LUXURY LIVING® GROUP

SUSTAINABILITY REPORT

2025



LUXURY LIVING GROUP

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EXCELLENCE

02. ENVIRONMENT:
COMMITMENT
AND PERFORMANCE

03. SOCIAL:
BUILDING EXCELLENCE
TOGETHER

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LETTER TO OUR STAKEHOLDERS

Dear Readers,

This edition of our Sustainability Report reflects our progress across environmental, social and governance topics, together with the areas where work is still under way.

At the heart of our work lies the ability to interpret the identity of each licenced brand and translate it into meaningful collections. In 2025, new product launches at Milan Design Week and a series of creative collaborations further enriched our design offer. The year also brought a landmark development: Luxury Living Group took over the worldwide production and distribution of Fendi Casa.

On responsible sourcing, by the end of 2025, 93% of our direct suppliers had signed the Supplier Code of Conduct introduced in 2024. We also rolled out two self-declarations: Chemical Material Declaration Forms and Conflict Minerals Declarations, to collect more detailed information on materials and supply-chain origins. These instruments are a starting point for greater transparency, not an end state, and we will report on the data they generate as coverage grows.

On the environment, we ran a pilot of CircularTool® on selected new products to assess circularity aspects, and we launched a reconditioning program that restores products with minor imperfections and returns them to market. We also continued our transition towards responsible packaging: 98% of packaging spending is now allocated to renewable, reusable, recyclable or compostable materials.

We continued to invest in the growth and development of our members, who span four countries worldwide. Throughout 2025, we delivered 2,917 hours of training—a 52% increase over the previous year—with each member averaging 11 hours, up from 8 in 2024. These numbers reflect a deliberate choice: to build an organisation where professional development is not supplementary, but structural.

Looking ahead, Luxury Living Group remains focused on growth guided by a clear product vision and continued attention to quality, sustainability and the communities we operate in. None of this happens without our members, clients, designers, partners and collaborators, whose contribution remains central to everything we do.

Andrea Gentilini
CEO

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EXECUTIVE SUMMARY

ENVIRONMENT: COMMITMENT AND PERFORMANCE

100%
renewable electricity
(certified via Guarantees of Origin)

100%
waste diverted
from disposal

5
innovative textiles, including
bio-based and recycled solutions[1]

98%
packaging spending
on renewable, reusable, recyclable
or compostable materials

In 2025, Luxury Living Group advanced its environmental agenda by piloting a CircularTool® to measure circularity performance across its new product portfolio, installing a waste compactor and launching a product reconditioning programme. Innovation in materials focused on the progressive integration of bio-based textiles and materials derived from production by-products.

SOCIAL: BUILDING EXCELLENCE TOGETHER

261
members based across
4 countries

51%
women in
own workforce

2,917
total hours
of training provided

100%
members underwent performance
and development reviews

In 2025, Luxury Living Group supported workforce well-being by implementing a smart working policy, flexible hours, meal vouchers, and providing access to psychological support via the Unobravo network, while also extending parental leave to 100% of its members— with a 10% take-up rate during the year.

1. For detailed information about Luxury Living Group's material use, please refer to the Sustainable materials chapter.

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NAVIGATING THE DOCUMENT

The **Sustainability Report 2025** (hereinafter also "the Report") serves as a tool for communicating Luxury Living Group's ("the brand") commitments and progress on environmental, social and governance (ESG) issues.

Luxury Living Group is part of Haworth Lifestyle ("the Group"), the premium furniture and lifestyle division of the broader Haworth organisation ("Parent Group"), one of three divisions together with Haworth Commercial Interiors and Haworth International.

The Luxury Living Group Sustainability Report opens with a **Letter to Stakeholders from the CEO**, followed by an **Executive Summary**, which outlines the brand's 2025 performance, key achievements and main projects.

This Report is prepared on a voluntary basis and takes inspiration from the **European Sustainability Reporting Standards** (ESRS). It is divided into four main sections, reflecting the framework adopted by Haworth Lifestyle: **General: Driving Design Excellence; Environment: Commitment and Performance; Social: Building Excellence Together; and Governance: Leading with Integrity.**

Each section is divided into thematic chapters aligned with ESRS topics, with disclosures that also reflect the Group's values, as illustrated on page 17. For each topic, the Report outlines the Group's approach, policies and objectives, followed by a "2025 Progress and Action" section, summarising the main initiatives implemented by the brand and giving details of major ongoing projects. The Report then presents the ESRS and GRI Content Index, indicating where the disclosures inspired by each standard can be found.

As part of a broader reporting ecosystem, this document is aligned with and complemented by the following key publications:

- **2025 Haworth Lifestyle Sustainability Report:** in-depth insights into key sustainability topics relevant to all brands in the Haworth Lifestyle portfolio.
- **2025 Haworth Group CSR Report:** covers the full breadth of the broader Haworth organisation, including brands and initiatives beyond Haworth Lifestyle, such as Haworth Commercial Interiors and Haworth International.

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LUXURY LIVING GROUP AT A GLANCE

Unique furniture pieces conceived and crafted in Italy.

Luxury Living Group is leader in the design, manufacture and distribution of luxury furniture for some of the world's most prestigious international brands, including Versace, Dolce&Gabbana, Trussardi, Bentley Motors and Bugatti, as well as its own Luxence Luxury Living brand.

Luxury Living Group collections are the result of meticulous production processes, where attention to detail and artisan craftsmanship enhance the creativity, elegance and design of its clients' brands. Balancing tradition with innovation, each piece undergoes a journey from concept to prototype to final realisation, embodying the company's "Conceived and Crafted in Italy" ethos.



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A SNAPSHOT OF ICONIC 2025 PRODUCTS

In 2025, Luxury Living Group introduced a range of innovative products developed through its long-standing collaborations with licenced luxury brands and from its proprietary collection. These were presented during the Milan Design Week, an annual event held in Milan that combines a furniture fair with city-wide exhibitions, installations, and talks covering various aspects of the design sector.



BENTLEY HOME
THE ASHFORD SOFA

The Ashford modular sofa, designed by Carlo Colombo, strikes the perfect balance between contemporary aesthetics and uncompromising comfort. Available as **multiple modular elements** for creating bespoke configurations, it redefines proportions through the juxtaposition of materials, creating a harmonious dialogue between functionality and sculptural design.



BUGATTI HOME
THE TYPE_17 ARMCHAIR

The TYPE_17 armchair echoes Bugatti's iconic **C-Line**, capturing its unmistakable fluidity and structural elegance. Its dynamic curves take shape in pure aluminium, sculpting the armrests with an effortless sense of motion, a direct expression of the **aerodynamic purity** that defines Bugatti's hyper sports cars.



DOLCE&GABBANA CASA
THE SAINT JEAN TABLE

With its painted metal frame and printed **Blu Mediterraneo glass top**, the Saint Jean table represents the perfect combination of robust structure and light design. A true focal point for outdoor spaces, it brings together hospitality, style and the unmistakable charm of **Mediterranean conviviality**.

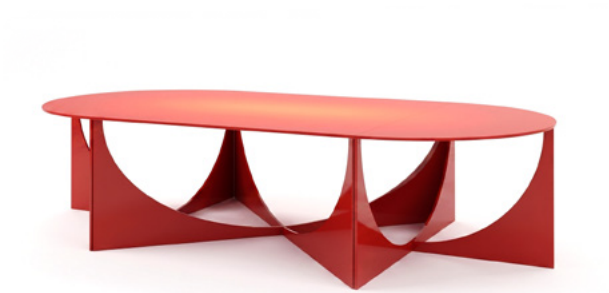
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LUXENCE LUXURY LIVING
THE GIANO TABLE

Giano is a family of tables and consoles **designed to be used in combination** and accommodate a greater number of guests. Wall-mounted or freestanding **display shelves**, available in two or three tiers, complement the collection, together with a selection of coffee tables.



TRUSSARDI CASA
THE COMFY ARMCHAIR

A sanctuary to retreat to, a contemporary design object, a sensory experience — this is Comfy in its armchair version. Its generous silhouette and organic curves envelop the body in a soft embrace, lending the design a gentler aspect. The feeling is amplified by using **carefully selected materials**, which blend with Trussardi's artisanal excellence and meticulous attention to detail.



VERSACE HOME
THE ACANTHO CHAISE LONGUE

The ornate acanthus leaves of Versace's signature **Barocco print** are evoked by the enveloping scroll shape of the Acantho chaise longue's backrest, which is embellished on the side with the **iconic Medusa** image. The armchair can be customised by mixing different finishings or opting for an all-over fabric that embodies the House's signature design codes.

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PARTNERSHIPS AND COLLABORATIONS

TRUSSARDI CASA X SUONARESTELLA

In 2025, Luxury Living Group introduced a **residential space concept, created by Paolo Stella in collaboration with the creative team at Trussardi Casa**. Conceived as a refined domestic environment, the project expresses a sophisticated vision of living, where every element contributes to a coherent, evolving narrative. Each piece is chosen for the way it balances form, material and proportion, conveying a sense of unpretentious elegance and authentic Italian savoir-faire. Rooted in Stella's creative vision, the space gives rise to **a dialogue between design, culture and contemporary lifestyle**, translating the brand's aesthetic into a modern interpretation of comfort, craftsmanship and understated luxury.

LAZZARINI PICKERING ARCHITETTI

During the year, **Luxence collaborated with Lazzarini Pickering Architetti**, leading to the creation of the Otreblà capsule collection, which explores form and perception through a refined interplay of volume, matter and colour. Drawing on the studio's multidisciplinary vision, the project translates a distinctive design approach into high-end furniture, expressing **sculptural clarity, geometric balance and timeless, formal elegance** that goes beyond passing trends.



