

ALBINI GROUP

Albini Group Integrated Policy

For over 150 years, Albini Group has been a benchmark in the fashion industry for the creation of premium-quality fabrics and yarns.

As an international industrial group with more than 150 years of history, Albini Group operates globally, combining manufacturing excellence, innovation, sustainability and continuous research. Through the development of fabrics, yarns, technological solutions and systems focused on energy efficiency and industrial sustainability, the Group contributes to the responsible evolution of the textile and fashion supply chain, creating value for customers, employees, shareholders, local communities and the territories in which it operates.

Purpose of the Integrated Policy

The Integrated Policy (hereinafter referred to as the “Policy”) of Albini Group (hereinafter also referred to as the “Company”) reflects and documents the Company’s commitment to continuously improving its performance while building and strengthening relationships of trust with its stakeholders. Through the promotion of transparency, accountability and collaboration throughout the value chain, the Policy supports the creation and sharing of value for the Company and the communities in which it operates, ensuring that business activities are carried out with full respect for people and the environment and in accordance with the principles of sustainable development.

This Policy sets out the commitments through which Albini Group gives substance to its Management Systems (which may differ across production sites), its Code of Ethics, its Values Charter and, for its Italian sites, its Organisation, Management and Control Model pursuant to Legislative Decree 231/2001. Albini Group promotes the progressive development and integration of its Management Systems, drawing inspiration from the principles of the main applicable international standards and pursuing the continuous improvement of its performance.

This Policy also serves as a reference framework for the Group’s strategic decision-making, promoting sustainable and responsible growth, long-term value creation and the strengthening of business competitiveness through operational excellence, innovation and the development of people.

The principles and commitments set out in this Policy guide the decisions and actions of both the Company and its Board of Directors.

Scope of Application

This Policy applies to Albini Group and its subsidiaries, which adopt and implement it in a manner appropriate to their size, organisational and operational context, and the laws and regulations in force in the countries where they operate.

Commitments

In carrying out its activities, Albini Group is guided by the following commitments, which stem from the brand values that distinguish the Company in the marketplace.

Ethics and Compliance

Albini Group places the fundamental values of ethics and compliance at the core of its

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business. This commitment is reflected, within its Italian sites, in the adoption of a governance model pursuant to Legislative Decree 231/2001, aimed at ensuring compliance with regulations concerning corporate administrative liability. Through its Code of Ethics, the Company promotes transparent and responsible conduct across all business activities, fostering integrity and honesty.

Environmental Sustainability

Albini Group is fully aware of the environmental impact generated by its activities and is committed to continuously reducing it. This commitment is reflected in the adoption of sustainable practices throughout the entire value chain, from the selection of raw materials to the finished product, promoting the continuous improvement of environmental performance, the responsible use of natural resources and the progressive reduction of water and energy consumption.

Efficient resource management is of particular importance within the textile sector, as it is essential to ensuring long-term operational continuity, competitiveness and sustainability.

Albini Group is committed not only to complying with applicable environmental regulations, but also to providing the resources necessary to continuously improve the energy and water efficiency of its production sites, processes and equipment. The Company further promotes waste reduction and the development of increasingly circular business models, evaluating and applying best practices from the earliest stages of design and procurement.

Health and Safety

Through the continuous assessment of risks and opportunities, Albini Group ensures compliance with the requirements necessary to safeguard the health and safety of workers and all interested parties.

With specific regard to occupational health and safety, the Company is committed to conducting its activities in accordance with Legislative Decree 81/2008 and its subsequent amendments and additions. Furthermore, Albini Group applies the same prevention and protection principles across its international production sites.

Social Responsibility and Heritage

Respect for people and the communities in which it operates is a fundamental principle for Albini Group. The Company recognises its people and its heritage as key drivers of competitiveness and long-term business continuity.

To uphold this commitment, Albini Group strives to provide safe and healthy working conditions, respect human rights, promote inclusion and embrace diversity.

Quality Assurance and Customer Satisfaction

Customer service and product excellence are at the heart of Albini Group's business. To this end, the Company applies high quality standards and oversees production processes from industrialisation through to the delivery of the finished product, supported by rigorous controls throughout the value chain.

Particularly significant to the Company's business is its Fabric Testing Laboratory, accredited according to UNI CEI EN ISO/IEC 17025 and located at the Gandino Logistics

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Hub (Bergamo, Italy).

For Albini Group, quality goes beyond compliance with applicable requirements. It is a distinctive element of the Company's identity, a driver of value creation and a fundamental prerequisite for building long-lasting and trusted relationships with customers.

Innovation

Investment in innovation, research and development is a cornerstone of Albini Group's strategy. It enables the Company not only to create high-quality products, but also to identify emerging developments, anticipate market trends and respond effectively to market fluctuations.

