



2024 SUSTAINABILITY REPORT



CECCOTTICOLLEZIONI

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Letter to our stakeholders

Dear friends and partners,

This 2024 Sustainability Report, in our fourth annual edition, outlines our environmental, social, and governance (ESG) performance and impacts while providing transparency on how we manage sustainability-related risks and opportunities by outlining our goals, strategies and progress. This year's report adopts, on a voluntary basis, a structure inspired by the European Sustainability Reporting Standards (ESRS).

Our journey towards a more innovative tanning process continued this year as one of our signature leathers, Pelle Frau® Nest, has now become Impact Less. This transformation, which began in 2022, was made possible through the implementation of an innovative chromium-free tanning process that uses less water and fewer chemical substances compared to the previous method, while relying entirely on renewable energy sources. This represents a further step towards more sustainable tanning for all leather products, and it enhances the intrinsic qualities of the leather.

In 2024, amid an environment characterized with uncertainty, we also demonstrated resilience and an enduring spirit in many areas tied to our development and growth which are a testament to the strength and relevance of our brand.

Our philosophy, built on 112 years of advancing the art and technology of craft and Made-in-Italy excellence, was recognized with nine prestigious international design awards given to products in our 2024 collection. These include six for the Squash Armchair designed by British artist Faye Toogood—a product that speaks to the perfect harmony of form, function, emotion, and it projects Poltrona Frau forward into the future with a bold vision.

We expanded our manufacturing footprint by acquiring KJ Ryan, a company founded in 2007 and specialized in the development and manufacturing of high-end interior components in the luxury automotive industry. It has been fully integrated into our In Motion Business Unit, offering a strong value proposition to UK-based clients by combining KJ Ryan's skilled local workforce and high-quality manufacturing with our proven design, development, and supply chain expertise as a tier-1 supplier.

Finally, we focused on one of our most important pillars: our people. As part of our ongoing commitment to education and inclusion, we were proud to have launched 'Atelier dei Saperi', a training program developed with local institutions to preserve the unique skills of our artisans and ensure that these skills are passed on to thrive in the future and set the stage for future success.

For us, sustainability and growth are part of our mission and vision. Guided by our passion for timeless design, excellence, and the dedication of our people, we are dedicated to creating a future where craftsmanship and responsibility are inseparable.

Sincerely,

Nicola Coropulis
CEO, Poltrona Frau



Executive Summary

112

years of history

9

design awards and recognitions

Acquisition

of KJ Ryan, expanding the manufacturing footprint

Poltrona Frau has been a symbol of elegance, craftsmanship, and quality in the design industry for over 110 years, operating across three Business Units: Residential Living, Custom Interiors, and In Motion. With the acquisition of KJ Ryan, the brand strengthens its leadership in the interiors market servicing the luxury mobility sector.

WE WORK TO MAKE THE WORLD BETTER

100%

of energy consumed in the production plants is now sourced from renewable sources

Up to 63%

overall GHG reduction achieved thanks to the adoption of Pelle Frau® Impact Less leather in respect to the traditional one

>1,000

merchandising items created from leather scraps

In 2024, key actions for energy efficiency and consumption reduction included LED retrofitting as well as the use of 100% renewable electricity. This was made possible through certified green energy contracts and a photovoltaic plant at its Tolentino facility.

WE LEAD WITH DESIGN

Pelle Frau® Nest Impact *Less*

a chrome-free evolution of one of our signature semi-aniline full grain leathers

From Waste to Work exhibition

created with *Il Pettiroso* Legambiente to turn wood scraps into artworks

37,000kg

of products refurbished, re-purposed, resold, donated, and/or recycled

Poltrona Frau advanced its commitment to lower-impact materials in 2024 by launching Pelle Frau® Nest Impact *Less*, a leather produced using a chromium-free tanning process that reduces water and chemical use compared to the previous method.

WE EMBRACE CONTINUOUS LEARNING

+3,400

total hours of training provided

Atelier dei Saperi

training program rooted in tradition to preserve know-how for future generations

Adopt a School

educational initiative shaping the next generation of “Talents of Making”

In 2024, a total of 3,454 training hours were delivered to team members. Professional development was supported through the Aspiring Leader and the Management Development programs, which focused on leadership, communication and cross-cultural collaboration, bringing together participants from across the organization’s global network to develop future leaders.

WE RELY ON OUR MEMBERS

958

members, 40% of which are women

91%

members on permanent contracts

New integrative corporate agreement

In 2024, Poltrona Frau confirmed its commitment to fostering internal engagement and members’ welfare through a targeted climate survey and the renewal of the integrative corporate agreement. Talent attraction was supported with active participation in Career Days organized by universities. Health and wellness were promoted through collaboration with LILT (Italian League for the Fight Against Cancer).



Navigating the document

The **Poltrona Frau Sustainability Report 2024** (also referred to here as “the Report”) serves as a tool for transparently communicating Poltrona Frau (“the brand”) commitments and progress in the areas of environmental, social and governance (ESG) responsibility. Poltrona Frau is part of Haworth Lifestyle, the division of Haworth Inc. focused on crafting furniture for both residential and public spaces, as well as leather seating and upholstery designed for interiors of automobiles, aircraft and yachts. Poltrona Frau comprises of three Business Units (Residential Living, Custom Interiors, In Motion – which includes KJ Ryan) and Ceccotti Collezioni, with the objective of reinforcing operational and strategic synergies across related brands while preserving and enhancing the specific identity and value proposition of each.

The **Poltrona Frau Sustainability Report** opens with a **Letter to our stakeholders**, a message from the CEO addressing all stakeholders, followed by a **Highlights section** outlining the brand’s 2024 performance, key achievements and main projects.

This Report is prepared on a voluntary basis and inspired by the **European Sustainability Reporting Standards (ESRS)**. It is structured into four main sections, reflecting the framework adopted by Haworth Lifestyle: **Crafting Excellence for Over a Century (General)**, **Our Commitment to the Environment (Environment)**, **Building Excellence Together (Social)** and **Leading with Integrity (Governance)**. The structure supports Haworth Lifestyle’s commitment to aligning with recognized sustainability frameworks, integrating ESRS disclosures with performance indicators derived from the Global Reporting Initiative (GRI), along with other entity-specific information. This enables Haworth Lifestyle to promote transparency and reflect industry’s best practices.

The first section, **Crafting Excellence for Over a Century (General)**, introduces Poltrona Frau’s history, Business Units, mission, vision and value chain, showcasing

its global presence and portfolio, and highlighting the values-driven approach that defines its unique identity.

The second section, **Our Commitment to the Environment (Environment)**, focuses on energy efficiency, decarbonization efforts, pollution and responsible resource management, as well as research on innovative materials, packaging and circular design.

The third section, **Building Excellence Together (Social)**, focuses on people, covering member well-being, diversity and inclusion, talent development and responsible value chain management, while also addressing customer relationships and product quality and safety.

The fourth section, **Leading with Integrity (Governance)**, explores Poltrona Frau’s governance and responsible business practices, including corporate governance, business ethics and human rights.

Finally, the Report presents the **ESRS and GRI Content Index**, ensuring transparency through a structured disclosure of key performance indicators, coherent with ESRS and GRI reporting frameworks.

The Report concludes with one brief section summarizing the performance of **Ceccotti Collezioni**, which is part of Poltrona Frau’s corporate structure, across the environmental, social and governance pillars.

To ensure a comprehensive and integrated Reporting approach, this Report is aligned with and complemented by the following key publications:

- **Poltrona Frau In Motion Sustainability Report 2024**: since 2023, this Business Unit has published its own sustainability Report to transparently communicate to its stakeholders its commitments and results regarding key sustainability topics. It can be accessed at the [following link](#).
- **Haworth Lifestyle Sustainability Report 2024**: this Report provides in-depth insights into key sustainability topics relevant across all brands within the Haworth Lifestyle portfolio. The report can be accessed at the [following link](#).
- **Haworth Inc. 2024 CSR Report**: this publication covers material topics across the Parent Company Haworth Inc. perimeter, including brands and initiatives outside the scope of Haworth Lifestyle. It offers a holistic perspective on the parent Group’s global sustainability strategy. The Report can be accessed at the [following link](#).

Crafting Excellence for Over a Century

GENERAL



Poltrona Frau at a glance

Founded in 1912 in Turin and now based in Tolentino, in the Marche region, Poltrona Frau has been a symbol of elegance and quality in the furniture sector for over 110 years, continuously evolving to meet new demands.

Poltrona Frau has worked consistently to be a leading brand in high-end Italian furniture and an ambassador of Italian excellence worldwide. Its savoir-faire—the Intelligence of the Hands—represents a unique combination of thought, design, skill and precision, passed down from master to apprentice and fully integrated into the corporate culture. This heritage of knowledge is pivotal to Poltrona Frau and its concept of Leathership®, a neologism coined to describe its leather tanning process which encompasses 21 processing stages. In 2022, Poltrona Frau was included in the Register of Historical Brands of National Interest, established in 2019 by the Italian Ministry of Economic Development to enhance and protect historical Italian brands, promoting the excellence and tradition associated with these companies. Today, Poltrona Frau is a unique brand with three distinct Business Units: Residential Living, Custom Interiors and Poltrona Frau In Motion.

RESIDENTIAL LIVING: A LIFESTYLE APPROACH TO LIVING

The Residential Living Business Unit focuses on the design, manufacturing and distribution of high-end furniture products, catering to both retail customers and selected business clients through a strong presence in the retail market and online through direct e-shops and select e-tailers. It produces and distributes furnishings that blend classic and contemporary designs, maintaining high quality standards ensured through direct control of the entire production cycle. The catalog consists of distinct yet coherent collections, including the Renzo Frau Archive, showcasing products designed from 1912 to the 1930s. Notable pieces are the Vanity Fair armchair, reintroduced in a modern version with the new Vanity Fair XC, and the Chester sofa. To complement the lifestyle approach to living, Poltrona Frau also offers “Beautilities”, decorative objects and accessories, created with utmost dedication



in perfect synergy between craftsmanship, innovation and aesthetic value: each element of the Beautilities collection reflects the rich artisanal heritage of Poltrona Frau.

CUSTOM INTERIORS: ELEGANCE AND COMFORT FOR SPECIAL ENVIRONMENTS

The Custom Interiors Business Unit provides high-quality custom furnishings for public spaces, including theaters, auditoriums, cinemas, hotels, restaurants and airports. The team offers a complete service that covers design, technical assistance, production, logistics, installation, and quality control at every stage of the process. This ensures that architect's design visions are followed, as well as adherence to all product and service quality requirements. To date, the Custom Interiors Business Unit has completed over 5,000 projects in 68 countries. Among the most relevant ones, there is the Chedi Hegra hotel, located within a UNESCO World Heritage Site in the AIUla desert (Saudi Arabia). It blends modern elegance with Nabataean heritage in a design by Giò Forma, with customized leather products that reflect the architectural vision. Developed in close consultation with UNESCO, the project emphasizes preservation and light intervention. Other projects span theatre spaces worldwide, such as the Beatrix Theatre in Utrecht with its 1,600 Pitagora seats and the KFCC in Riyadh, outfitted with nearly 2,700 seats. Additionally, airport interiors like Brussels Airport showcase the Bay seating system.

POLTRONA FRAU IN MOTION: SKILLS AND TECHNOLOGIES IN MOTION

Poltrona Frau In Motion produces leather-and-fabric-covered components to create exclusive interiors for the transportation and mobility sector, working alongside clients, including the world's leading luxury car manufacturers. With a team of highly-trained professionals, the Business Unit supports clients through all project phases, from stylistic support to the manufacturing process. Poltrona Frau In Motion provides solutions, ideas and technical expertise for leather, texture and color development, ensuring alignment with project requirements and technical specifications. Over the years, Poltrona Frau In Motion has developed service components and provided solutions for some of the world's most renowned brands, forging strategic partnerships across the mobility and transport sectors all while maintaining Poltrona Frau's signature design excellence. Significant projects in the automotive sector include solutions designed for the Scrambler 1100 Ducati Club Italia and a longstanding partnership with Ferrari, which began in the late 1990s with

the F456M and has since extended to brands like McLaren, Porsche, Lamborghini and groups like Jaguar Land-Rover. In the yachting sector, Poltrona Frau began working with the Ferretti Group in 2007 on the Pershing P72, and has continued with the Wally and Riva brands.

In 2024 the brand has received the following awards:

- **2024 Interior Design Best of Year Award**, "Best Residential Lounge Seating", with Squash Armchair by Faye Toogood.
- **2024 Archiproducts Design Awards**, "Parka Sofa by Draga&Aurel", and with Squash Armchair by Faye Toogood.
- **2024 ELLE DECO International Design Award**, "Best Seating", with Squash Armchair by Faye Toogood.
- **2024 HiP Awards**, with Squash Armchair by Faye Toogood.
- **The Best of NeoCon GOLD 2024** in the Furniture category "Seating: Sofas & Lounge", with Squash Armchair by Faye Toogood.
- **NYC Design Award** in the Residential Lounge Seating category, with Squash Armchair by Faye Toogood.
- **iF DESIGN Award 2024**, with Bay System by Foster + Partners Industrial Design.
- **Wallpaper* Design Awards** "Best Plaything", with Mancala Game, styled by Ozwald Boateng and handcrafted by Giobagnara.

The brand's relationships with the design community are strengthened through active collaboration with major industry associations, including:

- **Associazione Italiana Archivi e Musei d'Impresa (Museimpresa)**: founded in 2001 by Assolombarda and Confindustria, this network brings together over 100 museums and archives of Italian companies. It supports the dissemination of quality standards to promote the concept of corporate cultural responsibility.
- **Fondazione Altagamma**: established in 1992, Altagamma brings together companies from Italy's high-end cultural and creative industries. Its mission is to contribute to the growth and competitiveness of companies in the nation's high-end culture and creativity sector to promote Italian excellence, uniqueness and lifestyle worldwide.

History

1912

Renzo Frau founds Poltrona Frau, creating the first artisanal workshop in Turin.

In a short time, the workshop is transformed into a factory where original and modern lines are born, thanks to contributions from artists and intellectuals who frequent the “Frau salon”. For the Italian upper-middle class, the brand becomes a true status symbol, so much so that the emerging cinema and automobile sectors draw on it to enhance their projects.

1926

Renzo Frau’s artisan workshop begins furnishing the royal House of Savoy, along with some of the most prestigious salons, grand hotels, and the exhibition spaces of the 1928 Turin Exposition. It also extends its craftsmanship to furnishing cars and cruise ships, including the luxury ocean liner Rex, a symbol of pride for the Italian Navy.