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HISTORY

Luxury Living represents a success story of Italian craftsmanship: since its foundation in the 1960s, the brand has cultivated a wealth of expertise in crafting furnishings for renowned luxury brands, leveraging its unique specialisation in sourcing and processing top tier materials.

1960

Establishment of the brand by Alberto Vignatelli in Forlì, introducing innovative sofa materials to the Italian market.

1980

Expansion into the automotive segment and progressive shift towards luxury interior design.

1987

Development of the lifestyle segment for Fendi; design, production and distribution of Fendi Casa under licence, establishing a benchmark in luxury furniture.

2013

Establishment of headquarters in Palazzo Orsi Mangelli. Launch of the first Bentley Home collection.

2014

Creation of Trussardi Casa, marking Trussardi's debut in the lifestyle segment.

2016

Launch of Bugatti's first home collection.

2017

Creation of the Luxury Living Projects division.

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2020

Acquisition of Luxury Living Group by Haworth Lifestyle, part of Haworth Group. Agreement signed with Versace for the launch of the new Versace Home collection.

2021

Launch of the first Dolce & Gabbana Casa collection and inauguration of the first Versace Home monobrand store in Milan.

2022

Launch of Luxence Luxury Living, the brand's first independent collection. New openings in Forlì (Factory Store), London and Milan, including the first Bentley Home Atelier and the first Dolce & Gabbana Casa monobrand store.

2023

Opening of Versace Home and Dolce & Gabbana Casa brand counters at Harrods in London. Launch of Trussardi Residences and the Bugatti Tower in Dubai, alongside a Bentley Home partnership with Mira Developments for the world's first Bentley-branded villa community.

2024

Opening of the Luxury Living Texas store in Dallas. Continued expansion of the global retail network, with new Bugatti Home, Bentley Home, Versace Home and Dolce & Gabbana Casa openings in Dubai, Riyadh, Hangzhou, Xi'an, Doha and Uzbekistan.

2025

Consolidation of the brand's presence in France with Bugatti Home and Dolce & Gabbana Casa at Paris Design Week. From July 1, takeover of worldwide production and distribution of Fendi Casa, following the acquisition of 100% of FFD (Fashion Furniture Design S.p.A.).

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GEOGRAPHICAL PRESENCE

[ESRS 2 SBM-1]

Luxury Living Group operates across 40 countries worldwide. The brand's headquarters and manufacturing sites are located in Forlì, Italy and its distribution model is based on three main sales channels: retail, wholesale and contract projects.

- **Retail:** the brand manages 10 directly operated stores (DOS) located in key markets across the globe, including Italy, the UK, France and the US. These stores offer clients the opportunity to experience the essence of Luxury Living Group firsthand.
- **Wholesale:** the brand relies on a network of over 200 distributors, ensuring broad global access to its portfolio of products.
- **Contract Projects:** Luxury Living Group also develops tailor-made projects for the Residential & Real Estate and Hospitality segments. These projects are delivered through a combination of internal expertise and a network of external partners, furnishing exclusive spaces across the world.

40
Countries where Luxury Living Group is present

10
Directly operated stores

>200
Distributors

2
LL Stores in partnerships



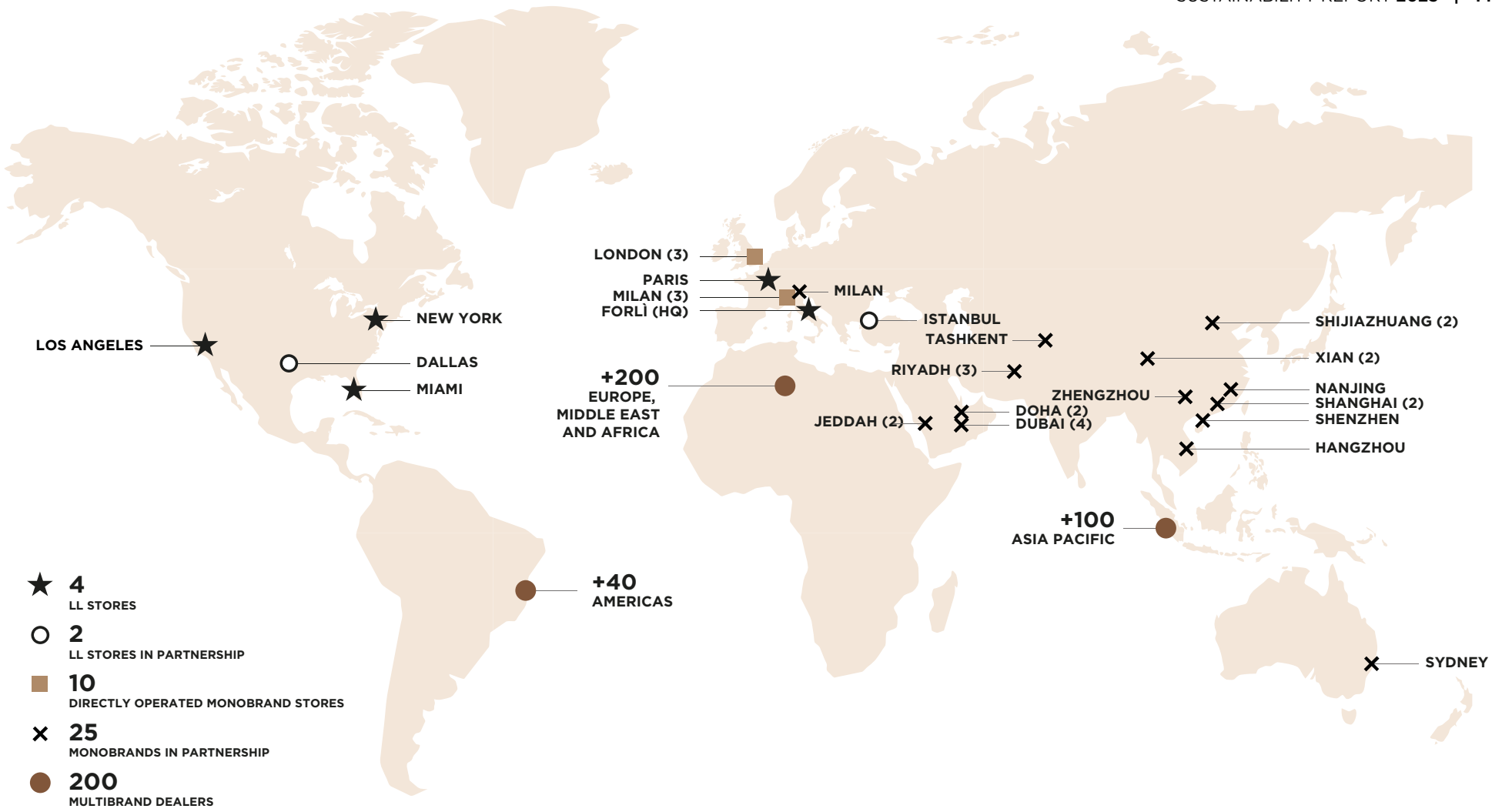
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PRIMARY ACTIVITIES AND VALUE CHAIN

[ESRS 2 SBM-1]

The production process begins with the creative vision of designers and the Luxury Living Group Style Department, which works together with the licenced brands and the production team to develop products that combine form and function and to select materials taking into account quality and durability considerations.

All design proposals are subject to the licenced brands' approval before entering the manufacturing phase. Simultaneously, Luxury Living Group also develops customised interiors projects for the Residential, Real Estate and Hospitality sectors, providing architectural and design consultancy services.

Raw materials and key semi-finished products, like fabrics, foam, leathers 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 offer. Materials are selected in consultation with the licenced brands' Design departments to ensure alignment with defined stylistic and strategic criteria. The design and product development process is cyclical, with products being continuously refined by designers, licenced brands, the internal style department, suppliers and production facilities.

During the production phase, upholstery specialists sew and fit fabrics, while carpenters construct frames and structures. Steps such as cutting and assembly are carried out during every stage of the production process.

Once final detailing and quality checks are completed, products are packaged and distributed via land, sea and air transport to retail stores, private homes or commercial projects. Outbound logistics operations are handled centrally by Haworth Lifestyle to ensure efficient coordination.

Product durability is one of the criteria considered during design and material selection.



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OUR GOVERNANCE

[ESRS 2 GOV-1]

Luxury Living Group adopts a traditional corporate governance model, consisting of a Board of Directors and a Board of Statutory Auditors.

Members of the Board of Directors are appointed by the Shareholders based on individual abilities and experience, and are entrusted with ordinary and extraordinary management powers, except for matters that are the legal responsibility of Shareholders. The Board is responsible for implementing the actions necessary to achieve the brand's objectives.

The conduct and performance of the Board of Directors are subject to periodic evaluation by the Haworth Group. Shareholders carry out bi-annual assessments based on objective criteria, which may include oversight of the brand's environmental, economic and social impacts.

Board of Directors (BoD)

Name	Gender	Role and responsibility	Appointment	Independence
Dario Rinero	Male	**President**	Executive	-
Andrea Gentilini	Male	**CEO**	Executive	-
Olga Shvilli	Female	**Vice President**	Executive	-
Diego Pezzera	Male	**Director**	Executive	-

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VALUE-DRIVEN ORGANISATION

Luxury Living Group is guided by Haworth Group's core set of values, revolving around client needs, member empowerment, continuous learning, design excellence, governance and transparency and environmental responsibility.

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 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 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.

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 LEAD WITH DESIGN

Our family of businesses has 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 HONOUR 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 CREATE VALUE

We deliver innovative solutions to satisfy our customers' unmet needs. Our success contributes to the livelihood and growth of our members, their families, our shareholders and our entire network.

