

CODE OF ETHICS MARTEX S.P.A.

1. INTRODUCTION

Martex conceives the workplace as a human, dynamic and relational ecosystem, capable of positively influencing people's well-being, the quality of interactions, and the way work is experienced every day.

With more than forty years of experience in the office furniture industry, Martex has evolved its approach from the object to the space, from function to experience, creating environments where design, materials, architecture and human relationships coexist in harmony.

The Human Habitat vision guides the company in designing contemporary, fluid and flexible workplaces that foster well-being, collaboration, concentration and quality of life.

This Code of Ethics defines the principles, values and standards of conduct that guide Martex in carrying out its business activities and in its relationships with employees, collaborators, customers, suppliers, partners and stakeholders.

The Code represents a tangible commitment to:

- integrity and transparency;
- social and environmental responsibility;
- people-centred values;
- a culture of collaboration;
- sustainability;
- design excellence;
- compliance with applicable laws and regulations.

Martex promotes the dissemination of this Code to ensure that its principles are shared and applied throughout every area of the company.

1.1 Recipients of the Code of Ethics

This Code applies to members of the Board of Directors, Statutory Auditors, employees, collaborators, partners, suppliers and all individuals acting in the name of, or on behalf of, Martex.

2. IDENTITY AND VISION

2.1 Human Habitat

Martex develops furniture solutions designed around people and the way they experience work today.

Through research, materials, flexibility and a strong design culture, the company creates products that enhance well-being, relationships and the quality of everyday working life.

Every solution originates from listening to the needs of those who will use the spaces and from close collaboration with architects and designers, with the aim of creating workplaces that are more human, dynamic and welcoming.

2.2 La Piazza®

Martex interprets the contemporary workplace through the concept of La Piazza®, a central, open and relational space inspired by the cultural and social significance of the Italian piazza.

La Piazza® represents a place for meeting, sharing and collaboration, capable of connecting people, activities and different functions.

This design approach promotes workplaces that are more human, inclusive and dynamic.

2.3 Design culture

Martex considers design a powerful tool for improving quality of life and human relationships.

Technical expertise, manufacturing know-how, innovation and design sensitivity are fundamental elements of the company's identity.

Every solution is developed through continuous dialogue with customers, architects, designers and partners, with the objective of creating coherent, functional and authentic experiences.

3. ETHICAL PRINCIPLES

3.1 Integrity and fairness

Martex conducts its business in compliance with applicable laws, the principles of professional fairness, and



the values of transparency and good faith.

All business activities must be carried out with responsibility, loyalty and mutual respect.

No conduct that is contrary to the law or to the principles set out in this Code may be justified by the pursuit of economic or business interests.

3.2 People at the centre

People are Martex most valuable asset.

The company promotes a working environment that respects the dignity, freedom and uniqueness of every individual.

Martex values:

- listening;
- collaboration;
- professional development;
- inclusion;
- work-life balance;
- organisational well-being.

3.3 Inclusion and equal opportunities

Martex guarantees equal opportunities and does not tolerate any form of discrimination based on:

- age;
- gender;
- nationality;
- personal orientation;
- physical or social conditions;
- religious or political beliefs.

Offensive, intimidating or otherwise disrespectful behaviour that undermines an individual's dignity is also strictly prohibited.

3.4 Collaboration and respect

Relationships among colleagues, collaborators, customers, suppliers and partners shall be based on:

- fairness;
- collaboration;
- transparency;
- mutual respect;
- professional responsibility.

Martex encourages open dialogue, constructive discussion and the sharing of knowledge and expertise.

3.5 Professional responsibility

Every employee and collaborator is expected to perform their duties with competence, commitment and a strong sense of responsibility.

Decisions must always be made in the best interests of the company, avoiding situations involving conflicts of interest or any conduct that could compromise impartiality and professional integrity.

3.6 Confidentiality and information protection

Martex safeguards its corporate, technical, commercial and design-related information.

Employees and collaborators are required to:

- use information exclusively for business purposes;
- ensure the confidentiality of data;
- comply with all applicable privacy and personal data protection regulations.

Confidential information must not be disclosed or used improperly.

3.7 Responsible use of technology

Company IT systems and digital tools must be used responsibly, appropriately and securely.

The following are strictly prohibited:

- using company resources for unlawful purposes;
- compromising the security of information systems;
- distributing inappropriate content;
- using unauthorised software.

Martex also promotes the responsible and ethical use of digital technologies.