With the acquisition by the Nazareno Gabrielli Group, Poltrona Frau is relocated to Tolentino in the Marche region, an area with a strong manufacturing vocation specialized in leather processing.

1984

To meet the growing demand for high-quality interior solutions in the automotive sector, Poltrona Frau In Motion is born. In the same year, thanks to the new Custom Interiors Business Unit, the brand expands its offering by starting to develop custom projects for corporate, cultural, or hospitality spaces.

Poltrona Frau is acquired by Charme Investments, which brings into the company the prestigious historic brands Cappellini and, in 2005, Cassina, among others. This acquisition marks the beginning of the Poltrona Frau Group, a true point-of-reference in the luxury furniture sector.

2012

On the occasion of the brand’s centenary, Michele De Lucchi designs and inaugurates the Poltrona Frau Museum within the Tolentino production plant, celebrating the brand’s first century of life.

1920

1930

1962

2004

2014

The American group Haworth Inc. acquires a majority stake in the Poltrona Frau Group, consolidating its position as a world leader in high-end design furniture.

Ethiad Airways wins the Crystal Cabin Award with the First Class of the Boeing 787 thanks to cabins designed by Poltrona Frau In Motion.

2018

The Tuscan company Ceccotti Collezioni, which since 1988 has been designing and creating high-end solid wood furniture, joins the Poltrona Frau organization.

Pelle Frau® ColorSphere® is launched: a new coloring system featuring 73 distinct shades, grouped into 7 chromatic families, offering to clients, architects, and designers a wide and versatile palette for interior design projects. In the same year, Poltrona Frau receives the FSC® Furniture Award from the Italian Forest Stewardship Council® — a recognition granted to the most exemplary Italian companies in the wood furniture sector, for their commitment to using sustainable wood in the Living and Accommodation category.

2021

Poltrona Frau enters the outdoor furniture market by launching the Boundless Living Outdoor Collections.

Poltrona Frau introduces Pelle Frau® ColorSphere® Impact Less, offering reduced environmental impact in comparison to Pelle Frau® ColorSphere®, thanks to its chrome-free tanning process and limited use of chemicals and water, thus reducing the total CO² emissions during the tanning process by 10%, which are ultimately offset. Poltrona Frau celebrates 110 years of history through a special collaboration with artist Felipe Pantone, resulting in a limited-edition reinterpretation of the iconic Archibald armchair, upholstered in Pelle Frau® ColorSphere® Impact Less.

2023

In collaboration with Foster + Partners Industrial Design, Poltrona Frau launches Bay System — a modular seating solution designed for public and transportation spaces, reimagining the way people experience waiting.

With the acquisition of KJ Ryan, Poltrona Frau reinforces its position in the luxury interiors segment for the mobility sector.

2016

2020

2022

2024

Geographical Presence

[ESRS 2 SBM-1]

With an international presence, **Poltrona Frau** operates across 80 countries worldwide through a **omnichannel network** including both **physical and digital retails channels**. The brand is present with a dedicated e-Shop in 14 European countries, further strengthening its direct-to-consumer reach across markets. Its global distribution points includes:

1

Headquarter

1

Museum

10

Directly operated flagship stores

66

Monobrand stores

102

Branded spaces

>300

Multibrand authorized retailers

5

E-tailers

3

Gallery outlets





Main activities and value chain

[ESRS 2 SBM-1]

Poltrona Frau Residential Living's product portfolio includes a diverse range of furniture, designed for both indoor and outdoor spaces. The production process begins with the creative vision of designers who work closely with the production team to develop products with functional design and to select materials that cohere with quality and durability standards.

Raw materials and key semi-finished products, including fabric, foam, leather and wood, are sourced from selected suppliers, establishing a collaborative supply chain. Suppliers are selected for their technical capabilities and the quality of materials they provide. Material selection is carried out in coordination with the designers, craftspeople and technical teams to ensure compliance with defined stylistic and strategic criteria. The design and product development process is cyclical, with products being continuously refined among designers, suppliers and production sites.

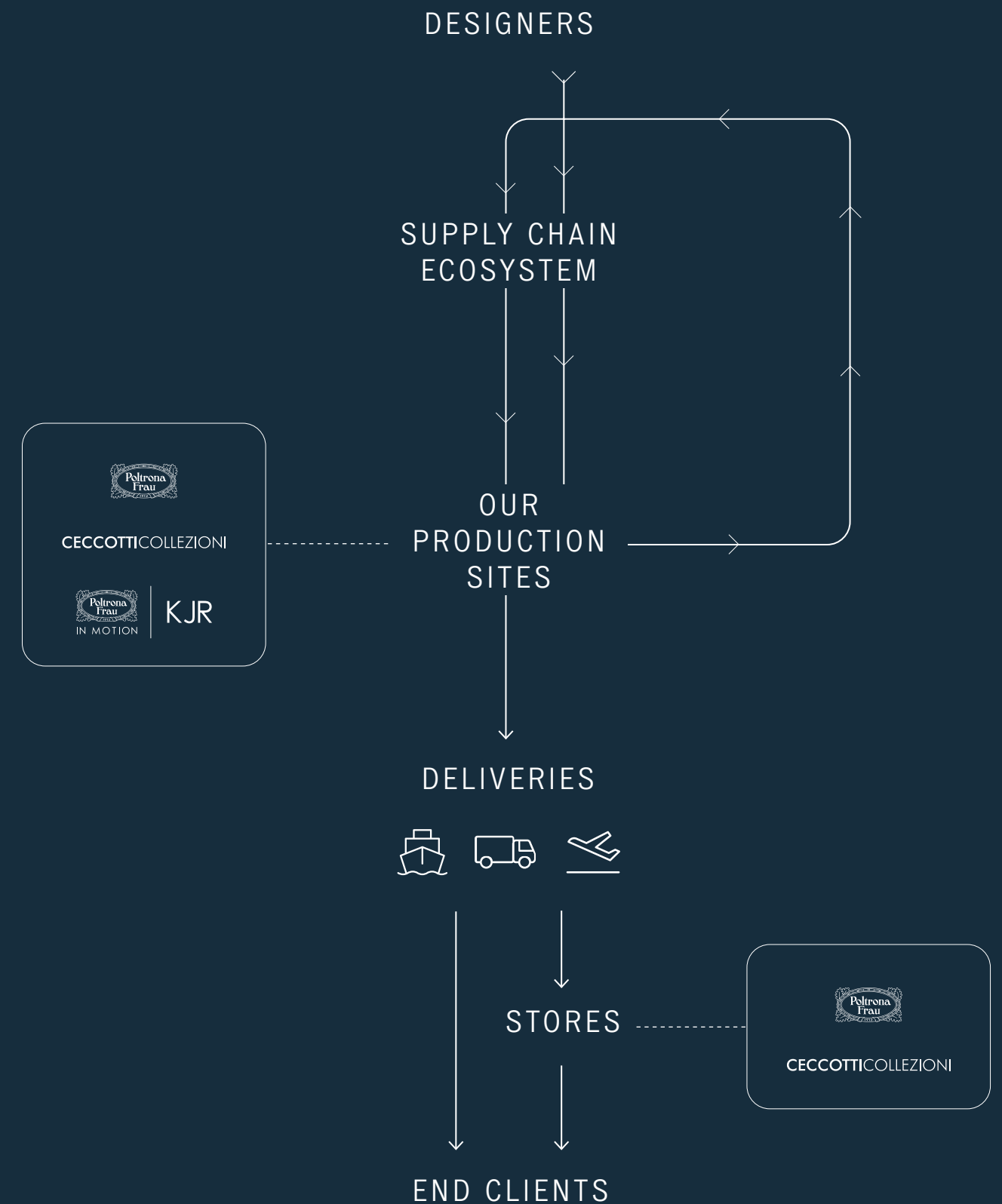
In the production phase, upholstery specialists sew and fit fabrics, while carpenters construct frames and structures. Throughout the process, cutting and assembly are performed. **Once the final details are added and the quality checks are completed, the products are prepared for distribution** through multiple channels, including land, sea and air transport. They are packed and shipped for delivery to retail stores, private homes or commercial projects. Outbound logistics operations are handled centrally by Haworth Lifestyle to ensure efficient coordination. **Designed to last, many pieces become part of modern heritage, valued for their craftsmanship and durability.** Some products continue their lifecycle through resale markets that extend their use over time.

For **Custom Interiors projects, the brand engages in a collaborative design process with architects and designers to define every aspect of the space to be furnished.** This collaboration extends to the finest details, including the selection of colors, materials, spatial layout, and furniture configuration. The brand works closely with its partners to ensure that

each element aligns with the overall aesthetic and functional goals of the project. When required, furniture pieces can be specifically designed and produced ad hoc, ensuring a tailor-made solution that reflects the unique identity and needs of the space.

Finally, **Poltrona Frau In Motion** represents the brand's industrial craftsmanship unit, managing a fully integrated value chain from design to delivery with a focus on high quality and environmental impact. The team supports clients through all production phases—including co-design, testing, and program management—ensuring technical precision and tailored solutions. Key partners, such as tanneries and textile suppliers, contribute to the development of custom materials. The process includes precise cutting, sewing, and manual upholstery, followed by final assembly and packaging. Real-time collaboration with clients ensures alignment with their expectations. The unit serves luxury car, aviation, and yachting sectors, meeting their distinct technical and aesthetic requirements.

POLTRONA FRAU VALUE CHAIN



Value-driven organization

MISSION

Founded in 1912, the brand has three distinct dimensions. We handcraft design furniture and accessories for living well. We develop custom interiors for memorable experiences in private and public spaces. We elevate the enjoyment and comfort of travel and mobility with high-end upholstery and interiors.

VISION

We exist to craft unique design solutions for living life’s most memorable moments and aspire to be the world’s most desirable lifestyle design brand.

ATTRIBUTES

The **attributes of Poltrona Frau** reflect the brand’s distinctiveness and guide its members and collaborators in their business relationships:

- **Heritage** – Born and made in Italy, since 1912.
- **Timeless products** – Many have written our story through designs that stand the test of time.
- **Durability** – Our solutions and products are made to last generations.
- **Uniqueness** – Every solution and product is an original expression of functionality, craft and design.
- **Innovation and research** – With over a century of history, we remain committed to shaping the future through bold ideas and continuous research and development.
- **Craftsmanship** – We use the most advanced technology in the world: our hands.
- **Sustainability** – We implement increasingly sustainable practices and work with noble materials that contribute to the circular economy.

At the same time, Poltrona Frau shares and embodies the **values of Haworth Lifestyle**, which shape the organization’s internal corporate culture:

We Listen to Our Customers	We apply their insights to our products and services to design inspiring spaces that enrich people’s lives and businesses. Together with our partners and distributors, we create value using our talents, expertise and knowledge.
We Rely on Our Members	Through the boundless potential of empowered and engaged members, we are united in a common vision. Our members bring experience, cultural diversity and dedication to the clients we serve. We invest in continuous learning intended to help our members flourish.
We Honor Integrity	We believe that honesty, transparency and accountability are the foundation of trust. We build mutually beneficial business relationships, going beyond legal and ethical practices, to meet our commitments while upholding our values.
We Embrace Continuous Learning	In a rapidly-changing world, we seek variety of thought and opportunities to expand our knowledge. By applying this learning every day, we transform our business, enhance our performance and innovate in ways that exceed our clients’ expectations.
We Lead with Design	We have a rich history of design and research from beautiful products and high-performing solutions to inspiring spaces. Our members are encouraged to think creatively, collaborate and take risks to bring great ideas to fruition.
We Create Value	We deliver innovative solutions to satisfy our clients’ unmet needs. Our success contributes to the livelihood and growth of our members, their families, our shareholders and our entire network.
We Work to Make the World Better	We think beyond our business to our communities. We cultivate hope for the future by embracing diversity, protecting our environment and creating economic value. In our small way, we help make the world a better place for people to work and live.



Our sustainability journey

Methodological consideration and double materiality assessment

The 2024 Poltrona Frau Sustainability Report is based on the **European Sustainability Reporting Standards (ESRS)** issued by the **European Financial Reporting Advisory Group (EFRAG)**. In line with Haworth Lifestyle, the brand has voluntarily adopted the ESRS standards, which are being used by European companies both to meet compliance requirements and on a voluntary basis. This approach ensures sustainability data are presented clearly, consistently and comparably, enabling benchmarking against the performance of other companies.

Where useful, the Report **integrates ESRS disclosures** with indicators for performance measurements derived from the previously used international standard, the **Global Reporting Initiative (GRI)**, along with other **entity-specific information**. A comprehensive list of the disclosed data points can be found in the ESRS 2 IRO-2 Disclosure requirements section, on page 108.

The quantitative data presented in the tables along the document are **inspired by the ESRS**, with some simplifications to enable easier consultation. For a detailed overview, please refer to [Haworth Lifestyle report](#), where data are presented on a consolidated basis across all brands in the Group.

¹ The reporting period for KJ Ryan data covers the timeframe from June 13, 2024, date of the company's acquisition, to December 31, 2024

METHODOLOGY CONSIDERATIONS

[ESRS 2 BP-1] [ESRS2 BP-2]

The scope of the Report includes Poltrona Frau S.p.A. and all its subsidiaries, Poltrona Frau In Motion and, where available, quantitative data related to the workforce of KJ Ryan Ltd. While Ceccotti Collezioni’s data are not consolidated in this Report, its main initiatives are outlined in a dedicated section at the end of the document. Every data point included in the Report has been identified as material according to the **Double Materiality Assessment (DMA) carried out during the year by Haworth Lifestyle.**

The reporting period follows the **2024 financial year**, from January 1, 2024 to December 31, 2024 *. This document marks Poltrona Frau’s first year of sustainability reporting under the ESRS. Therefore, no historical data is provided, and no significant reporting errors are noted in relation to previous reporting periods.

DOUBLE MATERIALITY ASSESSMENT

[ESRS 2 IRO-1] [ESRS 2 SBM-3]

In 2024, Poltrona Frau took part in the **Double Materiality Assessment (DMA)** conducted by Haworth Lifestyle, in line with Corporate Sustainability Reporting Directive (CSRD) guidelines. While the analysis was led at Haworth Lifestyle’s level, **its results are fully applicable and valid for Poltrona Frau.**

The analysis was aimed at identifying the sustainability topics that are material relevant both to the brand’s business and to its stakeholders. The DMA evaluates both:

- **Impact materiality**, following an “**inside-out**” approach, to identify actual and potential effects, positive and negative, on the external environment and society.
- **Financial materiality**, applying an “**outside-in**” perspective to assess how external environmental and social factors create risks or opportunities that influence the brand’s financial performance.

