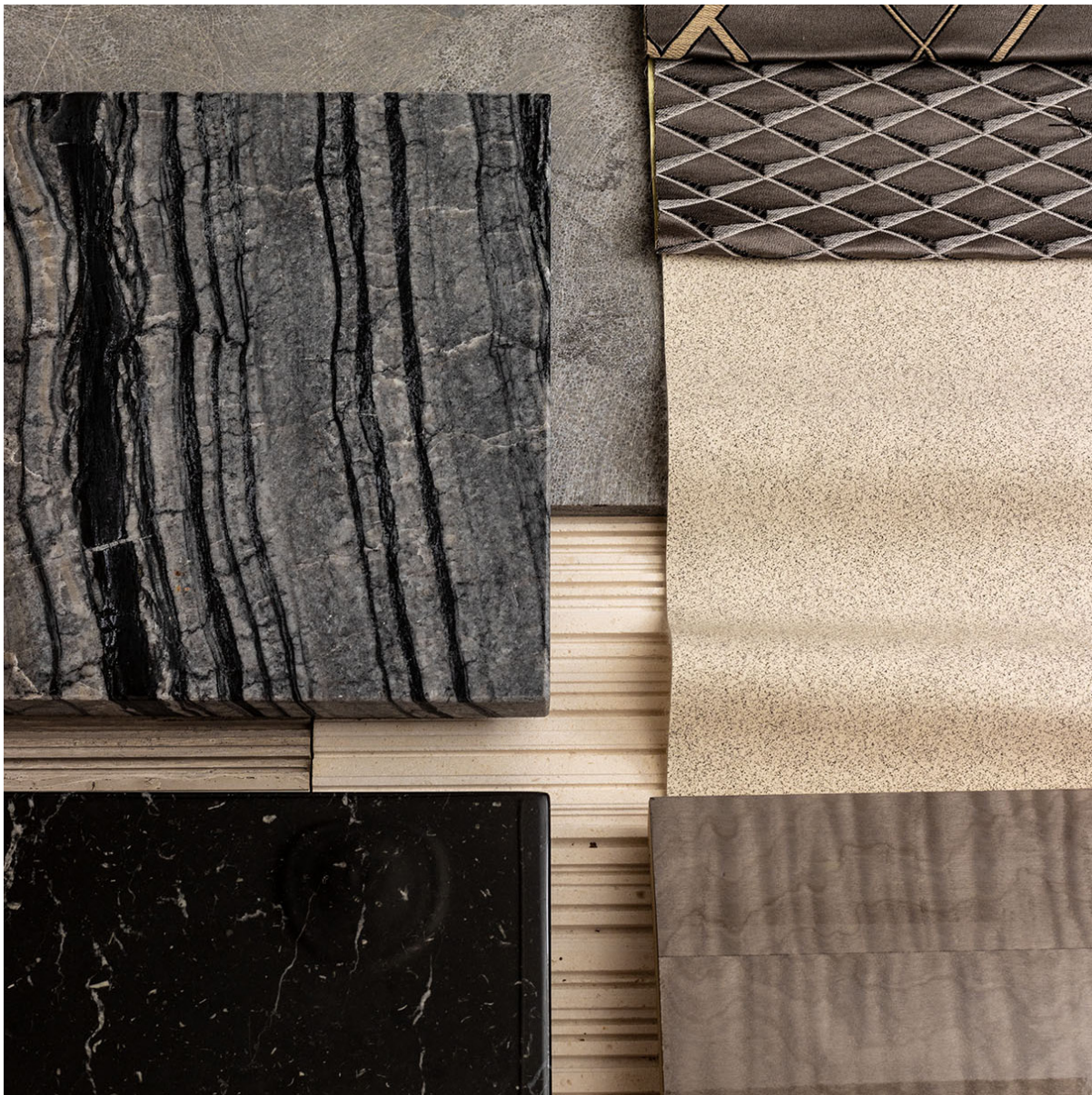




LUXURY **LL** LIVING®  
GROUP

SUSTAINABILITY  
REPORT  
2022



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# LETTER TO STAKEHOLDERS

In 2022, we were challenged to embark on a more ambitious and evolutionary journey. Our mission was to maintain our standing as a global leader in luxury furniture, integrating our production processes with a commitment to addressing climate change, aligning our daily decisions and long-term perspectives.

In 2022, **Luxury Living Group** faced a year marked by significant challenges, innovation, and transformative changes.

Our Company has always thrived on its ability to evolve and adapt to varying contexts and tastes. This past year urged us to take a bold step forward in our evolution – to maintain our status as a global leader in luxury furniture while aligning our production systems with the imperative of addressing climate change in both our daily decisions and long-term perspectives.

With an ongoing internal restructuring process, our Company embarked on a search for a new aesthetic language. This language aims to interpret the unique codes and values of each brand, translating them into not only a coherent and multifaceted lifestyle but also into a **sustainable vision for the future**. In this transformative journey, terms such as materiality analysis, carbon footprint, and circular design have become integral parts of our daily lexicon, guiding our action plans and contributing to the construction of a new reality.

This report encapsulates our commitment to renewing the pact between people and the planet. **Our clear goals**, encompassing both quantitative and qualitative aspects, outline short-, medium-, and long-term commitments.

A significant initiative undertaken in 2022 was the launch of a materiality analysis process, aligned with the Global Reporting Initiative Universal Standards (GRI Standards). This process identified the current and potential impacts, both positive and negative, of each material topic on the environment, society, the economy, and human rights resulting from corporate activities.

Furthermore, 2022 witnessed the development of **new, environmentally sustainable products** set to be launched in early 2023. These include the PAPER FACTOR® upholstery, the flagship of the Bentley Home collection, the MATHERA reclaimed wood, and the FUTURA fabric for the Trussardi Casa collection. Collaborating with other brands within the Haworth Inc. group, we initiated the definition of a **Circular Design Guideline**. This tool empowers our designers to create products aligned with circular economy principles: repairable, reusable, decomposable, and recyclable.

The responsibility we bear is both collective and individual. I extend my gratitude to all the Group's employees and partners. **Together**, with transparency and dedication, we work towards a future increasingly oriented toward sustainability and the creation of widespread value.

Andrea Gentilini - CEO





# HIGHLIGHTS

## COMPANY

**>60**  
YEARS OF HISTORY

**40**  
COUNTRIES

**9**  
OWNED STORES

**113**  
MILLION  
EUROS  
DIRECTLY  
GENERATED

## PRODUCT

**98%**  
OF MATERIALS,  
PURCHASED  
FROM LOCAL  
SUPPLIERS

USE OF FSC®  
CERTIFIED WOOD

LAUNCH OF THE  
NEW BRAND  
LUXENCE LUXURY  
LIVING GROUP  
AND FIRST  
BENTLEY OUTDOOR  
COLLECTION

STUDY OF NEW  
INNOVATIVE AND  
LOW-IMPACT  
MATERIALS SUCH  
AS THE PAPER  
FACTOR® COATING,  
THE MATHERA  
WOOD AND THE  
FUTURA FABRIC





# HIGHLIGHTS

## PEOPLE

**266**  
EMPLOYEES

**97%**  
PERMANENT  
CONTRACTS

**56%**  
OF EMPLOYEES  
ARE WOMEN

**1,771**  
HOURS  
OF TRAINING  
PROVIDED DURING  
THE YEAR

## ENVIRONMENT

**1,462**  
tCO<sub>2e</sub>  
GHG EMISSIONS  
SCOPE 1 AND SCOPE 2  
LOCATION-BASED

**-21%**  
VS 2021

**87.4%**  
RECOVERED  
WASTE





**LUXURY LIVING GROUP  
AT A GLANCE**



# IDENTITY

VERSACE  
HOME

DOLCE & GABBANA  
CASA

TRUSSARDI  
CASA



Luxury Living Group is a leader in the design, production, and distribution of luxury furniture, collaborating with some of the most renowned global brands such as Versace, Dolce & Gabbana, Trussardi, Bentley Motors, Bugatti, and its exclusive Luxence Luxury Living Group brand. A success story of craftsmanship, experimentation, and precious materials.

Luxury Living Group Collections are the result of meticulous production processes: the attention to detail and craftsmanship enhances creativity, elegance and design, balancing tradition and innovation. A journey into the creation of furniture and accessories of excellent craftsmanship that at every single stage, from idea to prototype to final realization, magnifies the value of Made in Italy.

**Manual skills, fine materials, and passion for results: these are the assets that have guided Luxury Living Group for over 40 years in producing and distributing Furniture Collections for important International Maisons.**

Since 2020, the Company has become an integral part of **Haworth's Lifestyle Design** family, joining hands with esteemed counterparts such as Cappellini, Cassina, Ceccotti Collezioni, INTERNI, Luminaire, Karakter, and Poltrona Frau. This collaboration forms a collective of international entities sharing common values, embracing effective management practices, and fostering innovation in the world of luxury lifestyle design.





Luxury Living Group is an Italian craftsmanship success story that originated in the 1960s. Over the years, the Company has become expert in the furniture production for major luxury brands, focusing on the research and processing of high-quality raw materials. Luxury Living Group excels in interpreting the unique identity of each brand, translating it into lifestyle offerings, resulting in a versatile portfolio that caters to various tastes.

Luxury Living Group's distinctive strength in producing and distributing furniture collections for major international fashion houses lies in fine materials, attention to detail and strong collaboration with the fashion sector.

# HISTORY

A CONSTANT RESEARCH IN THE FIELD OF INNOVATION HAS LED TO CONTINUOUS IMPROVEMENT IN PRODUCTION TECHNIQUES, THUS KEEPING THE BRAND AT THE FOREFRONT OF THE LUXURY INDUSTRY.

## 1960

Alberto Vignatelli established his first company in Forlì, introducing innovative materials used for sofas in Italy.

## 1980

After seizing opportunities in the automotive segment, the Company embarked on a strategy of differentiation, opening to luxury interior design.

## 1988

Luxury Living Group developed the lifestyle segment for Fendi, designing, producing and distributing, under license, Fendi Casa, which has become an excellence in the luxury furniture industry.

## 2013

- Luxury Living Group chose Palazzo Orsi Mangelli as its headquarters. The interior is curated by renowned French designer Jacques Grange.
- Launch of the first Bentley Home collection, combining the excellence of the British automotive brand with the know-how of the best Italian craftsmanship.

## 2014

Development of the lifestyle segment for Trussardi with the birth of Trussardi Casa. The collection is inspired by the tradition of Italian design, an expression of elegance and quality.

## 2016

Luxury Living Group launched Bugatti's first home collection with iconic pieces featuring the use of carbon as a distinctive material.

## 2017

Creation of the Luxury Living Projects division.

## 2020

- Lifestyle Design (Poltrona Frau Group) together with Haworth Inc. announced the acquisition of Luxury Living Group.
- A partnership is signed with Versace, to launch the new Versace Home collection.

## 2021

- Launch of the first Dolce&Gabbana Casa collection, developed around four of the brand's best-known prints - Leopard, Zebra, Mediterranean Blue, and Carretto.
- Factory store opening in Forlì.
- Opening of the first Versace Home mono-brand store in Milan.

## 2022

- Luxury Living Group presents Luxence, the Company's first independent collection.
- Opening of the first Bentley Home Atelier in Milan, at Palazzo Chiesa.
- Bentley Home presents Solstice, its first outdoor collection.
- Opening of the first Dolce&Gabbana Casa mono-brand in Milan.
- Opening of the first store in London and presentation of the Versace Home and Luxence collections to the British public.
- Bentley Home showroom opening in Saudi Arabia.





# GEOGRAPHICAL PRESENCE

LUXURY LIVING GROUP HAS EXPANDED ITS PRESENCE TO 40 COUNTRIES WITH 9 COMPANY-OWNED STORES, ALL SUPPORTED BY AN EXTENSIVE NETWORK OF LOCAL DISTRIBUTORS.

The historic Forlì based Company, thanks to its ability to interpret and communicate the values and distinctive style of the licensed brands, over the years has developed a significant competitive advantage in the luxury furniture sector worldwide, managing to distinguish itself through its production and distribution capabilities.

Distribution activities are carried out through two channels, wholesale, and retail. The latter is directly managed by Luxury Living Group's subsidiaries located in Italy, in the United Kingdom, in France and in the United States, representing a direct meeting point with customers, enabling a better and faster response to their requests.

**40**  
COUNTRIES

**9**  
OWNED STORES

**>200**  
DEALERS WORLDWIDE



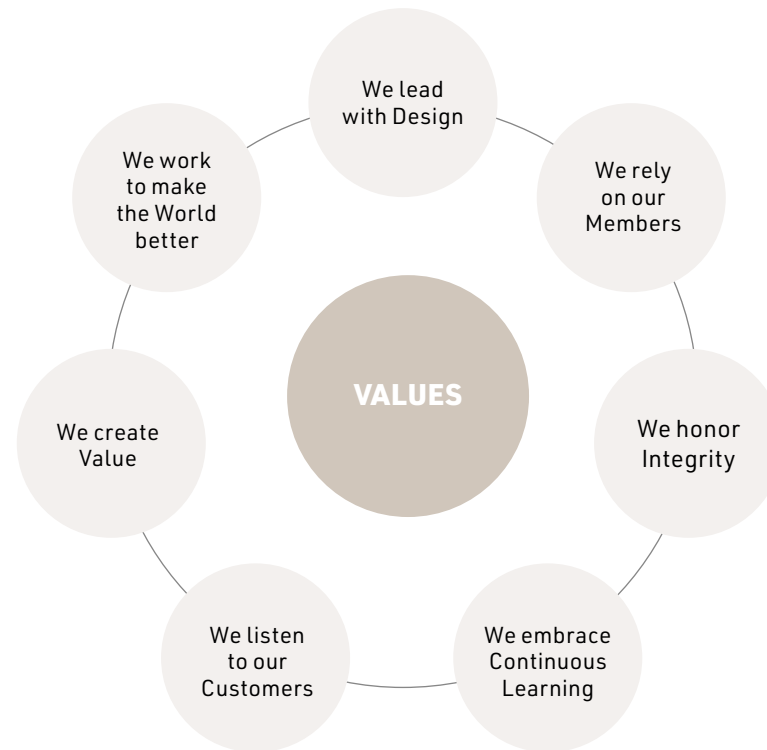
○ OWNED STORES / RETAIL CHANNELS  
● WHOLESALE CHANNELS



FOR LUXURY LIVING GROUP, FAIRNESS IS A PIVOTAL AND INDISPENSABLE VALUE, AND ITS BUSINESS CONDUCT IS BASED ON THIS PHILOSOPHY.

# VALUES AND MANIFESTO

As a Company within the Haworth Inc. family, Luxury Living Group shares and commits to the values of the group. The Company is dedicated to disseminating these principles by shaping every aspect of interactions within and outside the organization.



For those who simply do not sit on a comfortable sofa, for those who simply do not work on an elegant desk or turn on the light when the sun goes down.

Luxury Living Group is for those who dream on a comfortable sofa, design innovation on an elegant desk, turn on ideas during a long night. That room, that furniture piece is your journey, your love for Made in Italy beauty, the continuous research of a bespoke lifestyle.

The high quality, the craftsmanship, the constant research of precious materials and the attention to details are parts of Luxury Living Group heritage, able to embrace different cultures, needs, desires, status in their own uniqueness.

The passion and care with which Luxury Living Group covers each product and project is aimed at leaving a timeless sign. In a perfect balance between tradition and future, Luxury Living Group develops atmospheres that tell stories. Yours.

# EVENTS AND SHOWS

LUXURY LIVING GROUP HAS ALWAYS AIMED TO EMBRACE THE CHALLENGES OF SOCIETY, SEEKING INNOVATIVE SOLUTIONS TO SET AN EXAMPLE IN ITS INDUSTRY. THE COMPANY ACTIVELY ENGAGES WITH A DIVERSE RANGE OF STAKEHOLDERS WITHIN ITS ACTIVITIES AND STRONGLY SUPPORTS AND VALUES CULTURAL AND SOCIAL INITIATIVES ON A GLOBAL SCALE.