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OUR SUSTAINABILITY JOURNEY

METHODOLOGICAL CONSIDERATIONS

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

The 2025 Luxury Living Group 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's approach, the brand has adopted the ESRS standards on a voluntary basis, ahead of the applicable regulatory timeline. The Report presents sustainability information and data in a clear, consistent and comparable manner, intended to support comparability with other reporting entities.

Where relevant, the Report complements **ESRS** disclosures with performance indicators derived from the **Global Reporting Initiative (GRI)** and other **entity-specific information**. For the full list of data points disclosed in this Report, please refer to the ESRS 2 IRO-2 Disclosure requirements in *ESRS covered by the undertaking's sustainability statement section*, on page 65.

The quantitative data presented in the tables throughout the document are based on the ESRS, with some simplifications to aid consultation. For a Group-wide overview of Haworth Lifestyle and its brands, please refer to Haworth Lifestyle's sustainability report, where data are presented on a consolidated basis.

The scope of the report includes Club House Italia S.p.A. and all its subsidiaries, jointly referred to as Luxury Living Group in this report. The considered time frame corresponds to the **2025 fiscal year**, from January 1, 2025 through December 31, 2025. Where available, data from the 2024 financial year are provided. Unless explicitly stated, 2024 figures are presented as originally reported. Where significant reporting errors or methodological changes were identified with respect to the previous year, these are shown in the relevant tables.



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DOUBLE MATERIALITY ASSESSMENT

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

In 2025, Haworth Lifestyle updated its Double Materiality Assessment (DMA), aligned with CSRD guidelines. The DMA was conducted at division level to support a consistent sustainability disclosure across its brands.
The DMA evaluates both:

- **impact materiality**, adopting an "inside-out" approach to identify actual and potential effects, both positive and negative, on the external environment and society;
- **financial materiality**, adopting an "outside-in" perspective to assess how external environmental and social factors create risks or opportunities that influence the brand's financial performance.

The materiality update led to the identification of **5 key ESRS topics and 14 associated subtopics**, forming the basis of both Haworth Lifestyle and Luxury Living Group sustainability reporting. For further details and a full list of identified Impacts, Risks and Opportunities (IRO), please consult Haworth Lifestyle's Sustainability Report.

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LIST OF RELEVANT SUSTAINABILITY TOPICS

	ESRS TOPICS AND SUBTOPICS	DOCUMENT SECTION
ENVIRONMENT	**E1 - Climate Change** • Climate change adaptation • Climate change mitigation Energy	• Energy efficiency and emissions reduction
	E5 - Circular Economy • Resources inflows, including materials • Resource outflows, including products • Waste	• Circular design • Sustainable materials • Sustainable packaging • Waste management
SOCIAL	**S1 - Own Workforce** • Working conditions Equal treatment and opportunities for all	• Our members' wellbeing • Member training and development
	S2 - Workers in the Value Chain • Working conditions Other work-related rights	• Workers in the value chain
GOVERNANCE	**G1 - Business Conduct** • Corporate culture • Protection of whistleblowers • Management of relationships with suppliers, including payment practices Corruption and bribery	• Responsible value chain • Business ethics and human rights



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OUR SUSTAINABILITY STRATEGY AROUND OUR VALUES

[ESRS 2 SBM-1]

Luxury Living Group's commitment to sustainability aligns with the overarching vision of Haworth Lifestyle, guided by the Haworth Group's strategy.

Structured around seven key sustainability priorities, it provides a unified framework across the whole Group, while allowing each brand to define tailored initiatives and objectives aligned with its own business model.

The table below illustrates how the Group's **values**, long- term **sustainability priorities** and **material topics** - identified through the materiality assessment - are interconnected, shaping its commitments and guiding its actions.

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SUSTAINABILITY PRIORITIES AND COMMITMENTS

Value	Sustainability Priority	Material Topic	Material Sub-Topic	Commitment
WE WORK TO MAKE THE WORLD BETTER	**Impact Reduction**	**Climate Change**	• Climate change adaptation • Climate change mitigation • Energy	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.
WE LEAD WITH DESIGN	**Materials and Packaging**	**Circular Economy**	• Resource inflows, including materials • Resource outflows, including products Waste	Transition to renewable, recyclable, and recycled materials in product design and packaging, prioritising 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.

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Value	Sustainability Priority	Material Topic	Material Sub-Topic	Commitment
WE RELY ON OUR MEMBERS **WE EMBRACE CONTINUOUS LEARNING**	**Valuing People**	**Own Workforce**	• Working conditions • Equal 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**	• Working conditions • Labour-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**	-	-	Develop high-quality, safe, and compliant products while actively engaging with customers to enhance service excellence and sustainability performance.
WE HONOUR INTEGRITY	**Strong governance**	**Business conduct**	• Corporate culture • Management of relationships with suppliers, including payment practices • Corruption 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.

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GOVERNING SUSTAINABILITY

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

To structure sustainability governance in its operations, Luxury Living Group's ESG approach is embedded within the broader framework established by Haworth Lifestyle.

Haworth Lifestyle's **Operational Excellence Division** includes a dedicated Corporate Social Responsibility (CSR) team, which is responsible for driving a long-term vision for sustainability, while integrating it into daily operations and encouraging alignment with Haworth Group's strategy. The CSR team **provides brand-level support**, acting as a resource for brands, offering expertise and guidance[2].

At Luxury Living Group level, the Board of Directors (BoD) identifies strategic sustainability priorities and is responsible for evaluating and approving sustainability initiatives, including the implementation of the Sustainability Strategy, in coordination with functional directors. Some members of the BoD of Luxury Living Group and Club House Italia S.p.A. contribute to Haworth Lifestyle's sustainability strategy by sharing relevant information.

During 2025, Haworth Lifestyle developed a structured procedure for the Corporate and Brand Sustainability Drafting Process, inspired by CSRD (Directive (EU) 2022/2464) and Italian Legislative Decree 125/2024. Once in force, the procedure will set out principles, roles, responsibilities and operational guidelines intended to support complete, accurate, transparent and compliant reporting across the Group and its brands.



2. For detailed information on the CSR team's responsibilities, please refer to Haworth Lifestyle's Sustainability Report.

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OUR ENGAGEMENT WITH STAKEHOLDERS

[ESRS 2 SBM-2]

Luxury Living Group engages with a broad range of internal and external stakeholders in order to integrate their needs, expectations and requirements in its decision making process.

INTERNAL STAKEHOLDER ENGAGEMENT

Luxury Living Group engages its members in the Group's sustainability objectives through initiatives promoting wellbeing, professional development and participation — for example training programmes, surveys and feedback sessions, which also allow members' input to be collected and considered.

Internal communication channels, such as intranet updates, HR-led emails and newsletters, LinkedIn and brand-specific portals, ensure continuous dialogue and alignment with corporate goals. The corporate management team plays a key role in integrating sustainability into business strategies through governance structures, strategic meetings and executive committees.

EXTERNAL STAKEHOLDER ENGAGEMENT

Luxury Living Group engages with a broad range of external stakeholders through industry events such as Milan Design Week, art and design exhibitions, boat shows and product launches, as well as through its corporate websites, social media, press releases and newsletters.

The brand is committed to creating value, not only for the business but also for the local communities and stakeholders connected to its operations. Community engagement takes the form of a range of initiatives connecting the company with cultural, social and professional networks.

- **Presence in key international markets**: the brand maintains an active presence in important international markets by curating events, including design evenings in New York, that bring together clients, partners and design professionals.
- **Philanthropy**: Bentley Home strengthened its commitment to supporting communities in Japan through events such as the BST Gala Dinner, the ACC Japan Gala Dinner and a Children's Art Charity Exhibition. By leveraging its venues, networks and influence, the brand supported meaningful causes and raised awareness, while fostering a deeper integration of commercial success and public welfare impact.
- **Fondazione Rava**: in partnership with the Fondazione, Luxury Living Group donated some of its products to support solidarity programmes for the prison population in Italy.

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LUXURY LIVING GROUP'S STAKEHOLDERS

MANAGEMENT

MEMBERS

SHAREHOLDERS

CUSTOMERS

DEALERS

DESIGNERS AND STYLE OFFICES

EXTERNAL ARCHITECTURE AND DESIGN STUDIOS

LOCAL COMMUNITIES

PRESS & MEDIA

PUBLIC ENTITIES AND AUTHORITIES

SUPPLIERS AND SUBCONTRACTORS

TRADE UNIONS AND ASSOCIATIONS

UNIVERSITIES, RESEARCH CENTRES AND SCHOOLS

● **INTERNAL**
● **EXTERNAL**

02

ENVIRONMENT: COMMITMENT AND PERFORMANCE

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GLOBAL CONTEXT

2025 was one of the three warmest years on record, with average temperature in the period 2023–2025 reaching 1.5°C above pre-industrial levels, a threshold associated with a significantly higher risk of severe and potentially irreversible climate impact[3].

Climate-related events are becoming increasingly frequent and severe, affecting ecosystems, communities and economies worldwide[4]. In the furniture sector, a considerable proportion of environmental impact – including greenhouse gas emissions – is linked to materials and upstream supply chains, making efficiency, responsible sourcing and product durability key levers for lowering overall impact.

Against this backdrop, policy responses continue to evolve, although the regulatory landscape remains uneven across regions. In Europe, new regulations are raising expectations around transparency, circularity and carbon accountability throughout value chains. Measures such as the Ecodesign for Sustainable Products Regulation and the Digital Product Passport are expected to boost transparency, durability and circularity; while instruments such as Carbon Border Adjustment Mechanism (CBAM) and the EU Emissions Trading System (ETS) are making carbon costs more visible in various sectors.

The forthcoming Circular Economy Act is expected to support a more integrated market for secondary raw materials. However, the transition remains at an early stage, with only 6.9% of materials used globally currently coming from recycled sources, despite the significant potential of circular strategies to reduce emissions[5].

