Whistleblowing

Policy

FLOS
B&B ITALIA
Group

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Introduction

The purpose of this Whistleblowing policy, as adopted and implemented by each of Flos B&B Italia Group's group companies[1], is to allow employees, board members, and all third parties directly or indirectly operating on behalf of the Group (including self-employed persons, trainees, shareholders and members of the internal supervisory boards, as well as collaborators, freelancers and consultants, volunteers, agents, distributors, suppliers, business partners, etc.) (hereinafter, the "Recipients") to report violations of any policies and procedures adopted by the Group companies, as well as any other issues or legal violations that could lead to financial losses or otherwise seriously damage any of the Group companies and their reputation, or have an impact on the lives or health of individuals.

This Whistleblowing policy complements Group's Code of Ethics and any other policies and procedures adopted by the Group companies, including – with respect to the Italian Group companies – organizational models adopted pursuant to Italian Legislative Decree No. 231/2001 or – with respect to the non-Italian Group companies – any other national provisions implemented by the Group companies[2]. It is disseminated widely among the Group's employees and made available to any new hires as part of their induction, and to the other Recipients together with Group's Code of Ethics and/or Supplier Code of Conduct, as applicable.

Pursuant to the applicable law and regulations, including, when applicable, Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law and any implementing local laws or regulations, this Whistleblowing policy guarantees confidentiality and protection from any form of discrimination or retaliation to those submitting reports, and sets out the procedures to be followed in order to handle reports and investigations.

Please note that, to be taken into consideration, a report must be based on reasonable grounds. Disciplinary measures may apply to those submitting reports with gross negligence or in bad faith.

The Whistleblowing Policy was approved by the board of directors of Flos B&B Italia Group S.p.A. on November 25, 2022, and it was last updated on December 4, 2025.

Scope of use

Matters covered by the whistleblowing scheme

Our purpose is reflected in the values that inspire the way each of us operate and that we expect all of our suppliers to respect. Reports shall be submitted pursuant to this Whistleblowing Policy

[1] Any reference to the "Group" or to the "Group companies" is to Flos B&B Italia Group S.p.A. and all of its directly or indirectly controlled subsidiaries.

[2] For the purposes of this Whistleblowing policy, any reference to the Italian Legislative Decree No. 231/2001 and the Supervisory Body affects only the Italian Group companies.

when serious offences have been committed – or are suspected – that could impact any of the Group companies, or have a major impact on the life or health of individuals.

In particular, the following actual or suspected violations must always be reported:

1. any illegal conduct implying one or more offences that could result in any of the Group companies' liability, also pursuant to Italian Legislative Decree No. 231/2001 or any similar national provisions;
2. any material violation of the relevant Group company's organizational models and/or procedures, including those adopted pursuant to Italian Legislative Decree No. 231/2001 or any similar national provisions implemented by the Group; and
3. any conduct that is carried out in violation of Group's Code of Ethics, as adopted and implemented by each Group company, or in violation of other applicable laws and regulations.

Examples of reportable matters include, and are not limited to:

- serious violations of the applicable laws on financial crime, including, but not limited to, embezzlement, bribery, corruption, theft, violations of competition law, fraud and document forgery, or assisting third parties to do so;
- irregularities in the areas of accounting, internal accounting control and auditing;
- serious breaches of occupational safety;
- commercial fraud or violation of applicable IP law and regulations;
- breaches of the applicable laws on product safety and compliance and on consumer protection;
- breaches of laws and regulations for the protection of privacy and personal data;
- serious cases of discrimination, violence or harassment;
- serious environmental crimes; and
- other serious breaches of provisions of the Code of Ethics, the Supplier Code of Conduct, and other policies and procedures, including violations of this Whistleblowing Policy.

Violations by other employees or board members of Flos B&B Italia Group or any of the Group companies shall be reported. Actions that cannot be attributed to a single person but may be due, for example, to a fault in the Group companies' organizational systems shall also be reported. The violation must have been committed by Flos B&B Italia Group, a Group company, or by a company that is not part of the Group to which a Group company has outsourced any of its obligations.

The violation is considered to have been committed by a Group company when acts and omissions made on behalf of, in the interest of, or to the advantage of such company lead to a potential violation. Violations committed by a company that is not part of the Group will be covered by the Whistleblowing policy when acts and omissions made in connection with a Group company's outsourced obligations lead to a potential violation.