**SHANGHAI, MARCH 11-13**  
Private exhibition in China

Luxury Living Group has returned to connect with its customers in China, the primary international market of reference. Through an exclusive showcase held from March 11th to 13th within the premises of 800 Show, a creative hub in the heart of the central and elegant Jing'an district in Shanghai, the Group introduced the Chinese market to the Versace Home and Bentley Home collections, along with the significant debut of 2022: the new Luxence brand.



**MILAN DESIGN WEEK, JUNE 6-12**  
Luxence is born

With the launch of Luxence, Luxury Living Group wanted to share with its customers the beauty of telling and narrating themselves through their environment, including all aspects of furniture in a rich, aesthetically coherent yet multifaceted travel narrative.



**MILAN DESIGN WEEK, JUNE 6-12**  
Trussardi Casa redesigns the spaces of living

Milan continues to be the focal point of the brand's lifestyle, embodying an image that aligns with the significant transformations the city has undergone. In this perspective, Trussardi Casa has engaged a team of skilled designers, including Leonardo Talarico, Elisa Ossino, Lanzavecchia+Wai, and Matteo Agati. Together, they bring forth a furniture collection inspired by conviviality, hospitality, and inclusiveness, complementing the one previously crafted by Carlo Colombo.



### MILAN DESIGN WEEK, JUNE 6-12

**Versace Home at the Palazzo della Permanente with an immersive space**

Versace strengthened its partnership with Luxury Living Group through a showcase at Milan Design Week 2022, unveiling its expansive home collection along with an unprecedented outdoor line. The collaboration saw the reinterpretation of Versace's brand codes in home furnishings, characterized by aesthetic nonconformity and a blend of classicism and contemporary seduction that is synonymous with the brand.



### MILAN DESIGN WEEK, JUNE 6-12

**Bentley Home opens its first Atelier with new outdoor collection**

Innovation, luxury, and design meet in the new Bentley Home 2022 collection. Bold lines are inspired by nature and futuristic architecture in an interplay of experimentation and juxtaposition. A fluid and immersive space that winds around the colonnaded courtyard with vaulted ceilings and monumental staircases of the 19th-century Palazzo Chiesa, which also hosts the first outdoor collection.



### PARIS DESIGN WEEK

**March 24-28 | Versace Home presented in Paris, at the LLG store on Avenue George V**

The corner's display concept mixes hints of classicism with Versace codes, citations of centuries-old Parisian splendor, and design details to create an aristocratic dwelling that is revealed to the public, as early as the nine street windows, during Paris Design Week.

### September 8-12 | Luxence debuts in Paris store

The Luxury Living Group's new brand that chronicles the Company's expertise in manufacturing excellence and its interpretation of contemporary luxury enlivens the Avenue George V showroom with an original display dedicated to the living and sleeping area, in which it presents some of the brand's best pieces including the Jet Set series, the Moon and Parsons coffee tables, and the iconic Night Club bed.



### ART BASEL MIAMI, DECEMBER 1-3

**Dolce&Gabbana Casa debuts in Miami in the heart of the Design District**

On the week dedicated to the celebration of design and art, Dolce&Gabbana Casa creates a special takeover of the three floors of the impressive Miami store. With its 2,700 square meters entirely customized, the Luxury Living Group store becomes Dolce&Gabbana's grand home in which to experience a unique Made in Italy narrative. The Miami debut of Dolce&Gabbana Casa is accompanied by the preview presentation of two new themes in the Collection, DG Logo and Oro 24k.



# ECONOMIC VALUE GENERATED AND DISTRIBUTED

Ensuring robust operational and financial performance stands as a primary objective for the Company, underpinning its capacity to generate income, foster productivity, and secure long-term corporate economic sustainability. The Luxury Living Group diligently oversees operational and financial metrics, employing precise and centralized management practices. This meticulous approach guarantees the availability of ample resources, strategically allocated to support both current operations and future endeavors, thereby fortifying the Company's resilience and continued success. In 2022, the Company produced a directly generated economic value of 113 million euros.

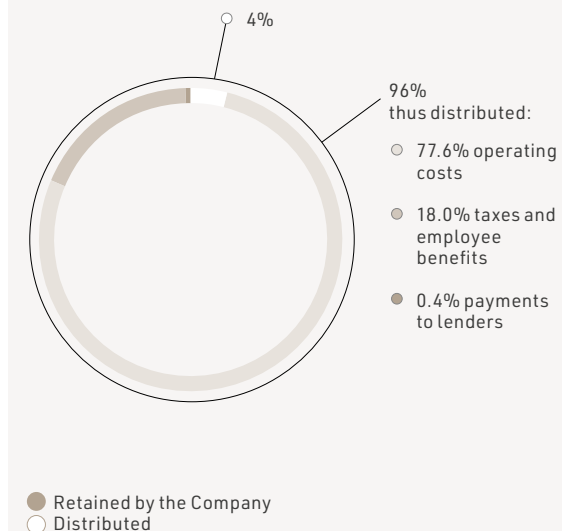
## Economic value directly generated and distributed

(thousand euros)	2020	2021	2022
<b>Economic value directly generated*</b>	<b>80,464</b>	<b>113,692</b>	<b>113,449</b>
<b>Economic value directly distributed</b>	<b>85,974</b>	<b>110,799</b>	<b>108,980</b>
Operating costs*	68,652	91,373	88,051
Taxes and benefits for employees*	16,691	18,686	20,567
Payments to lenders	513	116	471
Payments to the government	118	624	(109)
<b>Retained economic value</b>	<b>-5,510</b>	<b>2,893</b>	<b>4,469</b>

Note: 2020 and 2021 data have been updated following a refinement in the calculation methodology. For a correct reading of the consolidated figures, please note that the figures above have been prepared in accordance with US GAAP. \*Includes the economic value generated and distributed in Luxury Living Group S.r.l. and all Luxury Living Group's directly operated stores.

**113** MILLION EUROS  
**ECONOMIC VALUE DIRECTLY GENERATED**

## Economic value distributed in 2022





**THE SUSTAINABILITY  
JOURNEY**

# STAKEHOLDERS

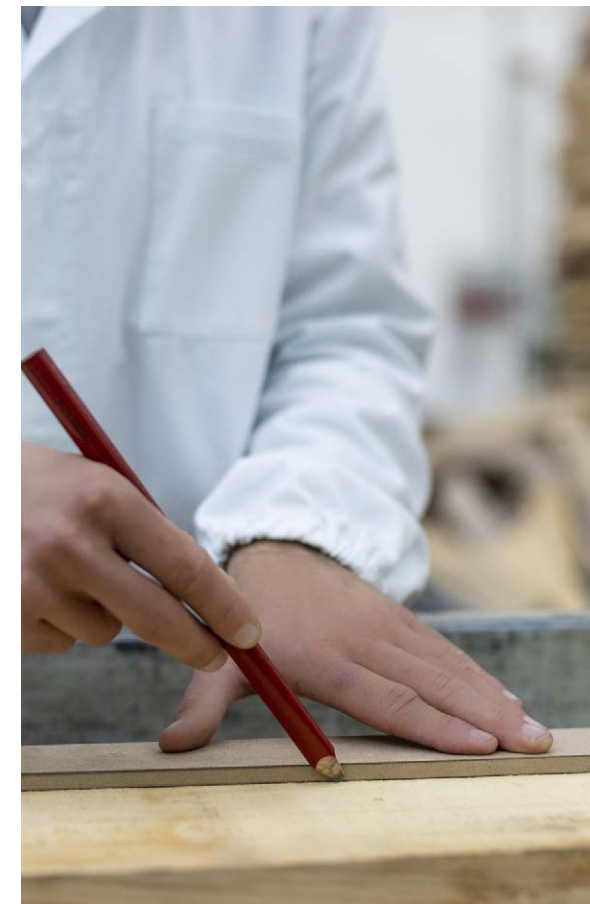
LUXURY LIVING GROUP PUTS THE FOCUS OF ITS BUSINESS ACTIVITIES ON IDENTIFYING AND UNDERSTANDING THE STAKEHOLDERS' NEEDS, REQUIREMENTS AND EXPECTATIONS.

The main goal is to create shared value by ensuring active and beneficial involvement for all stakeholders. Luxury Living Group has succeeded over the years in building loyal and lasting relationships with its stakeholders, based on trust, by promoting constant dialogue, through phone calls, meetings and e-mail exchange. Through such engagement activities, the Company manages and identifies issues relevant to the Company and stakeholders, contributing to value creation in the short, medium and long term.



In particular, the following channels of dialogue and engagement are used.

Stakeholders	Engagement and dialogue channels
<b>External designers, style departments and designers</b> with whom Luxury Living Group collaborates	Trade shows / Design Week / Art and design exhibitions
<b>Professionals, architectural and design firms</b>	Events and meetings / Design Week / Art and design exhibitions / Nautical shows / Restricted area of the website / Social media
<b>End customers</b>	Collaborative events and exhibitions / Design Week / Website / Social media / Newsletter
<b>Retailers</b>	Training and presentation events of new products / Trade shows / Design Week / Limited access area of the website
<b>Media</b>	Events and meetings / Press Releases / Trade shows / Design Week / Art and design exhibitions
<b>Community</b>	Website / Social media
<b>Colleagues</b>	Internal newsletters / Corporate portal / Company events / Training and information activities / Group Code of Ethics sharing
<b>Suppliers</b>	Site visits / Website / Collaborations for new product development
<b>Shareholders</b>	Corporate assemblies and meetings / Internal communications / Presentations of financial data and corporate performance





# THE PRIORITY TOPICS

## THE MATERIALITY ANALYSIS

In 2022, Luxury Living Group initiated a materiality analysis process to identify the aspects most relevant to its stakeholders and business, which could impact the context of the Company's operations. This analysis played a pivotal role in preparing the inaugural Sustainability Report, covering the year 2021.

Throughout 2023, Luxury Living Group aligned its materiality analysis process with the **Global Reporting Initiative Universal Standards** (GRI Standards) for 2021. This alignment involved identifying actual and potential impacts—both negative and positive—for each material issue recognized by the Company concerning the environment, society, and the economy, including human rights impacts that could result from the Company's activities.

The materiality analysis process encompassed three main steps:

### 1. DEFINITION OF THE IMPACTS

Positive and negative impacts were defined through benchmark and external context analysis. The same were subsequently reviewed through interviews with contact persons for each material topic.

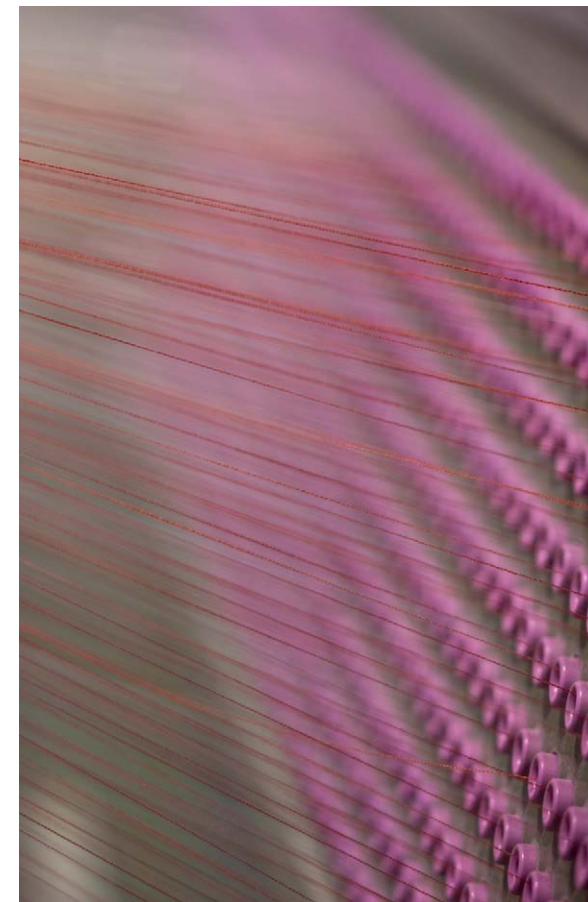
### 2. FINE-TUNING OF MATERIAL TOPICS

Following the identification of the most relevant impacts, a workshop was conducted with the top management of Luxury Living Group to validate and refine identified impacts related to the priority issues for the Company.

### 3. LIST OF MATERIAL TOPICS

The results of the previous two phases have led to the list of material topics and related positive and negative impacts considered as most relevant to the activities and context in which Luxury Living Group operates.

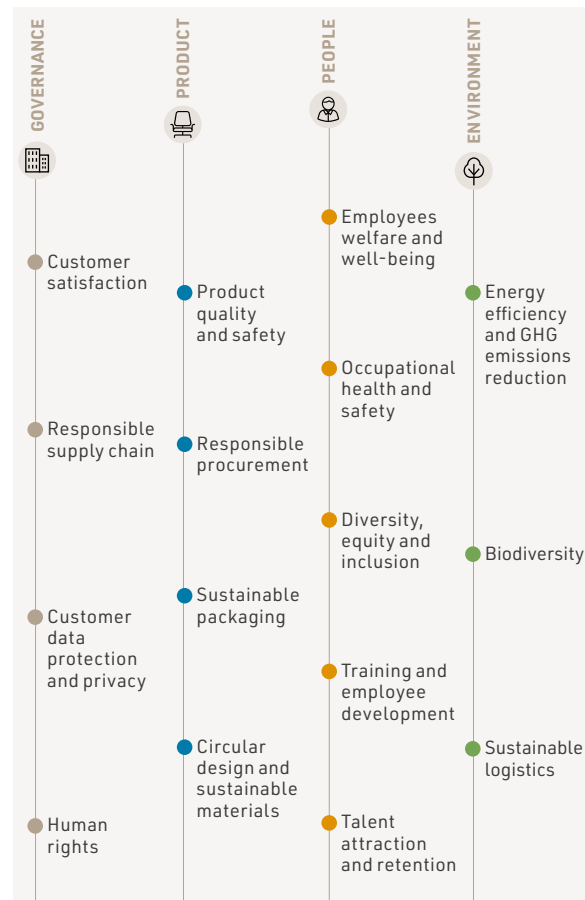
The prioritization of material topics identified for the 2021 Sustainability Report has also been confirmed for the Sustainability Report 2022.





# LIST OF MATERIAL TOPICS

Sixteen material topics encompassing environmental, social, and governance aspects have been meticulously identified. The following list categorizes these topics into four macro-categories: Environment, People, Product, and Governance. Each topic is accompanied by a comprehensive identification of its impacts—both positive and negative, actual, and potential—prioritized according to their relevance.



CATEGORY	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
GOVERNANCE	<b>Customer satisfaction</b>	Improvement in customer satisfaction due to increased customer involvement and listening perceived by the Company.	Potential negative impact in customer satisfaction due to possible disruptions and/or difficulties in customer relations.
		Positive impact through meeting customer needs through appropriate customer experience.	Reduction in customer satisfaction due to failure or failure to listen to their needs and requests in a timely manner.
PRODUCT	<b>Product quality and safety</b>	Positive impact on customers due to the selection of suitable raw materials to ensure safe and quality products.	Potential product defects due to defects in processing and/or raw materials.
		Positive impact due to quality control activities.	Potential negative impact on the environment and customer health resulting from the possible presence within the products of chemicals that do not comply with regulations in the relevant markets.
PEOPLE	<b>Employee welfare and well-being</b>	Positive impact on employee productivity, incentivized by welfare and wellness policies and plans developed by the Company.	Potential negative impact on productivity and efficiency due to lower employee welfare.  Potential negative impact on the Company's reputation as a brand employer if it does not implement corporate welfare plans.
PRODUCT	<b>Responsible procurement</b>	Positive impact related to the choice of responsibly sourced and transparent raw materials.	Potential negative impact from failure to supply certified or guaranteed raw materials.
PEOPLE	<b>Occupational health and safety</b>	Increased employee productivity by maintaining workplaces with optimal safety, hygiene, and comfort conditions.  Positive impact due to strengthening the culture and awareness of the corporate population on health and safety topics.	Possible negative impacts on employee health caused by cases of occupational diseases, accidents, and/or injuries caused by inadequate management of the issue.
PEOPLE	<b>Diversity, equity and inclusion</b>	Creating an inclusive work environment that enables a positive atmosphere among employees, fosters equal opportunities, and ensures fair treatment for all.	Potential reduction in ability to attract new talent due to failure to create an inclusive, equitable and respectful environment for employee diversity.