* For KJ Ryan only, the reporting period is from June 13, 2024 (the day of the acquisition) to December 31, 2024

The final phase of the process consisted of presenting the analysis to key stakeholders, both internal and external. **Functions within Poltrona Frau have been engaged to contribute with their insights to the assessment.**

The materiality assessment process led to the identification of seven key ESRS topics and 16 associated subtopics, forming the basis of both Haworth Lifestyle and Poltrona Frau sustainability reporting. For further details and for full list of identified Impacts, Risks, and Opportunities (IRO), please refer to [Haworth Lifestyle’s Sustainability Report](#).

List of relevant ESRS topics

ENVIRONMENT	SOCIAL	GOVERNANCE
E1 - CLIMATE CHANGE <ul style="list-style-type: none">• Climate change adaptation• Climate change mitigation• Energy	S1 - OWN WORKFORCE <ul style="list-style-type: none">• Working conditions• Equal treatment and opportunities for all	G1 - BUSINESS CONDUCT <ul style="list-style-type: none">• Corporate culture• Management of relationships with suppliers including payment practices• Corruption and bribery
E2 - POLLUTION <ul style="list-style-type: none">• Substances of concern• Substances of very high concern	S2 - WORKERS IN THE VALUE CHAIN <ul style="list-style-type: none">• Working conditions• Other work-related rights	
E5 - CIRCULAR ECONOMY <ul style="list-style-type: none">• Resource inflows, including resources• Resource outflows, including products• Waste	S4 - CONSUMERS AND END-USERS <ul style="list-style-type: none">• Personal safety of consumers and/or end-users	

Our sustainability strategy around our values

[ESRS 2 SBM-1]

Poltrona Frau’s commitment to sustainability aligns with the overarching vision of Haworth Lifestyle, guided by Haworth Inc’s strategy.

Haworth Lifestyle’ sustainability strategy is structured around seven core priorities, providing a **unified framework** across all its brands. While ensuring a consistent approach, this strategy provides each brand with the flexibility to create tailored initiatives and set objectives that reflect its distinct business model. The table below illustrates how **values**, long- term **sustainability priorities** and **material topics**— identified through the materiality assessment— are interconnected to shape our commitments and guide strategic actions.



VALUE	SUSTAINABIL- ITY PRIORITY	MATERIAL TOPIC	MATERIAL SUB-TOPIC	COMMITMENT
WE WORK TO MAKE THE WORLD BETTER	Impact Reduction	Climate Change	<ul style="list-style-type: none">Climate change adaptationClimate change mitigationEnergy	Combat climate change through energy efficiency initiatives, increased use of renewable energy and a reduction in greenhouse gas emissions in line with science-based targets.
		Pollution	<ul style="list-style-type: none">Substances of concern and substances of very high concern	Minimize environmental pollution by continuously improving production processes, reducing emissions and preventing contamination of air, water and soil through responsible material selection and waste disposal.
WE LEAD WITH DESIGN	Materials and Packaging	Circular Economy	<ul style="list-style-type: none">Resource inflows, including materialsResource outflows, including productsWaste	Transition to renewable, recyclable and recycled materials in product design and packaging, prioritizing sustainability, biodegradability and responsible sourcing.
	Product Circularity			Integrate circular economy principles into product design to extend product life cycles, prevent waste and enhance recovery and reuse.
WE RELY ON OUR MEMBERS — WE EMBRACE CONTINUOUS LEARNING	Valuing People	Own Workforce	<ul style="list-style-type: none">Working conditionsEqual treatment and opportunities for all	Foster member well-being through comprehensive welfare initiatives, equal opportunities and a strong culture of diversity, equity, inclusion and belonging.
WE CREATE VALUE	Transparent Value Chain	Workers in the Value Chain	<ul style="list-style-type: none">Working conditionsLabor-related rights	Ensure ethical, social and environmental (ESG) responsibility throughout the supply chain by progressively integrating ESG criteria into supplier evaluation and monitoring.
WE LISTEN TO OUR CUSTOMERS	Product and service excellence	Consumers and End- users	<ul style="list-style-type: none">Personal safety of consumers and/or end-users	Develop high-quality, safe and compliant products while actively engaging with customers to enhance service excellence and sustainability performance.
WE HONOR INTEGRITY	Strong governance	Business conduct	<ul style="list-style-type: none">Corporate cultureManagement of relationships with suppliers, including payment practicesCorruption and bribery	Uphold transparency, ethical decision-making and accountability while ensuring respect for human rights and responsible business practices throughout all operations and the value chain.

GOVERNING SUSTAINABILITY

[ESRS 2 GOV-2] [ESRS 2 GOV-5]

To ensure effective governance and integration of sustainability within operational activities, Poltrona Frau’s ESG governance is embedded within the broader framework established by Haworth Lifestyle. Haworth Lifestyle has a dedicated Corporate Social Responsibility (CSR) team—positioned within the **Operational Excellence Division**, driving a long-term vision for sustainability while integrating it into daily activities. The CSR team **provides a brand-level support**: it acts as a resource for brands, offering expertise and guidance or detailed information on the CSR team’s responsibilities, please refer to [Haworth Lifestyle’s Sustainability Report](#).

At Poltrona Frau level, the strategic direction of sustainability is defined by the Chief Executive Office, who is responsible for defining the brand’s specific objectives, which are translated into concrete actions with assigned responsibilities and defined timelines, both in the short and long term. The CEO collaborates with every department to monitor sustainability efforts, check results and approve initiatives to improve economic, social and environmental impact.

In addition, Haworth Lifestyle has established a **Diversity, Equity, Inclusion and Belonging (DEIB) Committee**, comprised of 14 members from the corporate sector and various brands. The Committee is tasked with ensuring that all initiatives are tailored to meet the specific challenges and opportunities within each brand.

OUR ENGAGEMENT WITH STAKEHOLDERS

[ESRS 2 SBM-2]

Poltrona Frau is focused on fostering strong, lasting relationships with its stakeholders by actively understanding and addressing their needs and expectations. The brand engages with a diverse range of stakeholders, both internal and external.

INTERNAL STAKEHOLDER ENGAGEMENT

Poltrona Frau promotes an internal engagement framework designed to actively involve its members in advancing the Group’s sustainability goals.

POLTRONA FRAU'S
STAKEHOLDERS

- Architects and Interior Designers
- Customers
- Designers
- Distributors
- Local Communities
- Management
- Members
- Press & Media
- Public Entities and Authorities
- Shareholders
- Suppliers and Subcontractors
- Trade Union and Associations
- Universities, Research Centers and Schools

They participate in various initiatives that promote well-being, professional development, and engagement through training programs, feedback sessions and well-being initiatives. Internal communication channels, such as surveys and intranet updates, ensure continuous dialogue and alignment with corporate goals. In particular, one of the key instruments adopted to assess and foster the members’ wellbeing is the annual engagement survey, in line with Haworth Lifestyle. This comprehensive survey gathers feedbacks helping to identify strengths and areas for improvement across the different brands.

EXTERNAL STAKEHOLDER ENGAGEMENT

Poltrona Frau engages with a broad range of external stakeholders. To ensure their ongoing involvement, the brand relies on several channels, including trade fairs, Design Weeks, art and design exhibitions, events and meetings, reserved website areas, social media, collaborative exhibitions with dedicated spaces, newsletters, training events, product launches, presentations, industry trade shows, press releases, corporate website content, on-site visits and collaboration for new product development. Suppliers and subcontractors are involved in the effort to progressively include ESG topics in sourcing practices.

The brand is committed to creating value not only for the business but also for the local communities it serves. By actively reinvesting a portion of the value generated, Poltrona Frau ensures that those who contribute to and are affected by its operations benefit directly. In 2024, the brand supported the local community by providing aid to five different organizations.

Poltrona Frau Museum in Tolentino

The Poltrona Frau Museum in Tolentino, designed by Michele De Lucchi in 2012 serves as a hub for the preservation and enhancement of the brand's heritage. It is open to the public and offers a detailed overview of production processes, the materials used and the evolution of Poltrona Frau's visual identity and storytelling.

The museum is not just an exhibition space but also a learning environment where educational activities are conducted for various age groups. The "Creative Families" workshop allows families to work together in creating leather objects, offering a hands-on experience to enhance understanding of quality craftsmanship. Similarly, the "Logbook" workshop engages young visitors aged 10 to 13, encouraging them to develop a personal narrative of their visit, while the "How I Communicate the Museum" workshop focuses on the principles of good communication through the creation of advertising campaigns by teenagers.

Commitment to food waste reduction with Foodbusters

In 2024, Poltrona Frau renewed its collaboration with the volunteer organization Foodbusters, to recover surplus food from its corporate events. Foodbusters recovers excess food and redistributes it to local charitable organizations that support people in need, using compostable containers and relying on electric vehicles for logistics. In 2024, 30kg of surplus food were donated.

Our Commitment to the Environment

ENVIRONMENT



Global sustainability context

Climate change: the increasing cost of inaction

The year 2024 has already set the record as the hottest ever, with global temperatures surpassing the critical threshold of 1.5°C above pre-industrial levels.² The financial cost of extreme weather events—floods, storms and wildfires—has reached trillions of dollars globally, with businesses increasingly at risk. Policymakers are taking critical action to curb harmful environmental impacts, as seen in sectors such as furniture and textiles. Certain PFAS (Per- and Polyfluoroalkyl Substances) chemicals, once widely used for their water- and stain-resistant properties, have already been banned under the REACH regulation in Europe due to their long-term effects on health and the environment.³

² Copernicus, Global Climate highlights 2024, 2025.

³ European Commission, 2024.

- Over \$3.6 trillion in damages caused by climate-related events since 2000.⁴
- Between 5% and 25% of world's EBITDA could be lost due to physical climate risks.⁵
- Investing 3% of global GDP in climate action could reduce net GDP losses by up to 15%.⁶

Poltrona Frau's response

- Implementing an integrated management system covering quality, safety and sustainability aligned with the UNI ISO 14001.
- Prioritizing the use of renewable energy, with 100% of the electricity purchased in Italy sourced from renewables, including for production facilities.
- Implementing a carbon footprint assessment model for Poltrona Frau In Motion products upon client's request.
- Initiating packaging compliance with UNI EN ISO 14021:2021 guidelines, aiming for certification by 2025.

Circular economy: shaping the furniture sector with ecodesign

By 2060, global resource consumption is set to increase by 60%, putting intense pressure on industries. The EU's Ecodesign for Sustainable Products Regulation (ESPR) is leading the charge, enforcing stricter requirements on durability, recyclability and reparability, thus disincentivizing traditional disposal patterns such as landfill or incineration. Additionally, the Digital Product Passport (DPP) and Extended Producer Responsibility (EPR) hold manufacturers accountable for the entire lifecycle of their products.⁷ Consumers are taking notice as well, showing a willingness to pay more for products that meet sustainability standards—such as those made from recycled materials or designed to have a lower carbon footprint.⁸

⁴ WEF, The cost of inaction, 2024.

⁵ WEF, The cost of inaction, 2024.

⁶ Benayad, A. et al., Why investing in Climate Action Makes Good Economic Sense, BCG, 2024.

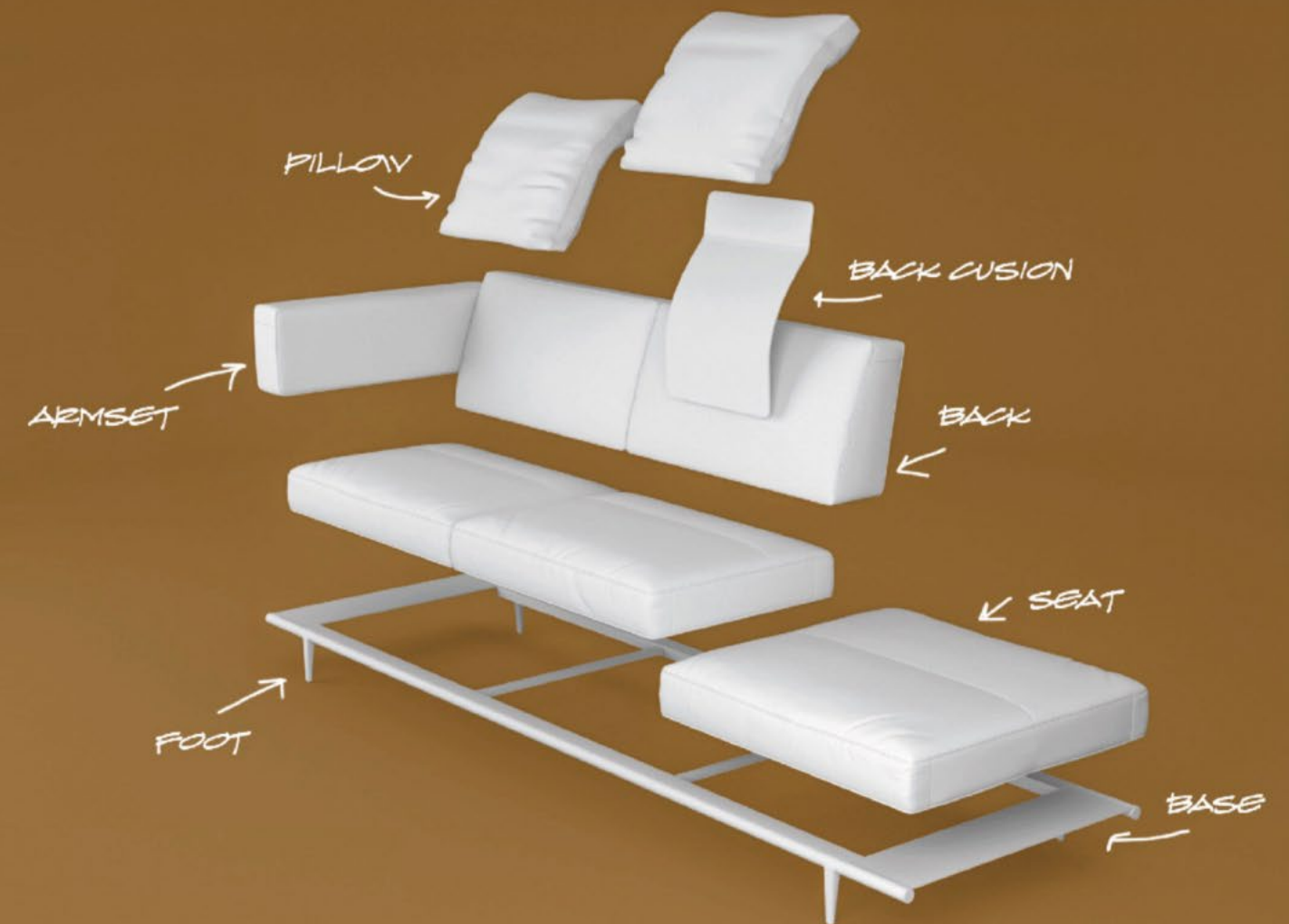
⁷ European Commission, 2023.

