental performance of our products, manufacturing processes and business practices through responsible choices regarding quality, durability, health, circularity and material regenerability, with the ultimate goal of creating long-lasting products and systems that enhance people's quality of life and wellbeing.	Designers, Architects, Supply chain partners, End customers, Local communities, Financial institutions.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND
Creating a positive and inclusive working environment by protecting employees' rights and safety, promoting continuous learning, recognising talent, supporting professional development and implementing meaningful welfare initiatives that foster a healthy work-life balance.	Employees, Collaborators, Corporate governance, Trade unions.	8 DECENT WORK AND ECONOMIC GROWTH
Promoting collaboration with organisations whose purpose aligns with our own, contributing to their growth while giving particular attention to initiatives that generate value within the local communities in which we operate.	Schools, Universities, Academies, Third-sector organisations, Local associations, Foundations.	17 PARTNERSHIPS FOR THE GOALS

2025 Initiatives & Results



Purpose 1

Applying sustainable design principles to continuously improve the environmental sustainability of our products, processes and business practices through responsible choices concerning quality, durability, health, circularity and material regenerability, with the ultimate goal of creating long-lasting products and systems that enhance people’s quality of life and wellbeing.

Objective	Initiatives & Results	2025 Status	2026 New Objectives
Certified & Sustainable Materials Procurement	In 2025, 12.7% of the total purchasing value for the relevant product categories consisted of FSC®-certified materials (FSC Mix and FSC 100%). In addition, all our substrate panels comply with the CARB2 standard—one of the world’s most stringent regulations governing formaldehyde emissions from composite wood products (MDF and particleboard)—helping safeguard the health of both manufacturing operators and end users.	Ongoing	Yes
		Achieved	
Engineering Our Systems Through Sustainable Design	During 2025 we launched System-X, our innovative architectural system of walls, doors and modular storage solutions, designed to simplify installation while integrating seamlessly with a building’s technical infrastructure. The system is based on proprietary aluminium extrusions (currently undergoing patent registration) that simplify installation, eliminate structural wall imperfections and allow panels to be easily removed for inspection of the systems concealed behind them. In 2025, System-X was selected for the ADI Design Index, making it eligible for the Compasso d’Oro Award 2026. Alongside this, we continued the development of Design Fusion Session (DFS), our biennial applied research programme centred on collaborative design. Moving beyond the traditional idea of the individual “author-designer”, we brought together five emerging architecture and product design studios (Martinelli Venezia, Arkenis, Stormo Studio, Alessandro Stabile and Studio Nooi) under the curatorship of Paolo Casicci to collectively imagine new ways of living contemporary space. The new collection is founded on three core ecodesign principles: I. Design for Disassembly - Replacing irreversible joints and adhesives with visible mechanical connections that facilitate the separation and recycling of aluminium, wood and textile components at the end of their life cycle. II. Flexible Product Families - Designing products as adaptable systems capable of evolving over time, extending their lifespan and responding to changing lifestyles across generations. III. Flat-Pack Logistics- Developing demountable structures optimised for flat-pack shipping, reducing transport volumes, limiting the risk of damage and lowering Scope 3 logistics emissions. By the end of 2025, the concepts for the new collection had been completed and the industrialisation phase was underway.	Achieved	
		In progress	Yes
Reducing Plastic Packaging	We primarily use cardboard and timber packaging solutions. Where plastic remains necessary—such as stretch film, polyethylene and limited quantities of polystyrene—we are committed to minimising its use by continuously assessing more sustainable alternatives.	Achieved	Yes

Purpose 2

Creating a positive and inclusive working environment by protecting employees’ rights and safety, promoting continuous learning, recognising talent, supporting professional development and implementing meaningful welfare initiatives that foster a healthy work-life balance.