CATEGORY	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
PEOPLE	<b>Training and employee development</b>	Improved technical, managerial, and soft skills of employees through up-to-date and online training activities with new market demands.	Potential loss of resources due to lack of professional development and subsequent loss of competitiveness.
GOVERNANCE	<b>Responsible supply chain</b>	Improved awareness and sensitization related to sustainability issues along the supply chain.  Positive impact on the local economy from the use of local suppliers.	Potential disruption in the Company's business continuity and operations caused by unsustainable performance along the supply chain.  Potential limitation in the choice of suppliers because of the demand and evaluation of social-environmental requirements.
GOVERNANCE	<b>Customer data protection and privacy</b>	Positive impact due to the Company's commitment to protecting the confidentiality of information acquired in the conduct of its business by providing up-to-date security measures.	Potential negative reputational impact due to the breach of customers' personal data (data breach).
GOVERNANCE	<b>Human rights</b>	Positive impact related to protection and respect of human rights along the Company's value chain.	Possible negative impact on Luxury Living Group and brands under license, with potential legal and reputational consequences if human rights are violated.
PRODUCT	<b>Sustainable packaging</b>	Positive environmental impact due to the study and the increased use of renewable, reusable, recyclable or compostable packaging materials.  Positive impact related to the elimination of all the polystyrene components in the packaging.	Potential negative environmental impact of placing non-recyclable packaging and/or packaging not derived from recycled materials on the market.
ENVIRONMENT	<b>Energy efficiency and GHG emissions reduction</b>	Positive impact resulting from the efficiency of the production process to minimize energy consumption and from the Increasing In the use of energy produced from renewable sources.	Negative impact caused by the generation of GHG emissions from the Company's production activity.
ENVIRONMENT	<b>Biodiversity</b>	Positive impact on the environment generated from the responsible and certified sourcing of the natural raw materials used in the production cycle (e.g., use of FSC® certified wood).	Potential loss of biodiversity due to the use of raw materials from deforestation-prone areas.

CATEGORY	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
PRODUCT	<b>Design, circular materials and innovation</b>	Positive impact on the environment through the adoption of a circular design approach and the identification of materials and process techniques that allow to extend the durability of the finished product.  Positive impact due to development of technical solutions that allow easy disassembly of components at the end of their cycle of use, to allow them an easier recovery and recycling.	Potential negative reputational impact and environment resulting from the failure to manage and integrate circular economy initiatives in product design and manufacturing.  Potential negative reputational and environmental impact from non-integration of solutions to manage in a more virtuous way the end of life of products.
ENVIRONMENT	<b>Sustainable logistics</b>	Reduction of CO2e emissions resulting from the reorganization and optimization of logistics flows.	Potential generation of significant CO2e emissions from logistics activities for transporting furniture.
PEOPLE	<b>Talent attraction and retention</b>	Enhancement and growth of human capital through professional figure-specific training plans and career paths.	Potential negative impact related to turnover in the Company and consequent loss of know-how.

In addition to the above material topics, a set of "Prerequisite" topics have also been identified. These are considered necessary for good business management.

## PREREQUISITES

- ETHICS AND BUSINESS INTEGRITY
- RISK MANAGEMENT AND REGULATORY COMPLIANCE
- CREATION OF SHARED VALUE



# SUSTAINABILITY PLAN

LUXURY LIVING GROUP INTEGRATES SUSTAINABILITY INTO ITS BUSINESS STRATEGY, AIMING TO ACTIVELY CONTRIBUTE TO ENVIRONMENTAL PROTECTION AND CONTRIBUTE TO IMPROVE THE PLANET FOR FUTURE GENERATIONS.

The **Sustainability Plan** was collaboratively developed, involving all corporate functions based on the material topics identified in the materiality analysis. It received approval from the Company's Board of Directors. The plan outlines priority objectives tailored to the Company's business model and operations. Aligned with Haworth's sustainability strategy, as detailed in the **Corporate Social Responsibility Report 2022**, the Luxury Living Group Plan is structured into four macro-categories: People, Product, Society, and Environment. It encompasses both quantitative and qualitative targets, representing short-, medium-, and long-term commitments.

For each material topic, the plan outlines the **2030 Agenda Goals (SDGs)** addressed by Luxury Living Group, the corresponding goals and KPIs of the Sustainability Plan, initiatives in alignment with these goals, and the target year within which the Company commits to achieving them. The base year for all identified targets is 2021.

## Legend

	Initiative not yet begun		Initiative ongoing
	Initiative in progress		Initiative completed









TARGETS	KPIs	INITIATIVES	STATUS
<b>Energy efficiency and GHG emission reduction</b>			
<b>Greenhouse gas emission reduced by 50%</b>	GHG emissions Scope 1 and Scope 2	<i>Initiatives in progress of being defined</i>	2030
<b>Net-zero emissions</b>	GHG emissions Scope 1 and Scope 2	<i>Initiatives in progress of being defined</i>	2050
<b>100% renewable energy sourcing for electricity for manufacturing facilities</b>	% of energy from renewable sources/ total energy	LED lighting replacement  Purchase of electricity produced from renewable sources	2025
<b>Circular design and sustainable materials</b>			
<b>Definition of a Circular Design Guide</b>	Circular Design Guide published	Definition of principles of circular design by product category	2025
<b>Sustainable solutions for customers' used furniture, including repair, restoration, reuse, recycling and/or refurbishment</b>	No. of offered replacement	Evaluation of the possibility to offer repair services for certain product categories	2025
<b>Sustainable packaging</b>			
<b>50% renewable, reusable, recyclable or compostable packaging</b>	% of renewable, reusable, recyclable or compostable packaging/total packaging	Promotion of the use of reusable and recyclable packaging	2025











TARGETS	KPIs	INITIATIVES	STATUS
<b>Waste management</b>			
<b>Reduction of waste destined for to incineration</b>	% waste sent to landfill/ total waste (ton)	Improvement of separate collection of waste from production at the productive departments	2025
<b>Community engagement</b>			
<b>Promoting engagement of the community through volunteering and educational opportunities</b>	No. of cultural initiatives	Subscription to sporting events Food shopping for Caritas and/or related associations	2025
<b>Responsible procurement &amp; Responsible supply chain &amp; Human rights</b>			
<b>Publication of a Suppliers Code of Conduct</b>	Suppliers Code of Conduct published	Integration of the Code of Ethics in the General Purchasing Conditions	2025
<b>Definition of a Responsible Sourcing Policy</b>	Responsible Sourcing Policy published	Drafting a Responsible Sourcing Policy	2025
<b>Adherence of 100% of strategic suppliers to the Suppliers Code of Conduct</b>	% of strategic suppliers who signed the Code / total strategic suppliers	Involvement of suppliers in signing the Supplier Code of Conduct	2025
<b>100% of Tier 1 suppliers are selected based on responsible sourcing criteria</b>	% of strategic suppliers selected based on responsible sourcing criteria / total strategic suppliers	Involvement of Tier 1 suppliers in signing the Responsible Sourcing Policy	2025
<b>60% of wood coming from sustainable sources</b>	% of strategic suppliers subjected to socio-environmental audits/total strategic suppliers	Purchase of certified wood for some product categories	2025

TARGETS	KPIs	INITIATIVES	STATUS
<b>Diversity, equity and inclusion</b>			
<b>Set up of a Diversity &amp; Inclusion Team that raises awareness and promotes initiatives about these topics</b>	Diversity, Equity & Inclusion (DE&I) Team established	Component identification for a DE&I team	2025
<b>Training on diversity, equity and inclusion addressed to 100% of employees</b>	% of women in managerial positions / total employees in managerial positions % of international employees in Corporate functions / total employees in corporate functions	Employee participation to training courses on DE&I	2025
<b>Water management</b>			
<b>Raising awareness on responsible water consumption</b>	No. of outreach initiatives on responsible water consumption No. of water timers installed	Installation of water timers	2025
<b>Biodiversity</b>			
<b>Publication of a policy against deforestation</b>	Policy against deforestation published % of suppliers providing FSC® certified wood	monitoring % of suppliers providing FSC® certified wood	2025
<b>Implementation of initiatives for reforestation</b>	Status of the CO <sub>2</sub> e offset project	Evaluation of offsetting programs	2025
<b>Sustainable Logistics</b>			
<b>Logistics optimization of transportation with dedicated initiatives (through low-carbon mobility or optimized logistics)</b>	% emission reduction of CO <sub>2</sub> e/km	Optimization of inbound transportation	2025



TARGETS	KPIs	INITIATIVES	STATUS
<b>Product quality and safety</b>			
			
<b>Establishment of a policy to ban the use of hazardous chemicals</b>	<p>% of metal components that have received more sustainable treatment / total new products</p> <p>% of more environmentally friendly foams / total of new ones upholstered furniture</p> <p>% of "net zero emission leather" purchased / total leather purchased</p>	<p>Reduction in the use of galvanic treatment in favour of more sustainable options, also to be evaluated in collaboration with other company functions and suppliers</p> <p>Use of more environmentally friendly foams</p> <p>Increase in the purchase of leather from suppliers who guarantee the compensation of emissions caused by leather treatment, reaching zero emissions for this material</p>	 2025
<b>Reduce the number of complaints annually</b>	No. complaints received / sold products	Service and product quality improvement	 2025
<b>Employee training and development</b>			
			
<b>Participation of 100% of employees in development programs to achieve individual and corporate sustainability goals</b>	No. of activities implemented to promote employee learning	Employee participation in corporate sustainability training courses	 2025
<b>Provide and promote learning and career opportunities for employees</b>		Development of horizontal career opportunities	
<b>Talent attraction and retention</b>			
			
<b>100% of managers who received a periodic performance evaluation</b>	No. of initiatives of the Luxury Living Group Welfare Plan	Ongoing monitoring of performance evaluation	 2025
<b>Partnerships with universities</b>	No. of initiatives for new hires No. of initiatives for the territory No. of partnerships with schools and universities	Identifying universities with which to collaborate  Establish new agreements with universities	 2025

TARGETS	KPIs	INITIATIVES	STATUS
<b>Customer satisfaction</b>			
			
<b>Set up a customer satisfaction survey</b>	Product Care and Maintenance Guide published	Drafting of the customer satisfaction survey	 2025
<b>Employee health and safety</b>			
			
<b>Raising awareness through safety training aimed at employees to reduce workplace injuries</b>	<p>Frequency index = (no. of injuries / hours worked) x 1,000,000</p> <p>Severity index = (days of absence / hours worked) x 1,000</p> <p>Incidence index = (no. of accidents per year / no. of employees) x 100</p> <p>No. of health and safety awareness initiatives</p>	Improvement of ways to recognize of near misses and prevent accidents	 2025
<b>Employee welfare and well-being</b>			
			
<b>Promote an inclusive welfare plan developed on different areas (e.g., Family, Health and Safety, Finance, etc.)</b>	<p>% of employees covered by supplementary healthcare / total employees</p> <p>% of employees who took advantage of preventive health visits / total employees</p>	<p>Supplementary health plan that offers employees free or agreed-upon health services</p> <p>Supplementary health plan for managers and executives</p>	 2025
<b>Protection and privacy of customer data</b>			
			
<b>Building partnerships to limit data breaches</b>	% of answers adequately and promptly provided by the Data Protection Officer / total questions to the Data Protection Officer	<p>Implementation of cybersecurity measures</p> <p>Data breach training</p> <p>Vulnerability assessments with external partners</p>	 2025



**CORPORATE  
GOVERNANCE  
AND ETHICS**



# GOVERNANCE

**THE GOVERNANCE STRUCTURE OF LUXURY LIVING GROUP COMPRISES A BOARD OF DIRECTORS AND A BOARD OF STATUTORY AUDITORS. THE BOARD OF DIRECTORS AND THE BOARD OF STATUTORY AUDITORS CONSIST OF MEMBERS WITH AN AVERAGE AGE OF 55 AND 50, RESPECTIVELY.**

The sustainable value creation in the medium to long term is achieved through activities aligned with social and environmental responsibility values, thanks to the corporate governance system adopted by Luxury Living Group over the years.

The Company follows a conventional corporate governance model, comprising a **Board of Directors (BoD)** and a Board of Statutory Auditors. Members of the Board of Directors are appointed by the Shareholders' Meeting, considering the expertise of each candidate.

The current Board consists of five members, averaging 55 years old, with authority over ordinary and extraordinary management of the Company. The BoD takes actions necessary to fulfill the corporate purpose, excluding those reserved for the Shareholders' Meeting by law. The Chairman of the Board of Directors and the Chief Executive Officer are authorized to represent the Company before third parties.

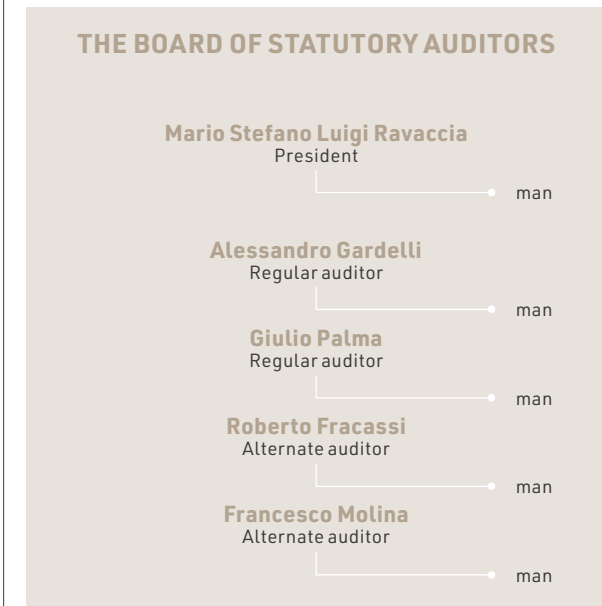
Board members, among their responsibilities, evaluate and approve sustainability initiatives, including the **Sustainability Plan**, engaging with various Directors of different functions at least annually.

Additionally, certain Board members actively participate in disseminating information about the Lifestyle Design Group's sustainability strategy. Throughout the year, the Board of Directors undergoes evaluation processes to ensure proper functioning and

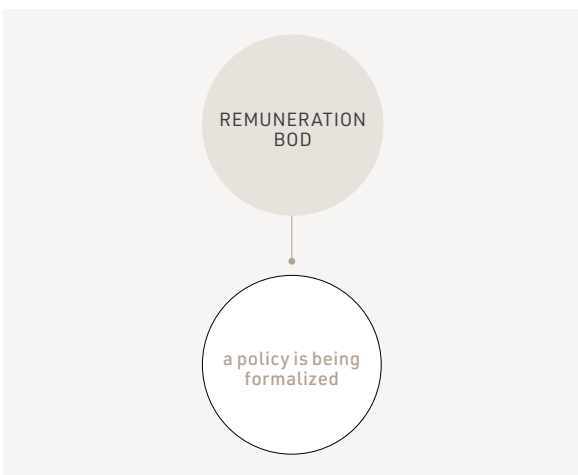
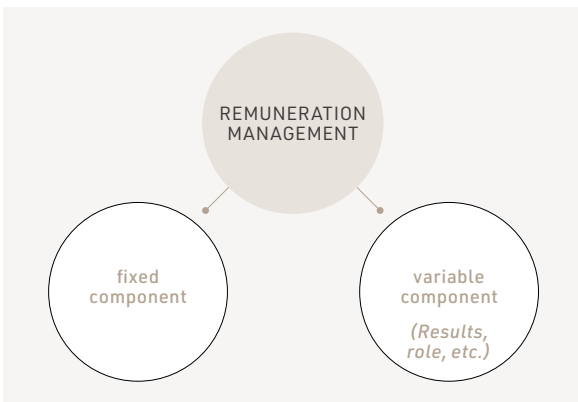
performance, overseen by Haworth. These assessments encompass aspects related to the Board's oversight of Luxury Living Group's impacts on the environment, economy, and society.

