MONTINA 1919 S.R.L.

Corporate Governance & Compliance

CORPORATE CODE OF ETHICS

Preamble and Purpose: This Code of Ethics sets out the principles, values and standards of conduct that guide the activities of **Montina 1919 S.r.l.** in the manufacture of furniture and design products. All directors, employees, collaborators and business partners are required to comply strictly with the provisions set out herein.

ART. 1 General Principles and Corporate Vision

Montina 1919 S.r.l. builds its industrial reputation on integrity, transparency and the pursuit of artisanal excellence. The Company seeks to combine competitive success on international markets with the protection of human, social and environmental values, rejecting any practice contrary to the principles of fairness and legality.

ART. 2 Labour Protection, Rights and Human Resources

- **Valuing Human Capital:** The Company fosters an inclusive working environment, ensuring equal opportunities without discrimination on grounds of gender, age, ethnicity, religion or political opinion.
- **Health and Safety at Work:** Strict compliance with current workplace safety regulations is ensured, promoting risk prevention and providing continuous training.
- **Passing on Skills:** Montina 1919 safeguards its craft know-how by encouraging mentoring between generations and the professional development of young employees.

ART. 3 Environmental Sustainability and Responsible Sourcing

- **Certified Timber:** The Company primarily uses timber from responsibly and sustainably managed forests (FSC / PEFC certified).
- **Reducing Environmental Impact:** Priority is given to low-solvent finishing treatments and coatings, together with the responsible management of production waste.
- **Product Circularity:** Our collections are designed for structural durability, repairability and easy disassembly of components at end of life.

ART. 4 Authentic Made in Italy and Production Quality

- **Supply Chain Traceability:** Montina 1919 guarantees the Italian origin of its manufacturing processes and compliance with the stated technical specifications.
- **Intellectual Property and Design:** The Company protects the work of designers and product developers, ensuring fair contracts and respect for industrial design rights.
- **Transparency towards Customers:** Every product comes with clear information on care and maintenance, materials used and conformity guarantees.

ART. 5 Business Integrity and Fair Competition

- **Anti-Corruption:** Offering, promising or accepting money or undue benefits in order to influence business or institutional decisions is strictly prohibited.
- **Fair Competition:** The Company operates in the market avoiding anti-competitive agreements and any practice that disparages its competitors.
- **Administrative Transparency:** All accounting records and corporate transactions are recorded accurately, verifiably and in compliance with tax regulations.

ART. 6 Implementation, Oversight and Reporting

Company Management promotes the widespread dissemination of this Code of Ethics among all collaborators and suppliers. Any violations or concerns may be reported confidentially to the Company's Supervisory Body (Organismo di Vigilanza).

Area of Application	Primary Commitment	Operating Standard
Raw Materials	Sustainable and traceable timber	100% FSC/PEFC compliance
Workplace Safety	Zero accidents and ongoing training	Legislative Decree 81/08 compliance
Business Integrity	Transparency and fairness in contracts	Antitrust law & MOG 231

Approved by the Board of Directors
Montina 1919 S.r.l. — General Management

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