

GENTILI



MOSCONI

# SUSTAINABILITY REPORT 2023





**Romeo Gigli**

For this fourth edition, we chose to illustrate our sustainability report with some drawings from our archive, paying tribute to a great creative of Italian fashion: Romeo Gigli.

The fashion designer was born in the province of Ravenna in 1949, already surrounded by a passion for history and culture passed down to him from his family of antiquarian booksellers. His path to fashion is almost accidental and comes to us as a result of a period of his life dedicated to the search for inspiration that stems from mythological tales, art history and the evidence of vanished cultures, which he was able to delve into by traveling the world.

Romeo Gigli chooses to take his first steps as an independent fashion designer upon his return to Italy when he moves to Milan. He was immediately recognized as a great innovator thanks to his poetic clothes with clear artistic and cultural references, always feminine and minimalist.

In 1983 he presented the first Romeo Gigli collection. This debut is of great impact for the fashion culture of the 1980s. He then presented his ready-to-wear collection on the Paris catwalk, where several references to his travels and interests appeared, from the galaxy to Venetian glass, from tribal Africa to Russian icons.

A career studded with success and characterized by the continuous search for beauty inspired by art and tradition, which are some of the values that guide the Gentili Mosconi Group. We therefore thank Romeo Gigli for granting the use of his designs for the 2023 Sustainability Report.

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01

LETTER  
TO STAKEHOLDER



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LETTER TO STAKEHOLDER

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Dear Stakeholders,

we are pleased to present our fourth sustainability report, which represents the continuation of our journey towards more sustainable growth for our Group, during complex and challenging years on the international stage.

For the luxury sector, 2023 was a year of stabilisation, following a 2022 that saw double-digit growth trends. 2023 saw the company listed on the Euronext Growth Milan Stock Exchange and transformed into a Società Benefit. These significant steps reinforce the strategic vision of growth that is not only economic, but pursues a social purpose in preserving the environment and growing the human skills and strong artisanal values of the area. Gentili Mosconi therefore strives to be a hub of synergies where our values (responsibility, beauty, tradition, well-being and courage) are placed at the centre of a growth strongly based on innovation and sharing with the different stakeholders of common purpose and welfare.

In this context, the recent acquisition in March 2024 of 70% of Tintoria Comacina, which specializes in fabric dyeing and finishing and is Gots certified for organic silk, was completed.

On the sustainability front, many regulatory changes are taking place at the European and international level in relation to social and environmental issues, which our Group is preparing to address. At the same time, we continue to invest in research into new sustainable materials, process innovation, professional growth and well-being of our people, and support for the Community through social and cultural initiatives.

I would like to conclude by expressing a sense of cautious optimism for 2024, despite the many concerns and uncertainties linked to the international geopolitical situation. The luxury market has always proven to be particularly resilient. We are a healthy Group with a consolidated supply chain and a wealth of talented people supporting an increasingly demanding clientele. Therefore, we feel ready to face 2024 with the energy and determination that have distinguished us throughout our 35 years of growth.

**Francesco Gentili**  
CEO







02

**HIGHLIGHTS OF GENTILI MOSCONI GROUP -  
2023 AT A GLANCE**

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HIGHLIGHTS OF GENTILI MOSCONI GROUP - 2023 AT A GLANCE

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## ENVIRONMENT

**90.8%** of purchases from regional suppliers

Scope 1,2,3 calculation of Greenhouse Gas Emissions for Gentili Mosconi and Scope 1,2 for EMME

**-22.3%** reduction in Greenhouse Gas Emissions (Gentili Mosconi)

**3,279 KG** recovered of textile and mixed fibres

**46.33 T CO<sub>2</sub>** avoided due to renewable energy produced

Packaging of Paper and Cardboard with share from recycling (according to supplier declaration)

**-19%** Group water withdrawals compared to the previous year

**-18%** total waste generated as a Group compared to the previous year

**84%** of suppliers of processed fabrics evaluated with environmental criteria

**59%** of total waste generated as a Group sent for recovery

**21%** purchase of certified raw materials

Product environmental certifications: GOTS, GRS, FSC®, RWS

## SOCIAL

**166** Group employees (up 6% compared to the previous year)

**57%** female employees

**91%** open-ended contracts

**1,244** hours of employee training

**2** internships and **4** “work-related learning” projects activated in collaboration with local schools

**29,651€** invested in training

**8** packages-services of Corporate Welfare

Activation of Cohesion Team project on organizational well-being

**820** hours of work on high social impact products through collaboration with social tailors

**88,000€** donated to the Community for social and cultural projects

Oltre **200** Stakeholders consultati per obiettivi di sostenibilità

## GOVERNANCE

**50.53 MILION €** turnover

**805 THOUSAND €** in new technology investments with reduced environmental impacts

**602,228 €** overall salary bonus for entering the Stock Exchange for employees

Corporate code of ethics

Social labour policy

Sustainability Commission

Transparency and Sustainability Policy

Compliance with the ZDHC program and 4Sustainability® protocols

Adesione al programma ZDHC e ai protocolli 4Sustainability®

Italian Law No. 231/2001 (Emme)









03

THE GENTILI MOSCONI  
GROUP

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## ABOUT US

For over thirty years, Gentili Mosconi has been operating in the textile sector, distinguishing itself through the exclusivity, refinement, and creativity of its fabrics, created with passion, quality, and responsibility. These features qualify Gentili Mosconi as an icon of “Made in Italy” in the world of haute couture.