The **Board of Statutory Auditors** serves as the supervisory body of the Company and is tasked with overseeing the activities of the Directors.

Its responsibility includes verifying that the management and administration of the Company align with legal requirements and the provisions outlined in the memorandum of association. The Board, appointed on July 7, 2020, by the Shareholders' Meeting and serving a three-year term, comprises five members. This includes a chairman, two regular auditors, and two alternate auditors, with an average age of 50 years.



# THE REMUNERATION PROCESS



The remuneration at Luxury Living Group comprises both fixed and variable components, the latter tied to individual performance, work experience, and the specific role held within the Company. The Vice President and the CEO are rewarded for their activity, whose compensation is made up of a fixed part and a variable part linked to results.

The compensation process is closely monitored by Haworth Inc. While the Company has plans to establish a formal and more structured policy for compensating board members in the future, this policy has not yet been formalized.







# ETHICS AND BUSINESS INTEGRITY

Luxury Living Group is dedicated to capturing and reflecting the diverse array of experiences, personal preferences, histories, and lifestyles of individuals. This commitment involves translating these unique elements into a cohesive lifestyle that aligns with the codes and values of some of the world's foremost international brands.



## LUXURY LIVING GROUP CODE OF ETHICS

Luxury Living Group is firmly grounded in ethical, responsible, and inclusive principles, governing its business practices and relationships with key stakeholders.

The cornerstone of these principles is the **Code of Ethics**, a guiding document that not only articulates the core values and principles of the Company but also signifies a commitment to responsibility. Through the Code, Luxury Living Group emphatically asserts that fairness and adherence to the law in work and business are integral values for the Group.

The Code of Ethics is a shared foundation, extending to all corporate entities, employees, non-employees, including temporary staff, consultants, collaborators in any capacity, proxies, and anyone representing Luxury Living Group.

It outlines key prerequisites to ensure that business conduct aligns with the principles of:

**Honesty** in the performance of work and professional activities.

**Correctness of the management system** in ensuring adequate transparency of decision-making processes.

**Confidentiality** in information acquired in the performance of one's work.

**Collaboration** in relationships among directors, employees, and contractors, and the development of synergies among the various individuals participating in the business.

**Enhancement of human resources** in recognizing the competences and abilities of the Company's members and in promoting the enhancement of human resources through training and update courses.

**Transparency and information** of the choices made and assuming as its goal to maintain and develop a constructive dialogue with members.

## LUXURY LIVING GROUP ENSURES THAT ALL RECIPIENTS OF THE CODE BECOME ACQUAINTED WITH THE VALUES AND PRINCIPLES SET FORTH THEREIN.

In the event of violations of the provisions outlined in the Code of Ethics by its recipients, sanctions will be applied in accordance with the guidelines set for the respective positions. These sanctions align with the stipulations of existing regulations and labor contracts.

Luxury Living Group is committed to aligning with the policies of Haworth Inc., incorporating operating procedures and mandatory training programs in ethics and business integrity. This commitment is designed to guarantee the correct and ethical conduct of business operations, fostering a culture of compliance within the Company.

**During 2022, no incidents of corruption, nor cases of non-compliance with laws and regulations have been recorded.**

# CUSTOMER SATISFACTION

LUXURY LIVING GROUP PLACES THE CUSTOMER AT THE FOCAL POINT OF ALL STRATEGIC DECISIONS, CONSTANTLY IMPROVING THE CUSTOMER EXPERIENCE TO INCREASE THEIR SATISFACTION.

For a Company like Luxury Living Group, customer satisfaction, and the subsequent loyalty and retention, are derived not only from the exceptional quality of the functional and aesthetic aspects of its products but also from the long-standing relational prowess demonstrated by the Company over the years. This ability has paved the way for establishing enduring relationships built on mutual trust.

Luxury Living Group values feedback from a diverse spectrum of stakeholders, including consumers, buyers, dealers, and the public at trade fairs and industry events. The team places fundamental importance on collecting and analyzing these comments and impressions. This information is crucial in shaping the development and design of products that can best meet consumer needs and stay ahead of evolving market trends.



By 2025, Luxury Living Group is committed to drafting a customer survey to be submitted to its widespread global clients, aiming to improve consumer feedback and reduce the distance between the creative office and the end customer.

Aligned with its Code of Ethics, Luxury Living Group underscores the significance of customer satisfaction by safeguarding customer rights and ensuring fair and honest treatment in managing relationships with both current and potential customers. This ethical foundation reinforces the brand's commitment to fostering positive and respectful interactions within its customer base.



# CUSTOMER DATA PROTECTION AND PRIVACY

**LUXURY LIVING GROUP PAYS THE UTMOST ATTENTION TO THE PROTECTION OF ALL DATA AND INFORMATION RELATED TO ITS EMPLOYEES, CUSTOMERS, SUPPLIERS, BUSINESS PARTNERS AND ANYONE RELATED TO ITS OPERATIONS.**

In accordance with the Code of Ethics and in response to the enforcement of the EU Regulation No. 2016/679, commonly known as the General Data Protection Regulation (GDPR), Luxury Living Group has undertaken a series of internal initiatives to adapt and comply with the stipulations of this legislation.

To ensure the appropriate handling of data, Luxury Living Group has designated a Data Protection Officer (DPO) and implemented internal guidelines aimed at minimizing privacy risks for both its customers and employees. These guidelines include:

- A **Consumer Privacy Policy**, to inform its customers about how and for what purposes personal data are processed.
- A **B2B Privacy Policy**, to inform its B2B customers, dealers, resellers, and other counterparties about how their personal data will be processed.
- A **Cookie Policy**, which informs website users what cookies are issued by the website, by whom, and for what purpose.

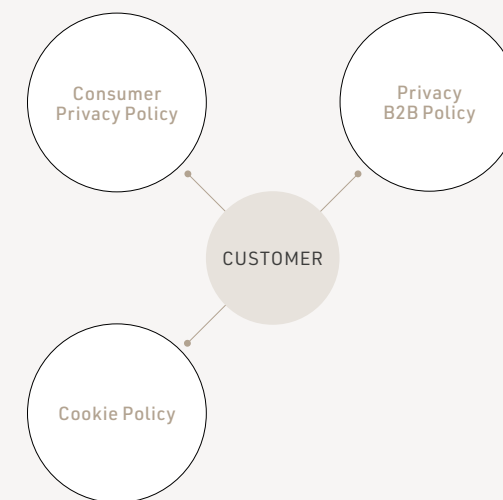
Personal data are collected and processed through its own management systems and, regarding customers, with an innovative **Customer Relationship Management (CRM)** system.

In the context of employees, data collection takes place at the beginning of the employment relationship and continues throughout its duration. For customers, data is gathered during visits to showrooms located across various countries, at events, or when users browse the Company's website. Individuals retain the right to object to data processing at any point, whether immediately or after providing the data, and have the right to withdraw consent for marketing and/or profiling purposes at any time. To ensure the responsible management of processed personal data and mitigate potential risks associated with cyber-attacks, Luxury Living Group has implemented appropriate procedures.

Additionally, the Company conducts specialized training sessions to equip its personnel with the knowledge and skills necessary for safeguarding and handling personal data in accordance with established guidelines and regulatory requirements. These measures underscore Luxury Living Group's commitment to maintaining a secure and ethical approach to data management for both employees and customers.

**Even in 2022, the organization did not receive any complaints about violations of customer privacy. No business activities were interrupted because of data incidents, nor was any personal data been violated or compromised.**

## Customer Relationship Management





**PRODUCT**



# PRODUCT QUALITY AND SAFETY



CRAFTSMANSHIP,  
QUALITY AND DESIGN

**DRAWING ON A CORPORATE TRADITION THAT, SINCE ITS BEGINNING, PLACES QUALITY, DESIGN CULTURE, PLANNING, PRODUCTION, AND MARKETING OF FURNITURE AND DURABLE GOODS AT ITS CORE, LUXURY LIVING GROUP MANUFACTURES PRODUCTS OF HIGH CRAFTSMANSHIP IN MANUFACTURING, OFFERING VARIOUS FINISHING OPTIONS AND DIMENSIONS THAT MAKE EACH PRODUCT UNIQUE AND EXCLUSIVE.**

In Luxury Living Group, product quality is an essential requirement. The goal is to prevent any health and safety risks to its customers and the community in which the Company operates.

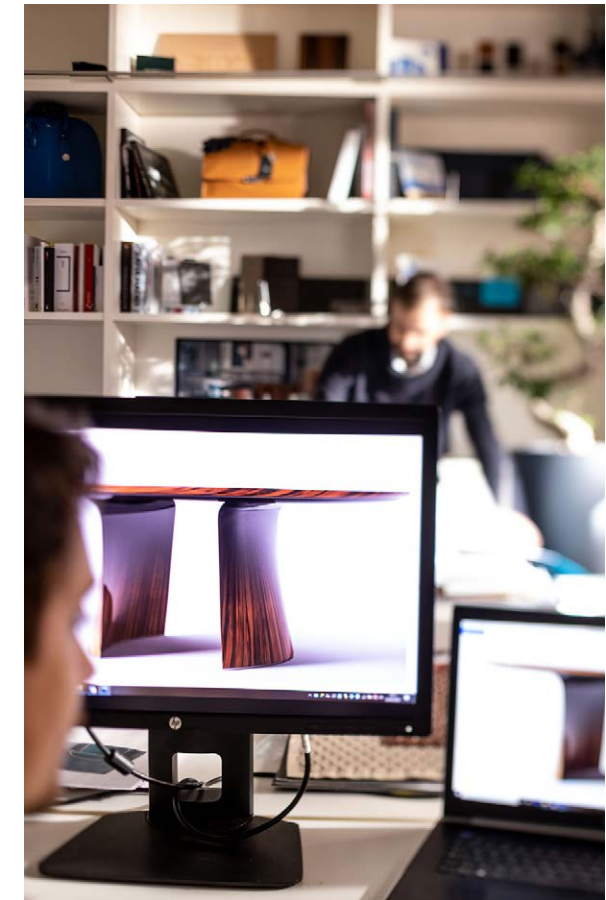
In demonstrating and underscoring the significance of evaluating, monitoring, and mitigating process-related risks and production activities that may lead to potential nonconformities or defects in the goods and services offered, Luxury Living Group has established a **dedicated department for quality control**. This rigorous oversight begins at the design stage, where the prototype undergoes thorough assessments for feasibility by a specialized Product Committee. All orders and product variants are inspected to guarantee the customer an exceptional product, perfect in appearance, and where all materials, parts, components, and products meet the highest quality standards. For products whose processing is outsourced, verification of quality requirements and safety is delegated to specific inspectors at the suppliers' facilities.

The **Technical Department** oversees all aspects pertaining to the safety of manufactured products and certifications for product approval based on legal requirements, drafting the Product Sheet for all new products that have successfully progressed from the prototype stage to the production phase.

The **Product Sheet** contains all detailed technical documentation that is subsequently submitted for quality control and forwarded to the customer with the purchased product.

Every Luxury Living Group product meets the safety standards requirements imposed by current regulations. Most woods utilized in the manufacturing process are certified by the Forest Stewardship Council (FSC®), reflecting the Company's commitment to responsible and sustainable sourcing. Luxury Living Group further assures product safety and quality by meeting the criteria specified in **EPA TISCA TITLE II**, particularly in relation to the use of adhesives. The glass employed by the Company adheres to safety regulations, ensuring a high standard of safety for end-users.

Luxury Living Group has established a dedicated **Customer Care** department tasked with receiving and responding to all customer inquiries. This department also takes charge of handling any reported complaints from customers. To ensure a systematic approach, all complaints are meticulously tracked. In more substantial cases, they are escalated to the BoD, underscoring the Company's commitment to addressing and resolving customer concerns at the highest level.



# CIRCULAR DESIGN

## SUSTAINABLE MATERIALS AND INNOVATION

**THE COLLECTIONS OF LUXURY LIVING GROUP ARE THE RESULT OF SYNERGIES BETWEEN THE COMPANY'S DESIGNERS AND THOSE OF LICENSED BRANDS. THESE COLLABORATIONS TRANSLATE INTO METICULOUS PRODUCTION PROCESSES, PROUDLY MADE IN ITALY. THE ATTENTION TO DETAIL AND ARTISANAL CRAFTSMANSHIP ENHANCE CREATIVITY, ELEGANCE, AND DESIGN IN PERFECT BALANCE, BRIDGING TRADITION AND INNOVATION.**

Luxury Living Group is aware of how sustainability in design has become an essential concept, as the durability of a product, coupled with a consequent saving of raw materials, and the choice of materials and processes, hold crucial importance. Therefore, great attention is directed towards the design phase, during which the Style and Research & Development offices identify aesthetic, material, and processing solutions capable of maximizing the durability of the finished product. The Company focuses on the creation and marketing of luxury furnishings that are not only physically but also stylistically enduring.

**Luxury Living Group, along with other brands within the Haworth Inc. Group, has initiated the development of a Circular Design Guideline. This tool enables all designers within the Company to design and create new products aligned with the principles of circular economy. The aim is to design products that can be repairable, reusable, disassemblable, and recyclable.**

The Research & Development design phase for new models results from continuous dialogue between Luxury Living Group's internal Style Office and the style offices of the brands for which the Company produces licensed products. The concept is then validated by the Product Committee through a "Stage & Gate" process and transmitted to the Purchasing Department. There, collaborative efforts are made to research the best materials and suppliers for the project at hand.

Based on the various types of products required and in line with their aesthetic characteristics, a preference is given to the creation of:

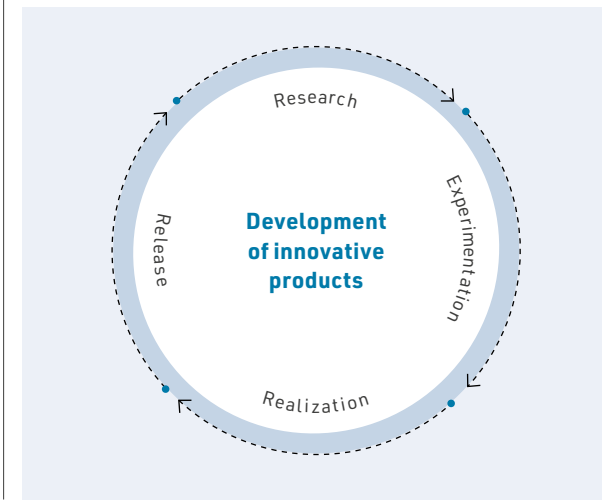
- Products with a high percentage of **innovative materials and reduced environmental impact**, such as MATHERA, Resysta, or PAPER FACTOR®.
- **"Design for disassembly"** solutions, facilitating the recovery of components at the end of the product's life cycle, making recycling easier.
- Solutions allowing the replacement of damaged parts, for example, through an evaluation of the **upholstery's detachability** during the design phase.

The Research & Development department consistently works to explore innovative processes, materials, and components for use in both internally produced products and those commissioned from external suppliers.

As of now, the ongoing development of innovative and sustainable products has led to the initiation of the experimental and research phase for coating materials based on **natural fibers**. This includes FSC®-certified paper and **cellulose fiber**, serving as alternatives to materials with a more significant environmental impact.

Luxury Living Group is also exploring the use of fabric upholstery that mimics leather as a finish but is crafted from materials derived from **organic sources**.