⁸ PWC, 2024.

- Global resource consumption to rise by 60% by 2060.⁹
- From 80% to 90% of the EU furniture waste is either incinerated or sent to landfill, with ~10% recycled.¹⁰
- 80%+ of consumers willing to pay a premium for sustainable products.

Poltrona Frau's response

- Adopting the Circular Tool, a methodology aimed at assessing the circularity potential of materials and products.
- Collaborating with partners to recover surplus leather from production and transform it into new items.
- Furthering our use of an innovative chromium-free tanning process through the evolution of Pelle Frau® Nest Impact Less.



⁹ UNEP, International Resource Panel, 2024.

¹⁰ European Commission. Circular economy in the furniture industry, 2018.

We work to make the world better

Energy efficiency and emissions reduction

APPROACH AND COMMITMENTS

[E1-1] [E1-2] [E1-4]

In line with the sustainability goals of Haworth Inc. and Haworth Lifestyle, Poltrona Frau is committed to using **100% renewable electricity in its manufacturing facilities by 2025 and achieving near- and long-term emissions reduction targets approved by the SBTi.**

Tackling climate challenges requires coordinated action across both internal operations and the entire value chain. To this end, the brand continuously improves its procurement, manufacturing, and logistics processes to boost efficiency while reducing long-term environmental impact.

Poltrona Frau is part of Haworth Inc.'s decarbonization efforts, aligned with the Science Based Targets initiative (SBTi). Beyond its medium-term initiatives aimed at achieving the 2030 milestones, the brand adheres to Haworth Lifestyle's framework of guidelines and immediate measures to enhance energy efficiency.¹¹

¹¹ Please note that the reported targets refer to the entire scope of Haworth Inc. Therefore, the brand is not individually and strictly committing to achieving those specific emission reductions.

2030

Reduce Scope **1 & 2**
emissions by **60%**

Reduce **Scope 3**
emissions by **42%**

2050

Reduce Scope **1, 2 & 3**
emissions by **90%**

Neutralize balance of remaining
emissions with **offsets**

- **Scope 1: direct** emissions from natural gas and fuel for the company fleet;
- **Scope 2: indirect** emissions from electricity usage;
- **Scope 3: indirect** emissions from activities occurring upstream and downstream in the value chain. These mainly include emissions from purchased goods and services, outbound transportation and product end-of-life.

The Science Based Target initiative

The SBTi is a non-profit organization founded on collaboration between the Carbon Disclosure Project, the United Nations Global Compact, the World Resources Institute and the Worldwide Fund for Nature. It provides companies with a defined path to reduce emissions in line with the Paris Agreement goals of limiting temperatures to an increase of 1.5°C compared to pre-industrial levels.

VAC
Install centrally-commanded temperature controls for heating and air conditioning systems
HEATING
Reduce the daily operating hours of the heating system
Shorten the annual heating season
Reduce the heating temperature in winter
Stop heating warehouses
Switch-off the heating in all offices at the end of the regular working day
Install heat pumps as the preferred heating system
COOLING
Reduce energy consumption by raising the air conditioning setpoint
Shorten the annual cooling season
Reduce the daily operational hours of the air-conditioning system
Install industrial ceiling fans to improve airflow and reduce reliance on A/C
LIGHTNING
Install centralized lighting controls and automatic light sensor
Transition to 100% LED lighting across all facilities

In accordance with Haworth Lifestyle’s approach, Poltrona Frau is also actively working to guide its suppliers in reducing their emissions. **Suppliers are expected to set GHG emissions reduction targets for Scope 1, Scope 2 and, where applicable, Scope 3, in line with the SBTi approach and criteria.** They are also strongly encouraged to commit to achieving net-zero value chain emissions, with 2050 as the target year.

Poltrona Frau implements an integrated management system encompassing quality, safety and environmental sustainability, certified UNI EN ISO 14001. The system ensures the systematic implementation of continuous improvement plans in its environmental performance. Both the policy and the integrated management

system are regularly reviewed and updated by brand management.

2024 PROGRESS AND ACTIONS

[E1-3]

ENERGY EFFICIENCY INITIATIVES

In 2024, **Poltrona Frau has implemented several energy efficiency initiatives in its production plants.** For example, Poltrona Frau In Motion developed a software to support the design and optimization of production flows at the Montegranaro site, with the goal of improving process efficiency and reducing costs. The tool enables visual planning of workstations and production lines, managing resources based on skills, availability, and priorities. It also includes interactive dashboards, automated task assignment features, and options for exporting detailed reports.

In addition to process improvements, since 2023 Poltrona Frau has adopted an internal measurement system that offers detailed consumption tracking and allows the brand to monitor energy use by source in its offices, plants and machinery, and pinpoint any inefficiencies.

In parallel, the brand has continued to invest in renewable energy. In Italy, **100% of the electricity purchased—covering both offices and production sites—comes from renewable sources.** At its Tolentino facility, the company operates a rooftop photovoltaic system with 18,000 solar panels covering approximately 36,000m², which complements its renewable-energy supply contracts certified by the Gestore dei Servizi Energetici (GSE), the Italian public agency responsible for promoting renewable energy and certifying the origin of electricity from renewable sources.

¹² The products are: 1919 Armchair, Aida Armchair, Archibald Armchair, Bay Lounge System (5 seats), Cove Armchair, Isadora Chair, Let It Be Sofa, Mamy Blue Armchair, Nivola Sofa, Vanity Fair Armchair e Vanity XC Armchair.

FROM PROCESS TO PRODUCT CARBON FOOTPRINT

In 2024, **Poltrona Frau Residential Living performed Life Cycle Assessment (LCA) on eleven products¹²**, to gain a comprehensive understanding of their environmental impacts across multiple categories, including greenhouse gas emissions, resource use, and water consumption. Among these, five products – 1919 Armchair, Cove Armchair, Isadora Chair, Mamy Blue Armchair e Nivola Sofa- underwent a comparative analysis between their *Impact Less* tanning process versions and the standard (non-*Impact Less*) ones. The results confirmed a substantial difference in overall environmental impacts, with the *Impact Less* versions showing a reduction in overall carbon footprint—measured as **greenhouse gas emissions—of between 42% and 63%** compared to the previous standard tanning process.

During the year, Poltrona Frau also reinforced its long-standing partnership with Università Politecnica delle Marche-UNIVPM (Marche, Italy), through the **Bespoke 4.0 project**, that was initiated in 2023 and financed through public funds (NRRP, the National Recovery and Resilience Plan). It involves developing a system to rapidly assess the carbon footprint of components, thus creating aid for the design phase.

In 2024, the brand initiated a **collaboration with FermoTech**, a research spin-off of Università Politecnica delle Marche-UNIVPM, setting the stage for innovative research initiatives in 2025. The collaboration will explore opportunities for recovering and reusing natural waste materials, while equipping Poltrona Frau’s staff with specialized training in Life Cycle Assessment (LCA) to enhance the reliability of internal sustainability assessments.

Poltrona Frau In Motion implements an advanced **carbon footprint assessment model** across various products, with a focus on cars. This tool can be used to respond to customer requests regarding the environmental impact of each purchased component, which include:

- **Substrates:** rigid or structural components made primarily from plastics, or from composite materials principally composed of carbon and natural fibers, which are later upholstered in leather or other premium finishes;
- **Leather:** inherently sustainable as a byproduct of the food industry, the leather's transformation process into a durable luxury material carries a measurable carbon impact;
- **Upholstery process:** a major part of in-house operations, covering energyintensive stages like the application of water-based adhesives, the wrapping phase where glue is heat-activated and final assembly and testing.

The brand has been **engaging with tanneries** to engineer advanced materials, specifically focusing on the development of chromium-free **Pelle Frau® ColorSphere® Impact Less leather**. This collaboration centers on identifying alternative tanning techniques and optimizing raw materials to significantly reduce environmental impact—reducing water and chemical use while eliminating chromium.

For outbound logistics, **Poltrona Frau follows the centralized model established by Haworth Lifestyle**, aimed at optimizing the distribution process, streamline operations and enhance efficiency. In 2023, the Haworth Lifesyle’s centralized warehouse became the **first logistics hub in Europe to achieve LEED Platinum certification**.¹³

ENERGY CONSUMPTION AND EMISSIONS

[E1-5] [E1-6]

In 2024, Poltrona Frau consumed over 10,744 MWh of energy globally, 37% of which came from renewable sources. The remaining energy was derived from fossil fuels, with no energy sourced from nuclear energy. Looking at purchased electricity, 74% of the total need was covered by energy procured from renewable sources. All production centers are powered by renewable electricity.

E1-5 | Energy consumption and mix

Purchased electricity			2024
Unit of measure	MWh		%
from renewable sources	2,993		74%
from non renewable sources	1,049		26%

			2024
Total energy consumption (MWh)			10,744

¹³ LEED: Leadership in Energy and Environmental Design.

	2024
Energy consumption from non-renewable sources	6,802
i. Non-renewable sources (MWh)	5,753
coal and coal products (MWh)	0
diesel for company fleet (MWh)	1,496
gaosoline for company fleet (MWh)	570
natural gas (MWh)	3,687
other fossil sources (MWh)	0
ii. Consumption of purchased or acquired (MWh)	1,049
Electricity from fossil fuels (MWh)	1,049
Heat from fossil fuels (MWh)	0
Steam from fossil fuels (MWh)	0
Cooling from fossil fuels (MWh)	0
Fossil sources in total consumption (%)	63%

	2024
Energy consumption from nuclear sources	0
Nuclear	0
Nuclear sources in total consumption (%)	0%

	2024
Total energy consumption from renewable sources disaggregated by:	3,942
i. Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources (Mwh)	0
ii. Consumption of purchased or acquired (MWh)	2,993
Electricity from renewable sources (MWh)	2,993
Heat from renewable sources (MWh)	0
Steam from renewable sources (MWh)	0
Cooling from renewable sources (MWh)	0
iii. Self-generated non-fuel renewable energy (MWh)	949
Renewable sources in total consumption (%)	37%

	2024
Production of non-renewable energy (MWh)	0
Production of renewable energy (MWh)	949

E1-6 | Gross Scopes 1,2 and total GHG emissions

Scope 1 & 2 emissions	2024	
	Market based	Location based
Unit of measure	tons CO ₂	tons CO ₂
Scope 1	1,200	1,200
Scope 2	201	1,124
Total	1,401	2,324



Waste management

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

Poltrona Frau is actively working to reduce waste and maximize recycling, in alignment with Haworth Lifestyle’s goal of achieving Zero Waste to Landfill across all manufacturing sites and headquarters by 2025.



At Poltrona Frau’s facilities, waste collection is handled by third-party companies, which sort and dispose of materials in compliance with local municipal systems. Through ongoing monitoring of its procedures and operations, the brand ensures that its partners adhere to responsible waste management practices.

2024 PROGRESS AND ACTIONS

[E5-2]

Poltrona Frau is working on strategies to reduce landfill waste, focusing on reducing material defects and optimizing waste management, including waste generated from defective components provided by third parties.

The brand collaborates with strategic partners to recover surplus leather and fabric from production and repurpose it into small accessories. In 2024, this initiative led to the creation of over 1,000 merchandising items.

RESOURCE OUTFLOWS

[E5-5]

In 2024, Poltrona Frau generated a total of 621 tons of waste, of which 70% was diverted from disposal. Of this waste, 95% was recycled, while 5% was prepared for reuse or underwent other recovery options. As for the types of waste, non-hazardous waste accounted for 91% of the total. No radioactive waste was generated during 2024.

E5-5 | Resource outflows

	2024	
Unit of measure	kg	%
Total waste generated	621,100	100%
Total waste diverted from disposal (including waste prepared for reuse, recycled, or subject to other recovery operations)	434,360	70%
of which hazardous	17,660	4%
of which non-hazardous	417,700	96%
Total waste directed to disposal	186,740	30%
of which hazardous	38,440	21%
of which non-hazardous	148,300	79%
Specific breakdowns of total waste ^{14, 15}		
Total waste non recycled	209,300	33,7%
Total amount of hazardous waste and radioactive waste generated	56,100	9,0%

¹⁴ The total amount of non-recycled waste is the sum of the waste directed to disposal and any waste prepared for reuse, recycled, or subject to other recovery operations. All non-recycled waste was diverted from disposal (prepared for reuse, recycled or other recovery operations).

¹⁵ No radioactive waste was recorded in 2024; therefore, the total amount of hazardous and radioactive waste is equivalent to the total of hazardous waste.

¹⁶ Industrial emissions Directive (2010/75/EU).

Pollution

APPROACH AND COMMITMENTS

[E2-1] [E2-3]

To mitigate pollution-related impacts across its operations and value chain, Poltrona Frau aligns with Haworth Lifestyle’s approach which is focused on prevention, while ensuring full compliance with international, national and regional regulations. This strategy is built on the principles of **prevention, mitigation, and remediation**.

Haworth Lifestyle has established a comprehensive **chemical-management framework** that combines a Restricted Substances List—controlling over 5,000 chemicals to ensure consistent standards—with a transparency initiative that mandates the disclosure of all material chemistries for informed sourcing and proactive regulatory alignment, and a wide substances of very high concern (SVHCs) reduction commitment to phase out substances of very high concern (beginning with non-essential and consumer-facing applications) while investing in safer, commercially viable alternatives.

2024 PROGRESS AND ACTIONS

[E2-2]

Poltrona Frau is actively pursuing pollution reduction efforts, not only by adopting advanced filtration technologies but also by phasing out hazardous substances. **Poltrona Frau** has undertaken a thorough evaluation of **PFAS** (per- and polyfluoroalkyl substances), widely recognized as “forever chemicals” due to their persistence in the environment. In 2024, a comprehensive supplier screening was conducted to assess the potential presence of PFAS in raw materials and components. Wherever PFAS were detected, immediate action was taken, with suppliers actively engaged in phasing them out by 2025.