Objective	Initiatives & Results	2025 Status	2026 New Objectives
Employee Welfare & Wellbeing	We promote work-life balance by giving our team flexibility in managing their working day through a goal-oriented approach, including flexible start and finish times and shorter lunch breaks. Smart working is also available whenever justified by personal circumstances.	Ongoing	Yes
	To encourage wellbeing and informal collaboration, we have created shared social spaces including: a break area with filtered drinking water to eliminate single-use plastic bottles; a relaxation area equipped with table tennis and a basketball hoop to encourage creativity and social interaction.	Achieved	
	Through an active listening approach, we organise two formal workshops and team-building events every year. As part of this process, we introduced the Wish Box, an anonymous suggestion system allowing every employee to contribute ideas and identify opportunities for improvement. The feedback collected becomes part of the company’s commitments for the following year. Initiatives generated through this process include: the introduction of a company vehicle, the adoption of SolidWorks as our design platform, implementation of a new ERP management system, the purchase of a 3D printer for rapid prototyping.		
	In 2025, we also provided €5,960 in employee welfare benefits. Throughout the year, no workplace accidents or injuries were recorded.		
Training & Professional Development	In 2025 we took part in Green Design Days, organised by FederlegnoArredo on the island of San Servolo, Venice, where we presented our sustainable business model alongside leading companies in the furniture industry. We also promoted sustainable design through three educational initiatives:	Ongoing	Yes
	- ABADIR Academy (Catania) – mentoring Product Design students in the development of concepts aligned with Xilia’s vision and the contemporary market. - SOU Milano – School of Architecture for Children – workshops exploring the flexible role of walls and architectural surfaces within domestic environments. - SOU Padova – School of Architecture for Children – educational activities focused on architecture and urban regeneration beyond conventional thinking.	Achieved	
Young Talent & Internships	Through our partnership with the Politecnico di Milano, we welcomed one university student for a 280-hour internship within our R&D department.	Ongoing	Yes
		Achieved	

Purpose 3

Promoting collaboration with organisations whose purpose aligns with our own, contributing to their growth while creating lasting value for the communities in which we operate.