3.8 Financial transparency and tax compliance

Martex manages its financial and accounting activities in accordance with the principles of truthfulness, accuracy, completeness and transparency. Every financial transaction must be properly authorised, verifiable, legitimate and supported by appropriate documentation, ensuring the accurate reconstruction of the company's financial records and business activities. Any conduct that may compromise the transparency or traceability of financial transactions is strictly prohibited, including the creation of false, incomplete or misleading accounting records or the concealment of information required for financial reporting or audits. Martex also ensures the timely and accurate fulfilment of all tax obligations in compliance with applicable laws and regulations.

3.9 Prevention of criminal offences, anti-corruption and anti-money laundering

Martex rejects and condemns all forms of corruption, whether in the public or private sector. Any practice involving the offering, promising or giving of money, gifts, benefits or other advantages to public officials, customers, suppliers or third parties for the purpose of obtaining an improper advantage for the company or for oneself is strictly prohibited. Business courtesies, such as gifts or hospitality, are permitted only when they are of modest value, comply with company policies and cannot compromise the integrity, impartiality or reputation of the parties involved. The company is also committed to full compliance with anti-money laundering legislation. Recipients of this Code are required to verify the legitimacy and reputation of business partners before entering into commercial relationships or carrying out transactions that could even potentially be associated with unlawful activities or the laundering of proceeds of crime.

3.10 Relations with Public Authorities and Supervisory Bodies

Martex conducts its relationships with Public Authorities, Public Institutions and Supervisory Bodies with the utmost cooperation, transparency, fairness and good faith. The management of negotiations, participation in public procurement procedures, and applications for licences, permits, concessions or public funding shall be entrusted exclusively to duly authorised company functions, in full compliance with applicable laws and the principles of fair competition. It is strictly prohibited to interfere with administrative procedures, submit false declarations or produce fraudulent documentation in order to obtain public grants, subsidies or other benefits. During inspections, audits or requests from competent authorities, Martex guarantees the prompt provision of clear, truthful and complete information and prohibits any conduct intended to obstruct or evade supervisory activities.

4. PEOPLE AND CORPORATE CULTURE

4.1 Working Environment

Martex is committed to creating working environments that are safe, inclusive, collaborative and focused on people's well-being.



The company views the workplace as a space capable of positively influencing quality of life, relationships and creativity.

4.2 Professional development

Martex promotes the enhancement of its people's skills and their professional growth through:

- training;
- continuous learning;
- knowledge sharing;
- increased responsibility.

4.3 Meritocracy

Decisions regarding recruitment, professional development and the assignment of responsibilities are based on merit, professional competence and organisational needs.

Any form of favouritism or discrimination is contrary to the company's values.

4.4 Health and safety

The health and safety of people are fundamental values for Martex.

The company is committed to:

- complying with applicable health and safety legislation;
- preventing occupational risks;
- promoting a culture of safety;
- ensuring healthy and suitable working environments.

Every employee and collaborator is expected to contribute actively to their own safety and to that of others.

5. SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY

5.1 Concrete commitment

For Martex, sustainability is a daily responsibility that encompasses products, processes, people and relationships.

The company promotes a development model focused on reducing environmental impact while creating long-term value.



5.2 Responsible materials and design

Martex develops products and environments through the careful selection of materials, giving preference to solutions that are sustainable, durable and recyclable.

The company promotes:

- the use of certified materials;
- waste reduction;
- product modularity and regenerability;
- product durability;
- optimisation of manufacturing processes.

5.3 Supply chain and local community

Martex values a transparent and responsible supply chain, built together with partners who share the company's principles of quality, ethics and sustainability.

The company also recognises the value of its local community, manufacturing heritage and relationships with the surrounding territory.

5.4 Certifications and continuous improvement

Martex promotes the continuous improvement of its processes through recognised quality and environmental standards.

The company's certifications represent a tangible commitment to quality, responsibility and environmental stewardship.

6. RELATIONSHIPS WITH STAKEHOLDERS

6.1 Customers

Martex develops relationships based on:

- listening;
- reliability;
- transparency;
- quality;
- collaboration.

Every project is developed with genuine attention to the needs of the customer and of the people who will use the spaces.

6.2 Architects and designers

Martex considers design dialogue to be a fundamental element of its approach.

The company promotes professional relationships based on the sharing of expertise, collaboration and mutual respect.

6.3 Suppliers and partners

Suppliers and partners are selected according to the following criteria:

- reliability;
- quality;
- professional integrity;
- sustainability;
- compliance with applicable laws and regulations.

Martex expects its partners to conduct themselves in a manner consistent with the principles set out in this Code.

6.4 Community and local area

Martex recognises the social and cultural value of its role within the local community and promotes relationships founded on responsibility, dialogue and mutual respect.

