



2024 SUSTAINABILITY REPORT



IN MOTION

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Letter to our stakeholders

Dear Stakeholders,

2024 marked a pivotal moment for Poltrona Frau In Motion. As global dynamics shifted and markets grew ever more intricate, we chose to embrace change wholeheartedly. By welcoming KJ Ryan, a Coventry (UK) based leader in high-end interior components for the automotive sector, into our organization, we enhanced our expertise in crafting premium interiors for the mobility sector. Together, we continued a journey defined by innovation, integrity, and an unyielding pursuit of excellence.

In today's world, adaptability, resilience, and a deep sense of responsibility are the cornerstones of lasting success. These values guide us through every decision we make, helping us navigate complexity, anticipate change, and continually exceed the expectations of our clients and partners. They define how we operate, how we innovate, and how we build unbreakable trust in the luxury mobility industry.

Transparency is no longer optional - it is our obligation. That is why, for our second sustainability report, we voluntarily chose to follow the guidelines set by the European Sustainability Reporting Standards (ESRS)- the most comprehensive to date. This report is much more than a compilation of metrics—it is a clear window into our ambitions, challenges, and progress, framed within the broader Haworth Inc. and Haworth Lifestyle families by

sharing our journey, we aim to inspire collective progress toward responsible growth, step by step.

Since the mid-1980s, Poltrona Frau In Motion has combined Italian artisanal craft with cutting-edge technical know-how. From bespoke cars to custom aircrafts and yacht interiors, we have redefined what it means to travel in exquisite comfort and elegance.

Every day, design intuition sparks innovation; material excellence drives conscious solutions; and the craftsmanship of more than 500 dedicated professionals transforms ideas into solutions that meet the functional and emotional needs of discerning clients around the world.

As we look ahead, our path is clear. The 2024 Sustainability Report is not a finish line—it is the launchpad for even greater ambitions. We will continue to pioneer new frontiers in responsible sourcing of materials, emerging technologies, and innovative design.

Thanks to you - our members, partners, and clients - for your trust and collaboration. Together, we will keep redefining industry standards, placing care for people, respecting the planet, and maintaining the integrity of our artisanal heritage at the very heart of every decision.

Thank you for your continued trust as we move forward together.

Sincerely,

*Ervino Riccobon, Head of Poltrona Frau In Motion
& Giovanni Maiolo, General Manager of Poltrona Frau In Motion*





Highlights 2024

POLTRONA FRAU IN MOTION

KJ Ryan's acquisition

expanding the international reach

4

dedicated production facilities

Poltrona Frau In Motion has been a symbol of elegance, craftsmanship, and quality in the interiors of luxury mobility industry for almost 40 years. By combining KJ Ryan's skilled local workforce and high-quality manufacturing with proven design, development, and supply chain expertise, the business unit now offers a strong value proposition to UK-based clients.

WE WORK TO MAKE THE WORLD BETTER

100%

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

+8.7%

of leather yield (ratio of the usable leather area to the total surface of the hide) compared to 2021

Carbon footprint
assessment model's
adoption

to evaluate products' impacts and respond to customers' demands

Throughout 2024, Poltrona Frau In Motion expanded its use of component and product carbon footprint assessments across its product range and reinforced collaborations with tanneries to develop lower-impact leathers. New mould technologies and digital tools were adopted to enhance production efficiency. In addition, measures were implemented to begin phasing out PFAS and chrome-based materials, in alignment with safer chemical practices.

WE LEAD WITH DESIGN

New Pelle Frau® Chrome-free Leather

developed specifically for the automotive sector

Completion of TISAX Assessment

strengthening the stance on automotive information security

96%

of total packaging spending is on recyclable, reusable or compostable solutions

As part of Poltrona Frau In Motion's ongoing partnership with Alfa Romeo, the business unit's R&D team developed a new version of Pelle Frau® chrome-free leather specifically for the automotive sector, featured in the interiors of the limited-edition 33 Stradale. Meanwhile, 96% of packaging spending was allocated to recyclable or compostable materials, complemented by a reusable packaging program designed to minimize waste. Circular design principles were further embedded through a focus on product durability and the reuse of leather offcuts.

WE RELY ON OUR MEMBERS

545

total members, 42% of whom
are women

92%

of total members hold permanent
contracts

Ideas Box

to enable bottom-up
contributions to continuous
improvement

Poltrona Frau In Motion enhanced retention with referral programs and participation in university career events. Members were actively engaged through the “Ideas Box” initiative, which encouraged workplace improvements, while diversity and inclusion efforts focused on unconscious bias awareness.

WE EMBRACE CONTINUOUS LEARNING

>1,300

total hours of training provided

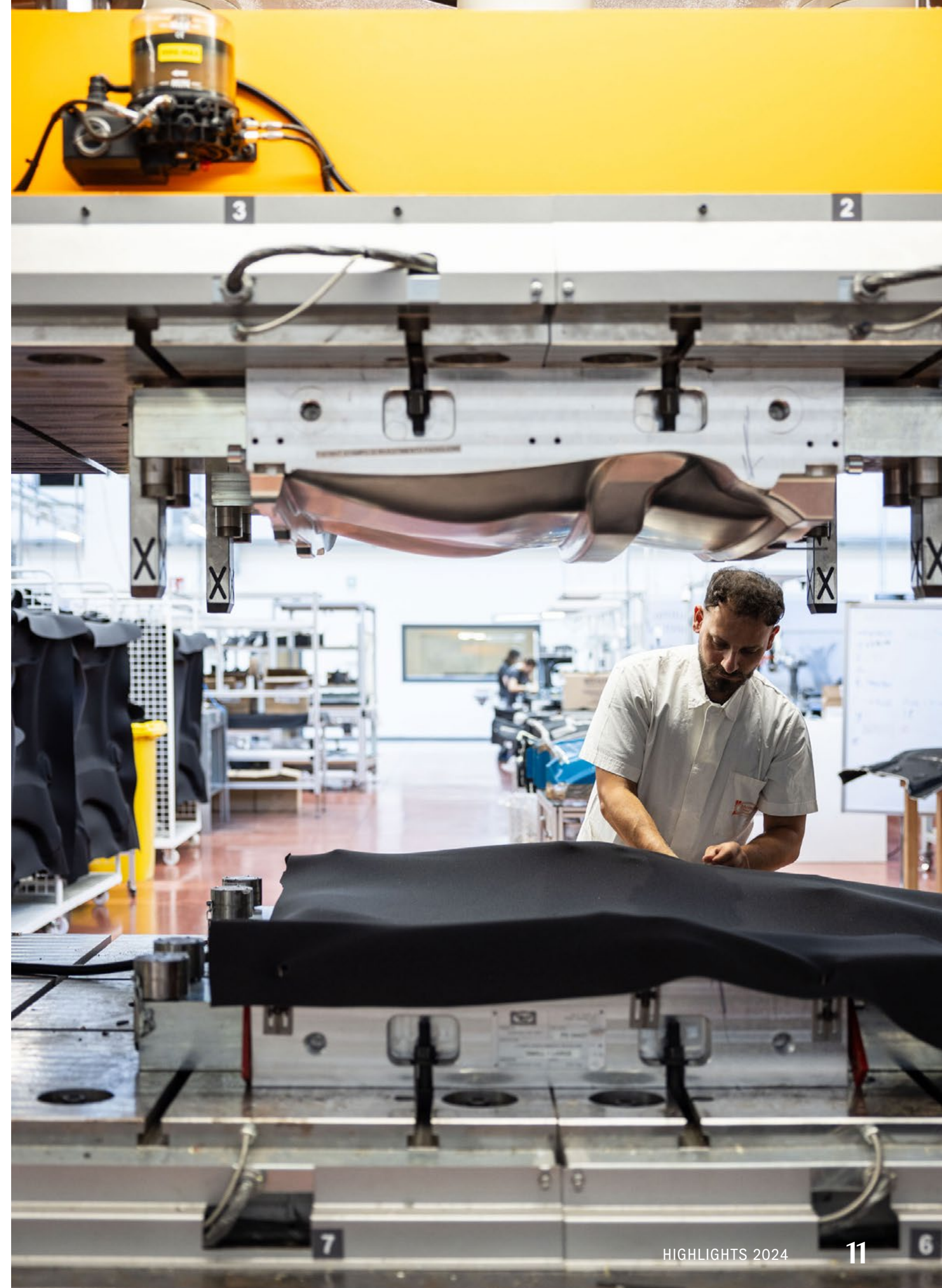
Atelier dei Saperi

a training initiative to preserve
and pass on artisanal expertise

18%

of members participated
in performance and career
development reviews

In 2024, each member completed general and technical training courses, covering a wide spectrum of topics, including soft and managerial skills. The business unit was also involved in the “Atelier dei Saperi,” a 500-hour training program designed to preserve traditional artisanal craftsmanship by preparing professionals for the role of Leather Goods Modeler—a position that blends in-depth theoretical knowledge with practical, hands-on skills. Performance management was guided by S.M.A.R.T. (Specific, Measurable, Actionable, Realistic, Time sensitive) goals — defined annually by each member on the “Member Central” platform — and was supported by regular progress reviews and ongoing feedback from managers.



Navigating the document

The **Poltrona Frau In Motion Sustainability Report 2024** (hereinafter also “the Report”), now in its second edition, serves as a tool for transparently communicating Poltrona Frau In Motion’s (“the business unit”) commitments and progress in the areas of environmental, social and governance (ESG) responsibility.

Poltrona Frau In Motion is the business unit of Poltrona Frau dedicated to interior solutions for the automotive, aircraft, trains, and yachts sectors. Poltrona Frau is part of Haworth Lifestyle, the division of Haworth Inc. focused on luxury furniture and lifestyle. Throughout the document, Haworth Lifestyle is referred to as “the Group”, while Haworth Inc. is referred to as “parent Group”, or “parent brand”, when mentioned.

This Report is prepared on a voluntary basis, and inspired by the **European Sustainability Reporting Standards (ESRS)**. The Report is divided into four main sections, reflecting the framework adopted by Haworth Lifestyle: **Driving Design Excellence (General)**, **Our Commitment to the Environment (Environment)**, **Building Excellence Together (Social)** and **Leading with Integrity (Governance)**. The structure supports the Group’s commitment to aligning with recognized sustainability frameworks by integrating ESRS disclosures with performance indicators derived from the Global Reporting Initiative (GRI), as well as entity-specific information.