The Company is dedicated to a continuous quest for **innovative production techniques** that enhance product longevity while concurrently reducing energy consumption and production waste. In terms of waste management, Luxury Living Group has established agreements with local cooperatives, allowing leather scraps to be repurposed in creating new products, aligning with a circular approach.





SOLSTICE  
OUTDOOR

In 2022, the development of new products with innovative design commenced, driven by the selection of materials with a reduced environmental impact and manufacturing techniques. Additionally, there is a particular focus on disassembly to facilitate the recovery and recycling of materials at the end of the product life cycle. Notably, the 2022 collection introduced the SOLSTICE outdoor line by Bentley Home.

### BENTLEY HOME: SOLSTICE outdoor

What makes this outdoor product line innovative is the special production technique for the shells, developed exclusively for this project and inspired by the ventilation grilles used in some of Bentley's most iconic cars.

The objective was to create a grille that follows the cylindrical shapes (as in the case of coffee tables) or double curvature (as in sofas and armchairs) of the product shells without using any molding system. Through 3D modeling, all the structural parts of the products were constructed, creating an interlocking system of "rods" to form the typical diamond pattern of Bentley's style.

Each rod is then CNC-cut from a steel sheet, and the puzzle is manually reassembled, welded to the perimeter frame, and subsequently covered in leather to conceal the fastenings.

PAPER  
FACTOR

The year 2022 also saw the development of new materials, made to be unveiled in early 2023.

Here are some particularly iconic and noteworthy examples.



### TRUSSARDI CASA: MATHERA AND FUTURA

The top and upper part of the legs of the Rock Table are crafted from regenerated **MATHERA** wood panels. This material is distinguished by its significantly lighter weight compared to similar panels and its ability to be fully regenerated at the end of its usage cycle. The exterior finish, resembling stone, is achieved by pressing a mixture of powders recovered from quartz processing and other stone materials. This process imparts scratch-resistant, impact-resistant, stain-resistant properties to the finished panel, all within a reduced thickness.

The lower part of the legs is made from regenerated wood coated in **FUTURA** fabric. FUTURA belongs to the family of polyurethane fabrics with aesthetic features like leather, produced without the use of solvents and PVC. The textile support base is derived from plants or vegetables such as sugar cane, corn, cellulose, replacing petroleum derivatives. The Rock Table is designed to be disassembled and recyclable at the end of its life cycle, except for the lower part of the legs.

### BENTLEY HOME: PAPER FACTOR®

This is a material composed of paper microfibers and natural pigments, with the mixture applied manually to the support, subsequently dried, cut, and polished to evoke the aesthetics of marble.

**PAPER FACTOR®** is highly resistant to mold, parasites, and fungi. It is made with non-toxic and pH-neutral materials, being lightweight, strong, durable, hydrophobic, and stain-resistant.

Despite not being easily decomposable, the material used is innovative and sustainable, composed of fibers from recycled or FSC®-certified paper. It employs sustainable production systems, is colored with natural pigments, and at the end of its life cycle, it can be converted back into fibers for reuse.





# RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN



WOOD ALDFORD TABLE

**LUXURY LIVING GROUP ADVOCATES FOR A MORE RESPONSIBLE SUPPLY CHAIN BY OPTING FOR SUSTAINABLE RAW MATERIALS AND METICULOUS SELECTION OF SUPPLIERS. SUPPLIERS ARE ASSESSED NOT ONLY FROM AN OPERATIONAL STANDPOINT BUT ALSO IN TERMS OF THEIR SOCIAL AND ENVIRONMENTAL PRACTICES.**

**44.7**

**MILLION EUROS OF PURCHASES IN RAW MATERIALS, PACKAGING AND SEMI-FINISHED PRODUCTS**

**98%**

**PURCHASED FROM LOCAL SUPPLIERS**

"Made in Italy" and the enhancement of the territory are the guiding principles of Luxury Living Group's business model. These principles are seen as significant opportunities for the development of local businesses and strengths that should be implemented and protected.

**The sustainability of the supply chain and production processes is a focal point for Luxury Living Group's operations. This commitment aligns with the increasing interest in sustainability from end consumers and the brands that the Company collaborates with.**

For this reason, Luxury Living Group considers suppliers as strategic partners and is committed to promoting sourcing models and a supply chain that are attentive and respectful of workers' rights and the environment. The Company pays close attention to the selection of its suppliers, choosing them based on their professionalism, expertise, and the quality of raw materials used for products, which primarily include wood, fabrics, leather, and hides.

The Company actively promotes a sustainable supply chain and responsible sourcing, in line with all applicable regulations. Luxury Living Group is working to adopt a Vendor List, enabling the creation of an accurate supplier list and a more in-depth selection and assessment of them. This process will help identify strengths and areas for improvement, promoting sustainable and lasting development of business

relationships. Soon, the Company will also begin considering sustainability aspects during supplier evaluations, further reinforcing its commitment to responsible resource management.

Luxury Living Group aims to continually improve operational performance throughout the supply chain, with a focus on improving quality, reducing waste, preventing pollution, and minimizing health and safety risks. When selecting raw materials, the Company commits to sourcing as much FSC® certified wood as possible and follows the procedures outlined in the **CARB II Title VI** regulations, which advocate for the use of solvent-free adhesives and the avoidance of formaldehyde.

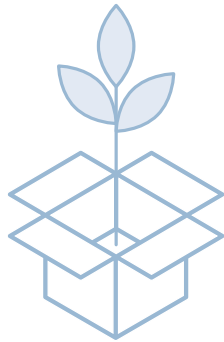
The selection of materials is always carried out in collaboration with the style offices of the licensed brands owned by Luxury Living Group. Strategies for choosing suppliers are planned in conjunction with these brand offices.

**In terms of procurement volume, in 2022 Luxury Living Group had 505 suppliers from whom it purchased raw materials, packaging, and semi-finished products for a total 44.7 million euros, 98 % of which was purchased from local suppliers.**

More information on local sourcing can be found in "Performance Indicators".



# SUSTAINABLE PACKAGING



**100%**  
OF RENEWABLE  
PACKAGING,  
REUSABLE,  
RECYCLABLE  
OR COMPOSTABLE  
BY 2025

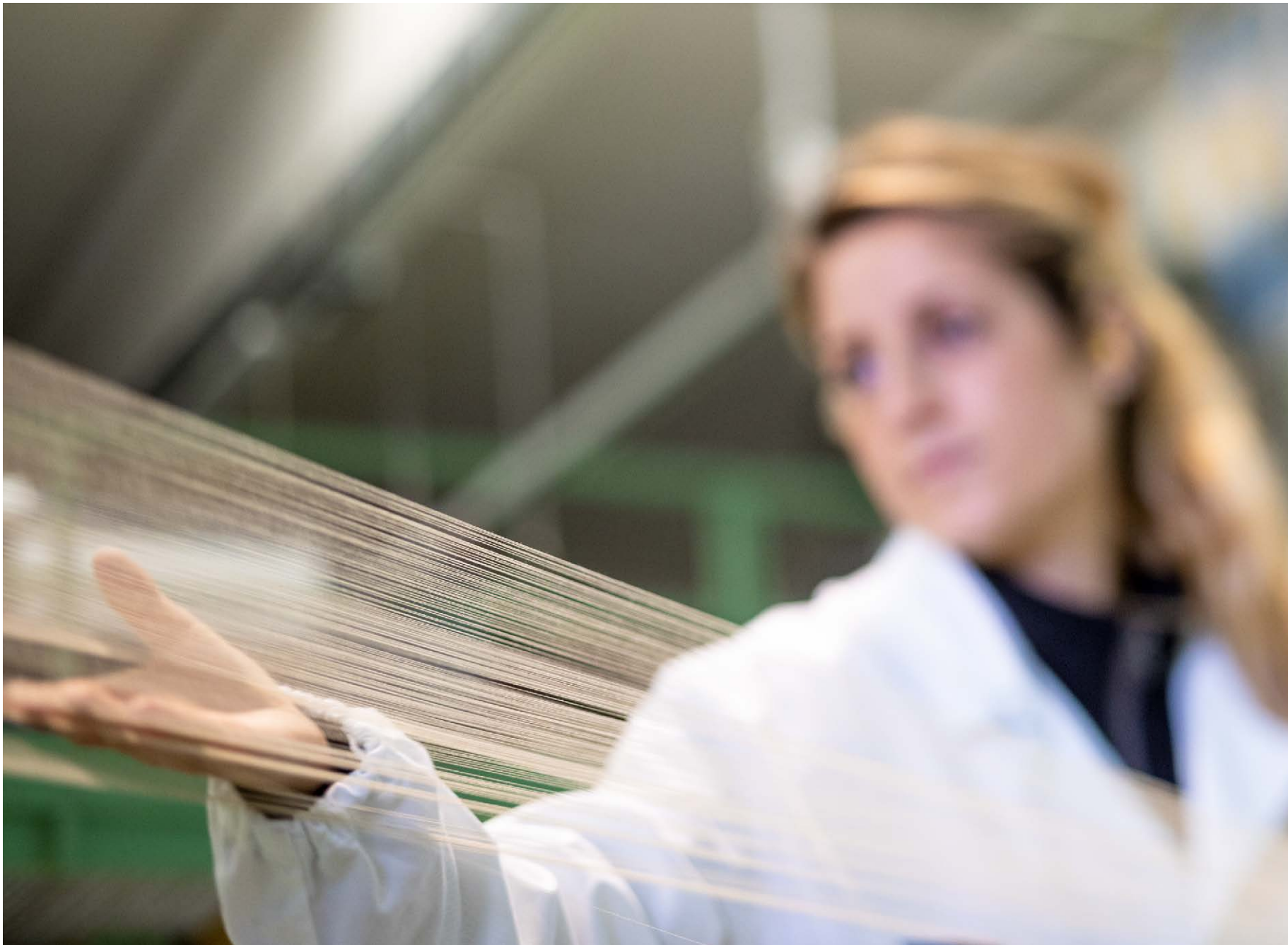
Luxury Living Group aspires to the reduction of the number of materials used for packaging and address its efforts in studying solutions that are innovative and environmentally friendly, but without losing sight of the function of packaging, which is to provide optimal protection for its products.

As of now, the packaging is almost entirely made of cardboard, with only a few small foam components necessary to ensure maximum protection for delicate items. The company has eliminated all polystyrene components from the packaging of padded products. Wooden crates are used for certain items that require additional protection, especially for overseas shipments.



Luxury Living Group has set a goal to increase the percentage of renewable, reusable, recyclable, or compostable packaging materials by 2025.

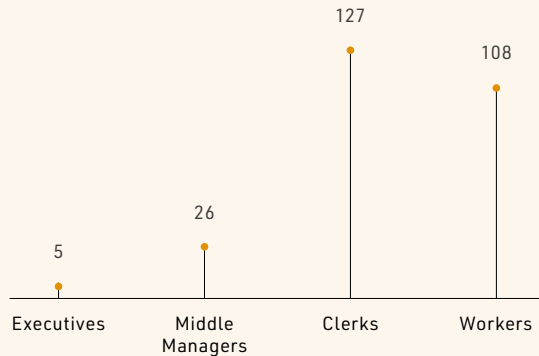




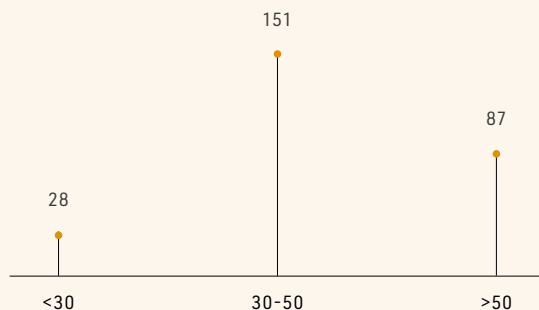
**PEOPLE**

# EMPLOYEES COMPOSITION, TALENT ATTRACTION AND RETENTION

Employees by level as of 31/12/2022 (No.)



Employees by age group as of 31/12/2022 (No.)



People, their skills and their commitment are the core of Luxury Living Group's competitive ability.

In accordance with the principles of the Code of Ethics, the Company recognizes the value of human resources, believing that the primary factor for the success of any enterprise is the professional contribution of the people working within it.

As of 2022, Luxury Living Group in Italy has 266 employees, 97% of whom have permanent contracts.

Over the past year, the Company has undergone some organizational changes, restructuring certain functions and redistributing responsibilities among its employees. This resulted in the hiring of 18 new employees and the departure of 31 employees.

The incoming turnover rate remains stable over the three-year period, hovering around 7%, as does the outgoing turnover rate, which was 12% in 2022. Of the newly hired employees, 67% are female. For further details on the composition of the Company's personnel, please refer to the tables in the "Performance Indicators" section.

The Human Resources function utilizes **Social Recruiting** as one of its recruitment and selection tools. This involves using online platforms, such as social networks, to connect and build relationships with potential candidates, aiming to establish connections

with new talents and integrate them into the Company's network.

Luxury Living Group is committed to creating a motivating work environment that promotes its employees. For this reason, the Company encourages initiatives to enhance the ambitions of its personnel, attract new talents, and maintain a competitive position in the market.

Specifically, Luxury Living Group is dedicated to ensuring the utmost respect for the rights of its employees and collaborators. To achieve this:

- It provides a clear framework of the rights and duties of its employees at the signing of the contract.
- It safeguards physical and mental health and promotes a proper balance between private and work life.



**67%**  
OF NEW HIRED  
IN 2022 ARE  
WOMEN

The following are examples of initiatives implemented by the Company:

**Annual Salary Review**, based on the achievement of set Company objectives.

**Internal mobility**, facilitated by upskilling programs for the professional development of employees.

**Fringe Benefit**, an additional component of compensation falling under the category of benefits provided to certain employees in the form of goods or services.

**Training courses**, allowing employees to enhance their skills and technical expertise.

**Annual Performance Evaluation**, serving as a tool for employee development, as well as an analysis and verification of performance.

**Internal job posting**, promoting the talents of employees, and offering the opportunity to change roles and responsibilities, nurturing the ambitions and passions of each individual.



# OCCUPATIONAL HEALTH AND SAFETY

Health and safety is a key aspect for Luxury Living Group, committed to achieving the goal of "zero accidents" through the full involvement and dissemination of a safety culture to all its personnel.

The Company ensures compliance with national legislation on health, safety, and hygiene of workers as provided by Legislative Decree 81/2008. A risk assessment is conducted to identify hazards to workers and adopt suitable protective and preventive measures, in accordance with current regulations.

With the support of the Prevention and Protection Service, the Occupational Health Physician, and Worker Safety Representatives, the Company prepares a risk assessment for both employees and external personnel. This assessment is included in the Risk Assessment Document (DVR) and covers the Company's organizational chart, list of locations, job roles, equipment, substances used, work processes, and action plans for managing high-risk situations. In case of accidents, the Company carefully analyzes the causes for each incident and implements adequate risk mitigation measures to limit the probability of recurrence.

Luxury Living Group organizes and plans mandatory and specialized training courses, including training for electrical work, forklift operation, use of lifting platforms, first aid, and fire prevention and emergency management.

In 2022, the hours dedicated to health and safety training courses provided by Luxury Living Group increased to 623 hours, highlighting the importance of these topics for the Company. **The Company's safety initiatives, in addition to training, have significantly reduced accidents in 2022, recording only 1, with no fatalities or serious injuries, and a recordable accident rate of 2.4.** There were no accidents involving external workers.

More information on accidents is available in the "Performance Indicators" section.

# TRAINING AND EMPLOYEE DEVELOPMENT

**LUXURY LIVING GROUP IS COMMITTED TO ENHANCING THE ABILITIES, SKILLS, AND ATTITUDES OF ITS EMPLOYEES, PROVIDING EACH INDIVIDUAL WITH OPPORTUNITIES FOR PROFESSIONAL GROWTH AND PERSONAL DEVELOPMENT.**

The Company, in line with the values promoted by Haworth, implements concrete training actions to develop and strengthen the skills and capabilities of its employees. The goal is to encourage professional and developmental ambitions, providing continuous stimulation.