3. WMO, Press release - WMO confirms 2025 was one of warmest years on record, 2026.
4. EEA, 2024.
5. UNEP–IRP, Global Resources Outlook 2024.





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LUXURY LIVING GROUP'S RESPONSE

WASTE MANAGEMENT

DURING THE YEAR, LUXURY LIVING GROUP COMPLETED THE INSTALLATION OF A NEW COMPACTOR AT ITS FORLÌ PLANT WITH THE AIM OF OPTIMISING RECYCLABLE WASTE MANAGEMENT, AND INTRODUCED A RECONDITIONING PROGRAMME, THROUGH WHICH PRODUCTS WITH MINOR AESTHETIC IMPERFECTIONS ARE RESTORED AND REINTRODUCED TO MARKET VIA ALTERNATIVE SALES CHANNELS, REDUCING WASTE ACROSS THE PRODUCTION CYCLE.

MEASUREMENT AS ENABLER

LUXURY LIVING GROUP CARRIED OUT A PILOT APPLICATION OF CIRCULARTOOL® — A BUREAU VERITAS VALIDATED PLATFORM PROMOTED BY HAWORTH LIFESTYLE — ON SELECTED NEWLY LAUNCHED PRODUCTS TO ASSESS CIRCULARITY ASPECTS AND GAIN INITIAL INSIGHTS FOR FUTURE DEVELOPMENTS.

CLIMATE RISK ASSESSMENT

IN 2025, LUXURY LIVING GROUP PARTICIPATED IN A CLIMATE RISK ASSESSMENT LED BY HAWORTH GROUP, COVERING BOTH PHYSICAL RISKS — SUCH AS EXTREME WEATHER EVENTS, HEATWAVES AND FLOODING — AND TRANSITION RISKS, INCLUDING REGULATORY, MARKET AND REPUTATIONAL FACTORS, TO SUPPORT THE DEVELOPMENT OF TARGETED ADAPTATION MEASURES.

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WE WORK TO MAKE THE WORLD BETTER

ENERGY EFFICIENCY AND EMISSIONS REDUCTION

APPROACH AND COMMITMENTS

[ESRS 2 GOV 3] [E1-1] [E1-2] [E1-3] [E1-4]

Driven by emission-reduction targets validated by the Science Based Targets initiative (SBTi)[6] at Haworth Group level, **Luxury Living Group contributes to the Group's decarbonisation pathway, with a focus on energy efficiency, performance monitoring and an improved understanding of value chain impact**. Energy use and related emissions are monitored across production sites and retail stores to support reduction efforts and corrective actions where needed.

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 along the value chain. These mainly correspond to emissions attributable to purchased goods and services, outbound transportation and product end-of-life.

6. The Science Based Target Initiative (SBTi) is a non-profit organisation that provides companies with a clear pathway to reducing emissions in line with the Paris Agreement's 1.5°C goal.



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PARTNERING WITH SUPPLIERS TO REDUCE EMISSIONS

Luxury Living Group, like Haworth Lifestyle, recognises that a considerable portion of its environmental impact lies in its supply chain (Scope 3), and is, therefore, supporting suppliers in quantifying their emissions. The brand is progressively improving Scope 3 accounting, moving from a mainly spending-based methodology towards a more activity-based approach, backed by increasing use of primary data, with the aim of improving data quality and identifying key impact drivers. Suppliers adhering to the Haworth Group Supplier Code of Conduct are encouraged to establish systems to measure and reduce GHG emissions, set SBTi-aligned reduction targets for Scope 1, Scope 2 and, where relevant, Scope 3; they are also invited to develop a pathway towards achieving net-zero emissions across their value chains by 2050.

2025 PROGRESS AND ACTIONS
[E1-3]

In 2025, Luxury Living Group continued targeted energy efficiency measures at its main site in Forlì (Emilia-Romagna, Italy). During the year, the brand completed a relamping project, replacing all traditional lighting with LED systems across the facility's 12,000 m². The upgrade modernised underperforming systems and reduced electricity consumption and related costs.

Luxury Living Group also improved energy efficiency through **optimised heating management and building upgrades**: in 2025 this included replacing several doors and part of the roof at the main facility to reduce heat loss and lower heating demand.

12,000 m²

of facilities equipped with LED lighting systems

42%

of energy from renewable sources

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CLIMATE RISK ASSESSMENT

In 2025, the brand participated in a **Climate Risk Assessment**, led by Haworth Group, with the aim of identifying and evaluating key climate-related risks across its main operational locations, supporting the development of adaptive measures. The assessment covered both physical risks, such as extreme weather events, heatwaves and flooding, and transition risks, including regulatory, market, technological and reputational factors.

ENERGY CONSUMPTION AND EMISSIONS
[E1-5] [E1-6]

In 2025, Luxury Living Group consumed approximately 4,583 MWh of energy. Of this, 42% was from renewable sources and 58% from fossil fuels — the latter consisting primarily of natural gas for heating and diesel and gasoline for the company fleet. No energy was sourced from nuclear.

All electricity purchased by the Group was from renewable sources, certified through Guarantees of Origin. On this basis, all production plants were powered by renewable electricity. The renewable share of total energy consumption (42%) is lower than the renewable share of electricity (100%), as fleet fuel and natural gas for heating are not electricity-based; these are the focus of the Group's ongoing efficiency measures.

Greenhouse gas emissions are reported on both a market-based and a location-based approach, in line with the GHG Protocol. On a market-based basis, which reflects the renewable electricity certified through Guarantees of Origin, Scope 1 and 2 emissions totalled 582.82 tCO_2eq. On a location-based basis, which reflects the average emissions intensity of the local electricity grid, Scope 1 and 2 emissions totalled 1,108.49 tCO_2eq. The difference between the two reflects the effect of the renewable electricity instruments rather than a difference in physical energy use.



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ENERGY CONSUMPTION AND EMISSIONS

[E1-5] [E1-6]

E1-5 | Energy consumption and mix

Total energy consumption	**2025**
Unit of measurement	MWh
Total energy consumption	**4,583**

Total electricity consumption	**2025**	
Unit of measurement	MWh	%
From renewable sources	1,947	100%
From non renewable sources	0	0%

Energy consumption from non-renewable sources	**2025**
Unit of measurement	MWh
Total energy consumption from non-renewable sources	**2,635**
i. Non-renewable sources	**2,635**
Coal and coal products	0
Diesel for company fleet	1,096
Gasoline for company fleet	70
Natural gas	1,469
Other fossil sources	0
ii. Consumption of purchased or acquired	**0**
Electricity from fossil fuels	0
Heat from fossil fuels	0
Steam from fossil fuels	0
Cooling from fossil fuels	0
Fossil sources in total consumption (%)	**58%**

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E1-5 | Energy consumption and mix

Energy consumption from nuclear sources	**2025**
Unit of measurement	MWh
Total energy consumption from nuclear sources	**0**
Nuclear sources in total consumption (%)	**0**

Energy consumption from renewable sources	**2025**
Unit of measurement	MWh
Total energy consumption from renewable sources	**1,947**
i. Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources	**0**
ii. Consumption of purchased or acquired	**1,947**
Electricity from renewable sources	1,947
Heat from renewable sources	0
Steam from renewable sources	0
Cooling from renewable sources	0
iii. Self-generated non-fuel renewable energy	**0**
Self-generated non-fuel renewable energy	0
Renewable sources in total consumption (%)	**42%**

Energy production	**2025**
Unit of measurement	MWh
Production of non-renewable energy (MWh)	0
Production of renewable energy (MWh)	

In line with the Parent Group and Haworth Lifestyle, Luxury Living determines its renewable electricity share using the market-based approach: renewable electricity is procured through market instruments such as Guarantees of Origin (GOs) and Energy Attribute Certificates (EACs)

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

Scope 1&2 emissions	**2025**
Unit of measurement	tCO_2eq
Total scope 1&2 emissions market based	**583**
Scope 1	583
Scope 2	0
Total scope 1&2 emissions location based	**1,108**
Scope 1	583
Scope 2	526

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WASTE MANAGEMENT

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

Luxury Living Group pursues a responsible waste management approach, aimed at reducing waste and increasing recovery rates. Waste handling activities are managed by qualified third-party providers in compliance with local regulations, while regular oversight helps ensure the effective implementation of responsible disposal and recycling practices.

The brand works closely with local partners for waste collection and monitors their adherence to responsible waste management practices.

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2025 PROGRESS AND ACTIONS

[E5-5]

Luxury Living Group continues to implement initiatives designed to improve in-house waste separation. A key initiative is the systematic emptying and dismantling of wooden crates used in packaging materials, to enable sorting and recycling.

During the year, Luxury Living completed the installation of a new compactor at its plant in Forlì (Emilia-Romagna, Italy). The system compresses waste before transportation, reducing its volume and optimising storage and logistics. Luxury Living also introduced a **reconditioning program**, through which products with minor aesthetic imperfections are restored and reintroduced to the market via alternative sales channels. This keeps such products in use rather than discarding them, contributing to lower waste across the production cycle.

In 2025, Luxury Living Group generated a total of 186.650 kg of waste, an 11% decrease year-on-year. During the year, 100% of total waste was diverted from disposal.

E5-5 | Resource outflows[7]

Waste generated	**2024**		**2025**		**Δ**
Unit of measurement	kg	%	kg	%	%
Total waste generated	**210,226**	**-**	**186,650**	**-**	-11%
Total waste diverted from disposal (including waste prepared for reuse, recycled, or subject to other recovery operations)	**210,226**	**100%**	**186,650**	**100%**	-11%
of which hazardous	246	0.1%	310	0.2%	26%
of which non-hazardous	209,980	99.9%	186,340	99.8%	-11%
Total waste directed to disposal	**0**	**0%**	**0**	**0%**	-
of which hazardous	0	0%	0	0%	-
of which non-hazardous	0	0%	0	0%	-
Specific breakdowns of total waste					
Total waste non recycled	209,980	99.9%	186,650	100%	-11%
Total waste to energy	246	0.1%	0	0%	-

7. No radioactive waste was recorded in 2025; therefore, the total amount of hazardous and radioactive waste is equivalent to the total of hazardous waste.