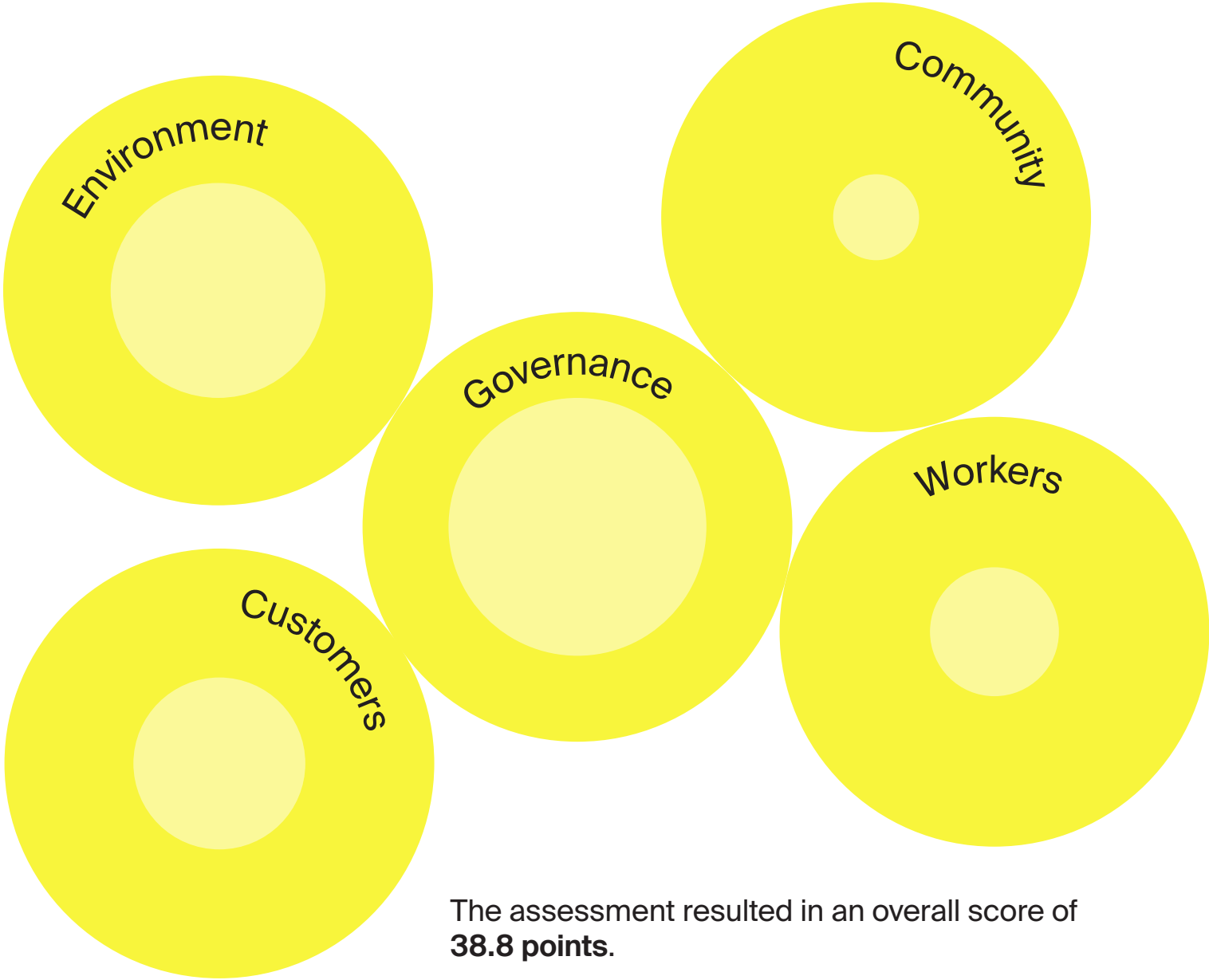
Objective	Initiatives & Results	2025 Status	2026 New Objectives
Sharing Best Practices & Design Culture	In 2025 we took part in Green Design Days, organised by FederlegnoArredo on the island of San Servolo, Venice, where we presented our sustainable business model alongside leading companies in the furniture industry.	Ongoing	Yes
	Throughout 2025, we promoted the culture of sustainable design by contributing to three educational initiatives: I. ABADIR Academy, Catania: we mentored students enrolled in the Product Design programme, coordinated by lecturers Malinconico and Bianchi, guiding them through the analysis of the Xilia brand and the development of product concepts aligned with the contemporary market. Approximately 20 students participated over three days; II. SOU Milano (School of Architecture for Children) We delivered a lecture and workshop for children aged 7 to 12, exploring the flexible role of walls and surface systems within domestic spaces. 15 students participated over two days; III. SOU Padova (School of Architecture for Children) We delivered a lecture and workshop for children aged 7 to 12, focusing on architecture and urban regeneration beyond conventional approaches. 15 students participated in a one-day workshop.		
Donations & Community Sponsorships	During 2025, Xilia donated €1,900 to charitable initiatives: €1,500 to Duchenne Research & Advocacy, an organisation founded in 2025 to support scientific research into Duchenne Muscular Dystrophy and protect the rights of patients and their families. €400 to SOU – School of Architecture for Children.	Ongoing	Yes
	These contributions were complemented by a number of cultural and sporting sponsorships supporting the local community: €2,000 to AGA – Asolo Golf Academy (April 2024 – March 2025), the first golf academy in Italy to host a National Federation training centre dedicated to introducing young players under the age of 15 to the sport. €1,229 to Sporting Club Oderzo, supporting the local Under-15 basketball team competing in the Elite Championship during the 2024–2025 season. €1,000 to UNIS&F in support of the 2025 General Assembly of the Young Entrepreneurs Group of Confindustria Veneto Est, held in Mestre on 16 May, including sponsorship of the forum “Beyond Leadership. The Power of Choice”, dedicated to generational transition and industrial resilience.	Achieved	
Developing a Local and Sustainable Supply Chain	We believe sustainability is a shared responsibility across the entire value chain. For this reason, we prioritise suppliers located within an 80 km radius of our headquarters, helping reduce the environmental impact associated with transportation. In 2025, 64 out of 86 suppliers (74.4%) were selected, among other criteria, for their geographical proximity with preference given to partners operating certified environmental or social management systems.	Achieved	Yes
Partnerships with Benefit Corporations and Certified B Corps	In line with our values, we actively prioritise partnerships with organisations that formally share our commitment to responsible business. This approach has already led to the inclusion of two Benefit Corporations among our official suppliers, while additional organisations are currently being evaluated for future collaboration.	Ongoing	Yes
		Achieved	