Aligned with the activities of other brands in the Group, self-assessment sessions are conducted through **Haworth's Member Central** platform, an essential tool for Managers in managing their teams. The platform is based on continuous feedback, clarity in assessments, constant dialogue, transparency, and recognition of merit.

Each employee identifies and enters its annual skill development and business objectives; the achievement of these goals is then evaluated by the Manager, along with all the feedback received during the year.

Luxury Living Group promotes training and updating paths, both in the classroom and through e-learning modalities, also with the assistance of external training entities. The courses range from mandatory appointments on health and safety and ethical training to the activation of specific dedicated and personalized paths.

Throughout the year, Luxury Living Group has provided 1,771 hours of training (approximately 7 hours of training per employee), distributed as follows:

Hours of training by topic (h)	2021	2022
Code of Ethics	506	0
Health and Safety	313	623
Managerial skills	0	384
HR skills	32	0
Excel skills	614	764
<b>Total</b>	<b>1,465</b>	<b>1,771</b>



**1,771**  
HOURS OF  
TRAINING  
IN 2022



# DIVERSITY, EQUITY AND INCLUSION

**IN ACCORDANCE WITH THE CODE OF ETHICS, THE COMPANY IS COMMITTED TO PROMOTING THE PRINCIPLES OF EQUITY, DIVERSITY, AND INCLUSION IN FULL RESPECT OF A WORKING ENVIRONMENT THAT VALUES THE CHARACTERISTICS OF EACH RESOURCE AND FOSTERS THEIR GROWTH.**



In the Sustainability Plan, the Company has planned to establish, by 2025, a Diversity, Equity & Inclusion Committee, identifying a Diversity Champion to engage in raising awareness and promoting initiatives on these issues.

The goal is to promote inclusion and embrace all differences in gender, sexual orientation, ethnicity, disability, age, culture, and/or social status. In 2022, Luxury Living Group had 15 employees within protected categories.

The Company values an inclusive environment, promoting the full respect of human rights, which are fundamental values for the Company. Constant monitoring translates into a prohibition of child labor, compliance with minimum wage regulations, protection of employees' health and safety, and the adoption of anti-discrimination and anti-corruption policies.

In 2022, thanks to these measures, no incidents of discrimination were reported.





# EMPLOYEE WELFARE AND WELL-BEING

**LUXURY LIVING GROUP RECOGNIZES THE IMPORTANCE OF PROTECTING AND PROMOTING THE WELL-BEING OF ITS PEOPLE, BY LISTENING TO THEIR NEEDS AND NECESSITIES.**

The Company works to improve responses to the needs of workers, promoting programs and initiatives for well-being to enhance the work-life balance of its employees and their satisfaction levels.

The following are the main welfare activities available to all employees, regardless of whether they are full-time or part-time:

**Flexible working hours**, allowing for various benefits in terms of increased accountability and employee loyalty, reduced turnover and absenteeism, and improvement in productivity and the Company's overall atmosphere.

**Pension and health assistance in line with the National Collective Bargaining Agreement (CCNL)**, providing employees with free access or reimbursement for a wide range of health services.

**Free or convention-based preventive health check-ups** in collaboration with local diagnostic centers.

**250 euro vouchers** for fuel purchases.

**Meal vouchers** for the purchase of food items.

## PARENTAL LEAVE

Among the main objectives of Luxury Living Group is to ensure the well-being of employees by promoting a positive work environment and maintaining a balanced work-life integration.

In 2022, out of 266 employees eligible for parental leave, 8 utilized it, and among them, 2 returned to work at the end of the parental leave during the reporting period. Both the return-to-work rate<sup>1</sup> and the retention rate<sup>2</sup> are 100%.

Additional data on parental leave are provided in the "Performance Indicators" table.

1] The return-to-work rate is calculated as the ratio of employees who returned to work after taking parental leave to the total number of employees who should have returned to work after taking parental leave.

2] Retention rate is calculated as the ratio of employees still employed after 12 months the return to work at the end of parental leave and employees who returned to work at the end of parental leave in the previous reporting period(s).







ENVIRONMENT


# ENERGY EFFICIENCY AND GHG EMISSIONS REDUCTION

LUXURY LIVING GROUP CONSIDERS THE ENVIRONMENT A FUNDAMENTAL RESOURCE TO BE PROTECTED, FOR THE BENEFIT OF THE COMMUNITY AND FUTURE GENERATIONS.

**6,650,434** KWH  
ENERGY CONSUMPTION  
IN 2022

**-14%**  
COMPARED TO 2021

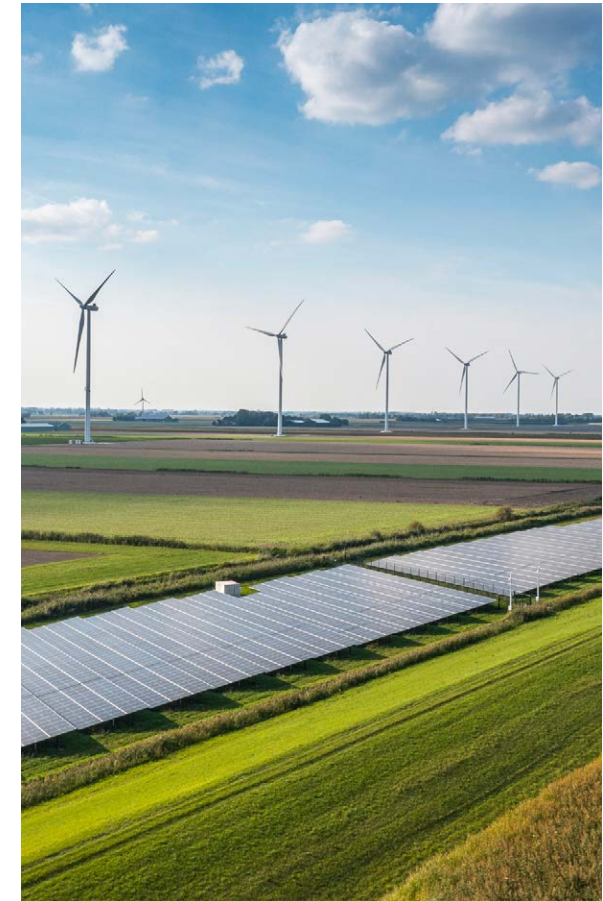
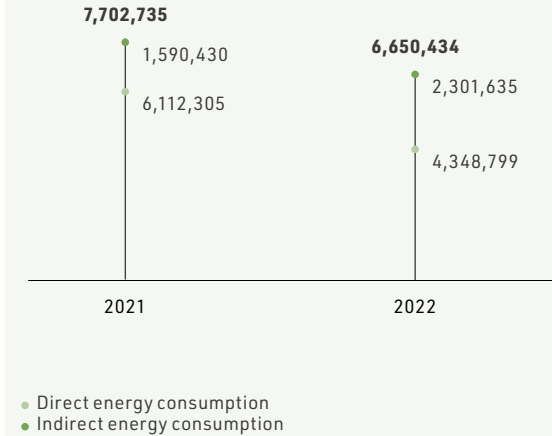
The Company strives to improve the environmental impact generated by its production and activities, always operating in full compliance with current regulations.

 In line with the goals of Haworth Inc. and the group's other brands, Luxury Living Group is committed to reducing its greenhouse gas (GHG) emissions by 2030.

The energy consumption and the resulting greenhouse gas emissions are among the main factors contributing to climate change. Luxury Living Group's primary goal is energy efficiency to limit its consumption at operational sites. The objective is to start initiatives to use increasingly clean energy from renewable sources. In 2022, the Company underwent some internal reorganizations to better align its governance with achieving new objectives, especially those related to sustainability. Therefore, the redevelopment projects will commence from 2023.

In 2022, Luxury Living Group's energy consumption was 6,650,434 kWh, with 4,348,799 kWh from direct energy (natural gas and diesel consumption) and 2,301,635 kWh from indirect energy (electricity consumption).

## Energy consumption (kWh)





In accordance with the **Greenhouse Gas Protocol**, Luxury Living Group has identified and monitored direct emissions of GHG (Scope 1) and indirect emissions from purchased energy (Scope 2). During 2022, Scope 1 emissions were about 841 tCO<sub>2e</sub> while Scope 2 location-based emissions were 621 tCO<sub>2e</sub>.

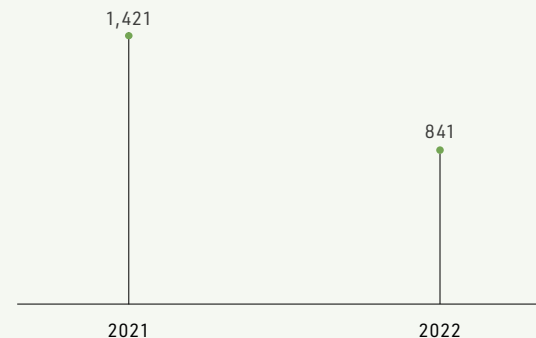
As of now, following the GHG Protocol, quantifying Scope 3 emissions is recommended but not mandatory. Therefore, the Company commits to including these indirect emissions in its reporting in the future for greater transparency.



Luxury Living Group, in alignment with the goals set by Haworth Inc. and all the companies within the group, establishes targets to reduce energy consumption and related GHG emissions, adopting the following objectives outlined in the Group's sustainability strategy:

- 1 Halve greenhouse gas emissions → by 2030
- 2 Achieve net-zero emissions → by 2050
- 3 Attain 100% renewable energy sourcing for the electricity of manufacturing facilities → by 2025

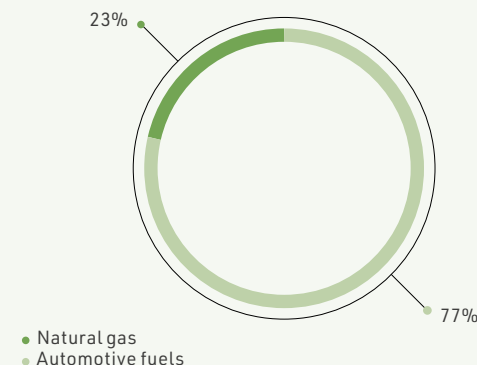
#### GHG Scope 1 emissions (tCO<sub>2e</sub>)



#### Scope 2 Location-based GHG emissions (tCO<sub>2e</sub>)



#### GHG Scope 1 emissions, 2022 (tCO<sub>2e</sub>)



# 1,462 tCO<sub>2e</sub>

GHG EMISSIONS  
SCOPE 1 AND SCOPE 2  
LOCATION-BASED

# -21%

COMPARED TO 2021



# SUSTAINABLE LOGISTICS

Luxury Living Group recognizes the central role of logistics in its operations. The management of materials and the delivery of finished products to dealers and customers are daily activities that can have significant impacts on the environment and the local community. To minimize these impacts, the Company has initiated a reorganization of its inbound transports, which it manages directly. Additionally, warehouses have been relocated to shorten distances between facilities, positively impacting the reduction of traffic contributions to the local area.

The transportation of goods between suppliers and warehouses has been optimized, now being carried out on predetermined days and always at full capacity, as is the case with shipments to dealers. For most customers, Luxury Living Group delivers the goods ex-works. In line with the strategy of Haworth Inc. and other brands within the group, Luxury Living Group prefers logistic partners with programs to reduce fuel consumption and associated emissions.

As a demonstration of its commitment to combating climate change, the Company has decided to use only 100% electric handling machines within its production and storage sites.



**100%**  
OF ELECTRIC  
HANDLING  
MACHINES

# BIODIVERSITY AND WASTE MANAGEMENT

LUXURY LIVING GROUP IS COMMITTED TO COMBATING BIODIVERSITY LOSS THROUGH A RESPONSIBLE SOURCING POLICY AND BY INVOLVING AND RAISING AWARENESS THROUGHOUT ITS SUPPLY CHAIN.

Biodiversity for Luxury Living Group represents a key sustainability element to ensure natural, economic, and social richness. Despite its production processes not directly involving factors that cause biodiversity loss, such as changes in land use, soil and water pollution, habitat fragmentation, and excessive resource exploitation, the Company considers biodiversity a relevant aspect in its strategic decisions.

In this regard, Luxury Living Group commits to promoting sustainable sourcing of resources used in product manufacturing to counteract biodiversity loss. The Company regulates and mitigates potential risks, involving its supply chain in these efforts. **Special attention is given to wood sourcing, and the Company pledges to predominantly purchase and use wood from FSC®-certified suppliers.**

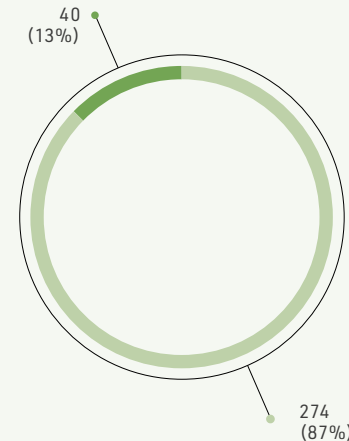
Regarding waste management in its production facilities, in 2022, Luxury Living Group generated 314 tons of waste, of which 274 tons were destined for recovery or recycling (87%), and the remaining 40 tons were sent for incineration (13%).

## 314

tons

OF WASTE  
GENERATED  
IN 2022

### Waste Management (t)



- Waste for recovery or recycling
- Waste destined for incineration





**ANNEX**



# MATERIAL TOPICS DEFINITIONS

Below is reported the table of material topics identified through the materiality analysis and their descriptions.

<b>Customer satisfaction</b>	Ensure customer satisfaction through engaging and listening to customers, providing a valuable customer experience throughout the entire product lifecycle.	<b>Energy efficiency and GHG emissions reduction</b>	Promote the fight against climate change by developing energy efficiency initiatives and reducing greenhouse gas emissions along the entire value chain using energy from renewable sources.
<b>Product quality and safety</b>	Develop products with high standards of quality and reliability, ensuring customer safety while complying with applicable regulations, particularly concerning the use of chemicals.	<b>Biodiversity</b>	Promote the protection of biodiversity of the forests from which the wood used in products comes.
<b>Employee welfare and wellbeing</b>	Ensure the welfare of employees' by adopting a welfare plan that can meet their needs in order to promote their mental and physical health and sense of belonging.	<b>Circular design and sustainable materials</b>	Integrate circular economy principles into product design by promoting the use of renewable, recyclable and/or recycled materials. Develop circular practices to prevent waste generation and facilitate the recovery and valorization of end-of-life products.
<b>Responsible procurement</b>	Promote responsible procurement to help reduce the environmental impacts of materials used, such as, for example, acquiring wood from sustainable forests.	<b>Sustainable logistics</b>	Optimize logistics by actively involving partners along the entire value chain, identifying effective transportation solutions that can reduce their environmental impact.
<b>Occupational health and safety</b>	Protect the health and safety of all employees by ensuring a safe working environment.	<b>Talent attraction and retention</b>	Adopt talent attraction and retention practices, helping to create a stimulating work environment where employees can feel satisfied and motivated.
<b>Diversity, equity and inclusion</b>	Foster an inclusive work environment that encourages respect for and value of everyone's diversity, ensuring equal treatment and repudiating any discriminatory behavior.	<b>PREREQUISITES</b>	
<b>Training and employee development</b>	Promote training activities to develop employees' technical, managerial and soft skills in order to ensure employees' personal and professional growth.	<b>Shared value creation</b>	Ensure long-term value creation for all stakeholders by guaranteeing economic and financial sustainability.
<b>Responsible supply chain</b>	Integrate criteria for selecting, evaluating and monitoring suppliers according to ethical, social, environmental and governance aspects, promoting the development of lasting and reliable relationships.	<b>Ethics and business integrity</b>	Adhere to integrity, professional ethics and honesty values in business management through internal control systems, ensuring reliable relationships with all stakeholders.
<b>Customer data privacy and protection</b>	Ensure confidentiality of personal data and security of IT infrastructure by preventing illegal attempts to access sensitive customer information.	<b>Risk management and regulatory compliance</b>	Ensure proper management of all risks by providing appropriate mitigation actions. Ensure compliance with applicable regulation.
<b>Human rights</b>	Ensure respect for the human rights and fundamental freedoms of people at its facilities and along the supply chain.	<b>Governance</b>	Ensure an effective and accountable corporate governance that applies a transparent approach and acts in line with international best practices.
<b>Sustainable packaging</b>	Promote the use of sustainable packaging, encouraging its reuse and recyclability and the elimination of single use plastics.		