The first section, **Driving Design Excellence (General)**, introduces Poltrona Frau In

Motion’s history, business model, mission and value chain, highlighting the value-driven approach that comprises its unique identity.

Section two, **Our Commitment to the Environment (Environment)**, focuses on climate action, energy efficiency, resource management and decarbonization efforts guided by Life Cycle Thinking, along with research on materials and packaging innovation.

The third section, **Building Excellence Together (Social)**, emphasizes the business unit’s commitment toward people, covering member well-being, diversity and inclusion, talent development, also considering workers in the value chain, as well as customer relationships and engagement.

The final section, **Leading with Integrity (Governance)**, explores responsible business practices, including corporate governance, business ethics, risk management and human rights.

COMPLEMENTARY PUBLICATIONS AND USEFUL LINKS

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

- **Poltrona Frau Sustainability Report 2024:** this Report explores the sustainability priorities and performance of the Poltrona Frau brand. The Report 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:** which covers the complete 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. This report can be accessed at the [following link](#).

Driving design excellence

GENERAL



Poltrona Frau In Motion

Luxury interiors for mobility, blending bespoke craftsmanship with cutting-edge innovation

Leader in luxury in motion since 1985

Poltrona Frau has debuted in the automotive sector in the mid-1980s, when it was entrusted with the development of the interior of an iconic car: the Lancia Thema Ferrari 8.32.

The Poltrona Frau In Motion business unit extends beyond the boundaries of residential living and **develops distinctive interiors for the luxury automotive, aircraft, trains and yachts sectors**. Its international presence is supported by three production facilities—two in Italy’s Marche region and two in Coventry, UK, which became part of the company through the acquisition of KJ Ryan. Founded in 2007, KJ Ryan specializes in the development and production of high-end interior components for the luxury automotive industry, further strengthening Poltrona Frau In Motion’s capabilities and client proximity in this key sector.

By continuously exploring **cutting-edge materials and technologies**, the business unit has developed competencies that seamlessly blend Poltrona Frau’s rich heritage of craftsmanship with innovative practices in design, product development, and supply chain management.

Poltrona Frau In Motion works in **close collaboration with its clients’ design centers**, providing creative input, technical expertise and tailor-made solutions throughout the

entire process. The development of leathers, stitching, textures and colors — as well as substrates across a range of technologies — is calibrated to reflect the unique character of each project while preserving a strong and recognizable brand identity.

Leveraging deep expertise in upholstery and every phase of design, Poltrona Frau In Motion offers its clients extensive **customization options**. To support this vision, a dedicated Atelier has been established, staffed with skilled professionals who craft interiors that are truly one-of-a-kind.

While Pelle Frau® remains the hallmark of Poltrona Frau In Motion's production, **the business unit develops and tests alternative materials**. Notable examples include low-impact tannery process—such as the automotive version of Poltrona Frau’s chrome-free leather, recently featured in the re-edition of the exclusive Alfa Romeo 33 Stradale supercar—along with bio-based materials and high-performance fabrics designed to meet the expectations of the most discerning luxury and bespoke vehicle customers. Moreover, **Poltrona Frau In Motion has developed a profound proprietary knowledge in lightweight substrates**, an essential capability for partnering with manufacturers of high-performance and exclusive cars.



PARTNERSHIPS AND COLLABORATIONS

The late 1990s marked the beginning of a fruitful and enduring partnership with Ferrari, which continues to this day. The Prancing Horse's F456M was the first step in this relationship.

Beyond its long-standing collaboration with Ferrari, Poltrona Frau In Motion partners with the most esteemed brands in the luxury automotive sector. Notable projects include the McLaren Speedtail, the Porsche Panamera, the limited edition Ducati XDiavel, the Range Rover Autobiography by Jaguar Land Rover and the exclusive Lamborghini Sián. The business unit has also contributed its distinctive expertise to tailor-made creations for Bugatti, Lucid Motors and Pagani, cementing its position as a benchmark for excellence in motion. This pursuit of excellence extends beyond the automotive industry. In the marine sector, Poltrona Frau In Motion joins forces with Ferretti Yachts, Pershing, Wally and Riva to design and manufacture helm seating and bespoke interiors. In the commercial aviation sector, it collaborates with global airlines such as Singapore Airlines (First and Business Class), Etihad Airways, and Hawaiian Airlines, enhancing the travel experience through elevated comfort, quality and Italian craftsmanship.

The long-standing collaboration with Alfa Romeo

The collaboration between Poltrona Frau In Motion and Alfa Romeo, which began in 2006 with the launch of the Alfa Romeo 8C, brings together key elements in the automotive sector—combining high performance with the refined craftsmanship of Poltrona Frau In Motion. Produced in just 33 units, the Alfa Romeo 33 Stradale exemplifies the fusion of tradition and advanced technology, offering outstanding performance paired with timeless design.

History

1912

Renzo Frau founds Poltrona Frau, starting a secular history of excellence.

1996

The first Ferrari F355 featuring interiors branded by Poltrona Frau In Motion.

2014

The Haworth Group acquires the majority of Poltrona Frau Group's shares, thus consolidating its position as a global leader in high-end design furniture.

2022

Poltrona Frau In Motion opens a new production facility in Montegranaro to bring its capabilities closer to clients and accommodate the significant growth forecasted.

1985

Poltrona Frau In Motion is born to meet the growing demand for high-quality interior solutions in the automotive sector.

2012

100 years of Poltrona Frau. Michele De Lucchi designs the Poltrona Frau Museum inside the manufacturing plant in Tolentino.

2016

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

2024

Poltrona Frau acquires KJ Ryan, thereby further expanding its international presence in the automotive sector.

Main activities and value chain

[ESRS 2 SBM 1]

Poltrona Frau In Motion represents industrial craftsmanship, overseeing a fully integrated value chain that guides clients through every step of the production journey, maintaining high-quality standards while focusing on reducing environmental impacts.

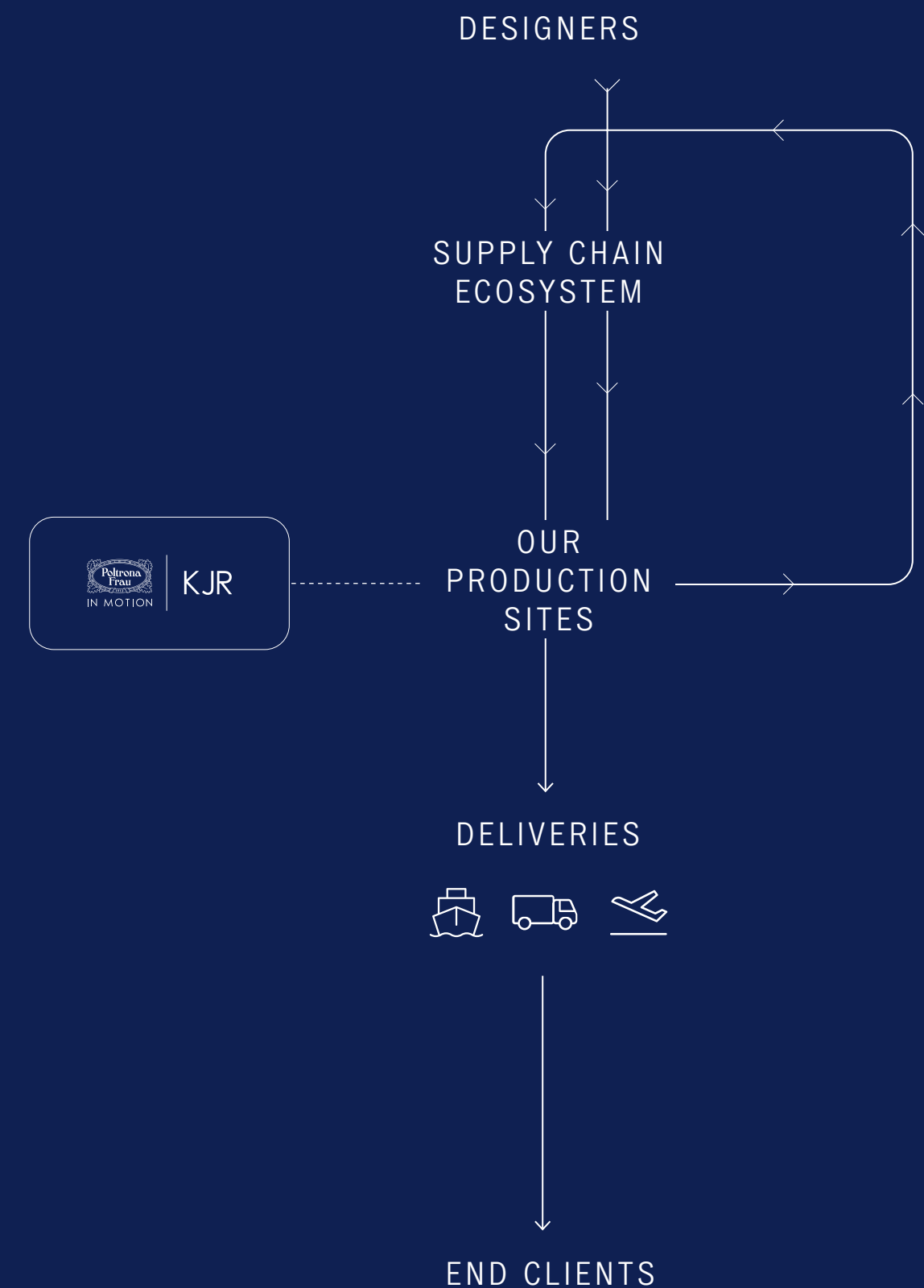
The team of highly-skilled professionals offers comprehensive support—from initial design and product development to rigorous testing, validation of innovative solutions, manufacturing and program management—ensuring that every detail meets the client’s vision and technical specifications.

Throughout this process, **every stakeholder—from trusted suppliers to clients—is actively engaged**, collaboratively driving the evolution of design and innovation within the business unit.

The Poltrona Frau In Motion value chain combines product quality, durability, and reliability with a clear focus on environmental responsibility. The business unit operates on the principle that delivering high quality does not require compromising environmental performance. As part of this approach, it works closely with tanneries and textile partners to co-develop tailored materials that meet both design and sustainability objectives. This is supported by careful sourcing and supply chain management to ensure the right materials are selected. The process continues with material optimization and control, cutting according to specifications and final assembly.