Less serious violations, and HR-related matters such as dissatisfaction with pay, incompetence, difficulties in working together, absences from work and violation of internal guidelines on smoking, consumption of alcohol or other forms of inappropriate behaviour, cannot be reported under the scheme. Such matters must be reported via the usual channels, for example by directly contacting one's immediate superior or local representatives. If such matters are reported pursuant to this Whistleblowing policy, the reports will be deleted.

If in doubt, you are encouraged to make a report, as a detailed assessment of whether the report falls within the scope of this Whistleblowing policy will be made on a case by case basis.

Right to report potential violations

All Recipients of this Whistleblowing policy, as defined above, are entitled to submit reports pursuant to its provisions, provided that such reports:

1. fall within the scope of this Whistleblowing policy, as defined above;
2. are based on reasonable grounds and concern facts directly discovered by the reporting persons and are not based on mere rumor; and
3. are made in good faith and without any malicious intent to cause unfair harm to the person being reported (hereinafter, the "Reported Person").

Whistleblowers are under no obligation to identify themselves when making a report, and reports may be submitted anonymously. However, anonymously submitted reports raise particular concerns as to their verifiability and credibility, and will only be taken into consideration when alleging serious violations and meeting the conditions set forth under the next Paragraph. In particular, anonymous reports are often difficult to investigate if the whistleblower has not provided sufficient information or if there is no possibility to contact or interview him/her or the other involved parties. Furthermore, in case of anonymous reports, the reporter may be unable to qualify for whistleblower protections if there is no record of the report linking to him/her as an individual. In any case, this Whistleblowing Policy applies with no limitation to anonymous whistleblowers who are later identified. Also, the identity of the whistleblower will be protected both in the disciplinary and in the criminal proceedings.

Given the above, the Group encourages whistleblowers to identify themselves or ensure that as much detail is provided (what happened, when, witnesses and any other supporting information)

in order to allow whistleblowers' effective protection against any retaliation and better manage the reports if further information would be necessary.

Please also note that disciplinary measures may apply to those submitting reports with gross negligence or in bad faith.

External reporting channels

In addition to the internal reporting channel, employees, contractors, suppliers, and other persons who have work-related contacts with the Group, may also qualify for submission of an external report to the competent authorities pursuant to Directive (EU) 2019/1937 and national regulations, depending on their location and relationship with the Group. External reporting channels allow for both written and oral reports. Oral reports can be made by telephone or other voice messaging systems and, at the request of the reporting person, by a face-to-face meeting within a reasonable period of time.

The Group's Whistleblowing Policy and internal whistleblowing channel comply with the requirements of Directive (EU) 2019/1937, they provide for effective and confidential investigation of the reports, and they protect whistleblowers against any form of retaliation. The external reporting channels established by the competent national authorities shall only be used (i) after having reported through the internal reporting procedure established under this Policy without having received any feedback, (ii) if the internal reporting system is not active, available or it does not comply with the requirements provided for the applicable laws, (iii) when the whistleblower has reasonable grounds to believe that a report cannot be safely or effectively be investigated internally or that such report may result in the risk of retaliation, or (iv) in case the reportable event may cause an imminent or obvious risk for the public interest. Please also note that not all matters covered by Group's Whistleblowing Policy may be reported through nationally established external whistleblowing channels.

Additional information on external reporting requirements, scope, and procedures applicable in the main EU locations of the Group are available at the following links.

Denmark	https://whistleblower.dk/english
Italy	https://www.anticorruzione.it/-/whistleblowing
Spain (Comunidad Valenciana)	https://www.antifraucv.es/en/complaints-mailbox-2/

The Group invites whistleblowers to make internal reports first, so that it can follow up on them without delay and remedy possible grievances promptly. However, this is not mandatory before a report is made via external reporting channels when the conditions set our above are met.

Reporting Procedure

Reports submitted pursuant to the provisions set forth by this Whistleblowing Policy are addressed to the relevant Group company's Ethics Committee, established pursuant to Group's Code of Ethics, as adopted and implemented by each Group company, and composed as set out in Annex A below. For those Group companies that have elected a Supervisory Body pursuant to Italian Legislative Decree no. 231/2001 or any similar national provision implemented by the Group companies, the relevant Ethics Committee includes an independent member of the Supervisory Body (the "Independent Member").