To ensure effective control of substances of concern, production facilities across the brand undergo regular monitoring and preventive maintenance. As part of the phase-out process for substances, Poltrona Frau is implementing monitoring processes to track the quantities used. In 2024, a total of 10,000 kg of VOCs (Volatile Organic Compounds) was purchased. Of this amount, 4,000 kg was released into the atmosphere through filtered extraction systems, while 3,000 kg was disposed of as waste—remaining well below the regulatory emission limits.¹⁶

We lead with design

Sustainable materials

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

When it comes to production processes—starting from material selection and the early design phases—Poltrona Frau adheres to the sustainability principles outlined by Haworth Inc. in its Sustainable Sourcing and Chemical Transparency Policy.

The brand is committed to making responsible material choices and ensuring regulatory compliance across all operations, acknowledging the critical importance of conscious resource management. Poltrona Frau uses a variety of materials throughout different stages of its production process. The following list highlights the primary materials used by the brand along with the associated requirements derived from Haworth Inc.’s sustainable sourcing and chemical transparency policy.

MATERIALS	DESCRIPTION	HAWORTH INC. REQUIREMENTS
Wood	Natural materials derived from trees, wood is valued for its strength and aesthetic appeal, and is widely used in furniture and décor.	To use both solid and composite wood, with a focus on minimizing added formaldehyde levels. All user-contact surfaces should be sealed to reduce emissions. Products should meet recognized indoor air quality certification standards.
Fabrics	Materials like cotton and synthetics, chosen for texture and design in upholstery.	Fabrics should be free of harmful chemicals such as flame retardants, heavy metals and PFAS. They should be certified by Oeko-Tex and EU Ecolabel. To incorporate recycled fabrics, including those derived from marine waste.
Metals	Strong and durable material, which includes steel and aluminum, chosen for their strength in frames and structures.	To prioritize steel and aluminum with high recycled content to reduce embodied carbon. To avoid conflict minerals and heavy metals, ensuring compliance with reach.

MATERIALS	DESCRIPTION	HAWORTH INC. REQUIREMENTS
Foam	A lightweight material made of small air bubbles trapped in a solid or liquid, often used for cushioning, insulation and packaging.	To eliminate halogenated flame retardants and ozone-depleting foam propellants like CFCs and HCFCs. Flame retardants should be only used where required by regulations (e.g., CAL133).
Plastics	A synthetic material, plastic is lightweight and versatile, used in various components.	To focus on the use of recyclable plastics (PA, PP, PE, GF PA6, POM), label plastic parts over 50g for recycling, and phase out PVC and harmful phthalates; most product lines are PVC-free.
Adhesives & Bonding	Materials used to join two surfaces together through a chemical or physical process, creating a strong bond between them.	To minimize adhesives, favoring solvent-free options like water-based and hot-melt adhesives. To design products for easy disassembly, prioritizing mechanical bonding.
Surface Finishes	Treatment or coating applied to a material's surface to improve its appearance, durability or functionality, such as texture, color or resistance to wear.	To eliminate toxic substances like hexavalent chromium. To promote safer alternatives such as trivalent chromium plating and powder coatings to reduce chemical emissions.
Electronic Components	Small parts used in electronic devices, such as resistors, capacitors and transistors, that help control and direct the flow of electricity.	To comply with RoHS regulations, restricting heavy metals, phthalates, and PBDEs. Actively working to phase out PVC in electrical applications.
Packaging	Materials used to protect, contain and label products for transport, storage and sale, often designed to preserve the product and provide information.	To prioritize renewable, recyclable or compostable materials, including FSC/SFI-certified corrugated cardboard. To reduce single-use plastics and improve recyclability.
Glass	Used to introduce transparency and to convey a light and contemporary touch in complex design elements such as tables and lighting fixtures.	No requirements at this time.
Leather	Leather is a durable and refined material sourced from the food industry, used to create long-lasting furniture and accessories.	No requirements at this time.
Marble	A natural stone with unique patterns and colors, marble is used in our products for its elegance.	No requirements at this time.
Polyurethane and other types of padding	Polyurethane foam is commonly used for cushioning used in seating, offering comfort and support.	No requirements at this time.

To reinforce its commitment to responsible material sourcing, Poltrona Frau aligns with Haworth Inc.’s sustainability target of gradually transitioning to 100% wood from traceable sources.

In addition, the company will progressively comply with the provisions outlined in the EU Deforestation Regulation (EUDR).

2024 PROGRESS AND ACTIONS

[E5-2]

Over the past three years, Poltrona Frau has developed new innovative materials to be progressively introduced in its products, collaborating with tanneries to develop a chrome-free alternative to traditional leather. The brand aims to incorporate the Pelle Frau® Impact Less tanning process across its entire product range by 2030.

Although Haworth Inc. has not set specific leather requirements, the Impact Less project is moving forward, and Poltrona Frau is ahead of other brands in this area

Pelle Frau®
ColorSphere®
Impact Less

Pelle Frau® ColorSphere® Impact Less is Poltrona Frau’s color system, developed with the renowned colorist Giulio Ridolfo. Made up of 7 families (Into the Black, Milky Way, Foundation, Tierras, Red Memories, Winter Garden, and Back in Town), it ensures harmonious color combinations thanks to a careful balance between depth and radiance. This Pelle Frau® collection represents a further evolution in the brand’s commitment to sustainability, generating an even lower environmental impact compared to the previous ColorSphere® offering. The leather is tanned by replacing the component (Cr3) in favor of products that have less impact on the environment, reducing the total use of chemical substances by 15%. It also reduces water consumption by 10% in the overall tanning, retanning and finishing process, and the total CO2 emissions during the tanning process by 10%.

Pelle Frau®
Nest Impact Less

Pelle Frau® Nest Impact Less is a carefully selected full grain leather, dyed in oak barrels using natural anilines that fully penetrate the leather fibers. It is available in twenty colors inspired by natural tones, designed to highlight the leather’s grain and surface characteristics. The distinctive "millepunte" (thousand dots) texture enhances the material’s natural appearance. This semi-aniline leather is finished with transparent, water-based lacquers. The production process uses a chromium-free tanning method, which significantly reduces water and chemical consumption compared to traditional techniques.

Sustainable packaging

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

Poltrona Frau is part of a cross—brand working group established at Haworth Lifestyle level aimed at developing packaging solutions that combine functionality, environmental sustainability, product protection, and economic efficiency. Through a collaborative approach bringing technical managers from each brand, the working group has worked together to define **packaging archetypes** designed to meet the specific needs of each product category without compromising on environmental considerations, supporting Haworth Inc.’s **100% sustainable – internally defined as either reusable, recyclable or compostable – packaging ambition**.

At the brand level, **research and innovation activities are led by the Packaging Engineering team**, which defines goals and projects focused on efficient raw material usage and cost optimization. In close coordination with the internal department responsible for packaging, **they incorporate customer feedback alongside ongoing internal research on new materials and alternative packaging designs**.

2024 PROGRESS AND ACTIONS

[E5-2]

Overall, in 2024 Poltrona Frau dedicated 99% of its total packaging spending to renewable, reusable, recyclable or compostable packaging.

During the year, Poltrona Frau **began aligning its packaging with the guidelines set out in the UNI EN ISO 14021:2021 standard**—Environmental labels and declarations—Self-declared environmental claims (Type II environmental labelling)—with the goal of obtaining certification in 2025.

Poltrona Frau further strengthened its commitment to sustainable packaging **adopting a system for packaging all new products aimed at minimizing the use of adhesives, with the goal of extending its use to all brand packaging**.¹⁷ Most polyethylene packaging already contains over 65% recycled material, and Poltrona Frau is actively researching ways to increase the content in certain packaging components.

¹⁷ Following recent changes in EPR systems, updated data for 2024 were not yet available at the time of reporting. Consequently, 2024 values have been estimated based on 2023 data, under the assumption that no significant variation occurred in total purchases year-over-year.

Circular design

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

To promote the integration of Circular Design Principles across its operations, Poltrona Frau adopts and implements the **“Guidelines for Sustainable and Circular Product Design”**—a shared framework developed by Haworth Lifestyle in alignment with upcoming international regulations on sustainable furniture.

These guidelines define key priorities, including resource efficiency, responsible material sourcing, modular construction for easier assembly, disassembly and maintenance, as well as end-of-life strategies for reuse and recycling. **Aligned with Haworth Inc.’s 2024 commitment, the brand is advancing toward progressively mapping the circularity potential of new products to define a baseline for future improvement.**

2024 PROGRESS AND ACTIONS

[E5-2]

The journey to a circular economy extends beyond designing sustainable products to involve building strategic partnerships that give materials a second life. A notable example is the collaboration between Poltrona Frau and Tolentino's **“Il Pettiroso”** Legambiente¹⁸ club, which led to the creation of the traveling exhibition “From Waste to Work”. The initiative repurposes wood scraps into artistic creations to demonstrate how discarded materials can be reimaged in new forms. Displayed throughout Tolentino’s nature reserve, the Ponte del Diavolo River Park, the artwork highlights the cyclical rhythm of nature, where nothing is discarded and everything contributes to a renewed equilibrium.

In 2024, Poltrona Frau managed approximately 37,000kg¹⁹ of products through activities such as refurbishment, reuse, resale, donation, and recycling, offered to its customers as after-sales services. Additionally, the company supplies around 1,000 replacement parts each year to support product maintenance and durability.

Strengthening our sustainability culture

In 2024, Poltrona Frau laid the foundations for a training session on circular economy principles and upcoming ESPR (Ecodesign for Sustainable Product Regulation) requirements, to be launched in January 2025. Led by the Head of the Technical Department with support from an external partner, the initiative aims to raise internal awareness and identify ways to reduce waste and extend product life.

¹⁸ Legambiente is a major Italian environmental NGO promoting sustainability, biodiversity protection, and environmental awareness.

¹⁹ Estimation based on the number of interventions carried out in 2024.

Building Excellence Together

SOCIAL



Global sustainability context

People: the future of work in two main challenges

As the global population ages, the workplace is increasingly becoming a dynamic, multigenerational environment. The presence of diverse age groups brings a range of communication styles, values and workplace cultures. The main challenge lies in bridging these differences to create a more inclusive and productive workforce. At the same time, artificial intelligence is reshaping how work is performed. Younger generations, who are tech-savvy and adaptable, are quick to embrace AI's potential, while older workers may face greater challenges in reskilling. However, those who are willing to harness the power of AI are positioned to unlock new levels of innovation, productivity and growth opportunities

- The global population aged over 60 is expected to double by 2050, comprising 21% of the world's total.²⁰
- Millennials and Gen Z are more adaptable to AI challenges, while older generations face greater reskilling hurdles.²¹
- AI has the potential to significantly drive innovation and productivity in the workplace.²²

Poltrona Frau's response

- Fostering open dialogue and encouraging active participation across all levels of the organization through initiatives such as the Ideas Box and Contact Meetings.
- Offering lifelong learning to support skill development at every career stage, with internal career opportunities promoted through the Talent Streaming Mechanism to strengthen professional growth and mobility.
- Renewing the integrative corporate agreement by introducing new benefits for members.
- Preserving and transmitting artisanal know-how to future generations, with specialized training programs delivered through the "Atelier dei Saperi" initiative.

²⁰ J. Wu et al., Ageism and Intergenerational Dynamics in the Workplace, 2025.

²¹ Unite.AI, How different generations view AI, 2025.

²² McKinsey & Company, Superagency in the workplace: empowering people to unlock AI's full potential, 2025.



We rely on our members

Our members' wellbeing

APPROACH AND COMMITMENTS

[S1-1] [S1-5]

Innovation and creativity stem from the skills and vision of the brand's members. Poltrona Frau is committed to empowering individuals and protecting their rights, while fostering their active involvement in development initiatives. These efforts support both personal growth and collective progress.

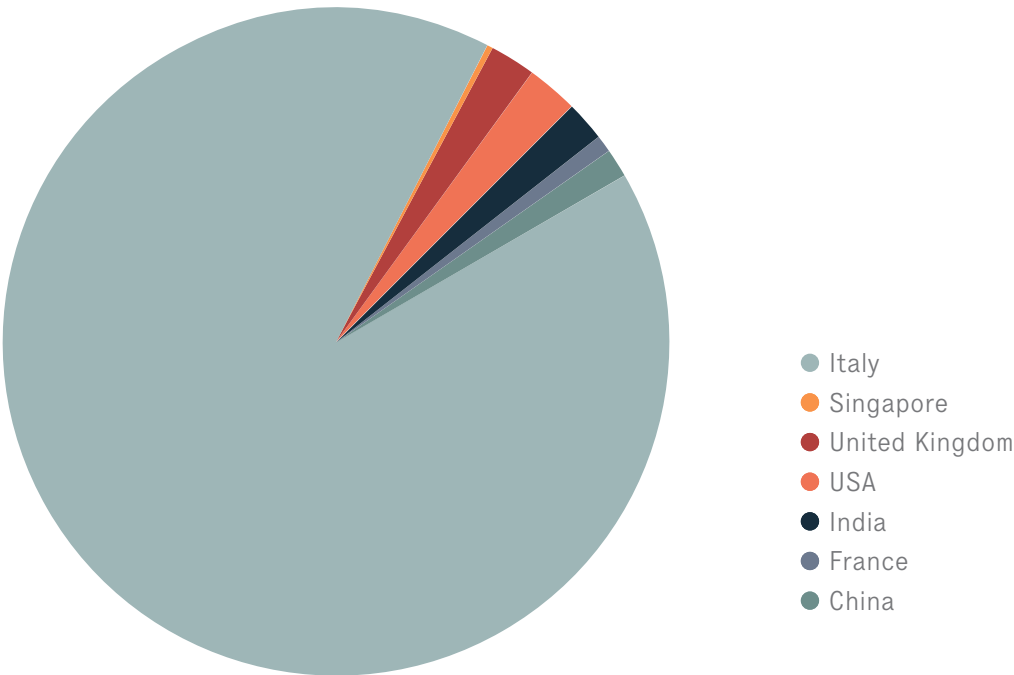
Poltrona Frau adheres to the values and guiding principles outlined in the **Haworth Inc.'s Member Code of Conduct**, which promotes honesty, fairness and accountability in all professional interactions. This Code applies to all members, contractors, consultants and anyone acting on behalf of Haworth Lifestyle.