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WE LEAD WITH DESIGN

CIRCULAR DESIGN

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

To integrate circular design principles within its operations, Luxury Living Group implements the **Guidelines for Sustainable and Circular Product Design**, a shared framework developed by Haworth.

The Group began applying circularity principles in its production and design processes in 2024. In 2025, it started measuring circularity on a selection of products, in order to better understand how circularity applies to its products and how it can be assessed. This measurement work is the basis on which, from 2025 onwards, circular design principles will progressively be integrated into further stages of product development. Quantified circularity targets have not yet been set; this work is intended to inform their definition.

KEY PILLARS OF CIRCULARITY

PILLAR	DESCRIPTION
MATERIAL RESEARCH AND SELECTION	Luxury Living Group explores opportunities to integrate recycled, recyclable and bio-based materials into its products, alongside alternatives to virgin raw materials where compatible with product specifications and manufacturing requirements. This typically takes place during product development and industrialisation, in some cases beginning at the concept stage.
DURABILITY	Products are designed to preserve structural integrity, functional performance and aesthetic quality over extended periods of use. This includes robust construction, enduring design and performance testing on key materials, such as Martindale tests on fabrics and abrasion testing on leather. Designing for durability helps reduce premature replacement.
DISASSEMBLY AND REPAIR	Where the product typology allows, products are designed for disassembly and repair, so that components can be accessed, replaced and serviced without compromising structural integrity. By enabling maintenance, refurbishment and functional upgrades, this approach can extend product longevity and reduce material waste.
LIFE CYCLE ASSESSMENTS (LCAs)	Applied where relevant to identify environmental impact hotspots, LCAs support more informed design decisions. The methodology is being extended progressively to the supply chain, improving data reliability and comparability.

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2025 PROGRESS AND ACTIONS
[E5-2]

MEASUREMENT AS ENABLER

What cannot be measured cannot be improved. Quantitative data allows Luxury Living Group to understand its current position, decide where it intends to go and identify the actions needed to get there. In 2024, the Group introduced an assessment methodology, promoted by Haworth Lifestyle, with the aim of establishing a measurable baseline and progressively mapping the circularity potential of new products, while reducing the risk of unsubstantiated claims. The Group has not yet defined quantified circularity targets, which will build on the insights emerging from this measurement activity.

In 2025, circularity analyses were carried out using **CircularTool**®, a Bureau Veritas-validated platform. This pilot initiative generated initial data and insights to support the Group's understanding of product circularity and potential future actions.



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SUSTAINABLE MATERIALS

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

Starting with material selection and product design, Luxury Living Group aligns with Haworth Lifestyle's commitment to responsible material sourcing and regulatory compliance across all operations. The Group's brands are also exploring alternative materials, such as recycled fabrics and responsibly sourced inputs, through collaboration with suppliers and dedicated initiatives.

Luxury Living Group uses a wide range of materials in its production processes, and the following is a list of the primary materials the brand employs.

MATERIALS	DESCRIPTION
WOOD	A natural material derived from trees; wood is valued for its strength and aesthetic appeal and is widely used in furniture and décor.
FABRICS	Materials like cotton and synthetics, chosen for texture and design in upholstery.
METALS	Strong and durable materials, including steel and aluminium, chosen for their strength in frames and structures.
FOAM	A lightweight material consisting of small air bubbles trapped in a solid or liquid, often used for cushioning, insulation and packaging.
PLASTICS	Plastic is a lightweight and versatile synthetic material, used in numerous components.
ADHESIVES & BONDING	Materials used to join two surfaces together through a chemical or physical process that creates a strong bond.
SURFACE FINISHES	Treatments or coatings applied to a surface to improve its appearance, durability or function, such as texture, colour or resistance to wear.
ELECTRONIC COMPONENTS	Small parts used in electronic devices, such as resistors, capacitors and transistors, to control and direct the flow of electricity.
PACKAGING	Materials used to protect, contain and label products for transport, storage and sale, often designed to preserve the product and convey information.
GLASS	Used to achieve transparency and add a light, contemporary touch to complex design elements, such as tables and lighting fixtures.
LEATHER	A durable, refined material used to create long-lasting furniture and accessories.
MARBLE	A natural stone with unique patterns and colours, marble is used in our products for its elegance.
POLYURETHANE AND OTHER TYPES OF PADDING	Polyurethane foam is commonly used for seat cushioning, offering comfort and support.

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2025 PROGRESS AND ACTIONS
[E5-2]

The Research and Development Department evaluates opportunities for improvement that make it possible to reduce the consumption of materials and resources and streamline production processes while maintaining product quality, performance and durability. Decisions are based on technical, economic and, where relevant, environmental assessments, fostering value-oriented innovation across the entire product life cycle. In parallel, Luxury Living Group has begun assessing the potential use of recycled or bio-based materials in selected non-visible components. This early-stage effort reflects the interest for a more resource-efficient use of materials. With the view of enhancing relationships, Luxury Living Group has forged partnerships with local cooperatives to upcycle surplus leather off-cuts into new products, further embracing the circular economy mindset.

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Over the years, Luxury Living Group has identified innovative new materials, with the aim of introducing them progressively into its products.

ALTERNATIVES TO VIRGIN WOOD

RESYSTA
An alternative to wood for furniture panels, it is crafted from a blend of rice husks, a byproduct of the food industry, common salt and mineral oil. According to the manufacturer, it is recyclable and designed for long-term use, with properties including water and weather resistance, UV protection and thermoformability.

FIBERFIL
Derived from recycled PET bottles, this polymer is used in combination with polyurethane to create seating and upholstery materials. According to the manufacturer, Fiberfil production repurposes over 1.5 billion PET bottles annually.

INNOVATIVE TEXTILES

FUTURA
Belonging to the family of polyurethane fabrics, it offers aesthetic qualities reminiscent of leather without using solvents or PVC in its production. Its textile backing is derived from plant-based sources such as sugar cane, corn and cellulose, replacing petroleum-based derivatives in that component.

MARM\MORE®
This fabric is crafted from marble dust, a byproduct of marble processing. Developed by Fili Pari and manufactured in Italy, it transforms marble dust into a textile.

ALTERNATIVES TO MINERALS

PAPER FACTOR®
Developed by Riccardo Cavaciocchi's homonymous brand, it offers an alternative to virgin marble for surface tabletops. Paper Factor ® is made from "raw paper" micro cellulose compound and natural pigments. An industrial patent supports the development of production technologies for manipulating natural raw materials such as cellulose.

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SUSTAINABLE PACKAGING

APPROACH AND COMMITMENTS
[E5-1] [E5-3]

In 2025, Luxury Living Group supported Haworth Lifestyle's rollout of its Group-wide packaging initiative launched in 2024, contributing to the development of **technical packaging archetypes and shared guidelines** focused on volume optimisation, reducing unnecessary empty space during shipping and increasing the use of recycled or recyclable materials.

In line with Haworth Group's global target of **100% sustainable packaging** (i.e. renewable, reusable, recyclable or compostable), Haworth Lifestyle and its brands are increasing the use of responsibly sourced materials, and considering certifications and labels to support the transition and anticipate future packaging regulations.

98%

sustainable packaging

2025 PROGRESS AND ACTIONS
[E5-2]

LESS PLASTIC IN PACKAGING

The brand continues to use biobased polyethylene bags made from sugarcane for packaging blankets and throws, introduced in 2024 to replace PVC bags. Being polyethylene, these bags are recyclable where suitable collection systems exist; they are made from renewable raw materials rather than fossil-based ones. They are not compostable. Using a renewable feedstock reduces reliance on petroleum-based raw materials compared with conventional PVC bags.

REDUCTION OF WOOD CONSUMPTION

Luxury Living Group is revising its packaging approach, based on product characteristics. In the case of products weighing more than 60 kg, wood packaging is being replaced with cardboard solutions, while lighter items continue to be shipped in wooden crates where needed. During the year, the brand also continued to explore alternative cage-based packaging solutions, aimed at further reducing wood use. At the same time, traditional wooden pallets are being replaced with plastic foot solutions to reduce both wood consumption and overall packaging weight, with full implementation expected in 2026.

IN-HOUSE CARDBOARD BOX-MAKING

To support the rollout of the new packaging approach, Haworth Lifestyle and its brands introduced in-house production of made-to-measure cardboard boxes. This reduced reliance on standard boxes from external suppliers, lowered material usage and logistics volumes, and reduced constraints linked to minimum order quantities. The cardboard used for continuous packaging modules is 100% FSC™-certified. By the end of 2025, 98% of packaging spending was allocated to renewable, reusable, recyclable or compostable materials; this figure is measured by spend rather than by weight.

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SOCIAL:
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GLOBAL CONTEXT

Organisations are being reshaped by technological, social, and demographic changes. Across OECD countries, around 27% of jobs are at risk of automation, while many others are expected to alter significantly due to AI and digital technologies, making continuous upskilling and reskilling an organisational priority[8].

Meanwhile, employee well-being and engagement remain critical to business performance, as low engagement is linked to higher absenteeism and staff turnover. According to the World Health Organisation, depression and anxiety alone cost the global economy around €840 billion per year in lost productivity[9].

Demographic shifts are also reshaping the workforce. In Europe, an aging labour force, with one third of workers over 50 years old, is leading to increasingly multigenerational workplaces, requiring more tailored approaches to learning, leadership, inclusion, and work-life balance[10].

