HEALTH, SAFETY AND THE ENVIRONMENT POLICY

ALCANTARA

Alcantara S.p.A. is the Italian company globally producing and marketing the luxury material of the same name, **Alcantara®**, renowned for its aesthetic, sensorial, and functional properties. The result of unique, proprietary technology, protected by numerous industrial patents, Alcantara® is a registered trademark owned by Alcantara S.p.A.

Alcantara is, today, among the most appreciated expressions of **Made in Italy** in the world, having developed, over the years, a broad portfolio of clients that includes some of the largest **global luxury brands** operating in various sectors: fashion and accessories, automotive, interior design and home décor, nautical, aeronautical, and consumer electronics.

Founded in 1972 as a joint venture between the ENI Group and Toray Industries Inc., today Alcantara S.p.A. has an equity structure divided between the Toray Group (70%) and MN INTER-FASHION LTD (30%). Based in Italy since its foundation, Alcantara S.p.A. is, and has always been, led by an Italian management team. Since June 2023, the role of CEO and General Manager has been held by Dr. Eugenio Lolli, who also held the role of Chairman since June 2024. The company operates throughout the world through two main locations: **Milan** - headquarters, legal and administrative offices, logistics, sales, marketing and communication, style and technical marketing office - and **Nera Montoro** (Terni) - production facilities, analysis laboratories, research and development, offices and warehousing, Complex Manufacturing, for an overall area of 450,000 m^2.

PRODUCT AND APPLICATIONS

The subject of numerous attempts to imitate it, Alcantara® defines its own, separate product category. The material is created with sophisticated technological know-how, still unmatched even today: a series of industrial processes are integrated in a unique way to create a “nonwoven fabric” characterised by a “nappa” appearance and an extraordinary combination of aesthetic, sensorial, and functional properties: elegance, softness, resistance, ease of maintenance, and the ability to be used in a wide range of customisations, in terms of colour, design, and technical performance. The product is, in fact, subjected to a series of final transformation treatments depending on its intended use: the Applications Development Centre at the Nera Montoro production facility is responsible for developing innovative application solutions, to adapt Alcantara’s versatility to the specific demands of the various sectors. Thanks to this extreme versatility, Alcantara can be used to cover any surface and shape, adding a sense of prestige and durability.

The main sectors enjoying the benefits of Alcantara are:

- **Automotive**
- **Fashion and accessories**
- **Interior and exterior design**
- **Consumer electronics**

HEALTH, SAFETY AND THE ENVIRONMENT: A CONCRETE, CERTIFIED COMMITMENT

Alcantara S.p.A. holds certified **Management Systems**, **UNI EN ISO 45001** and **UNI EN ISO14001** (Health, Safety and the Environment), IS050001 (Energy) UNI EN ISO 9001 (Quality) and is **SA 8000** certified (Social Accountability). A wide range of Alcantara® products is also certified according to STANDARD 100 by OEKO-TEX®, which certifies his complete conformity in contact with the skin.

The integrated Safety and Environmental Management System applies to the design, development, and production of Alcantara® for those sectors listed above through fibre production, carding, and needle punching processes, polyurethane production, chemical impregnation and extraction, mechanical finishing, dyeing and finishing, production of polymers from circular economy processes. Surface diversification for the production of complex components for the application sectors of Alcantara SpA.

Alcantara was also among the first companies in Europe to begin a serious, committed path towards **Sustainability**, in all its dimensions: economic, social, and environmental. Since 2007, the Nera Montoro production facility has held **Environmental Integrated Authorisation** (Autorizzazione Integrata Ambientale): the macro types of environmental impact are related to the use of energy from highly energy efficient plants, the storage and use of chemical products, atmospheric emissions, discharges into bodies of surface water, waste generation and management, maximizing its recovery, the internal disposal site for the sludge from the water treatment plant, the life cycle of solvents, the use of natural resources, and noise emissions. In addition, thanks to the goals achieved in reducing CO2 emissions and in developing projects related to energy from renewable sources, Alcantara has, since 2009, been certified Carbon Neutral: the Company has, in fact, measured, reduced and compensated for all the CO_2 emissions linked to the product’s entire life cycle, from the procurement of raw materials to the final product’s use and ultimate disposal, gives priority to projects that guarantee the protection of biodiversity and animals, avoiding deforestation and safeguarding the quality of the soil.

Since 2009, Alcantara has adopted an **integrated climate emissions management strategy** based on the measurement of greenhouse gas emissions, the implementation of reduction initiatives throughout its value chain, and support for climate projects through the purchase of verified carbon credits. In 2025, Alcantara obtained from TÜV Italia, the Italian subsidiary of TÜV SÜD, a verification opinion on its organisation’s carbon **neutrality declaration in accordance** with the international standard ISO 14068-1.