Reports shall be submitted electronically, by completing and submitting an online reporting form available at the following link: https://ethicsflosbebitaliagroup.integrityline.com/frontpage.

Electronic submission of the report represents the primary channel for reporting purposes, and it guarantees full confidentiality to the whistleblower and in the handling of the report and of any related investigations. Although whistleblowers are encouraged to provide their contact details with their report, the online reporting channel also allows anonymous reports, as well as reports including attachments and voice messages.

However, in certain circumstances, whistleblowers may elect to submit a report offline to a particular member of the Ethics Committee either by phone call or through an in-person meeting. These circumstances may include: (a) the temporary unavailability of the online reporting channel (*e.g.*, due to a malfunctioning); (b) the whistleblower's inability to submit an electronic report; and (c) instances in which the whistleblower believes a member of the Ethics Committee might have a conflict of interests and should not have access to the report.

Information on the members of the relevant Ethics Committees and on the Independent Member's e-mail contact are available under Annex A to this Whistleblowing Policy. The request for an in-person meeting shall be addressed: (I) to the e-mail address of the Independent Member, or (II) via phone to the other members of the Ethics Committee.
When contacting a member of the Ethics Committee to request an in-person meeting, whistleblowers shall clarify that they are contacting the member in order to make a whistleblowing report, and that they wish to avail themselves of the protections afforded by the Whistleblowing Policy. Other than for purposes of requesting an in-person meeting, e-mails shall not be used to submit a whistleblowing report. Information on the subject matter of the report shall not be included in the e-mail requesting an in-person meeting. Reports made by e-mail will be entered into the online reporting platform and treated accordingly.

Both reports submitted electronically and reports addressed by phone call or in person to a member of the Ethics Committee are handled following the procedure set forth under this Whistleblowing Policy. However, when a report concerns in full or in part a member of the Ethics Committee, such report shall be handled without involving the reported member of the Ethics Committee. In any case, all reasonable measures to ensure the reporting person's confidentiality will be taken, pursuant to the provisions of this Whistleblowing Policy and the applicable legal and regulatory framework.

Complete and accurate records of phone calls and in person meetings shall be kept in a durable and retrievable form and made available to the reporting person in order to provide her with the opportunity to check, rectify and agree with the transcript by signing it.

In order to be taken into consideration, reports must be sufficiently detailed and based on reasonable grounds, and must enable adequate verification of such grounds by providing, as way of example and not limited thereto, the following information, along with any supporting documents:

- details of the reporting person (e.g. name, position), when the report is not submitted anonymously;
- a clear and complete description of the reported conduct, including any omissions;
- the circumstances of the time and place in which the reported acts were committed;
- the persons involved, and company structures/organisational units involved;
- any third party involved or potentially harmed;
- any documents confirming the validity of the facts reported; and
- any other information that could provide useful verification of the reported facts.

Reports submitted anonymously will only be taken into consideration when they are based on sufficient grounds, are appropriately detailed and are related to potentially serious offences or violations. The credibility of the facts reported and the possibility of verifying the alleged information will be considered among the relevant factors in assessing anonymous reports. This Whistleblowing Policy applies with no limitation to anonymous whistleblowers who are later identified.

In light of the above, the Group encourages whistleblowers to identify themselves or ensure that as much detail is provided (what happened, when, witnesses and any other supporting information) in order to allow whistleblowers' effective protection against any retaliation and better manage the reports if further information would be necessary.

When receiving reports outside of the official whistleblowing channels specified above, all those subjects to this Whistleblowing policy shall, when material, promptly submit a whistleblowing report through one of the official whistleblowing channels, including any original document and/or any attachments thereto, and comply with the following:

1. confidentiality of the information received must be guaranteed;
2. the person submitting the original report must be asked to comply with the provisions of this Whistleblowing Policy; and
3. in any case, refrain from undertaking independent investigations or activities in relation to the content of the report.