The quintessential step in the process is the meticulous manual wrapping of the leather and/or fabric onto the substrate using specialized industrial glue. This is followed by the assembly phase, where the product takes its final form, and then by the packaging and shipping process. Client involvement goes beyond the initial specifications, extending into real-time feedback loops and co-design sessions, ensuring that their expectations and aspirations directly shape the final product.

POLTRONA FRAU IN MOTION'S VALUE CHAIN



CARS

The business unit has gained nearly 40 years of experience in automotive interiors, built through long-standing collaborations with some of the world's most renowned car manufacturers. This expertise is applied daily in the development of bespoke interior solutions for luxury and high-performance cars. From hand-stitched leather seats to custom-designed dashboards and trims, each component is crafted to the highest standards of quality. Poltrona Frau In Motion combines traditional craftsmanship with advanced technologies to deliver interiors that meet the specific functional and aesthetic requirements of each client.

YACHTS

Collaborating closely with yacht designers and shipyards, the business unit develops custom pilot seats, dashboards, instrument panels, and cabin linings that seamlessly merge functional and durability requirements with the refined aesthetic expectations of the most discerning clients.

AIRCRAFT

Poltrona Frau In Motion has built solid experience in creating high-end aircraft interiors that meet the strict standards of the aviation industry, without compromising on comfort or style. The business unit works on both private jets and commercial planes, offering a wide range of products, from premium seating to fully equipped onboard lounges and meeting areas.

Every year we manufacture

500

completely tailor-made cars, with customizations that feature various materials, patterns and options

2,500

cars with highly personalized interiors

12,000

cockpits

18,000

headliners

22,000

door panels

24,000

seat covers

Value-driven organization

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, guided by a core set of values shared with Haworth Inc. and Haworth Lifestyle, the business unit places strong emphasis on client needs, member empowerment, continuous learning, thoughtful design, and environmental responsibility.

HAWORTH LIFESTYLE’S VALUES

We Listen to Our Clients	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 considerations and double materiality assessment

Poltrona Frau In Motion's Sustainability Report is based on the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG).

The business unit has voluntarily adopted the new ESRS standards, which are being used by European companies both to meet compliance requirements and on a voluntary basis. This approach ensures that sustainability information is presented in a clear, consistent and comparable way to enable meaningful 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**.

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, found on page 94.

METHODOLOGICAL CONSIDERATIONS

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

The reporting scope comprises Poltrona Frau In Motion and, where available, quantitative data related to the workforce of KJ Ryan. Any changes to the scope of consolidation of social data are clearly indicated in the accompanying footnotes. Quantitative metrics disclosed in the Report are always based on primary data, unless explicitly noted.

Every data point included in the Report has been identified as material according to the Double Materiality Assessment (DMA) carried out during the year. The Reporting period follows the 2024 financial year, from January 1, 2024, to December 31, 2024. For KJ Ryan only, the reporting period is from the day of acquisition – June 13, 2024 – to December 31, 2024.

This document marks the business unit'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 line with CSRD guidelines, in 2024 **Haworth Lifestyle completed a Double Materiality Assessment (DMA)**. While the analysis was led at the Group level, **its results are fully applicable and valid for Poltrona Frau In Motion**.

The analysis was aimed at identifying the sustainability issues that are material, i.e., relevant both to the business unit and to its stakeholders. The Double Materiality Assessment (DMA) considers two dimensions: impact materiality and financial materiality.

- **Impact materiality** takes an “inside-out” perspective, examining the organization's actual and potential effects—both positive and negative—on the environment and society.
- **Financial materiality** uses an “outside-in” lens, assessing how external environmental and social factors create risks or opportunities that influence the business unit's financial performance.

Functions within Poltrona Frau In Motion have been engaged to contribute with their insights to the assessment.

The materiality assessment resulted in the identification of seven key ESRS topics and sixteen related subtopics, which serve as the foundation for this year’s Sustainability Report by Poltrona Frau In Motion. The list, provided below, provides the basis of the sustainability disclosure and will also serve as a reference for defining future actions on the most relevant sustainability issues.

List of relevant ESRS topics

ENVIRONMENT	SOCIAL	GOVERNANCE
E1 - CLIMATE CHANGE • Climate change adaptation • Climate change mitigation • Energy	S1 - OWN WORKFORCE • Working conditions • Equal treatment and opportunities for all	G1 - BUSINESS CONDUCT • Corporate culture • Management of relationships with suppliers including payment practices • Corruption and bribery
E2 - POLLUTION • Substances of concern • Substances of very high concern	S2 - WORKERS IN THE VALUE CHAIN • Working conditions • Other work-related rights	
E5 - CIRCULAR ECONOMY • Resource inflows, including resources • Resource outflows, including products • Waste	S4 - CONSUMERS AND END-USERS • Personal safety of consumers and/or end-users	





Our sustainability strategy around our values

[ESRS 2 SBM-1]

Poltrona Frau In Motion’s commitment to sustainability is coherent with the overall vision of Haworth Lifestyle, guided by Haworth Inc.’s strategy.

The sustainability strategy is structured around seven core priorities, establishing a **unified framework** applicable to all Group 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 the business unit’s **values**, long-term **sustainability priorities**, and **material topics** — identified through the materiality assessment—are interconnected, thus shaping its commitments and guiding its actions.

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.
		Pollution	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	- Resource inflows, including materials - Resource outflows, including products - Waste	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	- 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 - Labor-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	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	- 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.

Governing sustainability

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

To ensure effective governance and integration of sustainability into operational activities, ESG-related topics at Poltrona Frau In Motion are managed within the broader framework established by Haworth Lifestyle.

At Group level, the Corporate Social Responsibility (CSR) team, part of the Operational Excellence Division, defines the long-term sustainability strategy in alignment with Haworth Inc. and ensures its integration across all brands.

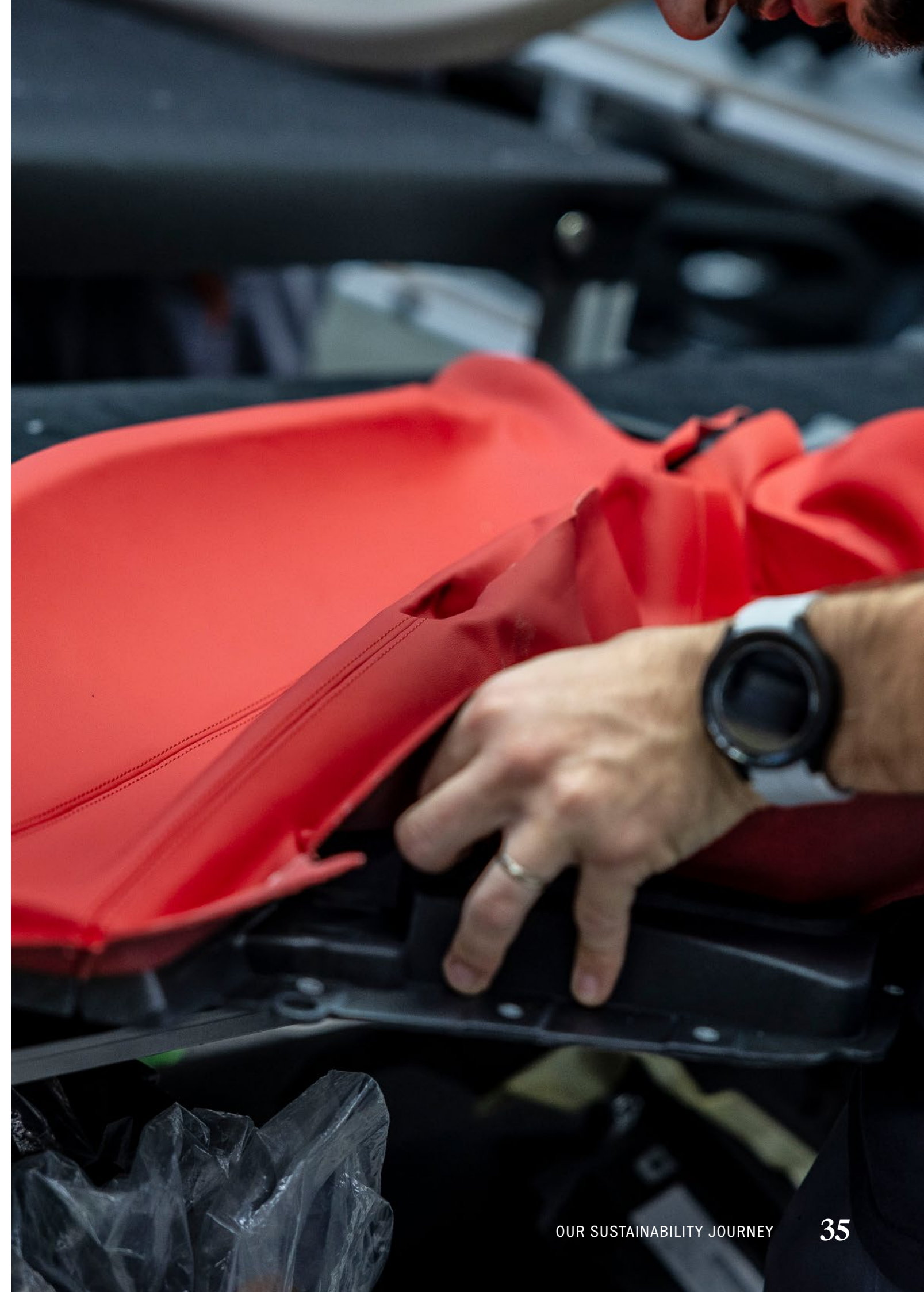
The CSR team provides tailored support to each brand, helping translate Group-wide objectives into actionable initiatives that reflect the brand's specific context. It acts as a center of expertise, offering strategic guidance and operational tools to advance sustainability performance. For more detail on the CSR team's role and responsibilities, please refer to the [Haworth Lifestyle's Sustainability Report](#).

To further promote inclusive and equitable practices, the Group has also established a Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, which supports the development of initiatives aligned with the unique characteristics of each brand.

At brand level, Poltrona Frau's Board of Directors (BoD) is responsible for reviewing, evaluating, and approving sustainability actions, including the implementation of the Group Sustainability Strategy. Functional directors are accountable for the execution of these initiatives within their respective areas.