To document the commitment and the actions taken in favour of Sustainability, Alcantara S.p.A. prepares and publishes an annual **Sustainability Report**, which is certified and validated by an internationally recognised, third-party certification body. In addition to maintaining and strengthening the results achieved so far, Alcantara’s commitment to Sustainability is, today, focused on further reductions in the use of natural resources, also on the reduction of energy consumption and the use of energy from renewable sources, on preparing a Water Footprint Report, on developing a project to eliminate hazardous substances from the production cycle, and on implementing a CHEMICAL MANAGEMENT SYSTEM, according to the CHEM 4sustainablity® protocol applicable to the water-based and to solvent closed cycle.

MISSION

Alcantara actively engages in the **health and safety of its employees and contractors**, seeking to minimise the risk of accidents and occupational diseases. In fact, the Company goes beyond mere compliance with the mandatory standards by supplementing them with optional directives and with awareness, consultation initiatives and active involvement of workers aimed at building a real culture of health and safety.

In relation to the specific production activities, the product itself, and the context of reference and to the interested parties pertinent to its organisation, Alcantara evaluates risks and opportunities for its workers’ Health and Safety, the environment and the organisation, in the perspective of the life cycle, and identifies a series of significant environmental aspects that it can keep under control and that it can affect by minimising the impacts of its processes and products, always taking account of the improvement opportunities coming from innovations or changes connected to the activities, products, processes, technologies, and services.

These commitments, that constitute one of Alcantara’s most important priorities, are based, mainly, on the implementation of a Policy of reducing the exposure to environmental risks and risks to the health and safety or workers, ensuring healthy working conditions, constant health monitoring, including with regard to work-related stress.

THE 10 ACTION PRINCIPLES (HEALTH, SAFETY AND THE ENVIRONMENT)

The **Management** team is committed to implementing management systems designed to ensure constant control regarding environmental protection and health and safety at work.

1. **To comply with legal and other requirements** (compliance obligations) and, where necessary, to establish and to uphold internal provisions and requirements.
2. **To activate and maintain collaboration with local authorities on health, safety and environmental matters**, with a particular focus on improving energy efficiency, increasing the use of renewable energy sources, preventing energy waste and production scrap, and progressively reducing greenhouse gas emissions.
3. **To maintain a reporting system for health**, safety and environmental events, defining a system of indices to be disclosed to the relevant interested parties and to be used both in the Risk Assessment and to monitor the environmental indicators.
4. **To provide information and control measures** in order to ensure that the suppliers operating on the site apply rules, procedures, and plans appropriate to the risks related to their activities and to those inherent in the areas in which the activities are to be carried out (both in terms of the environment and in terms of health and safety at work).
5. **To define emergency plans** and to implement procedures to deal with, in an effective and timely way, emergency situations or incidents that may arise from an activity being carried out. To provide the maximum information and utmost cooperation to public authorities regarding events that might have an impact outside the site.
6. **To adopt, apply, and share an organisational model on administrative responsibility** - as per Italian law 231/2001, consistent with the policy on health and safety at work and the environment and with the Company’s internal activities - with the managers of all the main processes.
7. **To inform the interested parties of the organisational**, technical, and economic efforts undertaken **in favour of the environment, health and safety**, the level of performance achieved, the objectives, and the planned improvement programmes.
8. **To ensure the competence, training and awareness of all personnel in order** to protect health and safety, especially in the areas at greater risk, and to make personnel aware of their contribution to the effectiveness of the Management System.
9. **To ensure adequate resources and means are available to apply the policy**, to implement the Management System, to verify that it is adequate and correctly applied, to carry out periodic reviews, and to implement preventive actions and improvement measures.
10. **To commit to preventing pollution, accidents, and illness at work**, and to continuously improve management and performance in terms of health, safety and the environment.

This policy, communicated within the organisation and made available to the other parts involved, is to be applied through the definition of **objectives** and **improvement targets**, the implementation of annual Operational Plans, the implementation of the Environmental and Health and Safety Management Systems, with maximum distribution at every level in the organisation.

The Management team is responsible for ensuring that the Policy is respected.

The Management team will ensure the means and the delegation system for the safety, environmental and social accountability management system, so that the Policy can be implemented throughout the Company’s organisation.It is every employee’s duty to behave in a manner which is consistent with and complies with the provisions in the Policy.

This document, available to the public, complies with the statement made in the Health and Safety and Environmental Management Manual.

Eugenio Lolli
CEO and Managing Director

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ALCANTARA