Protection of reporting Persons

Pursuant to the applicable legal and regulatory framework, the Group guarantees strict confidentiality, through the implementation of technical and organizational measures, as to the identity of those submitting reports based on reasonable grounds and in good faith pursuant to the provisions of this Whistleblowing Policy.

Any direct or indirect form of discrimination, harassment, or retaliation against those submitting reports and in connection with the submission of such reports is prohibited. Retaliation includes not only cases where retaliation has already occurred, but also those where it is only attempted or threatened in connection with a report. Retaliatory measures can be reported to the relevant national authorities.

The protections provided for in this policy also apply to persons close to the whistleblower (e.g. facilitators, colleagues with a regular and current relationship, persons in the same work environment who are related to the whistleblower).

Pursuant to the provisions of this Whistleblowing Policy, and to the extent permitted by the applicable labour laws, disciplinary measures shall apply to those violating any rules, policies or procedures put in place by the Group Companies in order to protect the rights of those submitting reports.

The confidentiality of the identity of the reporter, the facilitator and the persons other than the reporter mentioned in the report is guaranteed. The identity of the person making the report and any other information from which this identity may be inferred, directly or indirectly, may not be disclosed without the express consent of the person making the report to persons other than those competent to receive or follow up the reports. As further specified under the following Paragraph, reports may not be used beyond what is necessary to adequately follow them up.

Handling Reports & Personal Data

The collection, processing and possible disclosure of personal data submitted in connection with this Whistleblowing Policy are subject to the data protection laws, including the General Data Protection Regulation no. 2016/679 of 27 April 2016 (hereinafter, the "GDPR") and any other applicable local law on data protection.

This Paragraph describes the way whistleblowing reports are handled in connection with personal data, and the rights of the persons submitting such reports, being reported, or any other person mentioned in the report (hereinafter, also the "Data Subject", or "You") in relation thereof.

Your personal data being processed are either provided by You in connection with Your report, or provided by others in connection with their report to this Whistleblowing Policy, where You are mentioned.

Information on the processing of personal data

Information regarding the processing of personal data in connection with handling a report is provided to the reporting person when the report is received and processing is initiated. However, this information may be withheld following a specific assessment, if it needs to be postponed in the given circumstances for the sake of the investigation, or based on a significant and legitimate interest of Flos B&B Italia Group or any of the Group companies, which outweighs consideration of the interests of the reporting person concerned.

Notification about the processing of the reported person's personal data will, where relevant, be withheld in accordance with applicable data protection rules, including Article 14(5) of the General Data Protection Regulation.

Categories of Data Subjects

Handling a report involves the processing of personal data about the reporting person (unless the report has been filed anonymously), the person being reported and, in some cases, other persons mentioned in the report.

Categories of Personal Data

The primary personal data processed in connection with a report will be the name and contact details of the reporting individual, where the report is not submitted anonymously, as well as those of the reported person, and a description of the matter/incident leading to the report, including, where appropriate depending on the type of report made and the complained conduct or reported event, information on criminal offences and other purely private matters.

Investigation of the report may involve the collection and processing of additional personal data (including special categories of personal data, such as racial origins, political opinion, religious beliefs, trade union membership, and health data, depending on the content of the whistleblowing reports), holding interviews with the employees and board members involved, employment sanctions, reporting to relevant authorities and the police, etc.

In any case, the Group only processes personal data that are strictly and objectively necessary to verify the reported conduct, follow up on the report received and proceed to its resolution. Any information that is not relevant for the relevant reporting, shall not be submitted.

Any special categories of personal data or data relating to criminal convictions and offenses received within the report or gathered during the investigations will be processed where strictly necessary only and, in any case, within the limits set forth by the applicable laws, including Articles 9 and 10 of the GDPR. Should the Group, even accidentally, collect any unnecessary personal data, such personal data will be promptly deleted.