In addition, some members of the BoD of Poltrona Frau and Poltrona Frau In Motion contribute to the development of Haworth Lifestyle's sustainability strategy by sharing brand-specific insights and priorities.

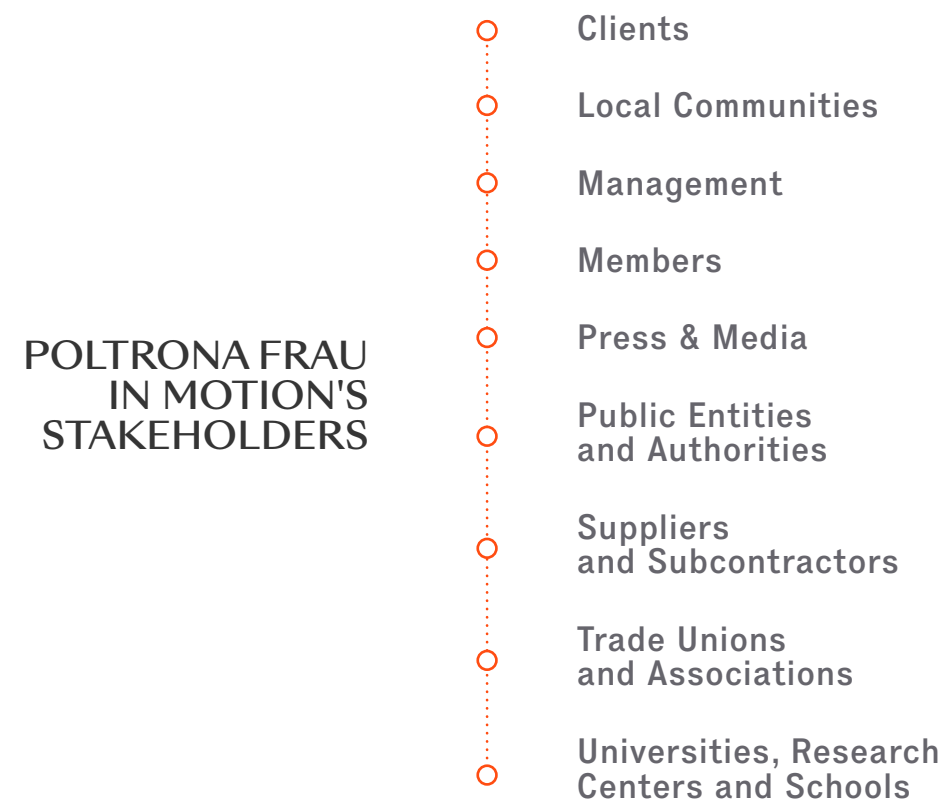
Sustainability progress is monitored and reported, among other topics, through the Semi-Annual Management Report, where functional directors report to the highest governing body on the brand's environmental, social, and economic impacts. The annual Sustainability Report is reviewed and approved by the Chief Executive Officer.



Our engagement with stakeholders

[ESRS 2 SBM-2]

Poltrona Frau In Motion prioritizes identifying, understanding and addressing the needs, requirements and expectations of its stakeholders at the core of its business operations. The business unit engages with a diverse range of stakeholders, both internal and external.



INTERNAL STAKEHOLDER ENGAGEMENT

Poltrona Frau In Motion promotes a structured internal engagement framework designed to actively involve its members in advancing sustainability objectives. The business unit drives participation through a variety of initiatives focused on well-being, professional development and ongoing engagement, including training programs, feedback sessions and wellness activities. Internal communication tools—such as surveys, intranet updates and periodic meetings—facilitate continuous dialogue and ensure alignment with corporate priorities. Meanwhile, the corporate management team plays a pivotal role in integrating sustainability into the business strategy, supported by dedicated governance structures, strategic meetings and executive committees and internal meetings.

EXTERNAL STAKEHOLDER ENGAGEMENT

Poltrona Frau In Motion actively engages a broad range of external stakeholders—including clients, suppliers, media, academic institutions and local communities—through dedicated communication channels and tailored initiatives. For clients, the business unit leverages its website, social media platforms, newsletters, periodic audits and participation in industry events to ensure transparency and interaction. Communication with the media is maintained through special events, press releases and online publications. Suppliers and subcontractors are involved through meetings, direct engagement and the sharing of the Poltrona Frau Code of Ethics to promote alignment with ESG principles and responsible sourcing practices.

Stakeholder engagement also extends to the wider community. Poltrona Frau In Motion collaborates with universities, participates in career days and supports cultural and social initiatives through sponsorships, donations and exhibitions.

The 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. During the year, 30 kg of surplus food were donated. Foodbusters recovers excess food and redistributes it to local charitable organizations that assist people in need, using compostable containers and moving with electric vehicles.

The commitment to nurturing future talent through “Adopt a School”

Poltrona Frau continued with the third edition of the “Adopt a School” project, with the aim of transferring knowledge and skills to young students from technical and vocational institutes. In 2024, the initiative was carried out in collaboration with the IPSIA Renzo Frau Technical High School in Sarnano (MC), focusing on the theme “Sustainability to Design the Future” and culminating in the creation of objects displayed in the museum.

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.¹ Road transport alone generates 74% of all transport-related CO₂ emissions, underscoring how urgently the automotive sector must decarbonize to meet global climate goals. The financial cost of extreme weather events—floods, storms and wildfires—has reached trillions of dollars globally, with businesses increasingly at risk. Certain PFAS 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.²

¹ Copernicus, Global Climate highlights 2024, 2025.

² European Commission, 2024.

- 74% of all transport-related greenhouse-gas emissions come from road-vehicle traffic³
- Between 5% and 25% of average EBITDA of businesses at risk due to physical climate risks⁴
- Investing 3% of global GDP in climate action could reduce net GDP losses by up to 15%⁵

Poltrona Frau In Motion's response

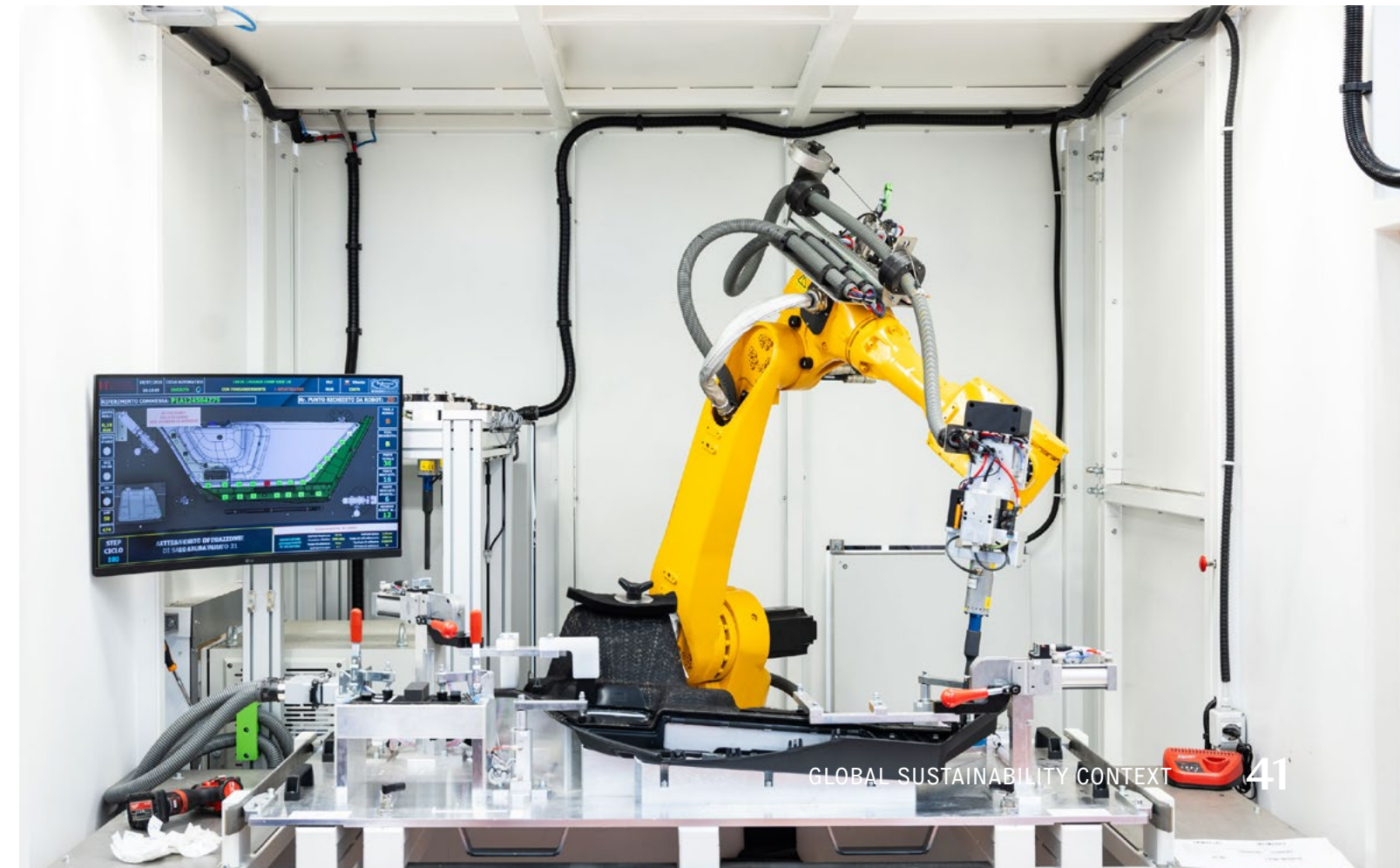
- Applying a Life Cycle Thinking approach and improving energy efficiency
- Implementing a product carbon footprint assessment model
- Working toward the Group's decarbonization targets aligned with the Science Based Targets initiative (SBTi) to support global climate goals
- Strengthening collaboration across the supply chain by involving suppliers in decarbonization efforts

³ UNEP FI, Climate risks in the transportation sector, 2024.

⁴ WEF, The cost of inaction, 2024.

⁵ Benayad, A. et al., Why investing in Climate Action Makes Good Economic Sense, BCG, 2024.

⁶ European Commission, 2023.



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.