Leadership and Value Creation

Albini Group is committed to maintaining and strengthening its position as an international benchmark within the textile industry by promoting high standards of quality, sustainability, innovation and transparency throughout the value chain. The Company operates with a long-term vision focused on creating shared value for customers, employees, shareholders, suppliers, local communities and territories, thereby contributing to the sustainable development of the textile and fashion industry.

Transparency

Albini Group is committed to maintaining a high level of transparency in all its operations and stakeholder relationships.

The Company believes that continuous improvement is made possible through clear objectives, the sharing of commitments and active collaboration with customers, suppliers and employees. In this spirit, Albini Group's production sites are always open to customers, allowing them to experience first-hand the care and attention dedicated to every stage of the production process, from product conception to final delivery.

Traceability

Albini Group considers traceability a distinctive element of its value proposition and an essential factor in ensuring transparency, reliability and trust.

The Company is committed to providing customers with increasing visibility into the origin of raw materials, production processes and relevant information relating to sustainability, compliance and supply chain responsibility. To support this commitment, Albini Group promotes innovative tools for collecting and sharing information throughout the value chain.

Each of the commitments described above provides the framework for defining objectives aimed at improving Albini Group's performance. The achievement of these commitments is dependent upon the human and financial resources available.

Quality and Customer Satisfaction Policy

Albini Group is committed to providing customers with high-quality fabrics, starting from the research and selection of the finest natural raw materials and applying the most advanced technologies and the most rigorous controls at every stage of production.

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Albini Group continuously seeks new solutions that meet the highest applicable standards while fulfilling customer requirements and expectations.

To consistently meet customer needs, all activities are carried out in accordance with the following principles:

- I. Compliance with all applicable legal and regulatory product requirements.
- II. Progressive integration of Quality Management System requirements into business processes, promoting the development of a structured approach focused on continuous improvement.
- III. Customer focus, ensuring product and service quality, attention to market needs, and ongoing support in managing customer requirements and expectations.
- IV. Leadership, establishing unity of purpose and direction at all levels in order to achieve the organisation's quality objectives.
- V. Active engagement of people, improving understanding of objectives, encouraging involvement, and fostering personal development to enhance the organisation's ability to create and deliver value.
- VI. Promoting an increasingly integrated and effective management of business processes through collaboration, performance monitoring and continuous improvement.
- VII. Maintaining a strong focus on continuous improvement.
- VIII. Strengthening a data-driven approach to decision-making through the analysis of data and information, with the aim of monitoring business performance and supporting continuous improvement.
- IX. Managing relationships with relevant interested parties, including suppliers, to achieve sustained success.
- X. Developing increasingly collaborative relationships with customers, identifying opportunities to improve products and services in order to enhance customer satisfaction, trust and loyalty

Environmental Policy

To reduce its environmental impact, Albini Group pursues the following objectives:

- I. Operating in compliance with environmental laws and regulations and with due consideration for the surrounding environment and local communities.
- II. Assessing and quantifying the environmental impacts associated with its production processes.
- III. Adopting and maintaining a risk-based approach by identifying and managing risks and opportunities related to the Environmental Management System.
- IV. Implementing and maintaining a chemical management system integrated with the Environmental Management System, with the objective of reducing the use of chemicals that may be harmful to people and the environment. This is achieved through the adoption of guidelines and standards shared across the fashion industry and by actively supporting the ZDHC Roadmap to Zero Programme.
- V. Strengthening corporate water resilience through the monitoring of water consumption and water-related risks, the continuous improvement of process efficiency and the progressive reduction of impacts associated with water use.

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- VI. Promoting circular economy models through waste reduction, resource recovery and the continuous improvement of processes.
- VII. Continuously improving environmental performance through measurable objectives and actions aimed at preventing and reducing environmental impacts.
- VIII. Contributing, where possible within its operational context, to climate change mitigation and the protection of biodiversity.
- IX. Collaborating with qualified suppliers, also considering their environmental performance and, where feasible, prioritising geographically closer supply chains in order to contribute to the reduction of the Company's carbon footprint.
- X. Applying principles of sustainability and innovation in the management of processes involving environmental aspects, as well as in the design and implementation of new initiatives.

Innovation Policy

Albini Group S.p.A. is committed to maintaining its position at the forefront of the textile industry through an innovation-driven approach focused on sustainability, continuous process improvement and the development of innovative solutions for the value chain, leveraging the capabilities of its innovation hub, ALBINI_Next.