Legal basis for processing Personal Data

The processing of personal data in relation to (potential) violations covered by this Whistleblowing Policy is based on (i) Your express request to verify the facts alleged in the report You submitted according to Article 6(1), lett. (b) of the GDPR, (ii) the need for Flos B&B Italia Group and the Group companies to comply with a legal obligation pursuant to Article 6(1), lett. (c) of the GDPR - for the companies under the regime of the Directive (EU) 2019/1937 and any implementing local laws or regulations, including the Italian Legislative Decree no. 24/2023, and (iii) Flos B&B Italia Group and the Group companies' legitimate interest to ascertain, exercise or defend a right or a legitimate interest of the Group or other third-parties before the competent authorities, as well as to prevent fraudulent, illegal or irregular conduct as per Article 6(1), lett. (f) of the GDPR. This legitimate interest has been appropriately assessed by the Group and it is deemed to outweigh the interests of Data Subjects not to be subject to processing, or the fundamental rights and freedoms of Data Subjects, pursuant to Article 6(1), lett. (f) of the GDPR. Regarding special categories of personal data or information about criminal convictions and offences, the legal basis for processing is the relevant public interest referred to in the Directive (EU) 2019/1937 and relevant local implementing laws and regulations, and in any case within the limits set forth by Article 9 and Article 10 of the GDPR.

Transfer to third countries

If the processing of Your personal data involves transfer to countries outside the EU/EEA, for example due to the use of a hosting provider located in a non-EU country, Flos B&B Italia Group or the relevant Group company will ensure that such a transfer is lawful, and that the GDPR's requirement to establish adequate protection for the transfer is met.

In particular, whenever Your personal data is transferred to countries that according to the European Commission do not offer adequate security measures, the Standard Contractual Clauses adopted by the European Commission will be stipulated and any necessary technical and organizational measures to ensure an adequate level of protection of Your personal data will be adopted.

Data Subjects' rights

As a Data Subject, You have the following specific rights, unless the applicable data protection laws and regulations provide for particular exceptions:

1. right of access: You have the right to request access to the personal data being processing about You, and also the right to obtain a copy of Your personal data and receive information about:
    - the purpose of processing;
    - the categories of personal data involved;
    - recipients or categories of recipients, including recipients in any third country, and the safeguards provided for the transfer of personal data thereto;
    - the applicable retention period or the criteria for determining it;

      and
    - where Your personal data originate from.
2. right to rectification: You have the right to request that incorrect personal data about Yourself be rectified, and that incomplete personal data be made complete;
3. right to erasure: You have the right to request that personal data about Yourself be deleted under certain circumstances;
4. right to restriction: You have the right to request restriction of processing of Your personal data, for example where the accuracy of the personal data is disputed;
5. right to data portability: You have the right to request to receive the personal data You have provided to us in a structured, commonly used and machine-readable format, and to request that this personal data be transmitted to another data controller, if certain conditions are met;
6. right to object: You have the right to object to the way Your personal data is being processed as part of the processing of the whistleblowing report. If the objection is justified, the processing of the personal data may not take place. However, the controller

shall be entitled to continue processing by demonstrating that there are compelling legitimate reasons overriding Your interests, rights and freedoms;

7. right to appeal to the relevant Data Protection Authority pursuant to the GDPR and any applicable national laws and regulations, if You disagree with the way in which Your personal data are being processed. However, we encourage those subject to this Whistleblowing Policy to contact the relevant local officers first, in order to try and reach a solution;

According to Article 2-*terdecies* of the Italian Legislative Decree 196/2003, as lastly amended by the Italian Legislative Decree 101/2018 and Law Decree 139/2021 (so called "Italian Privacy Code"), in case of death, the abovementioned rights may be exercised by another person entitled who has its own interest or acts as Your mandatory, or family reasons that need to be protected exist. You can expressly avoid the exercise of some of the abovementioned rights by Your successors submitting a written request to the relevant Group Company acting as data controller. Such declaration may be, at any time, withdrawn or modified with the same modalities.

According to Articles 2-*undecies* and 2-*duodecies* of the Italian Privacy Code and Article 23 of the GDPR, the Group has the right to restrict or delay the exercise of the said rights, within the limits provided for by the applicable legal provisions, especially where there is a risk of actual, concrete and otherwise unjustified prejudice to the confidentiality of the whistleblower's identity and when the capacity to effectively ascertain the grounds for the report or gather necessary evidence may be compromised.

Confidentiality and anonymity

If You have indicated that You wish to submit a report anonymously, and have inadvertently provided personal data about Yourself, those receiving the report shall delete such personal data before further handling the report.