Energy efficiency and emissions reduction

APPROACH AND COMMITMENTS

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

In alignment with the sustainability goals of Haworth Inc. and Haworth Lifestyle, Poltrona Frau In Motion is committed to sourcing **100% of the electricity used in its manufacturing facilities from renewable sources by 2025** and to achieving **net zero target emissions by 2050**. Advancing climate accountability requires dedicated commitment and collaborative action, both within facilities and across the supplier network. Consequently, the business unit continuously delves attention in product analyses while improving its procurement, manufacturing, and logistics processes to boost efficiency and minimize long-term environmental impact. This commitment supports Haworth Inc.'s comprehensive decarbonization strategy, which is aligned with the Science Based Targets initiative (SBTi), and Poltrona Frau In Motion will actively contribute to this approach¹⁰.

¹⁰ Please note that the reported targets refer to the entire scope of Haworth Inc. Therefore, the business unit 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.



To support the overall goals, Haworth Lifestyle has introduced a shared set of guidelines and initiatives aimed at reducing energy consumption across all its brands. Alongside its own medium-term efforts to meet the 2030 targets, Poltrona Frau In Motion is actively implementing these measures.

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

- Raise the air conditioning temperature setpoint during summer
- 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

LIGHTING

- Install centralized lighting controls and automatic light sensor
- Transition to 100% LED lighting across all facilities

In accordance with Poltrona Frau’s approach, Poltrona Frau In Motion operates under a comprehensive policy supported by an integrated management system encompassing quality, safety and environmental sustainability. The system, certified UNI EN ISO 14001¹¹, ensures effective management and control of environmental impacts arising from the business unit’s activities, as well as the systematic implementation of plans for continuous improvement in its environmental performance. Additionally, as part

¹¹ For Tolentino plant only.

of its broader environmental strategy, the business unit follows a Life Cycle Thinking approach, assessing the environmental impact of its products at every stage—from design through to end-of-life—while consistently upholding the highest standards of quality and safety.

2024 PROGRESS AND ACTIONS

[E1-3]

FROM PROCESS TO PRODUCT CARBON FOOTPRINT

Poltrona Frau In Motion has made significant progress in integrating Life Cycle Thinking into its core operations. Building on previous initiatives, the business unit continued to apply an advanced **carbon footprint assessment model**—that meets the calculation methodology requirements of ISO 14040 and 14044, and its process implementation is aligned with ISO 14067 Annex. This model has been applied across various products, particularly in the supercar and hypercar segments. Scalable across all product categories, the tool enables to monitor product-related emissions as a database for setting reduction targets. The tool also addresses growing customer requests regarding the environmental impact of all production stages, which are predominantly characterized by:

- **substrates:** rigid or structural components made primarily from plastics, or from composite materials composed of carbon and natural fibers, subsequently upholstered in leather or other premium finishes;
- **leather:** inherently sustainable as a byproduct of the food industry, though its transformation into a durable luxury material may be carbon intensive;
- **upholstery process:** a major part of in-house operations, covering energy-intensive stages like the application of water-based adhesives, the wrapping phase where glue is heat-activated and final assembly and testing.

Drawing on insights from Life Cycle Assessments (LCA), the business unit has taken steps to improve production efficiency, particularly in terms of material usage. For example, it has increased leather yield (the ratio of the usable leather area to the total surface of the hide) by 8.7% compared to 2021.

The business unit is also working closely with selected tanneries to develop lower-impact tanning process, thus reducing the overall environmental impact of products.

ENERGY EFFICIENCY INITIATIVES

In its commitment to reducing emissions and boosting energy efficiency, Poltrona Frau In Motion has launched targeted initiatives focused on optimizing production processes.

In 2024, the business unit developed a software tool 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 offers a comprehensive and user-friendly interface that allows users to visualize and plan the layout of workstations and production lines. Through simulation of different configurations and scenarios, it helps identify potential inefficiencies and optimize the overall flow before changes are implemented on the ground.

One of the core functionalities is the dynamic management of human resources, enabling the assignment of tasks based on workers' skills, availability, and priority levels. This ensures that the right resources are allocated to the right tasks at the right time, increasing productivity while maintaining operational flexibility. Detailed reports on workflows, output, and resource usage can be exported directly from the system, offering valuable support for monitoring activities and making informed, data-driven decisions.

A focus on integrating production processes

Traditionally, components were first shaped using moulds and then refined through additional steps such as waterjet cutting. This sequential approach resulted in longer production times and greater resource consumption.

Poltrona Frau In Motion has introduced a new moulding technology that integrates shaping and cutting into a single production step. As a result, finished components are produced in one operation, eliminating the need for secondary cutting processes.

Although this innovation has added some complexity to the upholstery stage, it has significantly reduced overall production time, material waste, and environmental impact—contributing to lower the carbon footprint of the entire manufacturing process.



ENERGY CONSUMPTION AND EMISSIONS

[E1-5] [E1-6]

In 2024, 59% of Poltrona Frau In Motion’s total energy consumption was covered by renewable sources. The remaining energy was derived from fossil fuels, with no energy sourced from nuclear energy. Looking at purchased electricity, 62% 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	965		62%
from non renewable sources	589		38%

		2024
Total energy consumption (MWh)		2,397

	2024
Energy consumption from non-renewable sources	976
i. Non-renewable sources (MWh)	387
coal and coal products (MWh)	0
diesel for company fleet (MWh)	0
gasoline for company fleet (MWh)	0
natural gas (MWh)	387
other fossil sources (MWh)	0
ii. Consumption of purchased or acquired (MWh)	589
Electricity from fossil fuels (MWh)	589
Heat from fossil fuels (MWh)	0
Steam from fossil fuels (MWh)	0
Cooling from fossil fuels (MWh)	0
Fossil sources in total consumption (%)	41%

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

	2024
Total energy consumption from renewable sources disaggregated by:	1,411
i. Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), bifuels, biogas and hydrogen from renewable sources (Mwh)	0
ii. Consumption of purchased or acquired (MWh)	965
Electricity from renewable sources (MWh)	965
Heat from renewable sources (MWh)	0
Steam from renewable sources (MWh)	0
Cooling from renewable sources (MWh)	446
iii. Self-generated non-fuel renewable energy (MWh)	0
Renewable sources in total consumption (%)	59%

	2024
Production of non-renewable energy (MWh)	0
Production of renewable energy (MWh)	446

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	180	180
Scope 2	229	10
Total	409	190

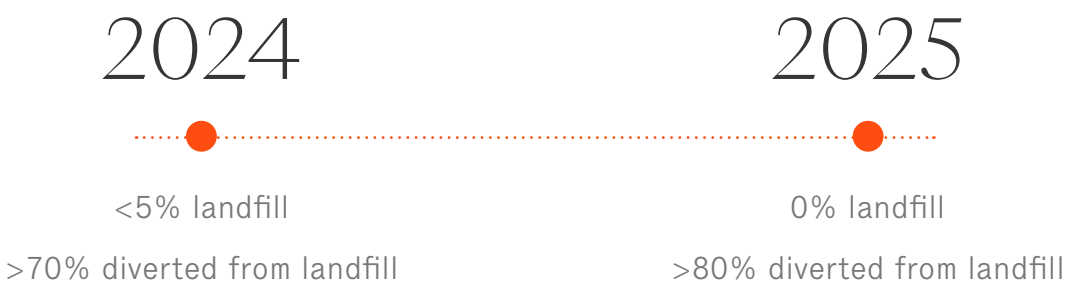
Waste management

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

By leveraging its ISO 14001-certified Environmental Management System and IATF 16949-certified Automotive Quality Management System, **Poltrona Frau In Motion is committed to minimizing material defects and efficiently managing all waste efficiently, including those from defective components supplied by third parties.**

In line with Haworth Lifestyle’s waste management targets, the business unit is actively working to reduce waste at source and maximize recycling efforts. This commitment is reflected in the Haworth Lifestyle 2025 Zero Waste to Landfill objective for manufacturing sites and headquarters, supported by ongoing initiatives to improve waste recovery and promote circularity.



RESOURCE OUTFLOWS

[E5-5]

In 2024, Poltrona Frau In Motion generated a total of 269.99 tons of waste, 53% of which was diverted from disposal. Of this amount, 91% was recycled and 9% was either prepared for reuse or recovered through other means. Non-hazardous waste represented 81% of the total. No radioactive waste was produced during the year.

E5-5 | Resource outflows

	2024	
Unit of measure	kg	%
Total waste generated	269,990	100%
Total waste diverted from disposal (including waste prepared for reuse, recycled, or subject to other recovery operations)	142,500	53%
of which hazardous	12,500	8.8%
of which non-hazardous	130,000	91.2%
Total waste directed to disposal	127,490	47%
of which hazardous	38,340	30%
of which non-hazardous	89,150	70%
Specific breakdowns of total waste*		
Total waste non recycled	139,990	51.9%
Total amount of hazardous waste and radioactive waste generated	50,840	18.8%

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

Pollution

APPROACH AND COMMITMENTS

[E2-1] [E2-3]

As part of the Haworth Lifestyle Group, **Poltrona Frau In Motion** is aligned to the Group’s approach for managing pollution impacts across operations and the broader value chain. Rooted in the principles of **prevention, mitigation, and remediation**, this course of action is designed to align with applicable international and regional environmental regulations.

Haworth Inc. has implemented a comprehensive **chemical-management framework** that integrates a Restricted Substances List—governing over 5,000 chemicals to ensure consistent compliance standards and full material traceability—with a transparency initiative requiring the disclosure of all material chemistries to support informed sourcing and proactive regulatory alignment. This is coupled with a Group-wide commitment to the reduction of substances of very high concern (SVHCs), prioritizing the phase-out of non-essential and consumer-facing applications, while investing in the development and adoption of safer, commercially viable alternatives.

2024 PROGRESS AND ACTIONS

[E2-2]

In 2024, Poltrona Frau In Motion conducted supplier screening for PFAS (per- and polyfluoroalkyl substances), the so-called “forever chemicals”. Whenever PFAS were detected in raw materials or components, immediate phase-out plans were enacted with suppliers to ensure complete elimination by 2025.

Since 2023, the business unit has adopted water-based adhesives for all new products, replacing solvent-based glues. Because they are non-flammable, non-explosive and non-toxic, water-based adhesives are not only safer, they also reduce emissions of volatile organic compounds (VOCs)

and dependence on non-renewable resources.