8. OECD, The Risk of Automation for Jobs in OECD Countries: A Comparative Analysis, 2023.
9. WHO, Mental health at work 2024.
10. Eurostat (2024), Population structure and ageing statistics.



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LUXURY LIVING GROUP'S RESPONSE

MENTAL WELLBEING

THROUGH HAWORTH LIFESTYLE'S PARTNERSHIP WITH UNOBRAVO, AN ONLINE PSYCHOLOGY AND MEDICAL PLATFORM, LUXURY LIVING GROUP PROVIDED EMPLOYEES, AND UP TO THREE FAMILY MEMBERS, WITH ACCESS TO COMPLIMENTARY SESSIONS AND DISCOUNTED RATES FOR ADDITIONAL APPOINTMENTS, REINFORCING THE BRAND'S COMMITMENT TO MENTAL HEALTH AND WELLBEING.

TALENT ATTRACTION & RETENTION

LUXURY LIVING GROUP LEVERAGES HAWORTH LIFESTYLE'S TALENT STREAMING MECHANISM TO EXPAND INTERNAL CAREER OPPORTUNITIES, ENCOURAGING QUALIFIED MEMBERS TO APPLY FOR OPEN POSITIONS ACROSS THE BRAND OR THE WIDER GROUP. THE SYSTEM SUPPORTS INTERNAL MOBILITY, IDENTIFIES TALENT FOR HIGHER-RESPONSIBILITY ROLES AND PROVIDES CLEAR PATHWAYS FOR CAREER ADVANCEMENT.

THE SMART APPROACH

TO ENSURE EFFECTIVE TRAINING, ALL MEMBERS ARE INVITED TO SET ANNUAL SMART GOALS ON THE MEMBER CENTRAL PLATFORM, ALIGNED WITH BOTH PERSONAL DEVELOPMENT AND HAWORTH LIFESTYLE'S STRATEGIC DIRECTION. PROGRESS IS MONITORED THROUGH MID-YEAR AND END-OF-YEAR REVIEWS, COMPLEMENTED BY A MANAGEMENT BY OBJECTIVES (MBO) APPROACH LINKING PERFORMANCE TO SPECIFIC, MEASURABLE TARGETS.

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WE RELY ON OUR MEMBERS

OUR MEMBERS' WELL-BEING

APPROACH AND COMMITMENTS

[S1-1] [S1-5]

Innovation and creativity stem from the skills and vision of the brand's team members. Luxury Living Group is committed to empowering individuals and protecting their rights, while encouraging active involvement in development initiatives.

These efforts support both personal growth and collective progress. The brand applies the principles set out in the **Haworth Group's Member Code of Conduct**, which promotes honesty, fairness and accountability in all professional interactions and applies to all members, contractors, consultants and anyone acting on behalf of Haworth Group.

2025 PROGRESS AND ACTIONS

OUR MEMBERS IN NUMBERS

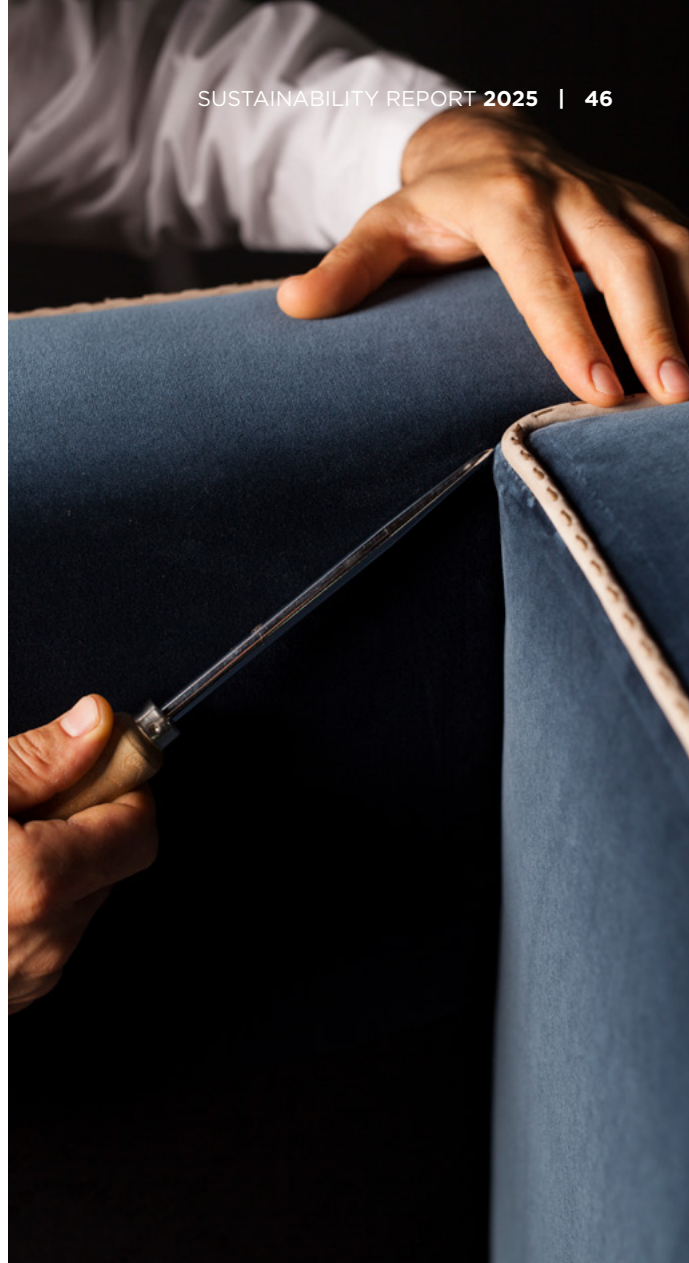
[S1-6] [S1-7]

Luxury Living Group employs 261 members, based in Italy, United States, France and the United Kingdom.

Workforce stability is evident, with 93% of members employed on permanent contracts, while less than 7% were employed on fixed-term contracts in 2025. Additionally, 4 non-members, including self-employed contractors and temporary agency workers[11], contribute across Italy.

261

members worldwide



11. NACE Code N78.

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S1-6 | Characteristics of the undertaking's employees

Employees by country	**2024**		**2025**		**Δ**
Unit of measurement	n.	%	n.	%	%
Total employees	**243**	**100%**	**261**	**100%**	+7%
Italy	221	91%	225	86%	+2%
USA	17	7%	23	9%	+35%
France	5	2%	5	2%	0%
United Kingdom	-	-	8	3%	-

Employees by country	**2024**			**2025**			**Δ**
Gender	Male	Female	Total	Male	Female	Total	-
Unit of measurement	n.	n.	n.	n.	n.	n.	%
Total employees	**116**	**127**	**243**	**128**	**133**	**261**	+7%
Number of permanent employees	107	122	229	118	125	243	+6%
Number of temporary employees	9	5	14	10	8	18	+29%
Number of non-guaranteed hours employees	0	0	0	0	0	0	-

Non-employees	**2024**				**2025**				**Δ**
Unit of measurement	n. (headcount)				n. (headcount)				%
Gender[12]	Male	Female	Other	Total	Male	Female	Other	Total	Total
Total non-employees	**11**	**4**	**0**	**15**	**1**	**3**	**0**	**4**	**-73%**

12. Gender as specified by employee themselves.



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ENSURING MEMBER WELL-BEING

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

In Italy, 100% of members are covered by national collective bargaining agreements, while members in other countries are covered by equivalent employment frameworks and labour protections in accordance with local regulation. The brand also recognises the right to social dialogue and collective bargaining, ensuring member voices are heard in workplace policies and rights discussions. To safeguard the well-being of its members, Luxury Living Group goes beyond regulatory compliance by offering additional guarantees designed to enhance workplace conditions and member support.

To support work-life balance, in 2025, the brand maintained a Smart Working Policy, offering eligible members one day of remote working per week, with special attention to the needs of those with family or health-related needs. Furthermore, Luxury Living Group provides flexible working hours to support work-life balance and operational efficiency. The brand also offers a set of benefits, including meal vouchers for all employees and company cars, assigned in line with internal policy and used according to operational needs.

Additionally, Luxury Living Group joined Haworth Lifestyle's partnership with **Unobravo**, an online medical centre and psychology platform, providing employees, and up to three family members, access to three complimentary sessions and discounted rates for additional appointments.

In accordance with the local laws of each country where the brand operates, 100% of members are entitled to parental leave and, in 2025, 10% of Luxury Living Group's members took parental leave.

S1-15 | Work-life balance metrics

Parental leave[13]	**2024**				**2025**				**Δ**
Unit of measurement	%	%	%	%	%	%	%	%	p.ps
Gender[14]	Male	Female	Other	Total	Male	Female	Other	Total	Total
Entitled employees over total employees	100%	100%	-	100%	100%	100%	-	100%	-
Employees that took parental leave over total employees	9%	9%	-	9%	9%	10%	-	10%	+1%

100%

of members covered under national collective bargaining agreements

13. For this indicator, given the predominantly European scope, only cases of parental leave were considered; all other types of family leave are excluded. Across the EU, many forms of family leave are already regulated within structured legal frameworks and are often classified under specific statutory categories.
14. Gender as specified by employee themselves.

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INTERNAL ENGAGEMENT
[S1-4]

In 2025, Luxury Living Group retained the Engagement Survey as its primary tool for measuring member satisfaction, in alignment with Haworth Lifestyle's approach. Survey results are reviewed during quarterly team meetings, where managers discuss key outcomes with their teams to ensure feedback is reflected in operational planning. This process provides valuable insights into team dynamics and supports more informed decision-making.