B Impact Assessment



In 2025, Xilia completed its first formal assessment of its Environmental, Social and Governance (ESG) performance using the internationally recognised B Impact Assessment (BIA) framework developed by the non-profit organisation B Lab.

The assessment evaluated our practices and performance across five key impact areas:



The assessment resulted in an overall score of **38.8 points**.

This score represents our starting point—a clear snapshot of where we stand today. The BIA framework has enabled us to identify, with transparency and rigour, both our strengths and the areas where further improvement is needed.

The insights gathered through this assessment will guide our future investments and strategic priorities, helping us define increasingly ambitious sustainability goals in the years ahead.

Future Objectives

Public Benefit Commitment

Applying sustainable design principles to continuously improve the environmental sustainability of our products, processes and business practices through responsible choices regarding quality, durability, health, circularity and material regenerability, with the ultimate goal of creating long-lasting products and systems that enhance quality of life and wellbeing.

Strategic Objectives	Timeline
Publish the first official Design Fusion Session collection catalogue.	2026
Launch new product lines developed according to ecodesign and sustainability principles.	2026-2027
Increase the share of certified and sustainable materials procured.	2026-2027
Improve energy efficiency through the complete renewal of indoor and outdoor lighting systems.	2026

Public Benefit Commitment

Promoting collaboration and support for organisations whose mission is aligned with that of the Company, contributing to their development with particular attention to initiatives benefiting the local communities in which Xilia operates.

Strategic Objectives	Timeline
Provide charitable donations and sponsorships supporting local non-profit organisations.	2026-2027
Continue promoting design culture and sharing best practices through new collaborations with schools and educational institutions.	2026-2027
Expand collaborations with additional Benefit Corporations and B Corps across Xilia's customer and supplier network.	2026-2027



Creating a positive and inclusive working environment by protecting employees’ rights and safety, promoting continuous learning, recognising talent, supporting professional development and implementing meaningful welfare initiatives that foster a healthy work-life balance.

Strategic Objectives	Timeline
Organise a new company team-building event focused on active listening, employee engagement and shared idea generation.	2026
Continue investing in employee training and professional development.	2026-2027
Establish new partnerships with universities to welcome additional interns and young talent.	2026-2027





Impact is how we choose to design the future

Methodological Note

This Impact Report has been prepared in accordance with the provisions of Italian Law No. 208/2015 (paragraphs 382–383) governing Benefit Corporations. The report provides a transparent account of the activities, initiatives and results achieved by Xilia S.r.l. Benefit Corporation during the financial year 1 January – 31 December 2025.

In accordance with the legal requirements, the report includes:

1. The specific objectives and actions undertaken to pursue the Company's Public Benefit Commitments;
2. An assessment of the impact generated through the independent B Impact Assessment (BIA) framework;
3. The planning of new sustainability objectives for the short and medium term (1–3 years).

The report was prepared under the supervision of Paola Tesolin, in her role as Impact Manager, with the support and coordination of all Xilia departments.

See you next year!



XILIA srl - Società Benefit

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