Additionally, as part of the gradual phase-out of substances of concern in their products, Haworth Lifestyle’s brands have established monitoring procedures to track usage levels. In 2024, Poltrona Frau In Motion accounted for 4,000 kg of VOCs purchased, with 1,000 kg emitted into the atmosphere and 2,000 kg disposed of as waste, well below the emission-limit requirements for leather-coating activities.¹²

¹² Industrial emissions Directive (2010/75/EU).





We lead with design

We have a rich history of design and research from beautiful products to high-performing solutions and inspiring spaces. Our members are encouraged to think creatively, collaborate, and take risks to bring great ideas to fruition.

Research on materials

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

Poltrona Frau In Motion adheres with the **sustainability guidelines defined by Haworth Inc.**, which steer the Group's production processes starting from the early stages of material selection and development. The following list outlines the main materials used at Poltrona Frau In Motion, along with the corresponding requirements contained in Haworth Inc.'s policy on sustainable sourcing and chemical transparency.

MATERIALS	DESCRIPTION	HAWORTH INC. REQUIREMENTS
Fabrics	Materials like cotton and synthetics, chosen for texture and design in upholstery made from high-quality materials, chosen for their exceptional durability and compliance with strict automotive regulations.	Free of harmful chemicals such as flame retardants, heavy metals and PFAS. Certified by Oeko-Tex and EU Ecolabel. Incorporates recycled fabrics, including marine waste.
Metals	Strong and durable material, which includes steel and aluminum, chosen for their strength in fasteners and fixing elements.	Prioritizes steel and aluminum with high recycled content to reduce embodied carbon. Avoids conflict minerals and heavy metals, ensuring compliance with REACH.
Foam	A lightweight material made of small air bubbles trapped in a solid or liquid, often used for providing soft-touch surfaces, sound insulation, and vibration reduction.	Eliminates halogenated flame retardants and ozone-depleting foam propellants like CFCs and HCFCs. Flame retardants are only used where required by regulations (e.g., CAL133).
Plastics	This lightweight and versatile synthetic material is primarily employed in substrates and various components, often serving as a matrix for natural fiber composite materials.	Focuses on recyclable plastics (PA, PP, PE, GF PA6, POM). Labels plastic parts over 50g for recycling. Phasing 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, mainly creating a strong bond between upholstery materials and their substrates.	Minimizes adhesives, favoring solvent-free options like water-based and hot-melt adhesives. Designs products for easy disassembly, prioritizing mechanical bonding.
Electronic Components	Small parts used in electronic devices, such as resistors, capacitors and transistors that help control and direct the flow of electricity.	Complies 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.	Prioritizes renewable, recyclable or compostable materials, including FSC/SFI-certified corrugated cardboard. Reduces single-use plastics and improves recyclability.
Leather	Durable and luxurious, leather enhances automotive interiors, featured in seats, dashboards, and other cabin coverings.	No requirements at this time.
Polyurethane & Other Types of Padding	Polyurethane foam is widely chosen for its durability, excellent cushioning, and sound absorption, making it ideal for soft padding, comfort, and insulation.	No requirements at this time.

2024 PROGRESS AND ACTIONS

[E5-2]

In 2024, Poltrona Frau In Motion launched a project to develop **chrome-free leather** alternatives for automotive and mobility applications, with the goal of reducing the environmental impact of traditional tanning processes. The initiative integrates rigorous impact testing, close collaboration with tanneries, and Life Cycle Assessment (LCA) to improve the environmental performance of the entire leather supply chain. In the same year, Poltrona Frau In Motion’s R&D department developed an exclusive version of its Pelle Frau® Pure Nappa chrome-free leather, specifically tailored for the automotive sector. This innovative leather is tanned using natural tannins extracted from olive pressing wastewater and is featured in the interiors of Alfa Romeo’s 33 Stradale. At the 2024 Paris Motor Show, Poltrona Frau and Alfa Romeo showcased a special edition of the Archibald armchair and the two-seater sofa, both designed by Jean-Marie Massaud and upholstered in the exclusive Pelle Frau® Pure Nappa chrome-free leather.

Additionally, in 2024 Poltrona Frau In Motion launched a dedicated study to improve the materials used in each product component—traditionally selected based on performance and cost. By using the carbon footprint assessment tool, the study introduced new evaluation criteria, applying an engineering-driven approach to optimize the final product. The main objective—beyond innovation—was to reassess material choices in line with new sustainability standards. As a result, some components made from thermoplastics and thermosets were replaced with natural-fiber composites.

Sustainable packaging

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

In line with Haworth Inc.’s global sustainability goals, Poltrona Frau In Motion is committed to ensuring that **100% of its packaging materials are reusable, recyclable, or compostable**. To support this target, the business unit is actively investing in research and development activities, focusing on optimizing the quantity of raw materials used and integrating recycled content into packaging design.

This forward-looking strategy allows both the Group and, consequently, Poltrona Frau In Motion to stay ahead of future European and national packaging regulations.

In 2024, 96% of Poltrona Frau In Motion’s total packaging expenditure was allocated to recyclable or compostable materials.

2024 PROGRESS AND ACTIONS

[E5-2]

Building on previous efforts, Poltrona Frau In Motion continued to promote its returnable packaging program, designed to reducing waste from single-use materials. Recognizing the unique challenges of transporting custom-built products, the business unit continues to utilize reusable pallet containers, which are made from recycled materials and are also recyclable, providing durable protection throughout multiple delivery cycles and embodying a commitment to circularity.

To safeguard each piece during transit, the packaging is carefully engineered for reusability without compromising on protection. Following delivery, and thanks to close coordination with commercial partners, the same carriers used for the initial shipment return the empty packaging. Once returned, the packaging is cleaned and repaired as needed to ensure it remains fully functional for future use.

Circular design

APPROACH AND COMMITMENTS

[E5-1] [E5-3]

To integrate Circular Design Principles throughout the Group, Haworth Lifestyle has established the “**Guidelines for Sustainable and Circular Product Design**”—a unified framework to assist all brands in this transition. These guidelines highlight key priorities such as resource efficiency, responsible material sourcing, modular construction to facilitate assembly, disassembly and maintenance, as well as end-of-life strategies for product reuse and recycling.

2024 PROGRESS AND ACTIONS

[E5-2]

Poltrona Frau In Motion places strong emphasis on durability, viewing it as a fundamental principle of circular design and a cornerstone of its product philosophy. Its products are built to last—maintaining both functionality and aesthetic appeal over time, regardless of evolving trends. This is achieved through the use of high-quality materials selected for their inherent strength and ability to age gracefully. Leather, in particular, is continuously refined through innovative techniques that enhance its unique characteristics and ensure long-term performance.

The business unit also adopts a pragmatic approach to resource management. Leather offcuts generated during production are not treated as waste; instead, they are reused internally or sold to specialized companies that transform them into smaller products—contributing to material efficiency and reinforcing a circular mindset.

Moreover, Poltrona Frau In Motion collaborates with clients from the earliest design stages to promote optimal use of raw materials. This contributes to lower material waste and a more thoughtful use of resources throughout the production cycle.

Building excellence together

SOCIAL



Global sustainability context

People: the future of work in two main challenges

As the global population continues to age, the workplace is increasingly becoming a dynamic, intergenerational environment. The presence of diverse age groups brings a wide 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 across sectors. 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 total¹³;
- Millennials and Gen Z are more adaptable to AI challenges, while older generations face greater reskilling hurdles¹⁴;
- AI has the potential to significantly drive innovation and productivity in the workplace¹⁵.

Poltrona Frau In Motion's response

- Initiatives such as the Ideas Box and Contact Meetings foster open dialogue and encourage active participation across all levels of the organization;
- 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;
- Preserving and transmitting artisanal know-how to future generations, with specialized training programs delivered through the "Atelier dei Saperi" initiative.

¹³ J. Wu et al., Ageism and Intergenerational Dynamics in the Workplace, 2025

¹⁴ Unite.AI, How different generations view AI, 2025

¹⁵ McKinsey & Business Unit, Superagency in the workplace: empowering people to unlock AI's full potential, 2025

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 customers we serve. We invest in continuous learning intended to help our members flourish.

Our members’ wellbeing

APPROACH AND COMMITMENTS

[S1-1] [S1-5]

Innovation and creativity at Poltrona Frau In Motion are driven by the skills, experience and vision of the business unit’s team members. Poltrona Frau In Motion is committed to empowering individuals, protecting their rights and fostering their active involvement in development initiatives. These efforts support both personal growth and the overall advancement of the organization.

The Business Unit is aligned with the values and principles outlined in the Haworth Inc. Member Code of Conduct, which promotes honesty, fairness and accountability in all business interactions. This Code applies to all members, contractors, consultants and any individuals acting on behalf of the Group.

This section is based on the initiatives undertaken at Poltrona Frau that include the brand’s different business units, including Poltrona Frau In Motion.

2024 PROGRESS AND ACTIONS

OUR MEMBERS IN NUMBERS

[S1-6] [S1-7]

Poltrona Frau In Motion can count on 545 members, 72% of whom are based in Italy, while the remaining 28% in the UK.

S1-6 | Characteristics of the undertaking’s employees

	2024	
Employees by country	n.	%
Italy	395	72%
United Kingdom	150	28%
Total employees	545	100%

Workforce stability is evident, with 92% of members holding permanent contracts, while 8% had fixed-term contracts in 2024. Additionally, Poltrona Frau In Motion relies on 23 non-employees, including self-employed contractors and temporary agency workers¹⁶ across Italy.

S1-6 | Characteristics of the undertaking’s employees

	2024			
Employee head count by gender*	Male	Female	Other	Total
Number of employees (n.)	318	227	0	545
Number of permanent employees (n.)	293	206	0	499
Number of temporary employees (n.)	25	21	0	46
Number of non-guaranteed hours employees (n.)	0	0	0	0

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

¹⁶ NACE Code N78.



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

	2024			
Gender*	Male	Female	Other	Total
Total non-employees (n.)	7	16	0	23

*Gender is reported based on how employees have self-identified.
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 In Motion is committed to fostering a fair, inclusive and safe work environment by aligning its practices with national regulations, industry standards and Group-level sustainability goals. All members receive fair and competitive wages, with 100% coverage by collective bargaining agreements in Italy. The right to social dialogue is fully guaranteed – most notably through the recent renewal of the integrative corporate agreement for Italian members, signed in August 2024, effective until 2026. This agreement introduces new benefits, including a wellness and leisure financial contribution.