2024 PROGRESS AND ACTIONS

OUR MEMBERS IN NUMBERS

[S1-6] [S1-7]

Poltrona Frau has 958 members, based in 7 different countries. **Workforce stability is evident, with 91% of members holding permanent contracts, while 9% had fixed-term contracts in 2024.** Also contributing are 30 non-members, including self-employed contractors and temporary agency workers.²³



²³ NACE Code N78.

S1-6 | Characteristics of the undertaking's employees ^{24, 25}

2024		
Employees by country	n.	%
China	16	1.67%
France	8	0.84%
India	10	1.04%
Italy	735	76.72%
Singapore	3	0.31%
United Kingdom	168	17.54%
USA	18	1.88%
Total employees	958	100%

2024				
Employee head count by gender and country *	Male	Female	Other	Total
Number of employees (n.)	576	382	0	958
Number of permanent employees (n.)	535	339	0	724
Number of temporary employees (n.)	41	43	0	84
Number of non-guaranteed hours employees (n.)	0	0	0	0

*Gender is reported based on how employees have self-identified.

S1-7 | Characteristics of non-employees in the undertaking's own workforce ²⁶

2024				
Total non-employees (n.) *	Male	Female	Other	Total
Total non-employees (n.)	10	20	0	30

*Gender is reported based on how employees have self-identified.

²⁴ All people data is presented in head count.

²⁵ With the aim of increasing transparency, the data for 2024 include non-employees located outside the same country as the brands' registered offices, resulting in a different scope compared to previous years.

²⁶ Data for KJ Ryan were not available, therefore not included in this indicator.

ENSURING MEMBER WELL-BEING

[S1-2] [S1-4] [S1-10] [S1-15]

Poltrona Frau is committed to fostering a fair, inclusive and safe work environment by aligning its practices with national regulations, industry standards and Haworth Lifestyle goals. All members receive fair and competitive wages, and 100% are covered by collective bargaining agreements where applicable. The right to social dialogue is fully guaranteed, including through the recent renewal of the integrative corporate agreement signed in August 2024, effective until 2026. This agreement introduces new benefits, including a wellness and leisure financial contribution, which provides vouchers based on ISEE (Equivalent Economic Situation Indicator) income brackets. To ensure data protection, the initiative was implemented with the support of Data Protection Officers (DPOs) and specific privacy procedures.

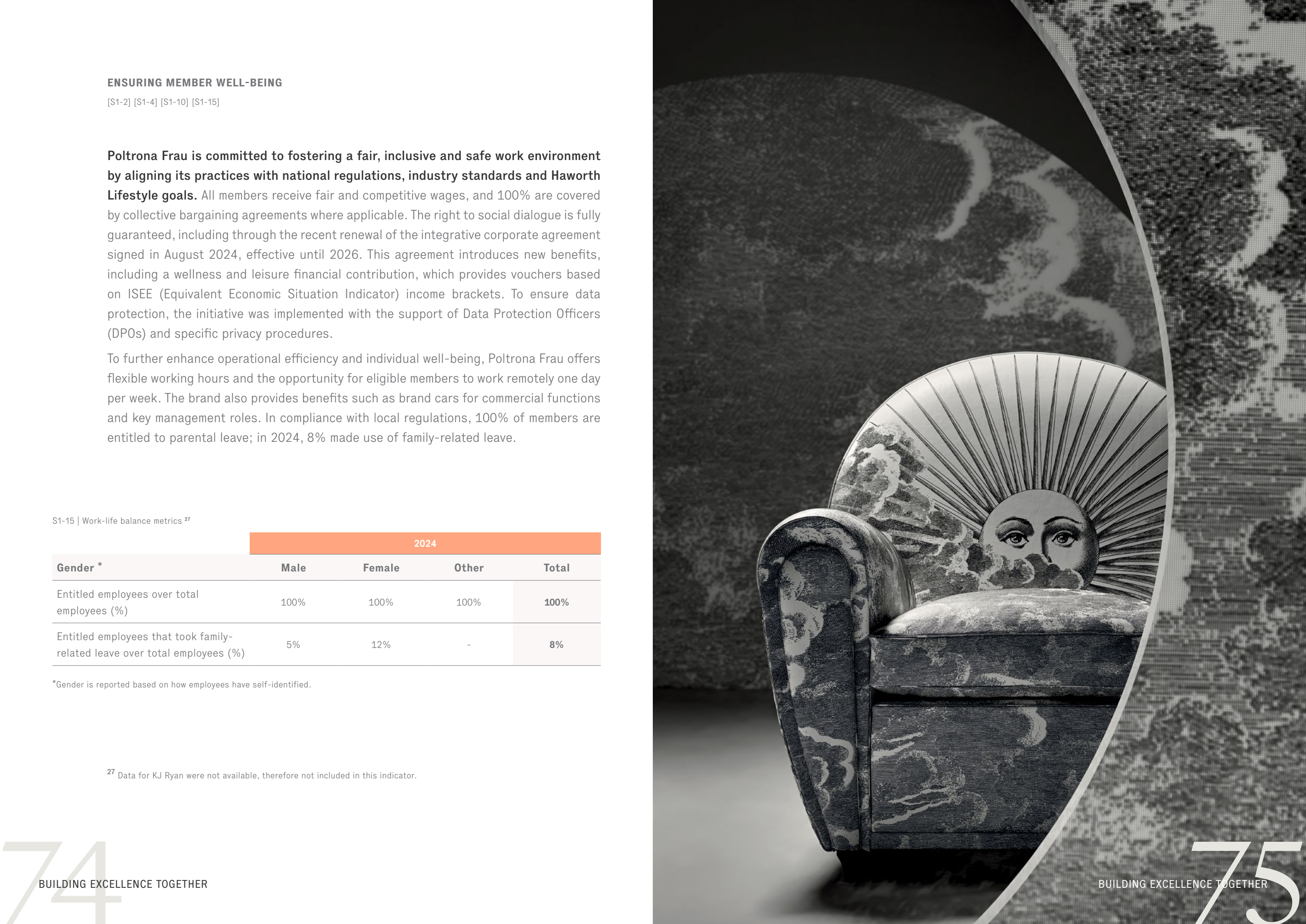
To further enhance operational efficiency and individual well-being, Poltrona Frau offers flexible working hours and the opportunity for eligible members to work remotely one day per week. The brand also provides benefits such as brand cars for commercial functions and key management roles. In compliance with local regulations, 100% of members are entitled to parental leave; in 2024, 8% made use of family-related leave.

S1-15 | Work-life balance metrics ²⁷

Gender *	2024			
	Male	Female	Other	Total
Entitled employees over total employees (%)	100%	100%	100%	100%
Entitled employees that took family-related leave over total employees (%)	5%	12%	-	8%

*Gender is reported based on how employees have self-identified.

²⁷ Data for KJ Ryan were not available, therefore not included in this indicator.



INTERNAL ENGAGEMENT

[S1-3] [S1-4]

Member engagement is a cornerstone of the brand’s internal culture. Poltrona Frau implements the Engagement Survey as its main tool for assessing members satisfaction, in alignment with Haworth Lifestyle’s approach. To gain deeper insight into employees’ needs and expectations, in 2024 the brand also launched a dedicated survey focused specifically on welfare and benefits.

Engagement also takes the form of bottom-up innovation: through the “Ideas Box” program, employees can propose improvements to the work environment. Proposals are collected monthly by the Lean Manager and the HSE Manager and, together with trade-union representatives, are reviewed quarterly; the best ideas are then financially rewarded. Poltrona Frau also fosters team cohesion through team building activities, organized with a flexible, bottom-up approach. Small groups plan their own initiatives, while structured events such as “Contact Meetings”—that involve all members—are held two-to-three times per year. During these occasions, the management provides updates on performance and strategic direction. Each meeting concludes with a shared moment of informal interaction, such as dinner, as a way to reinforce corporate identity and transparency.

During the year, Poltrona Frau participated in the Dick Haworth Values Award, aimed at celebrating members who exemplify the values of Haworth Inc. Launched in 2023, the award enables employees to nominate colleagues from all brands within the organization. The top nominations are presented by Dick and Matthew Haworth. In 2024 winners were rewarded with a wooden award, a signed values card and an opportunity to visit Haworth headquarters in Holland (US).

OCCUPATIONAL HEALTH AND SAFETY

[S1-14]

In 2024, **100% of members based in Europe were covered by Haworth Lifestyle’s Health and Safety Management System**, which includes risk assessments, prevention plans and ongoing monitoring.

All members of Poltrona Frau periodically participated in safety training programs designed to strengthen knowledge on risk mitigation and promote responsible behaviour at all organizational levels. These sessions include both basic and role-specific modules, focusing on topics such as workplace ergonomics, correct use of personal protective equipment (PPE), and emergency procedures.

Poltrona Frau regularly conducts audits to assess the effectiveness of its safety measures, with discussion of the findings during the annual management review. The Environment and Safety Manager, together with the Head of Protection and Prevention, oversee monitoring processes across the entire production lifecycle and related activities. Hazard and Risk Analyses are performed to identify potential risks to worker health and safety, as well as impact on third parties. These analyses are updated as needed to reflect organizational changes, new processes, technologies or materials.

4 work-related injuries occurred in 2024, with 106 days lost and an injury frequency rate of 3, no fatalities occurred, and 2 cases of work-related illness were recorded.

S1-14 | Health and safety metrics 28, 29, 30, 31

Undertaking's health and safety management and coverage	
Employees who are covered by the undertaking’s health and safety management system (n.)	648
% of employees who are covered by the undertaking’s health and safety management system (%)	100%
Non-employees workers who are covered by the undertaking’s health and safety management system (n.)	41
Non-employees who are covered by the undertaking’s health and safety management system (%)	100%
People in its own workforce who are covered by the undertaking’s health and safety management system (%)	100%

28 Injury frequency rate is calculated as the number of injuries per one million hours worked. The number of hours worked has been estimated on the basis of 8 working hours per 220 working days in a year.

29 100% of members based in the EU are covered by a health and safety management system. Employees not based in the same country as the brand’s registered offices are excluded from the calculation of this indicator.

30 Data on the total hours worked by non-employees is not recorded.

31 Data for KJ Ryan were not available, therefore not included in this indicator.

Fatalities	
Fatalities as a result of work-related injuries (n.)	0
Fatalities as a result of work-related ill health (n.)	0
Total number of fatalities (employees) (n.)	0
Fatalities of non-employees as a result of work-related injuries (n.)	0
Fatalities of non-employees as a result of work-related ill health (n.)	0
Total number of fatalities (non-employees) (n.)	0
Fatalities of other workers as a result of work-related injuries (n.)	0
Fatalities of other workers as a result of work-related ill health (n.)	0
Total number of fatalities (other workers) (n.)	0

Work-related accidents	
Work-related accidents of employees (n.)	4
Rate of work-related injuries (employees) (n.)	6
Work-related accidents of non-employees (n.)	0

Work-related illnesses	
Cases of recordable work-related ill health (employees) (n.)	2
Number of days lost (employees) (n.)	106



In parallel, the brand continued its commitment to well-being through the promotion of health-focused initiatives. As part of Haworth Lifestyle’s renewed collaboration with LILT (Italian League for the Fight Against Cancer), Poltrona Frau supported awareness campaigns and facilitated member access to on-site cancer prevention screenings and educational webinars. In 2024, a campaign dedicated to women was conducted, and a male-focused one is scheduled for 2025.

Poltrona Frau also joined the flu vaccination campaign organized by Haworth Lifestyle, with several members participating voluntarily. Moreover, as outlined in the new integrative corporate agreement signed in August 2024, the brand reinforced its attention to health by offering paid leave for medical checkups, in line with initiatives adopted by other brands.

TALENT ATTRACTION AND RETENTION

[S1-4] [S1-6]

Poltrona Frau invests in talent attraction and retention as a strategic priority, recognizing that high-quality craftsmanship and innovation depend on skilled and motivated professionals. To support this, the brand has established a dedicated talent acquisition and people development function to lead recruitment and employer branding initiatives, including career days, university workshops, internships and project presentations. Complementing these efforts is a targeted recruitment policy designed to streamline the selection process and identify candidates best suited to the brand’s values and goals.

To support recruitment, Poltrona Frau also promotes internal involvement through its **Member Referral Program**, which allows any member to recommend candidates for open positions and reward them for successful referrals. Talent is also sourced via multiple channels, including spontaneous applications, partnerships with schools and universities, job platforms and recruitment agencies. New hires follow an induction program to learn about the brand's functions, while ongoing training and career opportunities support their professional growth within the organization.

³² The turnover is calculated according to the methodology defined by the European Sustainability Reporting Standard (ESRS).

To reinforce its presence in the job market and attract emerging talents, in 2024 Poltrona Frau participated in several Career Days organized by universities, including UNIVPM (Università Politecnica delle Marche), IED (Istituto Europeo di Design) and NABA (Nuova Accademia di Belle Arti), to engage with students and recent graduates and showcase current projects and development opportunities. Poltrona Frau also took part in Talent Harbour, a career fair organized by NABA, where the Strategic Merchandising & Special Projects Manager gave a speech, which shared insights into current industry trends and the key skills sought in the design sector.

In 2024, the total turnover rate was 3%.

S1-6 | Characteristics of the undertaking’s employees ³²

	2024			
Gender *	Male	Female	Other	Total
Total number of leaves (n.)	14	16	0	30
Turnover rate (%)	2%	6%	-	3%

*Gender is reported based on how employees have self-identified.

Poltrona Frau: empowering education and craftsmanship

Training and professional development are central to Poltrona Frau’s mission and are supported through the **Poltrona Frau Academy** and the **Poltrona Frau Digital Academy**. The Academy offers in-person experiences, including visits to the brand’s factory and museum, while the Digital Academy provides a dynamic online platform with rich and in-depth content. In 2024, Poltrona Frau completed the third edition of the “Adopt a School” project, first launched in 2021 in partnership with the Altagamma Foundation and the Italian Ministry of Education. The initiative connects technical schools with companies to train future “Talents of Making”. This year, in collaboration with IPSIA Renzo Frau in Sarnano, the focus was on “Sustainability to Design the Future”, in which nine students participated by creatively repurposing production waste into new objects.

Mentorship programm at Savannah College of Art and Design

In 2024, Poltrona Frau started a mentorship program led by professionals from the brand at the Savannah College of Art and Design (SCAD). This initiative provided students with technical and design guidance that enriched their learning experience. As part of the project, students were invited to explore how waste from the production process can be transformed into creative design opportunities. The challenge, titled “Waste less”, promoted the repurpose of leather scraps from Poltrona Frau’s upholstery production, encouraging a design approach rooted in sustainability and circularity, with no limitations on creativity.