In any case, Your confidentiality shall be protected to the maximum extent permitted, especially with reference to Your identity, which shall not be disclosed either to the reported person or third parties, unless this is necessary to seek protection in court, fulfil legal obligations and otherwise within the limits provided for by law, in order to avoid cases of direct or indirect retaliation, threats, violence, or discrimination against You for reasons directly or indirectly connected with the report. The confidentiality of Your identity cannot be guaranteed in the event of an unlawful report (i.e., that is revealed unfounded based on objective elements and for which the concrete circumstances that were ascertained during the investigation phase lead to believe that it was presented in bad faith or with extreme negligence).

Furthermore, if the investigation becomes subject to an external body, such as the police, Flos B&B Italia Group and/or the relevant Group company may be required by law to reveal Your identity, if it is aware of it.

Recipients of personal data

It may be necessary for Flos B&B Italia Group or the relevant Group company to exchange personal data from a report with others. In this case, personal data are exchanged with the following categories of recipients:

1. relevant units/departments within Flos B&B Italia Group or the relevant Group Company's organisation, duly authorized and instructed by Flos B&B Italia Group or the relevant Group company for the purposes thereof;

2. data processors, including external data processors, who manage the whistleblowing channels on behalf of and under instructions from Flos B&B Italia Group or the relevant Group company, while providing legal, technical, or administrative assistance;

3. external advisors, who, for example, provide legal assistance in connection with handling a specific report; and

4. public authorities, such as the police, if sharing the information acquired to such public authorities is required.

In any case, Flos B&B Italia Group or the relevant Group company communicates Your personal data to the aforementioned recipients only where strictly necessary to achieve the purposes of the processing. Your data will not be disseminated.

Deletion of personal data

The personal data will be deleted immediately if the report does not fall within the scope of this Whistleblowing Policy or proves to be manifestly ungrounded, or if the information is not correct. However, if it is determined that the report may have been submitted in bad faith or with gross negligence, so that a disciplinary measure pursuant to this Whistleblowing Policy may apply, the data will be stored for the purposes thereof and the time necessary thereto, according to the internal HR guidelines for the deletion of personal data.

The report may entail an obligation to report the matter, and to disclose personal data to competent authorities in the given area, including the police. If a report is made to the police or other relevant authorities, the personal data will be deleted when it is no longer necessary to store it, and no later than immediately after the case is closed with the relevant authorities.

If the personal data concern an employee in another company, and there is a reasonable basis for disclosing the personal data to that company, the data will be deleted immediately after such disclosure, unless documentation requirements mandate continued storage.

Reports that fall within the scope of this Whistleblowing Policy, including anonymous reports, will be deleted as soon as the report has been finally handled, including where the limitation period for any legal claim has been exceeded.

If disciplinary action is taken against the reported employee on the basis of the information collected, or there are other objective reasons why it is necessary to continue to store the data on the employee, the data will be stored in the employee's file and deleted in line with internal HR guidelines for the deletion of personal data.

The information will also be deleted if no report has been made to the police or other relevant authorities within two months of the conclusion of the investigation into the reported allegations, or if the information has not been transferred to an employee case within that period.

In no case shall the data concerning a whistleblowing report be stored for more than five years following the communication of the final results of the investigation pursuant to the next Paragraph.

Investigations & Outcome

Upon receipt of a report pursuant to the provisions of this Whistleblowing Policy, the relevant Ethics Committee shall review such report in order to assess whether its content falls within the scope of this Whistleblowing Policy, as defined above, and whether the allegations contained therein are based on reasonable grounds.

To this end, when a report was submitted by phone call or in person to a member of the Ethics Committee, such member shall promptly share the report with the remaining members of the Ethics Committee, unless the report is about any such members.

In those Group companies that have adopted an organizational model and have appointed a Supervisory Body pursuant to Italian Legislative Decree No. 231/2001, or any similar national provisions implemented by the relevant Group company, the Independent Member of the Ethics Committee, as defined above, shall be responsible for identifying reports alleging the commission of offences or any other facts potentially relevant under Italian Legislative Decree No. 231/2001, or any similar national provisions. The Independent Member shall forward such reports to the relevant Supervisory Body, pursuant to the applicable procedures.

Except for this case, the Ethics Committee shall determine whether a report deemed material and apparently based on reasonable grounds requires investigation in order to verify the facts alleged therein. Such investigations may include requesting further information from the reporting person

and the person being reported, involving other corporate functions or employees, and appointing external consultants.