In compliance with local regulations, 100% of members are entitled to parental leave; in 2024, 9% made use of family-related leave.

S1-15 | Work-life balance metrics

	2024			
Gender*	Male	Female	Other	Total
Entitled employees over total employees (%)	100%	100%	100%	100%
Entitled employees that took family-related leave over total employees (%)	5%	14%	-	9%

*Gender is reported based on how employees have self-identified.
Data for KJ Ryan were not available, therefore not included in this indicator.

INTERNAL ENGAGEMENT

[S1-4]

Member engagement is a cornerstone of the business unit’s internal culture. In addition to participating in the annual Haworth Lifestyle engagement survey, Poltrona Frau conducted a targeted survey aimed at identifying areas for improvement. **Engagement also takes the form of bottom-up innovation: through the “Ideas Box” program, members can propose improvements to the work environment.** Suggestions are reviewed monthly by the Lean and HSE Managers together with the trade-union representatives, and the most impactful ideas are recognized on a quarterly basis. Members are also encouraged to contribute ideas for improving processes and products, fostering open dialogue, and recognizing spontaneous contributions as key drivers of continuous improvement and innovation.

Poltrona Frau In Motion also fosters team cohesion through team building activities, organized with a flexible approach. Small groups can 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 meetings the top management provide updates on performance and strategic direction, followed by a shared moment of informal interaction, such as dinner, as a way to reinforce corporate identity and transparency.

OCCUPATIONAL HEALTH AND SAFETY

[S1-14]

At Poltrona Frau In Motion, ensuring a safe and healthy workplace is a fundamental priority. In line with the Group-wide commitments of Haworth Lifestyle, the business unit adopts a proactive approach that goes beyond regulatory compliance, with the aim of promoting a strong culture of prevention, awareness and continuous improvement.

In 2024, **100% of members based in Europe were covered by Haworth Lifestyle’s Health and Safety Management System**, which includes risk assessment, prevention plans and ongoing monitoring. All members of Poltrona Frau In Motion regularly participated in safety training programs designed to strengthen knowledge on risk mitigation and promote responsible behavior 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.

S1-14 | Health and safety metrics

Undertaking's health and safety management and coverage	
Employees who are covered by the undertaking’s health and safety management system (n.)	341
% 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.)	7
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%

The injury frequency rate corresponds to the number of injuries per one million hours worked.
Data on the total hours worked by non-employees is not recorded.
100% of members based in the EU are covered by health and safety management system. Employees not based in the same country as the brands' registered offices are excluded from the calculation of this indicator
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.)	0
Rate of work-related injuries (employees) (n.)	-
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.)	0

The injury frequency rate corresponds to the number of injuries per one million hours worked.
Data on the total hours worked by non-employees is not recorded.
100% of members based in the EU are covered by health and safety management system. Employees not based in the same country as the brands' registered offices are excluded from the calculation of this indicator
Data for KJ Ryan were not available, therefore not included in this indicator.

The injury rate at Poltrona Frau In Motion remained low. The business unit reported no case of work-related injuries in 2024 and no days lost; additionally, no fatalities occurred, while 2 cases of work-related illness were recorded.

In parallel, the business unit 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 In Motion supported awareness campaigns and facilitated member access to **on-site cancer prevention screenings and educational webinars**. In 2024, a campaign dedicated to breast cancer was conducted, and a male-focused one is scheduled for 2025.

Poltrona Frau In Motion also joined the **Group-wide flu vaccination campaign**, with several members participating voluntarily. Moreover, as outlined in the new **Poltrona Frau integrative corporate agreement signed in August 2024**, the business unit reinforced its attention to health by offering **paid leave for medical checkups**, in line with initiatives adopted by other Group brands.

TALENT ATTRACTION AND RETENTION

[S1-4] [S1-6]

Poltrona Frau In Motion invests in talent attraction and retention as a strategic priority, recognizing that high-quality craftsmanship and innovation depend on skilled and motivated professionals. In 2024, the total turnover rate was 3%.

S1-6 | Characteristics of the undertaking’s employees

	2024			
Gender*	Male	Female	Other	Total
Total number of leaves (n.)	4	9	0	13
Turnover rate (%)	2%	6%	-	3%

*Gender is reported based on how employees have self-identified.
The turnover is calculated according to the methodology defined by the European Sustainability Reporting Standard (ESRS).

To support recruitment, the business unit continued to implement the Member Referral Program, which allows any member to recommend candidates for open positions. Successful referrals are rewarded, encouraging direct involvement in talent acquisition and strengthening alignment between new hires and business unit values.

To reinforce its presence in the job market and attract emerging talent, Poltrona Frau participated in a number of Career Days organized by universities, including UNIVPM (Università Politecnica delle Marche), NABA (Nuova Accademia di Belle Arti) and IED (Istituto Europeo di Design), to engage with students and recent graduates and showcase current projects and career opportunities.

Diversity, Equity, Inclusion and Belonging

APPROACH AND COMMITMENTS

[S1-5] [S1-9]

At Poltrona Frau In Motion, workforce diversity is a strategic strength. 53% of members are between 30 and 50 years old, 15% are under 30, and 32% are over 50. In terms of gender balance, the team comprises 42% women and 58% men. This balanced mix of experience and perspectives facilitates innovation and ensures effective responses to clients’ needs.

S1-9 | Diversity metrics

	2024	
Distribution of employees by age group	n.	%
< 30 years (n.)	84	15%
30 - 50 (n.)	287	53%
> 50 (n.)	174	32%
Total employees	545	100%

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

This section is based on the initiatives undertaken at Poltrona Frau that include the brand’s different business units, including Poltrona Frau In Motion.

Poltrona Frau In Motion promotes a diverse and inclusive work environment, in line with the Diversity, Equity, Inclusion and Belonging (DEIB) goals set at Group level by Haworth Lifestyle. The business unit participates in the Group-wide DEIB Committee, which includes representatives from various brands and business areas— including production, retail, sales, customer service and technical departments— to ensure a cross-functional, holistic approach. This structure enables the design and implementation of initiatives tailored to the specific challenges and needs of each area, ensuring a consistent DEIB perspective across brands and corporate functions.

2024 PROGRESS AND ACTIONS

[S1-4]

In 2024, Poltrona Frau In Motion distributed unconscious-bias toolkits—customized for staff and for managers—to raise awareness, promote inclusive behaviors and provide practical methods for identifying and addressing bias. To date, no discrimination cases have been reported by team members.

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 customer's expectations

Member training and development

APPROACH AND COMMITMENTS

[S1-5]

Poltrona Frau In Motion reflects Haworth Lifestyle’s **holistic approach to training** and development, which emphasizes educational initiatives that support sustainable growth and foster a culture that values each member’s potential. The business unit aims for 100% participation in these initiatives, which strengthen both individual capabilities and organizational resilience.

2024 PROGRESS AND ACTIONS

[S1-4] [S1-13]

In 2024, each member completed an average of 3 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., combines classroom training, self-paced study and team projects to prepare

high-potential employees for future leadership roles. The week-long Management Development Program delivers an intensive curriculum on leadership, decision-making, communication and cross-cultural collaboration, while also enabling global networking across the Group’s brands.

S1-13 | Training and skills development metrics

	2024			
Average number of training hours per employee *	Male	Female	Other	Total
Hours of training provided (n.)	926	395	0	1,321
Total employees (n.)	268	153	0	421
Average training hours per employee (n.)	3	3	-	3

*Gender is reported based on how employees have self-identified.
Data for KJ Ryan were not available, therefore not included in this indicator.

Poltrona Frau presents "Atelier dei Saperi": a project to transmit craftsmanship excellence to future generations

As part of Poltrona Frau, the Business Unit Poltrona Frau In Motion strengthened its commitment to preserving and transmitting artisanal expertise through the **"Atelier dei Saperi"** training program. This initiative debuted with Poltrona Frau’s first external training course, developed in collaboration with the **GOL** (Garanzia Occupabilità Lavoratori) program: an Active Labor Policy initiative designed to promote employment and professional reskilling.

The course trained **Leather Goods Modelers**, a role that combines theoretical knowledge with hands-on expertise across the entire production process, from cutting and sewing to upholstery. Participants received an **EQF Level 4 qualification** upon completion.

The program spanned **500 hours** and was conducted within the company, guided by **in-house instructors, retired “Master Upholsterers” with decades of experience at Poltrona Frau.**



A SMART APPROACH TO PERFORMANCE MANAGEMENT

[S1-13]

To ensure effectiveness in training, all members of Poltrona Frau In Motion define and document their annual goals on the “Member Central” platform. Goals serve as guiding principles, allowing members to outline their professional aspirations while ensuring alignment with both personal development and the brand’s strategic objectives. Each goal must be **SMART**: **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**imely.

The business unit carries out both mid-year and end-of-year reviews to monitor goal achievement. In 2024, 18% of business unit members participated in performance and career development reviews. To drive performance and growth, where relevant Poltrona Frau In Motion also applies Management By Objectives (MBO) and incentives tied to specific goals.

S1-13 | Training and skills development metrics

	2024			
Employees that participated in regular performance and career development reviews *	Male	Female	Other	Total
Employees evaluated (n.)	55	19	0	74
Total employees (n.)	268	153	0	421
Total employee evaluated (%)	21%	12%	0%	18%

*Gender is reported based on how employees have self-identified
Data for KJ Ryan were not available, therefore not included in this indicator.

STRENGTHENING OUR SUSTAINABILITY CULTURE

In 2024, Poltrona Frau laid the foundations for a circularity-focused initiative involving all members, with training sessions developed throughout the year and scheduled to begin in January 2025. Led by the Head of the Technical Department in collaboration with an external partner, the sessions aim to enhance awareness of sustainable practices and the principles of a circular economy. The upcoming regulatory changes related to the introduction of ESPR (Ecodesign for Sustainable Product Regulation) were also introduced.

This includes identifying opportunities to reduce waste and extend product lifecycles. The initiative represents a key step toward embedding circularity into design and operations, reinforcing responsible practices across all stages of product development.

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.

APPROACH AND COMMITMENTS

[G1-2] [GRI 204-1]

Poltrona Frau In Motion is committed to promoting integrity, transparency and accountability across its entire value chain, including its suppliers.