# PERFORMANCE INDICATORS

## PRODUCT

### 204-1 Proportion of spending to local suppliers

(mIn)	2020	2021	2022
Purchases from local suppliers	28,400,000	48,140,000	43,654,675
<b>Total purchases from suppliers</b>	<b>28,945,000</b>	<b>48,780,000</b>	<b>44,747,900</b>
Percentage of spending from local suppliers	98%	99%	98%

## PEOPLE

### 2-7 Employees

Total number of employees by contract type and gender as of 31/12/2022

(No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	128	149	<b>277</b>	121	143	<b>264</b>	110	147	<b>257</b>
Fixed-term contract	11	6	<b>17</b>	9	6	<b>15</b>	8	1	<b>9</b>
<b>Total</b>	<b>139</b>	<b>155</b>	<b>294</b>	<b>130</b>	<b>149</b>	<b>279</b>	<b>118</b>	<b>148</b>	<b>266</b>

Note: Luxury Living Group has no non-guaranteed hourly employees.

Total number of employees by type of employment and gender as of 31/12/2022

(No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	136	139	<b>275</b>	126	132	<b>258</b>	115	127	<b>242</b>
Part-time	3	16	<b>19</b>	4	17	<b>21</b>	3	21	<b>24</b>
<b>Total</b>	<b>139</b>	<b>155</b>	<b>294</b>	<b>130</b>	<b>149</b>	<b>279</b>	<b>118</b>	<b>148</b>	<b>266</b>

### 2-8 Workers who are not directly employed

Total number of workers who are not directly employed but whose work is controlled by Luxury Living Group as of 31/12/2022

(No.)	2020	2021	2022
Self-employed workers	5	3	0
Temporary workers	10	12	0
Internship	4	0	1
<b>Total</b>	<b>19</b>	<b>15</b>	<b>1</b>

Note: Data refer to Club House Italia S.p.A.



### 401-1 New hires and turnover

New hires (No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>13</b>	<b>5</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>20</b>	<b>6</b>	<b>12</b>	<b>18</b>
< 30 years old	5	5	10	5	1	6	3	4	7
Between 30 and 50 years old	8	0	8	8	3	11	3	8	11
> 50 years old	0	0	0	1	2	3	0	0	0

Turnover rate - incoming (%)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>9%</b>	<b>3%</b>	<b>6%</b>	<b>11%</b>	<b>4%</b>	<b>7%</b>	<b>5%</b>	<b>8%</b>	<b>7%</b>
< 30 years old	24%	29%	26%	28%	8%	19%	21%	29%	25%
Between 30 and 50 years old	9%	0%	4%	10%	3%	6%	5%	9%	7%
> 50 years old	0%	0%	0%	3%	5%	4%	0%	0%	0%

Number of terminations (No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>25</b>	<b>12</b>	<b>37</b>	<b>15</b>	<b>14</b>	<b>29</b>	<b>17</b>	<b>14</b>	<b>31</b>
< 30 years old	4	2	6	4	2	6	4	2	6
Between 30 and 50 years old	17	6	23	7	7	14	10	11	21
> 50 years old	4	4	8	4	5	9	3	1	4

Turnover rate - outgoing (%)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>18%</b>	<b>8%</b>	<b>13%</b>	<b>12%</b>	<b>9%</b>	<b>10%</b>	<b>14%</b>	<b>9%</b>	<b>12%</b>
< 30 years old	19%	12%	16%	22%	15%	19%	29%	14%	21%
Between 30 and 50 years old	20%	6%	12%	9%	7%	8%	15%	13%	14%
> 50 years old	13%	12%	12%	12%	13%	13%	8%	2%	5%

### 401-3 Parental leave

Employees entitled to parental leave, by gender

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	6	1	7	4	1	5
Middle managers	18	12	30	11	15	26
Clerks	41	81	122	47	80	127
Workers	64	56	120	56	52	108
<b>Total</b>	<b>129</b>	<b>150</b>	<b>279</b>	<b>118</b>	<b>148</b>	<b>266</b>

Employees who took parental leave, by gender

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	1	1
Clerks	0	4	4	0	7	7
Workers	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>8</b>	<b>8</b>

Employees who returned to work during the reporting period after taking parental leave, by gender

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	1	1
Clerks	0	4	4	0	1	1
Workers	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>2</b>

Employees who did not return to work after taking parental leave, by gender

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Of which still on parental leave	0	0	0	0	6	6
Of which have left the Company	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>

Employees who returned to work after taking parental leave and who are still employees of the organization in the 12 months after return, by gender

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0
Clerks	0	4	4	0	4	4
Workers	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>4</b>

#### 403-9 Work-related injuries

(No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Recordable occupational injuries</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>
On the job	4	0	4	3	0	3	1	0	1
Commuting	0	1	1	2	0	2	0	0	0
<b>Deaths as a result of work-related injuries</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Occupational accidents with serious consequences (excluding deaths)</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
On the job	1	1	2	0	0	0	0	0	0
Commuting	0	0	0	0	0	0	0	0	0

#### 404-1 Average annual of training hours per employee

(No.)	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Middle managers	12.0	16.8	13.9	9.3	29.9	20.7
Clerks	8.8	5.6	6.7	7.8	6.8	7.2
Workers	2.3	1.3	1.8	3.8	1.8	2.9
<b>Total</b>	<b>5.7</b>	<b>4.9</b>	<b>5.3</b>	<b>5.8</b>	<b>7.4</b>	<b>6.7</b>

#### 405-1 Diversity of governance bodies and employees

Total number of employees by gender, classification and age group

(No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Executives</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>5</b>
< 30 years old	0	0	0	0	0	0	0	0	0
between 30 and 50 years old	2	1	3	3	1	4	1	0	1
> 50 years old	5	1	6	3	0	3	3	1	4
<b>Middle managers</b>	<b>16</b>	<b>14</b>	<b>30</b>	<b>18</b>	<b>12</b>	<b>30</b>	<b>12</b>	<b>15</b>	<b>27</b>
< 30 years old	0	0	0	0	0	0	0	0	0
between 30 and 50 years old	10	11	21	10	9	19	4	9	13
> 50 years old	6	3	9	8	3	11	8	6	14
<b>Clerks</b>	<b>48</b>	<b>75</b>	<b>123</b>	<b>42</b>	<b>81</b>	<b>123</b>	<b>46</b>	<b>80</b>	<b>126</b>
< 30 years old	7	11	18	8	11	19	7	11	18
between 30 and 50 years old	33	56	89	27	55	82	30	52	82
> 50 years old	8	8	16	7	15	22	9	17	26
<b>Workers</b>	<b>68</b>	<b>64</b>	<b>132</b>	<b>64</b>	<b>55</b>	<b>119</b>	<b>56</b>	<b>52</b>	<b>108</b>
< 30 years old	14	6	20	10	2	12	7	3	10
between 30 and 50 years old	42	36	78	39	32	71	30	25	55
> 50 years old	12	22	34	15	21	36	19	24	43
<b>Total</b>	<b>139</b>	<b>155</b>	<b>294</b>	<b>130</b>	<b>149</b>	<b>279</b>	<b>118</b>	<b>148</b>	<b>266</b>
< 30 years old	21	17	38	18	13	31	14	14	28
between 30 and 50 years old	87	104	191	79	97	176	65	86	151
> 50 years old	31	34	65	33	39	72	39	48	87

### Total number of employees by gender, age group and contract type

(No.)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Permanent contract</b>	<b>128</b>	<b>149</b>	<b>277</b>	<b>121</b>	<b>143</b>	<b>264</b>	<b>110</b>	<b>147</b>	<b>257</b>
< 30 years old	17	12	29	13	11	24	10	14	24
between 30 and 50 years old	80	103	183	75	93	168	61	85	146
> 50 years old	31	34	65	33	39	72	39	48	87
<b>Fixed-term contract</b>	<b>11</b>	<b>6</b>	<b>17</b>	<b>9</b>	<b>6</b>	<b>15</b>	<b>8</b>	<b>1</b>	<b>9</b>
< 30 years old	4	5	9	5	2	7	4	0	4
between 30 and 50 years old	7	1	8	4	4	8	4	1	5
> 50 years old	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>139</b>	<b>155</b>	<b>294</b>	<b>130</b>	<b>149</b>	<b>279</b>	<b>118</b>	<b>148</b>	<b>266</b>
< 30 years old	21	17	38	18	13	31	14	14	28
between 30 and 50 years old	87	104	191	79	97	176	65	86	151
> 50 years old	31	34	65	33	39	72	39	48	87

## ENVIRONMENT

### 302-1 Energy consumed within the organization

Direct energy consumption within the organization by source (kWh)	2021	2022
<b>From non-renewable sources</b>	<b>1,657,483</b>	<b>3,593,805</b>
Natural gas	1,657,483	3,593,805
<b>From corporate fleet</b>	<b>4,454,822</b>	<b>754.994</b>
Diesel	4,454,822	754.994
<b>Total direct energy consumption</b>	<b>6,112,305</b>	<b>4,348,799</b>
Indirect energy consumption within the organization by source (kWh)	2021	2022
Electricity	1,590,430	2,301,635
From non-renewable sources	1,590,430	2,301,635
<b>Total indirect energy consumption</b>	<b>1,590,430</b>	<b>2,301,635</b>
<b>Total energy consumption</b>	<b>7,702,735</b>	<b>6,650,434</b>

Source of emission factors: Natural gas - EPA GHG Protocol; Diesel - DEFRA (UK Government GHG Conversion Factors for Company Reporting)

### 305-1 Direct GHG Emissions (Scope 1) 305-2 Indirect GHG Emissions (Scope 2)

Direct GHG emissions (Scope 1) (tCO2e)	2021	2022
<b>From non-renewable sources</b>	<b>1,421</b>	<b>841</b>
Heating	300	651
of which natural gas	300	651
Road traction	1,121	190
of which gasoline	0	0
of which diesel	1,121	190
<b>Total direct GHG emissions (Scope 1)</b>	<b>1,421</b>	<b>841</b>
Indirect GHG emissions (Scope 2) (tCO2e)	2021	2022
Location-based	429	621

Note: 2021 data have been updated due to an improvement in calculation methodology. Source of emission factors: Natural gas - EPA GHG Protocol Year; Fuel combustion - DEFRA (UK Government GHG Conversion Factors for Company Reporting); Electricity - Location-based - IEA, EPA GHG Protocol

### 306-3 Waste generated; 306-4 Waste not intended for disposal; 306-5 Waste intended for disposal

Waste generated (t)	2021	2022
<b>Total waste produced</b>	<b>222.5</b>	<b>313.8</b>
<b>Dangerous</b>	<b>0</b>	<b>0</b>
<b>Non-hazardous</b>	<b>142.6</b>	<b>313.8</b>
Waste not intended for disposal	2021	2022
<b>Dangerous</b>	<b>0</b>	<b>0</b>
Other recovery operations	0	0
<b>Non-hazardous</b>	<b>142.5</b>	<b>274.4</b>
Recycling	142.5	274.4
Other recovery operations	0	0
Waste for disposal	2021	2022
<b>Dangerous</b>	<b>0</b>	<b>0</b>
Landfill	0	0
Incineration with energy recovery	0	0
Other disposal operations	0	0
<b>Non-hazardous</b>	<b>80</b>	<b>39.4</b>
Incineration with energy recovery	80	39.4
Other disposal operations	0	0



# METHODOLOGICAL NOTE

This document represents the second edition of the Sustainability Report of the Company Luxury Living Group S.r.l. and its subsidiaries (hereinafter referred to as "Group"). Its drafting and publication are part of a voluntary process undertaken by Luxury Living Group S.r.l. to integrate ESG (Environment, Social, Governance) aspects into its activities.

To transparently and comparably report and communicate its sustainability performance, the Sustainability Report has been prepared in accordance with the "GRI Sustainability Reporting Standards" issued by the Global Reporting Initiative (GRI) in 2021, effective from January 1, 2023.

The definition of material topics for the Group and its stakeholders was determined through a materiality analysis process, following the GRI Standards and industry best practices, as described in the "The Sustainability Journey" chapter.

Various indicators were selected to describe the performance of material topics and relationships with stakeholders. For some material topics where suitable indicators were not identified within the GRI Standards to describe and report the Group's reality, only GRI 3: Material topics is reported. For a better understanding of the Standard Disclosures used, please refer to the "GRI Content Index" section.

The reporting scope of economic and financial data corresponds to the Annual Financial Statements of Luxury Living Group for the fiscal year ending on December 31, 2022. The scope of data and information related to sustainability aspects refers to Club House Italia S.p.A.

Specifically, for Club House Italia S.p.A., all GRI indicators listed in the "GRI Content Index" have been reported. To ensure data reliability, the use of estimates has been minimized, and if present, they are appropriately disclosed and based on the best available methodologies.

Regarding the representation of data on energy consumption and emissions, please note that the data is only applicable to the year 2022. Also, using the GHG protocol methodology, greenhouse gas emissions for the year 2022 have been divided into Scope 1 and Scope 2, with the latter calculated according to the "Location-based" approach.

This document has been submitted for approval by the Board of Directors of Luxury Living Group. The publication frequency of this report is set to be annual.