Diversity, equality, inclusion and belonging (DEIB)

APPROACH AND COMMITMENTS

[S1-5] [S1-9]

Poltrona Frau integrates fundamental values of equity, inclusion, and belonging into its daily corporate practices, with the objective of fostering a workplace that respects and embraces diversity. Workforce diversity is considered a strategic strength, with 54% of members between 30 and 50 years old, 13% under 30, and 33% over 50. In terms of gender balance, the team comprises 60% men and 40% women. This balanced mix of experience and perspectives fosters innovation.

S1-9 | Diversity metrics ³³

	2024	
Distribution of employees by age group	n.	%
< 30 years (n.)	125	13%
30 - 50 (n.)	521	54%
> 50 (n.)	312	33%
Total employees	958	100%

2024 PROGRESS AND ACTIONS

[S1-4] [S1-16]

As part of the Haworth Lifestyle’s initiative, in 2024 Poltrona Frau’s members were encouraged to reflect on unconscious bias through the distribution of **dedicated toolkits**, tailored separately for employees and managers. These materials were designed to raise awareness, promote inclusive behaviours and provide practical methods for identifying and addressing bias. **Poltrona Frau also includes a DEIB section in its engagement survey.**

To date, no instances of discrimination have been reported by team members. In line with Haworth Lifestyle’s goals, Poltrona Frau is dedicated to ensuring fair and equitable compensation by regularly reviewing pay structures to detect and resolve any disparities.

³³ With the aim of increasing transparency, the data for 2024 include non-employees located outside the same country as the brands' registered offices, resulting in a different scope compared to previous years.



We embrace continuous learning

Member training and development

APPROACH AND COMMITMENTS

[S1-5]

Poltrona Frau aligns with Haworth Lifestyle's commitment **holistic approach to training** and development, which focuses on educational initiatives that support growth and promote a culture that values each member's potential. In alignment with the Haworth Lifestyle's commitment, Poltrona Frau is strongly dedicated to reaching 100% participation in development initiatives.

2024 PROGRESS AND ACTIONS

[S1-4] [S1-13]

In 2024, each member completed an average of 4.14 hours of training, covering a wide spectrum of topics, including soft and managerial skills. Training is delivered through multiple channels, including the Member Central platform, which allows flexible access to digital learning content.

Among the available opportunities, members can access structured leadership development programs. The Aspiring Leader Program (ALP), developed by Haworth Inc., is a one-year pathway designed to prepare future leaders through a combination of classroom sessions, self-paced learning and group projects. Similarly, the Management Development Program is a one-week intensive course focused on enhancing leadership skills, decision-making, communication and cross-cultural collaboration. Bringing together participants from around the world, it offers a valuable opportunity to network with colleagues from various brands across the organization.

"Aterlier dei Saperi": a project dedicated to preserving and passing down the timeless skills of craftsmanship to future generations

In 2024, Poltrona Frau reaffirmed its commitment to preserving and passing on artisanal expertise through the “Atelier dei Saperi” training initiative. This program was launched as Poltrona Frau’s first training course dedicated to external resources, created in partnership with the GOL (Garanzia Occupabilità Lavoratori) program: an Active Labor Policy initiative designed to promote employment opportunities and professional reskilling.

The course trained **Leather Goods Modelers**, a role that combines theoretical knowledge with hands-on expertise across the entire production process, including cutting, sewing and upholstery. Upon completion, participants received an **EQF Level 4 qualification**. Spanning **500 hours**, the training took place within the brand’s factory and was led by **in-house instructors, retired “Master Upholsterers” with decades of experience at Poltrona Frau, as well as employees from various Business Units**.

S1-13 | Training metrics³⁴

	2024			
Average number of training hours per employee *	Male	Female	Other	Total
Hours of training provided (n.)	2,220	1,234	0	3,454
Total employees (n.)	526	308	0	834
Average training hours per employee (n.)	4,22	4,01	-	4,14

*Gender is reported based on how employees have self-identified.

A SMART APPROACH TO PERFORMANCE MANAGEMENT

[S1-13]

To ensure effectiveness in training, Poltrona Frau invites all members to define and record their annual goals on the “Member Central” platform. These goals act as a reference point, helping individuals express their professional aspirations while aligning them with both personal growth and the Haworth Lifestyle’s broader strategic direction.

Each goal must be **SMART**:

- **Specific**, well defined, clear and unambiguous;
- **Measurable**, with specific criteria that quantify the progress toward the accomplishment;
- **Achievable**, attainable and not impossible to accomplish;
- **Realistic**, within reach, feasible and relevant to company purpose;
- **Timely**, within a clearly-defined timeline ideally achievable by the end of the year.

The brand carries out both mid-year and end-of-year reviews to monitor goal achievement. In 2024, 31% of brand members participated in performance and career development reviews. To drive performance and growth, it also applies Management By Objectives (MBO) and incentives tied to specific goals.

³⁴ Data for KJ Ryan were not available, therefore not included in this indicator.

Poltrona Frau adopts the Talent Streaming Mechanism developed by Haworth Lifestyle to support internal career development. Eligible members are encouraged to apply for open positions, allowing the company to identify talent for roles with greater responsibility—both within the brand and across the wider group. This approach promotes internal mobility and supports long-term retention by offering structured advancement opportunities.

S1-13 | Training and skills development metrics³⁵

	2024			
Employees that participated in regular performance and career development reviews *	Male	Female	Other	Total
Employees evaluated (n.)	158	102	0	260
Total employees (n.)	526	308	0	834
Total employee evaluated (%)	30%	33%	0%	31%

*Gender is reported based on how employees have self-identified.

³⁵ Data for KJ Ryan were not available, therefore not included in this indicator.



We create value

Responsible value chain

APPROACH AND COMMITMENTS

[GRI 204-1]

Poltrona Frau acknowledges the crucial role of engaging its entire supply chain in achieving its sustainability objectives. All suppliers working on behalf of Poltrona Frau must agree to and comply with the brand’s Code of Ethics. Furthermore, the brand has incorporated a sustainability clause into the General Terms and Conditions for purchasing products and services, requiring suppliers to conduct their operations in line with the sustainability principles upheld by Poltrona Frau.

The brand also applies the Supplier Code of Conduct (SCoC) developed in 2024 by the parent Group which draws on the Eight Fundamental Conventions of the International Labour Organization, the UN Universal Declaration of Human Rights, the International Bill of Human Rights and the OECD Guidelines for Multinational Enterprises. The SCoC outlines key principles, including respect for human rights, fair labor practices, environmental protection and anti-corruption. Poltrona Frau shares the SCoC with all stakeholders, including its suppliers, who are expected to comply with these standards and integrate these commitments into their own supply chains.

Strategic suppliers are assessed quarterly through a Supplier Evaluation procedure that considers factors such as quality, punctuality and service. The brand looks highly at suppliers with environmental certifications, viewing these as a significant advantage in the selection process.

Identification and approval of new suppliers is managed independently by each

Business Unit. The Residential Business Unit collaborates with the Purchasing department and Engineering to identify raw material suppliers. Poltrona Frau In Motion selects suppliers for certain specific projects, while for others, it relies on recommendations from its clients (referred to as “pass-through suppliers”). Selection is then verified by the Business Unit, with primary focus on process and product quality, punctuality, adherence to ethical standards and possession of ISO certifications.

2024 PROGRESS AND ACTIONS

[G1-2] [G1-6]

In 2024, Poltrona Frau’s average payment time was 71 days.³⁶ There were no outstanding legal proceedings related to late payments in 2024, highlighting the brand’s commitment to responsible financial management and maintaining strong supplier relationships. **98%** of brand procurement was sourced from local suppliers.³⁷

G1-6 | Payment practices ³⁸

2024	
Average time to pay an invoice (n.)	71
Legal proceedings currently outstanding for late payments (n.)	0

GRI 204-1 | Local suppliers ³⁹

2024	
Purchases from local suppliers (%)	98%

³⁶ Poltrona Frau’s data are available only up to August 2024 due to the change of the operating system.
³⁷ Following recent changes in EPR systems, updated data for 2024 were not yet available at the time of reporting. Consequently, 2024 values have been estimated based on 2023 data, under the assumption that no significant variation occurred in total purchases year-over-year.
³⁸ Data are available only up to August 2024 due to the change of the operating system.
³⁹ Local refers to suppliers with legal headquarter in the same country where the company is legally based.



Workers in the value chain

APPROACH AND COMMITMENTS

[S2-1] [S2-2] [S2-3] [S2-5]

Through its parent company Haworth Inc.—a signatory of the UN Global Compact—Poltrona Frau aligns with the Ten Principles on human rights, labor, the environment, and anti-corruption. The brand offers an **ethics hotline**, allowing suppliers and other interested parties to confidentially report concerns such as unethical behaviour, labor violations or breaches of the Code, without fear of retaliation. Poltrona Frau encourages suppliers to implement internal grievance procedures coherent with the UN Guiding Principles on Business and Human Rights.

Poltrona Frau aims to have **100% of Tier-1 suppliers sign the SCoC**. When a supplier is found to be non-compliant, a formal corrective process is recommended, allowing for remediation within a mutually agreed timeframe. Failure to comply or refusal to take corrective measures may result in termination of the partnership at the brand's discretion.

2024 PROGRESS AND ACTIONS

[S2-4]

During the initial year of implementation, 85% of Poltrona Frau's Tier-1 suppliers involved in direct purchases of materials and services had signed the Code of Conduct. In this preliminary phase, the focus was solely on manufacturing partners due to their strategic role in Poltrona Frau's value chain.

We listen to our customers

Service excellence

APPROACH AND COMMITMENTS

[S4-1] [S4-3] [S4-4]

Poltrona Frau interacts with a diverse customer base through multiple channels, offering custom solutions designed to meet specific market needs. The brand strategically aligns its product portfolio with the expectations of key stakeholders, to ensure a focused and flexible response to market demand. At the same time, stringent measures are in place to protect client data across all touchpoints, to strengthen digital trust and ensure regulatory compliance.

To meet diverse preferences, Poltrona Frau offers a **customization and personalization service for its products** that allows clients to tailor furnishings to their individual tastes and needs. Retailers and clients can personalize various aesthetic elements, such as size, color and materials, transforming each product into a one-of-a-kind piece to seamlessly fit into their living spaces.

Open and ongoing dialogue with customers is essential to understanding their expectations. Supported by a dedicated team of over 30 professionals, the **Customer Relationship Management (CRM)** service actively manages each phase of the order process, ensuring clear communication and effective handling of customer requests.

This approach is structured around four key phases:

- **Pre-order:** The Customer Service team handles quotation requests and provides technical data, assessing the feasibility of specific custom work. This phase, characterized by a high level of one-to-one interaction, emphasizes the tailored approach the brand offers its customers.
- **Order receipt and management:** Once the order is confirmed, Poltrona Frau offers customers the ability to manage their orders through an interactive interface to be able to stay updated on delivery times and progress status to ensure continuous, transparent and interactive communication.
- **Transport management:** For “delivered” shipments, Poltrona Frau works with selected logistics partners to guarantee timely delivery. For “ex works” shipments, the customer handles transportation arrangements, choosing the carrier and handling all related documentation.
- **Post-sale:** The Customer Service team remains in contact with customers even after the purchase in order to gather feedback and address any concerns or issues that may arise.

The brand is committed to continuously strengthening its partnerships with almost 500 retailers and dealers worldwide. This is achieved through ongoing training and dedicated support for retail operations. Initiatives include on-site **meetings at the Tolentino facility**, a **design consultancy service for in store renovations** and access to the **“E-learning Academy”** platform, which offers digital content on the brand, its product range and available services.

2024 PROGRESS AND ACTIONS

[S4-2]

The brand is committed to continuously strengthening its partnerships with almost 500 retailers and dealers worldwide. This is achieved through ongoing training and dedicated support for retail operations. Initiatives include on-site **meetings at the Tolentino facility**, a **design consultancy service for in store renovations** and access to the **“E-learning Academy”** platform, which offers digital content on the brand, its product range and available services. In 2024, Poltrona Frau introduced a new training program within the Marketing function: **“In-Market Training”**. This initiative involves qualified trainers travelling to key markets to deliver in-person

training to dealers — with the first two U.S. tours taking place in 2024. Alongside the **Academy** and **Digital Academy**, the new In-Market Training function represents the third pillar of Poltrona Frau's retail education strategy.

Additionally, a dedicated training program is active in China, also structured as in-market training. These four complementary programs collectively support and strengthen the brand's global retail network, ensuring consistency, excellence, and alignment with the brand's values worldwide.

CLIENT DATA PRIVACY AND SECURITY

[S4-3] [S4-4]

Poltrona Frau ensures strict compliance with international data protection standards across all customer interactions. The brand adopts the **Data Protection Policy** defined at Haworth Lifestyle level, which outlines obligations applicable to all members, regardless of their contractual relationship, to ensure compliance with applicable data protection laws. It provides clear guidelines on the appropriate handling and storage of personal data, document archiving, responsible use of information systems and services, as well as monitoring and control measures. The policy also addresses document retention requirements in line with applicable regulations and incorporates provisions for conducting Data Protection Impact Assessments. Revised in 2024, the **Data Breach Policy** enhances governance and clarifies oversight of data security incidents. To reinforce compliance oversight, Poltrona Frau appointed an external Data Protection Officer (DPO). Annually, the DPO conducts periodic audits and actively participates in compliance initiatives, contributing to the Business Unit's record of zero data protection incidents to date. In addition, the DPO compiles an annual report outlining key activities, topics analyzed, and any compliance issues or non-conformities identified, along with recommended corrective actions. This report acts as a key accountability and improvement tool.

Poltrona Frau organizes annual training courses for employees designed to reduce cyber risk and ensure that all practices meet GDPR requirements.

No privacy complaints were reported in 2024, no cyber incidents affected business operations, and no personal data was exposed.