The business unit regularly monitors strategic suppliers through a quarterly evaluation process, which assesses performance based on multiple criteria:

- **Quality**, measured by the number of non-conforming parts;
- **Timeliness**, based on the number and extent of delivery delays;
- **Service level**, which includes flexibility, responsiveness and problem-solving capabilities.

Suppliers that do not meet the required standards are subject to penalties. The presence of environmental certifications is positively considered during selection and evaluation processes, as it reflects alignment with the business unit's sustainability expectations.

The business unit also adopts a strategic approach to supplier selection and management that prioritizes local partnerships. In 2024, 99% of business unit

purchases came from local suppliers. To strengthen supplier capabilities and ensure consistent quality and compliance, **Poltrona Frau In Motion has also introduced targeted training activities for suppliers**, with a focus on key topics such as quality control, safety and sustainability practices.

GRI 204-1 | Local suppliers

Supplier operating in the same country where your headquarter is located	2024
Purchases from local suppliers (%)	99%

2024 PROGRESS AND ACTIONS

[G1-2] [G1-6]

In 2024, the average payment time was 71 days.¹⁷ No legal proceedings related to late payments were pending during the year, confirming the business unit's commitment to responsible financial management and supplier trust.

G1-6 | Payment practices

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

Data are available only up to August 2024 due to the change of the operating system.

¹⁷ For Poltrona Frau In Motion data are available only up to August 2024 due to the change in the operating system.

Workers in the value chain

APPROACH AND COMMITMENTS

[S2-1] [S2-2] [S2-3] [S2-5] [G1-2]

Poltrona Frau In Motion is aligned with the ethical and sustainability principles defined by Haworth Inc., a signatory of the United Nations Global Compact, which endorses the Ten Principles on human rights, labor, environmental protection and anti-corruption.

In 2024, Haworth Inc. formalized the adoption of the **Supplier Code of Conduct (SCoC)**, inspired by the principles of the Eight Fundamental Conventions of the ILO, the UN Universal Declaration of Human Rights, the International Bill of Human Rights, and the OECD Guidelines for Multinational Enterprises. The SCoC establishes a common framework for all partners, promoting alignment with the Group's core values across operations and supply chains. Its core principles include respect for human rights, fair labor practices, environmental responsibility, and anti-corruption.

Poltrona Frau In Motion aims for 100% Tier-1 supplier endorsement of its Supplier Code of Conduct. Any non-compliance will trigger a formal corrective process, and if unresolved within the agreed timeframe, may result in termination of the business relationship.

2024 PROGRESS AND ACTIONS

[S2-4]

In the first year of implementation, 74% of Poltrona Frau In Motion direct suppliers signed the SCoC, demonstrating growing engagement in responsible business practices. In this early stage, only manufacturing companies were involved, given their more strategic role.



We listen to our customers

Service excellence

APPROACH AND COMMITMENTS

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

Poltrona Frau In Motion delivers made-to-measure solutions through flexibility and responsiveness.

In alignment with Haworth Lifestyle's commitment to stringent international data protection standards, as set forth in the **Group Data Protection Policy**, Poltrona Frau In Motion ensures the secure processing and storage of personal data. It also guarantees proper document archiving and the responsible use of information systems and services, supported by systematic monitoring and control.

In addition, in compliance with the Group's **Master Data Protection Policy**, Poltrona Frau In Motion has appointed an external **Data Protection Officer (DPO)** for enhanced oversight of regulatory compliance. 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.

Regarding complaints, the management process is supported by IATF certification to ensure that every issue is handled using a precise and structured procedure.

2024 PROGRESS AND ACTIONS

[S4-2]

CUSTOMER CENTRICITY

Poltrona Frau In Motion places the customer at the core of its business philosophy, providing end-to-end attention and extensive product-and-service customization. Each solution is tailored to client specifications, reflecting individual tastes and requirements.

Clients are regarded as innovation partners: ongoing R&D collaborations—sparked by direct dialogue—have produced tools such as the carbon-footprint calculator.

Driven by a continuous improvement mindset, Poltrona Frau In Motion places great value on client feedback, fostering an environment of open dialogue and ongoing enhancement. This approach enables the business unit to respond swiftly and effectively to evolving client needs. By actively listening and engaging, Poltrona Frau In Motion continuously refines its products and processes to achieve the highest standards of client satisfaction and support its clients to meet their respective market demands, regulatory needs and sustainability objectives.

CLIENT DATA PRIVACY AND SECURITY

[S4-2]

In 2024, Poltrona Frau In Motion conducted **TISAX (Trusted Information Security Assessment Exchange) evaluation**, a sector-specific assessment that confirms that the business unit's Information Security Management System complies with stringent automotive industry requirements. Beyond confirming compliance, TISAX enables secure, standardized sharing of assessment results via a centralized platform, bolstering trust and transparency across the supply chain. This milestone underscores Poltrona Frau In Motion's commitment to protecting sensitive data and maintaining rigorous cybersecurity standards.

Product quality and safety

APPROACH AND COMMITMENTS

[S4-1] [S4-5]

To foster a culture of continuous improvement and ensure the highest standards of product quality and safety, Poltrona Frau In Motion adopts a structured Quality Policy that defines clear and measurable objectives to guide all quality-related activities. The implementation of this policy is regularly reviewed by management to ensure both its effectiveness and efficiency over time. The policy emphasizes **defect prevention, waste reduction** and **supply chain monitoring**, and it aligns with the **IATF 16949 automotive standard**—a benchmark recognized globally by leading automotive manufacturers and component suppliers as best practice.

In alignment with **Haworth Lifestyle's broader commitment to prioritizing product quality and safety**, Poltrona Frau In Motion is progressively implementing a **Quality Management System (QMS)**, building on its existing **ISO 9001 certification**, which pertains to internationally-recognized quality management standards.

To ensure adherence to these standards, the business unit conducts internal audits across all processes and operating procedures, utilizing qualified auditors to assess compliance and identify areas for improvement.

2024 PROGRESS AND ACTIONS

[S4-4]

As part of its ongoing commitment to excellence in quality and product safety, Poltrona Frau In Motion takes proactive steps to adopt the most relevant and rigorous certification schemes suited to its specific products.

In 2024, the business unit further improved its production processes by upgrading its **Manufacturing Execution System (MES)**, originally introduced two years earlier to strengthen control and reliability. The updated MES now includes features such as error tracking through suggestion notes based on past issues, real-time access to production data, quality alerts, checklists and phase-specific instructions displayed directly on monitors along the production line. When an operator scans a product barcode, the system immediately shows all necessary information, helping ensure

that quality protocols are followed precisely at every step.

In continuity with its established practices, the business unit continues to strengthen quality assurance and traceability through a **material tracking system**. This system enables the identification of any components that may cause non-conformities by linking each customer order—via a dedicated product tag—to the internal production flow. The tag is associated with the specific batch of components used and the individual operators responsible for the manufacturing and inspection processes.

Materials used by the business unit comply with the rigorous standards required by the automotive sector and other relevant industries. Any modification to the final product must first be approved by the client, ensuring full compliance with agreed specifications. To maintain high quality standards, team members receive targeted training whenever they take on new tasks that could influence product quality. They are also regularly updated on how potential non-conformities may affect customer satisfaction, reinforcing a shared awareness of the importance of compliance and precision throughout the production process.

In 2024, the business unit obtained certification from the **Certification Centre for Automotive Products (CCAP)** – a certification body for automotive products and quality management systems in China – for selected products. This achievement builds upon the adoption, since 2018, of the **IATF 16949** standard. As part of this, the business unit has implemented stringent **Process Failure Mode and Effects Analysis (PFMEA)** to ensure that critical components, such as those incorporating airbags, are manufactured to the highest safety and quality standards.

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 rules¹⁸. Regulatory provisions such as the EU Deforestation Regulation (EUDR) are placing stricter controls on supply chains, requiring companies to ensure that products like leather are not linked to deforestation.

- Only 34% of large companies address human rights effectively¹⁹;
- Just 22% of large companies excel in traceability²⁰.

Poltrona Frau In Motion'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.

¹⁸ JEFRA, SEC, 2023.

¹⁹ Business & Human Rights Resource Centre, 2025.

²⁰ Business & Human Rights Resource Centre, 2025.

We honor integrity

We believe that honesty, transparency, and accountability are the foundation of trust. We build mutually beneficial business relationships, beyond legal and ethical practices, meeting our commitments while upholding our values.

Governing sustainability

[GOV-1] [GOV-3]

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

In alignment with Haworth Lifestyle's sustainability strategy, **the management team** collaborates with department directors to assess sustainability initiatives, review their outcomes, and approve actions aimed at improving economic, social, and environmental impacts.

More information on Poltrona Frau's governance model can be found in the [Poltrona Frau Sustainability Report](#).

Business ethics and human rights

APPROACH AND COMMITMENTS

[G1-1]

Poltrona Frau In Motion adheres to the Haworth Lifestyle's Code of Ethics, which defines the core principles of the business unit and serves as a reference point for responsible and transparent conduct. As an integral part of the internal control system, the Code helps prevent conflicts of interest, corruption and unlawful or irresponsible behavior both within the organization and in relations with stakeholders. **It incorporates the values set by Haworth Inc., which are embedded in the Member Code of Conduct**, and defines expected behaviors that promote integrity, fairness and accountability in all business interactions. The Code applies to all stakeholders, including board members, employees, contractors, consultants and third parties acting on behalf of the business unit.

2024 PROGRESS AND ACTIONS

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

WHISTLEBLOWING PROCEDURE

Haworth Inc. provides confidential and anonymous channels for reporting misconduct, unethical behavior or policy violations. 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. Moreover, in 2024, a Whistleblowing Committee was established to review and address reports.

ANTI-CORRUPTION COMMITMENT

In addition to these mechanisms, Haworth Inc. provides regular compliance training. A Global Compliance Training program is held every two years, covering topics such as ethical conduct, anti-corruption and data protection, in line with international governance standards.

Poltrona Frau In Motion supports the anti-corruption principles of the United Nations Convention against Corruption and enforces a zero-tolerance policy on bribery. In 2024, 39 people participated in anti-corruption training delivered via the Member Central platform. The business unit also requires suppliers to comply with the Supplier Code of Conduct, which covers the topics of anti-bribery laws and ethical business standards.

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

G1-4 | Incidents of corruption or bribery

2024	
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

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