The brand participated in the Dick Haworth Values Award, a celebration of members who exemplify the values of Haworth Group. Among the 2025 winners was a member of the production planning team at Luxury Living Group.

OCCUPATIONAL HEALTH AND SAFETY
[S1-14]

Luxury Living Group prioritises workplace safety by monitoring risks, ensuring its members are informed about any risks or hazards they may be exposed to and providing the necessary protective equipment, exceeding legal requirements whenever relevant. **In 2025, 100% of members based in Europe were covered by the Luxury Living Group's health and safety management system. Members located outside Europe were covered by equivalent local health and safety management systems.**

Luxury Living Group has appointed a Prevention and Safety Service Manager (RSPP) responsible for ensuring health and safety compliance, overseeing incidents and coordinating with management and staff. In collaboration with the company doctor, the RSPP prepares the Risk Assessment Document (DVR) in accordance with Italian Legislative Decree 81/2008. The DVR covers all members, identifying hazards and defining protection and prevention measures. It includes the organisational structure, site list, tasks, equipment, substances used and procedures for managing high-risk scenarios. In the event of an incident, the root causes are analyzed and mitigation actions are implemented to prevent recurrence.

All members of the Luxury Living Group receive regular training on workplace safety, including risk assessment and proper use of protective equipment. In 2025, the brand continued to offer mandatory and specialised training. In 2025, 5 injury cases were reported. Injuries occurred among members, leading to an injury frequency rate of 14[15], with 166 days lost due to work-related incidents. No work-related fatalities occurred. 2 cases of work-related illness were recorded in 2025.

Prevention and Safety Service Manager (RSPP)

was appointed for ensuring health and safety compliance

100%

of members based in Europe covered by health and safety management system in 2025

15. The injury frequency rate corresponds to the number of injuries per one million hours worked.

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S1-14 | Health and safety metrics [16] [17] [18]

Work-related injuries[19]	**2024**	**2025**	**Δ**
Unit of measurement	n.	n.	%
Work-related injuries	5	5	-
Fatalities resulting from work-related injuries	0	0	-
Number of days lost	802	166	-79%
Rate of work-related injuries	**15**	**14**	**-7%**
Rate of fatalities resulting from work-related injuries[20]	**0**	**0**	**-**

Work-related ill health	**2024**	**2025**	**Δ**
Unit of measurement	n.	n.	%
Fatalities resulting from work-related ill health	0	0	-
Reported cases of work-related ill health	3	2	-33%

In 2025, Haworth Lifestyle, and consequently Luxury Living Group, renewed its partnership with LILT (Italian League for the Fight Against Cancer) to support member well-being.

16. 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.
17. The health and safety system is monitored at the European level.
18. Data on the total hours worked by non-employees is not recorded.
19. Data on non-employees is not recorded, as these individuals are under the responsibility at their respective employers.
20. The working hours of employees were estimated based on 8 working hours per day for number of employees over 230 working days, excluding holidays and public leave from the calculation. The rates correspond to the number of injuries or fatalities per one million hours worked.



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TALENT ATTRACTION AND RETENTION

[S1-4] [S1-6]

Luxury Living Group acknowledges that crafting high-end design furniture requires the best talents in the industry. For this reason, the Group's efforts focus not solely on member development but also extend into the areas of talent attraction and retention: in 2025, the total turnover rate was 4%[21].

In 2025, Luxury Living Group participated at the Open Day organised by NABA (New Academy of Fine Arts) in Milan, joining other Haworth Lifestyle brands at the event. Following a company presentation, the initiative led to a series of on-site interviews at the university campus, offering a direct channel for connecting with emerging creative talent.

4%

total turnover rate in 2025

S1-6|Characteristics of the undertaking's employees

Turnover	**2024**				**2025**				**Δ**
Unit of measurement	n. (headcount)				n. (headcount)				%
Gender[22]	Male	Female	Other	Total	Male	Female	Other	Total	Total
Total number of leaves (n.)	6	12	0	18	7	4	0	11	-39%
Turnover rate (%)[23]	5%	9%	-	7%	5%	3%	-	4%	-3%

Luxury Living Group supports talent attraction through the Member Referral Programme, incentivising members to recommend qualified candidates for open positions. Successful referrals are rewarded, reinforcing a shared commitment to attracting individuals aligned with the brand's values.

21. The turnover is calculated according to the methodology defined by the European Sustainability Reporting Standard (ESRS).
22. Gender as specified by employee themselves.
23. The turnover is calculated according to the methodology defined by the European Sustainability Reporting Standard (ESRS). The methodology may differ from other approaches commonly used elsewhere. The employee turnover rate is calculated as the aggregate number of employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service, divided by the total number of employees.

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BELONGING

[S1-4] [S1-5] [S1-9] [S1-16]

Talent retention remains a key priority. Since last year, the brand has prioritised internal mobility by prioritising internal candidates for open roles and providing targeted training programmes to develop transversal skills across all levels of the organisation. Luxury Living Group has access to Haworth Lifestyle's **Talent Streaming Mechanism**, created to expand internal career opportunities. Once members meet the required qualifications, they are encouraged to apply for positions that are open. This system helps to identify talent for higher-responsibility roles within the brand or across the Group, supporting internal mobility and career growth. It also strengthens talent retention by providing clear pathways for advancement.

Within the brand, 56% of members are between 30 and 50 years old, 7% are under 30 and 37% are over 50. Diversity extends beyond age representation to gender balance, with the workforce consisting of 49% men and 51% women.

S1-9|Diversity metrics

Distribution of employees by age group	**2024**		**2025**		**Δ**
Unit of measurement	n.	%	n.	%	%
Total employees	**243**	**100%**	**261**	**100%**	**+7%**
<30 years	14	6%	18	7%	+29%
30-50	135	56%	147	56%	+9%
> 50 years	94	38%	96	37%	+2%

Luxury Living Group has adopted dedicated toolkits — one for employees and one for managers — to assist in identifying and managing personal biases that may compromise impartiality in decision-making.

No discrimination cases were reported in 2025, reflecting the brand's continued focus on fostering an inclusive and respectful work environment.

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WE EMBRACE CONTINUOUS LEARNING

MEMBERS' TRAINING AND DEVELOPMENT

APPROACH AND COMMITMENTS

[S1-5]

Luxury Living Group's approach to training and development focuses on educational initiatives that support growth and a culture that values the potential of every member.

Training is delivered through a combination of learning opportunities offered by Haworth Group, Haworth Lifestyle and, individually, by Luxury Living Group.

A SMART APPROACH TO PERFORMANCE MANAGEMENT

To ensure the effectiveness of training, Luxury Living Group invites all members to establish and record annual goals on the "Member Central" platform, aligned with both individual development and Haworth Lifestyle's broader strategic direction. Each goal must be **SMART: S**pecific, well defined, clear and unambiguous; **M**easurable, with specific criteria that quantify progress; **A**chievable, attainable and possible to accomplish; **R**ealistic, within reach, feasible and relevant to the company purpose; and **T**imely, within a clearly defined timeline, ideally achievable by the end of the year. The brand carries out mid-year and end-of-year reviews to monitor goal achievement. To drive performance and growth, it also applies Management By Objectives (MBO) and incentives tied to specific goals.



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2025 PROGRESS AND ACTIONS

[S1-4] [S1-13]

Luxury Living Group provides training through classroom sessions and e-learning, often in collaboration with external providers. Programmes include mandatory courses on health, safety and ethics, as well as tailored learning paths. To support internal mobility, the brand offers English language and technical courses aimed at strengthening key professional skills. Training is accessible through multiple channels, including the Member Central platform, which allows members to learn at their own pace.

In 2025, each member completed an average of 11 hours of training, covering topics such as language courses and health and safety. A total of 2.917 hours were delivered throughout the year.

Luxury Living Group takes part in Group-wide leadership development initiatives promoted by Haworth Group. One such initiative is the Aspiring Leader Programme (ALP), a year-long course with classes, self-learning and group work designed to prepare members for future roles. The other is the Management Development Programme, a one-week course focused on leadership, decision-making, communication and working across cultures. In 2025, these courses were extended to C-level members.

Average number of training hours per employee	**2024**				**2025**				**Δ**
	Male	Female	Other	Total	Male	Female	Other	Total	Total
Hours of training provided (h)	996	924	0	1,920	1,382	1,535	0	2,917	+52%
Total employees (n.)	116	127	0	243	128	133	0	261	+7%
Average training hours per employee (h.)	**9**	**7**	**-**	**8**	**11**	**12**	**0**	**11**	**+41%**

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WE CREATE VALUE

RESPONSIBLE VALUE CHAIN

APPROACH AND COMMITMENTS

[GRI 204-1]

All suppliers working with Luxury Living Group must agree to, and comply with, the Group's Code of Ethics and Supplier Code of Conduct (SCoC). **In 2025, the approach moved one step further with the roll-out of the Chemical Material Declaration Form and the Conflict Minerals Declaration, as well as analyses of environmentally impactful categories**, such as aluminium, with the aim of identifying risks, and opportunities for improvement, along the supply chain. Looking ahead, the goal is to move towards a more formalised supply chain governance model, supported by adopting a structured, collaborative pathway with suppliers.

THE "SHOULD COST" MODEL

The Group's Should Cost model estimates and benchmarks product and component costs, labour, materials, overheads, administrative costs and margins, ensuring value-based pricing for both components and customers. In parallel, strategic suppliers are assessed quarterly through a Supplier Evaluation procedure covering quality, punctuality and service, with environmental certifications regarded as a significant advantage in supplier selection.

OPTIMISING LOGISTICS

Through Haworth Lifestyle's centralised logistics model, Luxury Living benefits from a globally coordinated distribution network. Consolidating flows across brands supports both service quality and a more efficient use of transport, in line with the standards of the premium furniture segment.