Product quality and safety

APPROACH AND COMMITMENTS

[S4-1] [S4-3] [S4-4] [S4-5]

Driven by a strong commitment to customer centricity, Poltrona Frau places product quality and safety at the core of its development process from the earliest stages. **To reinforce this focus, the brand is progressively implementing a Quality Management System (QMS) supported by certifications such as ISO 9001.**







Shifting the focus towards the product, Poltrona Frau goes beyond industry standards and regulatory requirements by conducting safety and performance testing before market release. Performance tests follow internationally recognized standards, such as BIFMA (Business and Institutional Furniture Manufacturer’s Association). **Particular attention is given to the Contract segment, where more stringent standards apply, particularly regarding fire-resistant products.**

2024 PROGRESS AND ACTIONS

In 2024, Poltrona Frau made further advances in the implementation of the **Manufacturing Execution System (MES)** to strengthen its production processes. This system has been enhanced to include suggestion notes based on previously identified errors, alongside detailed phase documentation, quality alerts and on-screen checklists along the production line. When an operator scans a product barcode, MES instantly displays pertinent information, giving production teams real-time access to critical data. This ensures consistent compliance with quality standards and operational protocols at every step of the manufacturing process.

From project conception to production, the brand remains committed to consumer safety, through conducting compliance tests internally or through external labs. These activities are coordinated through bi-weekly new product development meetings and monthly quality sessions involving the Technical, Commercial, Industrial, Health & Safety, Quality and Purchasing teams.

Product certification of Poltrona Frau *

SYSTEM CERTIFICATION	
	An international standard for Quality Management Systems that helps organizations enhance performance and demonstrate a strong commitment to quality. It offers a framework for planning, implementing, monitoring and improving operational processes and support systems, ensuring quality across all stages of production and service delivery.
PRODUCT CERTIFICATION	
	A globally recognized standard that ensures products meet strict chemical emission limits, promoting healthier indoor environments by reducing air pollution and the risk of chemical exposure. This certification is awarded to products that demonstrate low chemical off-gassing, contributing to a safer and more sustainable environment.
	Products comply with flammability standards for upholstered furniture aimed at the entire U.S. market, as defined by the Consumer Product Safety Commission (CPSC).
	Underwriters Laboratories (UL) certification is a widely-recognized safety certification for products, especially electrical and electronic devices. Underwriters Laboratories certifies, through tests and standards, compliance with the requirements of the United States market.
	China Compulsory Certification (CCC) certifies the safety, electromagnetic compatibility and environmental protection standards of products manufactured or imported into China.
	CE Marking is mandatory for all products regulated by European Community directives on “low voltage and electromagnetic compatibility”.

For additional information about Poltrona Frau In Motion’ certification, please refer to “Poltrona Frau In Motion Sustainability Report 2024”

Leading with Integrity

GOVERNANCE



Global sustainability context

Governance: increasing demand for corporate transparency on ESG

Due diligence legislation is rapidly expanding worldwide, yet progress remains slow. As demand for transparency and traceability grows, investors and policymakers are increasing pressure by pushing for mandatory ESG disclosures under CSRD and SEC climate disclosure rules.⁴⁰ In the furniture sector, where global supply chains are complex and far-reaching, scrutiny is intensifying, especially when it comes to sustainable sourcing practices. Regulatory provisions such as the EU Deforestation Regulation (EUDR) are placing stricter controls on supply chains, requiring companies to ensure that products like wood and rubber are not linked to deforestation.

- Only 34% of large companies address human rights effectively.⁴¹
- Just 22% of large companies excel in traceability.⁴²
- The furniture sector is facing increased scrutiny over sustainable sourcing and deforestation risks.⁴³

Poltrona Frau's response

- Progressively adopting certifications and ratings to guarantee compliance and quality.
- Implementing the Code of Conduct to ensure adherence to brand standards across the value chain.

⁴⁰ EFRAG, SEC, 2023.

⁴¹ Business & Human Rights Resource Centre, 2025.

⁴² Business & Human Rights Resource Centre, 2025.

⁴³ OConnell, K., 2023 An SME (Small- or Medium-sized Enterprise) is defined by SBTi.



We honor Integrity

Our governance

[G1-GOV1] [G1-GOV3]

Poltrona Frau adopts a governance model based on the principles of fairness, transparency and integrity, with a focus on sharing long-term created value with its stakeholders.

The Board of Directors (BoD) holds management control and is responsible for all decisions aimed at achieving corporate objectives, except for those reserved by law to the Shareholders’ Meeting. The BoD is appointed by the Shareholders’ Meeting (Sole Shareholder) with a three-year mandate.

Coherent with the sustainability strategy of Haworth Lifestyle, **the BoD** collaborates with department directors to assess the sustainability initiatives taken, review their outcomes and approve any actions aimed at improving economic, social and environmental impacts.

All corporate decisions are subject to an internal policy-regulated authorization process. Only decisions of great importance, both in terms of subject matter and finances, are validated by the President along with the other Directors. The BoD of Poltrona Frau is subject to assessment by Haworth Lifestyle to ensure the effectiveness of its operations and performance, including the brand’s impact on the environment, economy and society.

Composition of the Board of Directors as of December 31, 2024

Members	Role	Executive	Mandate	Gender
Dario Rinero	President of the BoD	Yes	Jun 2022 – Dec 2024	M
Nicola Coropulis	Chief Executive Officer	Yes	Jun 2022 – Dec 2024	M
Scott Ryan Poulton	Director	Yes	Jun 2022 – Dec 2024	M
Cesare Parachini	Director	Yes	Jun 2022 – Dec 2024	M
Ervino Riccobon	Director	Yes	Sep 2023 – Dec 2024	M

The Board of Statutory Auditors is responsible for developing and achieving the strategic objectives of the brand and its subsidiaries. It is composed of five auditors, of which three are regular and two are alternate.

Composition of the Statutory Auditors as of December 31, 2024

Members	Role	Gender
Mario Stefano Luigi Ravaccia	President	M
Giulio Palma	Statuary auditors	M
Barbara Zanardi	Statuary auditors	F
Giuseppe Carucci	Alternate auditors	M
Francesco Molinari	Alternate auditors	M

Business ethics and human rights

APPROACH AND COMMITMENTS

[G1-1] [G1-2] [G1-3] [G1-4]

Poltrona Frau implements a Code of Ethics, which defines the core principles of the brand and serves as a reference point for responsible and transparent conduct. As an integral part of the internal control system, the Code helps to prevent conflicts of interest, corruption and unlawful or irresponsible behaviour both within the organization and in relations with stakeholders. The document incorporates the values set out by Haworth Inc. and reflected in the Member Code of Conduct, promoting integrity, fairness, and accountability in all business dealings. The Code applies to all stakeholders, including board members, employees, contractors, consultants, and third parties acting on behalf of Haworth Inc.

In 2018, Poltrona Frau implemented an Organization, Management and Control Model in accordance with Italian Legislative Decree 231/2001, reinforcing its commitment to ethical, transparent and responsible business practices. The adoption of this system serves to manage and prevent potential crimes or unlawful behaviour within the brand. The Supervisory Body is tasked with assessing the effectiveness and functioning of the system, addressing any non-compliance with established regulations.

2024 PROGRESS AND ACTIONS

WHISTLEBLOWING PROCEDURE

In 2024, Poltrona Frau established a Whistleblowing Committee composed of representatives from the Legal and HR departments, the Internal Auditor, and the President of the Supervisory Board. The committee convenes as needed to review and manage reports received through dedicated channels. Confidential and anonymous reporting tools are made available by Haworth Inc., allowing both members and external stakeholders to report unethical behaviour, misconduct, or breaches of brand policies. The Ethics Helpline is available 24/7 to all Business Units, and an anti-retaliation policy protects anyone reporting in good faith from discrimination or penalties.

In addition, Haworth Inc. delivers regular compliance training. The Global Compliance Training program, conducted every two years, covers key topics such as ethical conduct, anti-corruption, and data protection, in alignment with international governance standards.

ANTI-CORRUPTION COMMITMENT

Poltrona Frau supports the anti-corruption principles outlined in the United Nations Convention against Corruption and adopts a zero-tolerance approach to bribery. In 2024, 245 members completed the Ethics & Code of Conduct training, while 113 participated in the course on D.Lgs. 231. The Supplier Code of Conduct, also requires adherence to anti-bribery laws and ethical business standards across the value chain.

No convictions or fines for violations of related laws were recorded by Poltrona Frau in 2024.

G1-4 | Incidents of corruption and bribery

Convictions and fines	
Total number of convictions for violation of anti-corruption and anti-bribery laws (n.)	0
Total amount of fines (€)	0.00 €

ESRS and GRI content index

ESRS 2 IRO-2 DISCLOSURE REQUIREMENTS IN ESRS
COVERED BY THE UNDERTAKING’S SUSTAINABILITY STATEMENT

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ESRS 2	General Information	
BP-1	General basis for preparation of sustainability statements	34
BP-2	Disclosures in relation to specific circumstances	34
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IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	34
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ESRS E5	Circular Economy	
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S1-2	Processes for engaging with own workers and workers’ representatives about impacts	74
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S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own	74, 76, 80, 83, 85
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	71, 82, 85
S1-6	Characteristics of the undertaking’s members	72, 80
S1-7	Characteristics of non-member workers in the undertaking’s own workforce	72
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S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	93
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	93
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	93
ESRS S4	Consumers and End-users	
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S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	94, 96, 98
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to customers and end-users, and effectiveness of those actions	94, 96, 98
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ESRS G1	Business Conduct	
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GRI CONTENT INDEX

Poltrona Frau has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024, with reference to the GRI Standards and using GRI 1: Foundation 2021.

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Ceccotti Collezioni



CECCOTTICOLLEZIONI

Company profile

60 YEARS OF HISTORY PROMOTING CRAFTSMANSHIP AND DESIGN

Established in 1956 as Ceccotti Collezioni Aviero, the brand initially focused on home furnishings before expanding into the hospitality sector. Collaborating with leading international chains such as Trusthouse Forte and Sheraton, Ceccotti Collezioni Aviero gained global recognition while upholding the rich artisan tradition of Cascina, Tuscany.

Driven by a culture of woodworking excellence, the brand evolved under the leadership of Franco Ceccotti and designer Roberto Lazzeroni. In 1988, Ceccotti Collezioni was officially founded, embracing a new era of contemporary design inspired by architect Paolo Portoghesi. The launch of the Dedos Tenidos collection marked a turning point, reflecting influences from Gaudí, Mollino and 1950s Scandinavian design. Characterized by organic, anthropomorphic forms, Ceccotti Collezioni's pieces seamlessly blend soft, sensual curves with dynamic profiles.

Today, Ceccotti Collezioni embodies the essence of fine craftsmanship, merging tradition with innovation. In an age dominated by virtual experiences, Ceccotti Collezioni pieces are more than mere physical representations: they invite tactile engagement and interaction. This commitment to redefining luxury through tangible, immersive experiences underscores the company's dedication to its artisan roots while embracing the demands of the modern world.

D.R.D.P: is one of Ceccotti Collezioni's most iconic products, inspired by De Chirico's painting Double rêve du printemps.

VALUES

The values of Ceccotti Collezioni embody its uniqueness and guide the operations of the company:

- **Craftsmanship** – Alchemy between craftsmanship and artistic vision, where every small detail is a masterpiece of experience in creating artefacts.
- **Innovation** – Embedded in its DNA, in the shapes, in the engineering and production that take place in the company, step by step.
- **Durability** – Time is considered the most precious material, allowing products to transcend the barriers of fashion.
- **Sustainability** – Every aspect of production is guided by sustainability to safeguard the environment in which the company lives and operates.

MISSION

Create timeless, elegantly crafted products that embody understated luxury and artisanal expertise—using solid wood and traditional craftsmanship to deliver lasting value and uncompromising quality to discerning clients worldwide.

VISION

Craft innovative designs that shape the future of living and working—prioritizing quality and harmony with people and the environments they inhabit.

Highlight 2024

Our commitment to the environment

60%

of the total energy is covered
by the rooftop photovoltaic plant

~30

repaired and restored items

Ceccotti Collezioni is committed to improving energy efficiency, minimizing waste and fostering sustainable resource use. Toward this, Ceccotti Collezioni is enhancing its rooftop **photovoltaic plant** to cover **60%** of its total energy consumption.

In 2024, the brand also introduced several improvements which reflect its **ongoing commitment to innovation and energy efficiency**. Ceccotti Collezioni upgraded its dust extraction systems, replacing older equipment with more efficient filtration technology. Key improvements include a new 22 kW fan motor for enhanced dust collection, an expanded filtering surface area for better air quality and the installation of a new substation with 144 sleeve filters to increase efficiency. Additionally, electropneumatic dampers have been integrated into the woodworking department, automatically adjusting airflow to optimize energy consumption, reducing energy waste by operating only when machines are in use.

Further emphasizing its environmental commitments, in 2024, the company enhanced the thickness of externally-certified cardboard while transitioning away from OSB (Oriented Strand Board) wood cages.

Advancing the circular economy with focus on repair and restoration

In line with Haworth Lifestyle circular economy approach, **Ceccotti Collezioni emphasizes repairing and restoring items, refurbishing approximately 30 items in 2024**. In addition, Ceccotti Collezioni has repurposed wood scraps from production to generate energy for heating its facilities. The scraps are collected, vacuumed and then incinerated, effectively repurposing waste and improving material efficiency. **In 2024, the brand repurposed 116 cubic meters of wood through this initiative.**

Building Excellence Together

New corporate
supplementary
agreement

Ceccotti's
1st work-study
program

In 2024, Ceccotti signed a corporate supplementary agreement to enhance member well-being across four key areas: health, financial stability, community support and training. Initiatives include free health checkups, paid medical leave, solidarity time bank for members in need, improved overtime pay, canteen contributions and bonuses for major life events. The agreement also introduces internships for employee children and applies to all 85 members, offering benefits beyond the national contract.



At Ceccotti Collezioni, ensuring a safe and healthy work environment is a core priority, reflected in the recent installations of upgraded systems. Specifically, an automated crane system was introduced to manage large marble slabs, enhancing operational efficiency while reducing manual handling risks. The facility also upgraded its dust extraction systems, replacing outdated equipment with high-efficiency filtration technology to improve air quality. In the carpentry machining and sanding departments, the installation of high-performance extraction systems and electropneumatic dampers further optimized airflow management.

Ceccotti's work-study program

In 2024, Ceccotti continued to strengthen its connection with the local community, placing great importance on preparing the next generation of artisans, the foundation of craftsmanship. This year, the long-standing collaboration with the **professional school of Art in Cascina** (Tuscany, Italy) was renewed, welcoming two young talents into a hybrid school-work program, combining theoretical learning with on-the-job experience. Under the guidance of Ceccotti's craftsmen, they are being introduced to the delicate art of production, ensuring the preservation of time-honored techniques while fostering a new wave of skilled professionals.