For information regarding the Sustainability Report of Luxury Living Group, please contact: [sustainability@luxurylivinggroup.com](mailto:sustainability@luxurylivinggroup.com)



# GRI CONTENT INDEX

Please note that for the marked indicators only, the reporting of the data regards Luxury Living Group S.r.l.:

<b>Statement of use</b>	has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard</b>	No GRI Sector Standard is applicable

GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>General Disclosure</b>				
<b>GRI 2 General Disclosure 2021</b>	2-1 Organizational details	Luxury Living Group at a glance - Geographical presence		<b>Legal name and legal form:</b> Club House Italia S.p.A. <b>Headquarter:</b> Via Balzella, 56 - 47122 Forlì - Italy <b>Countries of activities:</b> Italy, the United Kingdom, France, the United States and China
	2-2 Entities included in the organization's Sustainability Report	Methodological note		The reporting scope refers to Club House Italia S.p.A.
	2-3 Reporting period, frequency and contact point	Methodological note		Reporting period: 01/01/2022-31/12-2022 Frequency: Annual Date of publication: 28/12/2023 Contact point: sustainability@luxurylivinggroup.com
	2-4 Restatements of information			Any revisions to the information have been appropriately indicated within the document.
	2-6 Activities, value chain and other business relationships	Luxury Living Group at a glance Economic value generated and distributed Product - Responsible procurement and supply chain		
	2-7 Employees	People - Employee composition, talent attraction and retention People - Diversity, equity and inclusion Annex - Performance indicators		
	2-8 Workers who are not directly employed	Annex - Performance Indicators		



GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
	2-9 Governance structure and composition	Corporate Governance and ethics - Governance		
	2-10 Appointment and selection of the highest governing body	Corporate Governance and ethics - Governance		
	2-11 Chair of the highest governing body			Not applicable. The Chairman of the Board of Directors is not a senior executive of the organization.
	2-12 Role of the highest governing body in overseeing impact management	Corporate Governance and ethics - Governance		
	2-13 Delegation of responsibility for impact management	Corporate Governance and ethics - Governance		
	2-14 Role of the highest governing body in sustainability reporting	Methodological note		The Sustainability Report and Sustainability Plan are approved by the Board of Directors of Luxury Living Group.
	2-16 Communication of critical concerns	Corporate Governance and ethics - Ethics and business integrity Corporate Governance and ethics - Customer satisfaction		There have been no significant cases of complaints in the past three years.
	2-19 Remuneration policies	Corporate Governance and ethics - Governance - The remuneration process		The remuneration process is not formalized in a policy and is not currently related to goals in relation to managing Luxury Living Group's impacts on the economy, environment, and society. However, in the long run, the Company plans to include sustainability goals linked to remuneration.
	2-20 Process to determine remuneration	Corporate Governance and ethics - Governance - The remuneration process		The process to determine the remuneration of Luxury Living Group is overseen by Haworth Inc.
	2-22 Statement on Sustainable development strategy	Letter to stakeholders		
	2-23 Policy Commitments	Corporate Governance and ethics - Ethics and business integrity		Luxury Living Group Code of Ethics: <a href="http://luxurylivinggroup.com/en/codice-etico/">luxurylivinggroup.com/en/codice-etico/</a>

GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
	2-24 Integration of policy commitments	Corporate Governance and ethics - Ethics and business integrity		Luxury Living Group Code of Ethics: <a href="http://luxurylivinggroup.com/en/codice-etico/">luxurylivinggroup.com/en/codice-etico/</a>
	2-25 Processes to remediate negative impacts	Corporate Governance and ethics - Customer satisfaction		
	2-26 Mechanisms for seeking clarification and raising concerns			Luxury Living Group does not have a whistleblowing mechanism.
	2-27 Compliance with laws and regulations			In the three-year period 2020-2022, Luxury Living Group did not record any significant cases or receive fines for cases of non-compliance with laws and regulations.
	2-28 Membership in associations			Luxury Living Group is not a member of associations.
	2-29 Approach to stakeholder engagement	The sustainability journey - Stakeholders		
	2-30 Collective bargaining agreements			In compliance with national legislation, all Luxury Living Group employees are covered by collective agreements.
<b>Material topics</b>				
<b>GRI 3 Material topics 2021</b>	3-1 Process to determine material topic	The sustainability journey - The priority topics: the materiality analysis		
	3-2 List of material topics	The sustainability journey - Material topics: materiality analysis Annex - Material topics definitions		
<b>GOVERNANCE</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Corporate Governance and ethics - Governance		
<b>GRI 405 Diversity and equal opportunities 2016</b>	405-1 Diversity of governance bodies and employees	Corporate Governance and ethics - Governance People - Employee composition, talent attraction and retention People - Diversity, equity and inclusion Annex - Performance Indicators		



GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>ETHICS AND BUSINESS INTEGRITY</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Corporate Governance and ethics - Ethics and business integrity		
<b>RISK MANAGEMENT AND REGULATORY COMPLIANCE</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Corporate Governance and ethics - Ethics and business integrity Product - Product quality and safety Environment - Energy efficiency and GHG emission reduction		
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of health and safety impacts by categories of products and services	Highlights Product - Product quality and safety		
<b>SHARED VALUE CREATION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Luxury Living Group at a glance - Economic value generated and distribute		
<b>GRI 201 Economic Performance 2016</b>	201-1 Economic value directly generated and distributed	Luxury Living Group at a glance - Economic value generated and distribute		
<b>PRODUCT</b>				
<b>CIRCULAR DESIGN AND SUSTAINABLE MATERIALS</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Product - Circular design, sustainable materials and innovation		
<b>GRI 306 Waste 2020</b>	306-2 Management of significant waste-related impacts	Product - Circular design, sustainable materials and innovation		
	306-3 Waste generated	Annex - Performance Indicators		
	306-4 Waste not intended for disposal	Annex - Performance Indicators		
	306-5 Waste intended for a disposal	Annex - Performance Indicators		
<b>RESPONSIBLE PROCUREMENT AND SUSTAINABLE PACKAGING</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Product - Sustainable Packaging		
<b>PRODUCT QUALITY AND SAFETY</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Product - Product quality and safety		

GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>GRI 416 Customer health and safety 2016</b>	416-1 Assessment of health and safety impacts by categories of products and services	Highlights Product - Product quality and safety		
<b>PEOPLE</b>				
<b>DIVERSITY, EQUITY AND INCLUSION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Diversity, equity and inclusion		
<b>GRI 405 Diversity and equal opportunity 2016</b>	405-1 Diversity in governing bodies	People - Diversity, equity and inclusion Annex - Performance Indicators		
<b>GRI 406 Non-discrimination 2016</b>	406-1 Cases of discrimination and corrective measures taken	People - Diversity, equity and inclusion		In 2022, Luxury Living Group recorded no incidents of discrimination.
<b>TRAINING AND EMPLOYEE DEVELOPMENT</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Training and employee development		
<b>GRI 404 Training and education 2016</b>	404-1 Average annual training hours per employee	People - Training and employee development Annex - Performance Indicators		
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Occupational health and safety		
<b>GRI 403 Occupational health and safety 2018</b>	403-2 Hazard identification, risk assessment and accident investigation	People - Occupational health and safety		
	403-5 Worker training in occupational health and safety	People - Occupational health and safety Annex - Performance Indicators		
	403-7 Prevention and mitigation of occupational health and safety impacts directly related by business relationships	People - Occupational health and safety		
	403-9 Occupational injuries	People - Occupational health and safety Annex - Performance Indicators		Data on the rate of recordable injuries by gender is not currently available. Luxury Living Group is committed to making the data available in future fiscal years.



GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>TALENT ATTRACTION AND RETENTION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Employee composition, talent attraction and retention		
<b>GRI 401 Employment 2016</b>	401-1 New hires and turnover	People - Employee composition, talent attraction and retention Annex - Performance Indicators		
<b>EMPLOYEE WELFARE AND WELL-BEING</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Employee welfare and well-being		
<b>GRI 401 Employment 2016</b>	401-2 Benefits provided for full-time employees, but not for part-time or fixed-term employees	People - Employee welfare and well-being		There are no differences in access to benefits provided by the Company for part-time and full-time employees.
	401-3 Parental leave	People - Employee welfare and well-being Annex - Performance Indicators		
<b>SOCIETY</b>				
<b>RESPONSIBLE SUPPLY CHAIN</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Product - Responsible procurement and supply chain		
<b>GRI 204 Practice of supply 2016</b>	204-1 Proportions of expenditures to local suppliers	Product - Responsible procurement and supply chain Annex - Performance Indicators		
<b>GRI 308 Supplier environmental assessment 2016</b>	308-1 New suppliers that have been evaluated using environmental criteria			In 2022, no new suppliers were evaluated according to environmental criteria.
<b>GRI 414 Social evaluation of suppliers 2016</b>	414-1 New suppliers that have undergone evaluation through the use of social criteria			In 2022, no new suppliers were evaluated according to social criteria.
<b>CUSTOMER SATISFACTION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Corporate Governance and ethics - Customer satisfaction Product - Product quality and safety		
<b>GRI 416 Customer health and safety 2016</b>	416-1 Assessment of health and safety impacts by categories of products and services	Highlights Product - Product quality and safety		

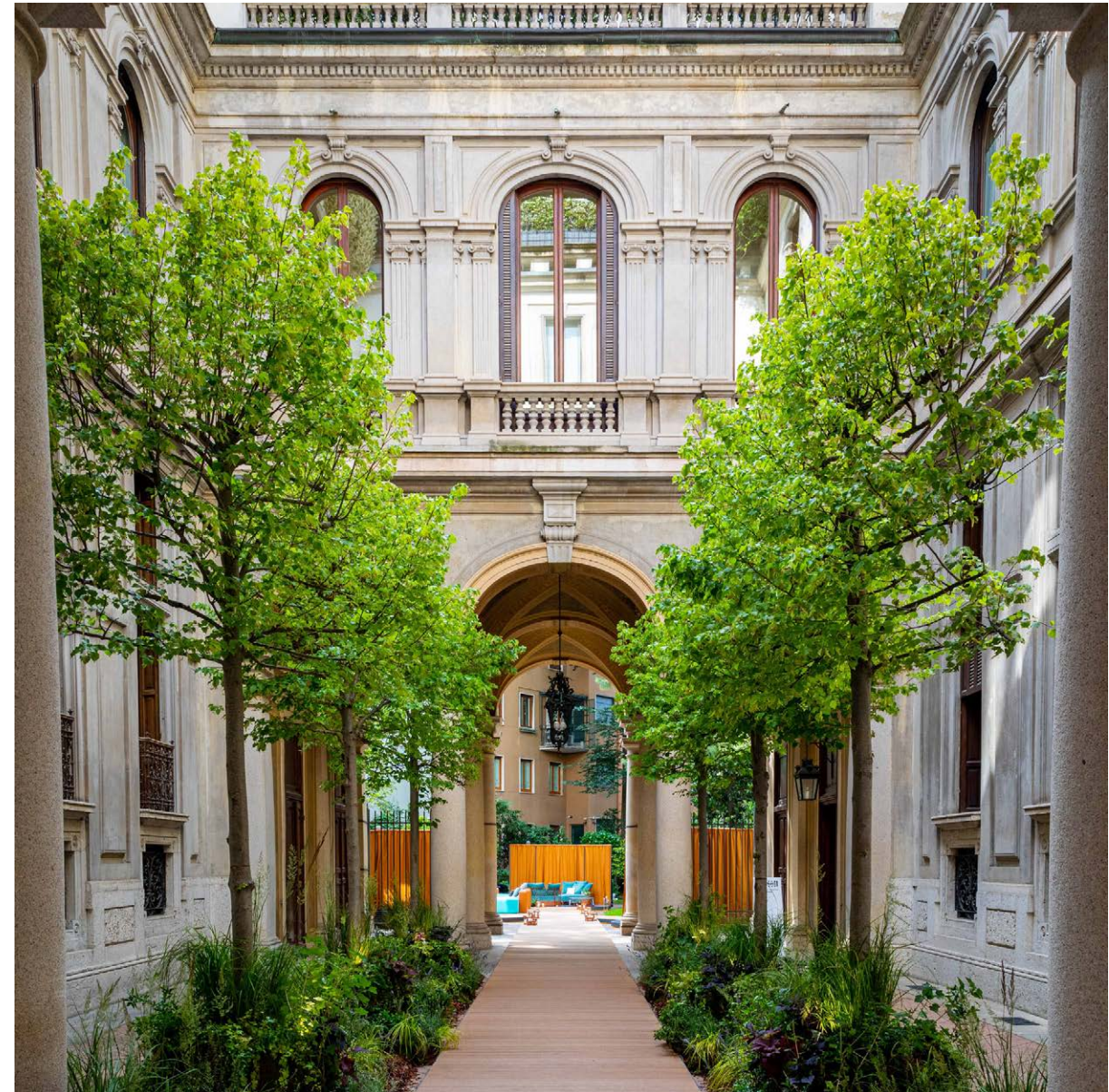
GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>CUSTOMER DATA PRIVACY AND PROTECTION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Corporate Governance and ethics - Customer data protection and privacy		
<b>GRI 418 Customer privacy 2016</b>	418-1 Proven complaints regarding breaches of customer privacy and loss of customer data	Corporate Governance and ethics - Customer data protection and privacy		In the three-year period 2020-2022, Luxury Living Group has not received any complaints related to violations of customer privacy.
<b>HUMAN RIGHTS</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	People - Diversity, equity and inclusion		
<b>GRI 406 Non-discrimination 2016</b>	406-1 Cases of discrimination and corrective measures taken	People - Diversity, equity and inclusion		
<b>COMMUNITY ENGAGEMENT</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Luxury living Group at a glance - Events and Shows		
<b>GRI 413 Local Communities 2016</b>	413-1 Activities involving local community, impact assessments and development programs			Luxury Living Group does not monitor activities about local community engagement, impact assessments and/or development programs.
<b>ENVIRONMENT</b>				
<b>ENERGY EFFICIENCY AND GHG EMISSION REDUCTION</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Environment - Energy efficiency and GHG emission reduction		
<b>GRI 302 Energy 2016</b>	302-1 Energy consumed within the organization	Environment - Energy efficiency and GHG emission reduction Annex - Performance Indicators		
<b>GRI 305 Emissions 2016</b>	305-1 Direct GHG Emissions (Scope 1)	Environment - Energy efficiency and GHG emission reduction Annex - Performance Indicators		
	305-2 Indirect emissions from energy consumption (Scope 2)	Environment - Energy efficiency and GHG emission reduction Annex - Performance Indicators		
	305-6 Emissions of ozone-depleting substances (ODS)			Luxury Living Group does not produce emissions of such substances.



GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant emissions			Luxury Living Group does not produce emissions of such substances.
<b>WASTE MANAGEMENT</b>				
<b>GRI 306 Waste 2020</b>	306-2 Management of significant waste-related impacts	Product - Circular design, sustainable materials and innovation		
	306-3 Waste generated	Annex - Performance Indicators		
	306-4 Waste not intended for disposal	Annex - Performance Indicators		
	306-5 Waste for disposal	Annex - Performance Indicators		
<b>BIODIVERSITY</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Environment - Biodiversity and waste management		

## MATERIAL TOPICS OF LUXURY LIVING GROUP WHICH ARE NOT COVERED BY SOME GRI TOPIC STANDARDS

GRI Standard	Disclosure	Reference paragraph	Omissions	Notes
<b>Sustainable logistics</b>				
<b>GRI 3 Material Topics 2021</b>	3-3 Management of material topics	Environment - Sustainable Logistics		



# INNOVATIVE MATERIALS OVERVIEW

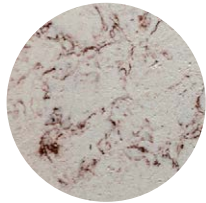
## ON THE COVER

### PAPER FACTOR®

Collection  
Bentley Home

#### Features

Thanks to an industrial patent, Riccardo Cavaciocchi develops innovative processes through the manipulation of a compound based on cellulose fibers sourced from natural raw materials, both post-consumer and post-industrial. Crafted from micro cellulose, "Carta Cruda e pigmenti naturali," PAPER FACTOR® is worked and processed to provide a unique yield on table surfaces. Pigmented veins flow along the edges of the mixture, guided by the action of gradual pressure, giving back, during the smoothing phase, the charm of a frozen minimal movement on broad neutral areas.



## PAGE 6

### ACQUA, ARIA, TERRA, FUOCO

Collection  
Trussardi Casa

#### Features

With the new ECO collection, Trussardi Casa introduces a selection of eco-friendly coverings and fabrics.

Aria e Terra: the entire production generates no waste or pollutants. All characteristics are mechanical, without the addition of chemical finishes.

Fuoco: synthetic fabric made from recycled plastic material and treated to become biodegradable. During the extrusion of the thread, a natural-based bio-philic additive is applied, capable of activating the decomposition mechanism once the fabric is released and disposed of in the environment, at the end of its life cycle.

Acqua: primarily composed of regenerated yarn obtained through the recycling of post-consumer clothing products. After numerous maceration treatments, a fibrous mass is obtained which, after various spinning stages, returns as weaving yarn.



## PAGE 14

### FUTURA

Collection  
Trussardi Casa

#### Features

Product developed in an innovative way with a heightened concept of eco-sustainability. Its production involves innovative technologies with reduced environmental impact, leading to new forms of material refinement while maintaining the high technical performances required by the market.



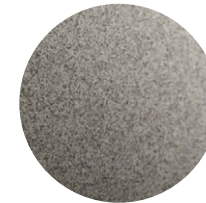
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### MARM \ MORE®

Collection  
Bentley Home

#### Features

MARM\MORE® is an ethical and innovative fabric designed and patented by the Italian start-up Fili Pari and developed and produced by Limonta for Bentley Home: a true innovation in the world of furnishings. The marble powder-based fabric is entirely made in Italy, from material research to production, thanks to skilled artisans who oversee all stages, from powder to furniture covering. MARM\MORE® uses pure powder, a byproduct of marble processing. Waterproof and abrasion resistant, MARM\MORE® harnesses the potential of stone to provide natural aesthetic effects.





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