2025 PROGRESS AND ACTIONS

[G1-2] [G1-6]

In 2025, the average payment time at Luxury Living Group was 58 days. No legal proceedings related to late payments were outstanding in 2025, underscoring the commitment to responsible financial management and supplier trust.

58

days average payment time

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WORKERS IN THE VALUE CHAIN

APPROACH AND COMMITMENTS

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

Luxury Living Group upholds the Ten Principles of the UN Global Compact on human rights, labour, the environment and anti-corruption, to which Haworth Inc. is a signatory. These principles are reflected in the **Supplier Code of Conduct**, which sets out expectations regarding human rights, labour standards, environmental protection and business integrity. Luxury Living Group shares the SCoC with its suppliers, who are expected to comply with these standards and integrate this commitment into their own supply chains. 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.

The brand also provides **an ethics hotline**, allowing suppliers and other interested parties to report concerns such as unethical behaviour, labour violations or breaches of the Code, confidentially and without fear of retaliation.

2025 PROGRESS AND ACTIONS

[S2-4]

Launched in the last quarter of 2024, SCoC has already been signed by 93% of direct suppliers as of 2025, demonstrating growing engagement with responsible business practices.

93%

of direct suppliers signed the SCoC in 2025



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WE LISTEN TO OUR CUSTOMERS

SERVICE EXCELLENCE

APPROACH AND COMMITMENTS

Luxury Living Group serves a broad range of customers through multiple channels, adapting its offering to the needs of different stakeholder segments. At the same time, the brand maintains high standards of data privacy and cybersecurity, safeguarding customer information and ensuring compliance with applicable regulations.

Customer feedback is collected systematically through sales representatives, post-exhibition surveys and client service channels. Insights are analyzed by region to reflect local preferences and market characteristics, supporting product development and continuous improvement. A dedicated customer service team provides post-sale assistance via phone, email and online channels.

CUSTOMER DATA PRIVACY AND SECURITY

Luxury Living Group guarantees full compliance with international data protection standards across all customer interactions through Haworth Lifestyle's **Data Protection Policy**, which governs personal data processing, document storage and IT systems, and Data Protection Impact Assessments. A dedicated **Data Breach Policy** further strengthens the governance and oversight of data security incidents.

To reinforce compliance, Luxury Living Group has appointed an external Data Protection Officer (DPO), who conducts annual audits, supports compliance initiatives, helps to maintain zero data protection incidents and prepares an annual report on key findings and corrective actions. In addition, the brand provides its employees with annual training on mitigating cyber risks and ensuring full alignment with GDPR requirements. **No privacy complaints were reported in 2025, no cyber incidents affected business operations and no personal data was exposed.**

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2025 PROGRESS AND ACTIONS

Luxury Living Group also focuses on continuously improving post-sale services. A dedicated client service team manages requests and concerns from end customers and trade/wholesale clients, supporting a smooth post-sales experience. Assistance is available through multiple channels, including phone, email and the brand's website.

LUXURY LIVING EXPERIENCE

In 2025 Luxury Living Group launched a structured initiative designed to enhance customer engagement through an immersive, brand-led approach. Aimed at authorised retailers as well as architects and interior designers, the programme delivered four dedicated experiences in Italy across the year. Each experience was conceived as a seamless, end-to-end journey, combining experiential dinners, visits to manufacturing facilities and stores, in-house activities and curated stops in Milan and at selected ateliers. While initially focused on the Italian market, the initiative reflects a broader commitment to 360-degree customer engagement, with the ambition of expanding the format progressively to international locations, thereby extending its reach and impact.



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PRODUCT QUALITY AND SAFETY

APPROACH AND COMMITMENTS

Luxury Living Group integrates product quality and safety assessments from the earliest stages of development. A dedicated quality control department oversees the evaluation and monitoring of production processes to identify and minimise potential non-conformities or defects. Quality control begins during the design phase, with prototypes reviewed by a specialised committee to assess feasibility. All orders and product variations are inspected to verify compliance with defined standards. Materials, components and finished products are subject to systematic checks throughout the process.

In the case of outsourced production, dedicated inspectors verify adherence to quality and safety requirements directly at supplier sites. The Technical Office is responsible for analyzing product safety and regulatory compliance. As each new product progresses from prototype to production, a product file is prepared containing the technical documentation. This documentation is submitted for final quality control and shared with the customer upon delivery.

In particular, all adhesives used in production meet the requirements of EPA TSCA Title II[24], which governs the safe handling of materials containing asbestos. The use of adhesives is monitored by external entities, to ensure correct usage in reference to safety standards.

2025 PROGRESS AND ACTIONS

In 2025, Luxury Living Group further reinforced the ASAICHI system, a structured, daily 15-minute meeting involving department heads and a coordinator with the aim of addressing non-conformities in the production flow promptly. This approach enhances efficiency by ensuring clear accountability and setting precise deadlines for issue resolution. The system boosts responsiveness in problem-solving and fosters a more structured approach to production management. Moving forward, the Group plans to consolidate the visual management of key performance indicators (KPIs) in its factories, enhancing oversight of safety, quality and production pillars.

LESS POLLUTION

Luxury Living Group adopts the Restricted Substances List (RSL) established by Haworth Lifestyle, which covers over 5,000 regulated chemicals, and aligns with Haworth Group's policy on material chemistry transparency to ensure responsible material selection and compliance with applicable regulations. The brand is committed to reducing and replacing substances of concern, with a view to progressively phasing out substances of very high concern, and continues to evaluate safer alternatives, as and when they become commercially viable. In terms of regulatory compliance, Luxury Living Group adheres to key legislative frameworks governing the use of hazardous substances, including REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), California's Proposition 65, TSCA Title IV and other applicable regulations.

24. Title II of the U.S. Toxic Substances Control Act (TSCA), overseen by the Environmental Protection Agency (EPA), regulates the use and management of asbestos-containing materials to ensure health and safety in manufacturing and construction environments.

04

GOVERNANCE: LEADING WITH INTEGRITY

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GLOBAL CONTEXT

The sustainability governance landscape is increasingly complex. Expectations for more accurate, comparable, and traceable sustainability information continue to grow, driven by regulation as well as by customers, investors, and value chain partners. In parallel, efforts in several jurisdictions to simplify or delay parts of the regulatory framework are leading to uncertainty and fragmentation.

This dynamic is particularly evident in Europe, where initiatives to strengthen transparency, accountability, due diligence, and value chain oversight coexist with measures aimed at simplifying compliance obligations. As a result, companies are required to improve governance, data quality, traceability, and internal control systems while adapting to a regulatory context that remains fluid.

In this context, value chain governance is becoming a structural priority. As global supply chains remain exposed to climate-related risks, geopolitical instability, operational disruption, and human rights concerns, leading companies play an increasingly important role in shaping standards, sourcing practices, traceability requirements, and oversight mechanisms across their networks.



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LUXURY LIVING GROUP'S RESPONSE

WHISTLEBLOWING, ANTI-CORRUPTION COMMITMENT

ADOPTING SHARED REPORTING CHANNELS AND GROUP-WIDE ETHICAL STANDARDS, WITH A 24/7 HELPLINE AND ZERO-TOLERANCE POLICIES, TO PREVENT MISCONDUCT AND BRIBERY, AND STRENGTHEN TRANSPARENCY, ACCOUNTABILITY AND TRUST.

SUPPLY CHAIN STANDARDS

THROUGH STANDARDISED GENERAL PURCHASING AGREEMENT AND SUPPLY CHAIN CODE OF CONDUCT.

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WE HONOUR INTEGRITY

BUSINESS ETHICS AND HUMAN RIGHTS

APPROACH AND COMMITMENTS

[G1-1]

Luxury Living Group implements a Code of Ethics, in alignment with the Haworth Group's Member Code of Conduct, which sets out the core principles of integrity, fairness and accountability. The Code applies to all stakeholders, including board members, employees, contractors, consultants and third parties acting on behalf of Haworth Group, and forms an integral part of the internal control system, helping prevent conflicts of interest, corruption and unlawful conduct.

2025 PROGRESS AND ACTIONS

[S1-3] [G1-3] [G1-4]

WHISTLEBLOWING PROCEDURE

Luxury Living Group adopts the reporting channels made available by Haworth Group, which allow members and external stakeholders to report unethical behaviour, misconduct or breaches of brand policies confidentially and in complete anonymity. The **Ethics Helpline** operates 24/7 across all business units. An anti-retaliation policy is in place to protect individuals who report concerns in good faith. In 2023, the BoD approved the brand's Whistleblowing Manual and Procedure.

Luxury Living Group has established a dedicated Whistleblowing Committee composed of representatives from the Legal, Human Resources and Internal Audit functions and the President of the Supervisory Board. The committee convenes as necessary, based on reported cases. In addition to reporting mechanisms, ongoing compliance training is provided. All members participate in Haworth Group's bi-annual Global Compliance Training sessions, which cover topics such as ethical conduct, anti-corruption and data protection. **In 2025, no reports were submitted through the brand's reporting channels.**

ANTI-CORRUPTION COMMITMENT

The brand adheres to the anti-corruption principles set out in the United Nations Convention against Corruption, and applies a zero-tolerance policy on bribery. Members and business partners are required to comply with the brand's ethical standards. Suppliers must adhere to the Supplier Code of Conduct, which includes obligations related to anti-bribery laws and business integrity. Training sessions are conducted regularly to reinforce awareness of corruption-related risks. **In 2025, no convictions or fines were recorded for violations of applicable anti-corruption laws.**

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ESRS AND GRI CONTENT INDEX

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

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GRI CONTENT INDEX

Luxury Living Group has reported the information cited in this GRI content index for the period from January 1 through December 31, 2025, with reference to the GRI Standards and in accordance with GRI 1: Foundation 2021.

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