6.5 Public Authorities and Supervisory Bodies

Martex manages its relationships with Public Institutions, Public Authorities and Supervisory Bodies with the utmost transparency, integrity, cooperation and independence. Relations with these entities are handled exclusively by duly authorised company functions.

In managing such relationships, Martex is committed to:

- **Fair Procedures:** ensuring that participation in public procurement procedures, selection processes, and applications for licences or concessions is conducted in full compliance with applicable laws and the principles of fair competition;
- **Accuracy of Information:** providing declarations, data, documents and reports that are truthful, accurate and complete, rejecting any misleading or deceptive conduct;
- **Transparency in Public Funding:** ensuring that any public grants, subsidies or financial incentives are requested and used solely for their intended purposes, with every step properly documented;
- **Cooperation and Openness:** ensuring the highest level of cooperation during inspections, audits or requests for information by supervisory authorities, and prohibiting any conduct intended to obstruct their activities.

Martex firmly condemns any attempt to improperly influence decisions of Public Authorities and strictly prohibits offering money, gifts or favours to public officials or persons performing public service functions in order to obtain undue advantages.

7. USE OF COMPANY RESOURCES

Every employee and collaborator is required to use the company's resources, tools and assets properly, responsibly and exclusively for legitimate business purposes.

The improper use of the following is strictly prohibited:

- IT systems and digital tools;
- company materials and equipment;
- confidential information;
- intellectual property;
- the company's name, image and reputation.

Every action should contribute to safeguarding Martex tangible and intangible assets.

8. CONFLICTS OF INTEREST

All recipients of this Code are required to avoid situations that may give rise to conflicts between personal interests and the interests of the company.

Any actual or potential conflict of interest must be promptly disclosed to the company.

Recipients must not use their position to obtain personal benefits or to favour interests that conflict with those of Martex.

9. IMPLEMENTATION OF THE CODE

9.1 Communication and dissemination

Martex promotes awareness and dissemination of this Code among:

- employees;
- collaborators;
- suppliers;
- partners;
- stakeholders.

9.2 Responsibility

All recipients of this Code are required to comply with its principles and to act consistently with the company's values.

9.3 Monitoring and Oversight

Responsibility for overseeing the dissemination, implementation and interpretation of the principles contained in this Code of Ethics rests directly with the Board of Directors of Martex S.p.A.

The Board of Directors is responsible for:

- periodically assessing the implementation of the Code;
- reviewing reports of alleged violations received through the company's reporting channels;
- promoting the necessary investigations and determining whether violations have occurred;
- imposing, or authorising the application of, the appropriate disciplinary measures, where necessary with the support of the relevant corporate functions (e.g. the Human Resources Department).

9.4 Disciplinary system and consequences of violations

Compliance with the provisions of this Code is binding on all recipients. Any violation of its provisions undermines the relationship of trust with the company and may result in disciplinary measures, regardless of any civil or criminal liability arising from the conduct. Any reported violations shall be assessed by the Board of Directors, which will determine the appropriate measures in accordance with the following principles:

- **Employees:** compliance with this Code constitutes an essential part of employees' contractual obligations pursuant to Articles 2104 and 2105 of the Italian Civil Code concerning diligence and the duty of loyalty. Any breach of these obligations constitutes both a contractual breach and a disciplinary offence. Disciplinary measures shall be adopted in full compliance with Article 7 of Italian Law No. 300/1970 (Workers' Statute), applicable legislation and the relevant National Collective Labour Agreement (CCNL), including provisions governing the continuation of the employment relationship.
- **Members of the Board of Directors:** where a violation is committed by one or more members of the Board of Directors, the matter shall be assessed by the Shareholders' Meeting or by the non-involved Directors, depending on the circumstances and seriousness of the case. Such violations may result in removal from office for just cause in accordance with applicable law.
- **Third parties and external collaborators:** with regard to external collaborators, business partners, suppliers and other third parties, any breach of this Code shall constitute a serious contractual default and may result in the automatic termination of existing contractual relationships with Martex pursuant to Article 1456 of the Italian Civil Code, without prejudice to the company's right to seek compensation for any damages suffered.

Martex undertakes to apply disciplinary measures consistently, impartially and fairly, ensuring that they are always proportionate to the seriousness of the violation.

MARTEX S.p.A.

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9.5 Updating the Code

This Code is periodically reviewed and updated to ensure that it remains effective and aligned with the evolution of the company, the social context and applicable legislation.

9.6 Approval

This Code of Ethics has been approved by the Board of Directors of Martex S.p.A. and enters into force on the date of its adoption.

Version 1.0

Approved by the Board of Directors on 23 June 2026

Effective from 1 July 2026