Specifically, the Company is committed to:

- I. Becoming a leading reference point for its stakeholders in sustainable textile innovation.
- II. Developing products and processes that minimise environmental impact, with a particular focus on three key research areas: new materials, alternative dyeing technologies and green chemistry.
- III. Investing in advanced technologies, digitalisation, data analytics systems and artificial intelligence tools to optimise production, improve product quality, accelerate decision-making processes and reduce waste.
- IV. Collaborating with universities, research centres, start-ups and other companies to accelerate innovation and the development of sustainable solutions.
- V. Developing internal expertise in sustainable innovation through dedicated training programmes and external collaborations.
- VI. Transparently communicating the progress and achievements of sustainable innovation initiatives and actively engaging stakeholders and shareholders by promoting knowledge sharing and collaboration.
- VII. Actively involving customers, suppliers and local communities in innovation efforts, fostering constructive dialogue and the sharing of knowledge.
- VIII. Measuring and evaluating innovation performance to ensure continuous improvement and long-term value creation.

Occupational Health, Safety and Social Responsibility Policy

Respect for people is a priority for Albini Group. To uphold this commitment, the Company undertakes to:

- I. Ensure compliance with all applicable occupational health and safety legal requirements.
- II. Prohibit all forms of forced labour and child labour, while ensuring formal employment

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- relationships, fair wages and compliance with applicable working time requirements.
- III. Prohibit discrimination, harassment and any form of violence in the workplace.
 - IV. Identify and eliminate hazards and minimise health and safety risks through the adoption of effective preventive and proactive measures.
 - V. Implement and maintain an Occupational Health and Safety Management System to manage risks and emergency situations and continuously improve health and safety performance.
 - VI. Promote the involvement, participation and motivation of all workers and relevant interested parties by ensuring effective and widespread communication.
 - VII. Strengthen the safety culture across the organisation through targeted training and development programmes.
 - VIII. Respect and safeguard workers' freedom of association and the right to collective bargaining, in accordance with applicable laws and regulations.
 - IX. Ensure appropriate management of occupational health and safety matters in alignment with business objectives, guaranteeing that all relevant personnel possess the necessary competencies.
 - X. Provide safe and healthy working conditions and workplaces for the prevention of work-related injuries and ill health.
 - XI. Foster inclusive working environments that value and support human capital.
 - XII. Promote an increasingly responsible and transparent supply chain by encouraging supplier engagement on ethical, social and compliance-related topics.
 - XIII. Continuously seek and adopt improved production and support technologies, eliminating risks wherever possible and, where elimination is not feasible, reducing them to the lowest practicable level.
 - XIV. Support the professional growth of employees through structured competency development programmes, continuous learning opportunities and the recognition and development of talent.

Energy Policy

Albini Group considers energy to be a strategic factor for industrial competitiveness, operational resilience and environmental sustainability. For this reason, the Company promotes the progressive integration of renewable energy sources, the continuous improvement of energy performance and the development of innovative solutions aimed at reducing environmental impacts and creating value throughout the value chain.

To achieve these objectives, Albini Group is committed to:

- I. Implementing advanced monitoring and measurement systems to optimise energy use and identify energy-saving opportunities.
- II. Adopting technologies and practices that reduce energy consumption, minimise waste and improve the efficiency of business processes.
- III. Investing in sustainable and innovative energy solutions, including renewable energy sources and advanced energy-saving technologies.
- IV. Ensuring compliance with all applicable energy-related laws, regulations and standards, while promoting the progressive reduction of environmental impacts associated with energy consumption.

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- V. Promoting an approach focused on the continuous improvement of energy performance through the monitoring of energy consumption, data analysis and the assessment of risks and opportunities.
- VI. Prioritising the procurement of products and services that contribute to improving energy performance.
- VII. Integrating the evaluation of energy aspects into the design, selection and procurement processes for machinery, equipment and facilities.
- VIII. Regularly communicating progress and achievements relating to energy performance.
- IX. Fostering a corporate culture that encourages the responsible use of energy and the reduction of energy waste.


For Albini Group, raising awareness among interested parties regarding the commitments set out in this Policy is of primary importance. To this end, the Company promotes dialogue and engagement through appropriate processes and tools and communicates its performance in a transparent manner. This document is communicated to all employees and made available to interested parties. It is publicly accessible and available upon request.

The Management and the Board of Directors recognise this Integrated Policy as a fundamental tool for guiding the Group's strategic decisions, promoting the continuous improvement of performance and strengthening over time its reputation, competitiveness and ability to create sustainable value for all interested parties.

Management is committed to implementing and maintaining the Integrated Management System in compliance with the applicable regulations in the countries where the Group operates and in accordance with the direction established by this Policy. Management further undertakes to periodically review this document and the Management Systems to ensure their continued suitability in light of internal and external changes affecting the organisation's context, while providing all necessary resources to achieve the commitments set forth herein.

Date: 29 May 2026.


Chairman of the Board of Directors
Fabio Albini


Vice Chairman of the Board of Directors
Andrea Albini