The Ethics Committee shall report any verified violation to the relevant corporate bodies in order to determine the kind of disciplinary measures and/or sanctions to be applied pursuant to the Group's Code of Ethics, as adopted and implemented by each of the Group companies, employment law and contracts, and any other applicable policies and procedures.

If the Ethics Committee determines that a report's allegations are not true and that the report was submitted in bad faith or with gross negligence, the Ethics Committee shall report it to the relevant corporate bodies in order to determine the kind of sanctions to be applied pursuant to this Whistleblowing Policy.

The reporting person shall receive acknowledgment of receipt of the submitted report within seven days of that receipt, and be timely informed of any assessment as to the reports submitted and as to the status of any investigation, unless such information would compromise the results thereof. The reporting person is entitled to be provided with feedback from the Ethics Committee as to the results of the investigations within three months from the acknowledgement of receipt of the report.

The reported persons shall be informed as well, pursuant to the applicable employment laws and regulations and to the provisions set forth in this Whistleblowing Policy.

Ethics Committees' reports

Each Ethics Committee shall submit to the relevant Group company's Board of Directors an annual report of the activities carried out during the relevant period in relation to the relevant Group company (the "Ethics Committee's Report"). In companies that have appointed a Supervisory Body pursuant to Italian Legislative Decree No. 231/2001 or any similar national provisions implemented by the Group companies, such Ethics Committee's Report shall be a half-year report addressed to the Supervisory Body and in the Supervisory Body's periodic report to the relevant Group company's Board of Directors.

The Ethics Committee's Report shall include a description of:

- the number and nature of reports received pursuant to the Whistleblowing Policy in relation to the relevant Group company;
- the status of such reports and of any related investigations; and
- the number and kind of disciplinary measures and/or sanctions recommended.

Flos B&B Italia Group's Ethics Committee (the "Group Ethics Committee") shall be responsible for monitoring the general status of compliance with this Code of Ethics across the Group. To this end,

each Ethics Committee shall submit to the Group Ethics Committee a half-year report of the activities carried out during the relevant period (the "Group Reports").

Each of such Group Reports shall include, in particular:

- an assessment of the status of implementation of and compliance with this Code of Ethics in the relevant Group companies, and a description of any implementing or verification activities carried out in the relevant period;
- an aggregate description of the number and nature of the whistleblowing reports submitted to the relevant Ethics Committee pursuant to the Whistleblowing Policy during the relevant period, and of the activities carried out in relation to such reports;
- a summary description of any detected material violation of this Code of Ethics, of the Supplier Code of Conduct, or of any other compliance policies and procedures implemented by the relevant Group companies, or, if that is the case, a statement that no such events occurred during the relevant period.

In addition, each Ethics Committee shall promptly notify to the Group Ethics Committee any detected material violation that is particularly serious and/or may result in any liability of, or monetary or reputational loss for, the relevant Group company, Flos B&B Italia Group, and/or the Group.

The Group Ethics Committee may submit follow-up questions to any Ethics Committee, as well as recommendations on implementing or remedial measures to be undertaken across the Group companies in order to guarantee the highest level of compliance with this Code of Ethics.

The Ethics Committee's Report submitted by the Group Ethics Committee to Flos B&B Italia Group's Supervisory Body shall include reference also to the information it received through the Group Reports submitted by the Ethics Committees of the Group companies, as well as to any activities carried out in relation thereto.

Disciplinary Measures

Upon recommendation from an Ethics Committee, those violating the rights of reporting persons pursuant to this Whistleblowing policy and the applicable laws and regulations, shall be subject to disciplinary measures, including termination of employment, as permitted under applicable employment and labour laws and regulations.

To the extent permitted by the applicable labour laws, disciplinary sanctions will also apply to those submitting reports in bad faith, when liability for defamation or slander based on intent or gross negligence is established by means of a first-instance criminal or civil decision.

Please note that other civil, criminal, or administrative sanctions may still apply for, among others, defamation, discrimination, and harassment, and are not substituted by any disciplinary measures applied by Flos B&B Italia Group or any of the Group companies pursuant to this Whistleblowing policy.