The companies within the Gentili Mosconi group are situated in the Como area, a hub of excellence in fabric production, particularly in silk processing. The group includes Gentili Mosconi SpA, the holding with its headquarters in Casnate con Bernate; Emme Srl, a printing factory controlled by Gentili Mosconi, based in Fino Mornasco; and two showrooms located in Como and New York. In March 2024, Tintoria Comacina, a company specializing in high-quality fabric dyeing, joined the Group. Additionally, in 2024, a new corporate headquarters will be inaugurated to consolidate the warehouses currently spread across various locations, thereby optimizing logistics processes.

The Group's efforts focus on the creation and production of printed and dyed fabrics, utilizing various processing techniques for leading domestic and international fashion brands, as well as for the home textile and luxury nautical furnishing sectors.

Responsiveness, flexibility, and experimentation are the cornerstones of the Group's operations, enabling it to meet customer needs from the development of the creative concept to the production of the fabric or finished product.

To ensure the highest quality and uniqueness of its fabrics, the Group continuously pursues innovative processing

techniques and cutting-edge technologies. The meticulous attention to detail and the exclusivity of its products reflect the company's profound passion for textiles and the rich textile culture of its region.

Therefore, it is committed to enhancing its profile on the interaction between Beauty and Sustainability. Since 2023, the company has formalized its goals of generating positive environmental and social impacts by becoming a Società Benefit, a formal and legal commitment to pursue common good impacts. In the same year, the company listed on the Euronext Growth Milan Stock Exchange, reaching another important milestone.

From an environmental sustainability standpoint, the company prefers raw materials with sustainability certifications, implements best management practices for environmental matrices, and promotes responsible behaviours throughout the supply chain.

To witness its social impact as a Società Benefit, Gentili Mosconi is committed internally to enhancing the creativity and skills of its employees and promotes their well-being in the company. Externally, it actively strengthens its collaboration with various Community stakeholders through projects aimed at fostering social inclusion and promoting the spread of textile culture?

---

# 1988

## THE BET

In the heart of Como, Francesco Gentili and Patrizia Mosconi establish Gentili Mosconi, a company specializing in men's/ women's textile accessories, scarves, ties, and foulards. Their creations are distinguished by original embroidery, yarn dyes and fil coupé, departing from the classic silk prints traditionally associated with the Como region.

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# 1990

## THE RELOCATION

The company moves to Casnate con Bernate, where it continued to focus on producing scarf items while discontinuing tie-making operations.

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# 1999

## THE GROWTH

Gentili Mosconi specializes in the production of clothing fabrics, with a focus on women's wear.

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# 2005

## GENTILI MOSCONI HOME

Thanks to the entrepreneurial spirit of Patrizia Mosconi, "Gentili Mosconi Home" is established. This division specializes in crafting textile products for yachts and home furnishings, that is the "haute couture of custom home décor".

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# 2011

## THE ARCHIVE

The Company Archive is established, encompassing the entire wealth of knowledge of Gentili Mosconi. It serves as a treasure trove of creativity and craftsmanship, serving as the cornerstone for the development of new textile projects.

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# 2012

## THE EXTENSION

Gentili Mosconi inaugurates a new facility, spanning 1750 square meters and equipped with a pioneering photovoltaic and geothermal system, the first of its kind in the Como area.

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# 2015

**EMME**

The company expands its operations by acquiring the EMME printing factory, further broadening its expertise in textile printing.

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# 2016

**ELLE.A.CI.TI**

The company invests in shares of Elle.A.Ci.Ti., a chemical-textile testing laboratory established in 2015. Elle.A.Ci.Ti. specializes in assessing the compliance of raw materials, intermediates, and finished products with performance requirements, ensuring their quality and sustainability.

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# 2017

**THE NEW  
SHOWROOM**

The showroom of “Gentili Mosconi Home” is inaugurated inside the prestigious setting of an old furnace from the 1800s.

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# 2019

**NEW YORK**

“Gentili Mosconi New York” is established with headquarters in the 7th Street area renowned as “fashion district.”

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# 2023

**THE COMMITMENT**

Gentili Mosconi amends its Articles of Association to become a Società Benefit, thus confirming its social and environmental commitment.

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# 2023

**THE STOCK  
EXCHANGE**

Gentili Mosconi is listed on the Italian Stock Exchange, heralding a new chapter in its history of excellence and innovation.

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## PURPOSE, VISION, MISSION

We are a company that embraces innovation, creating and seizing new opportunities, while proudly preserving the textile tradition of Como and Made in Italy.



### PURPOSE

Our Purpose is to drive positive change, to create sustainable beauty through our textile products, contributing significantly to the well-being of local communities, customers, employees and the environment in which we operate.

### VISION

Our Vision is to weave the culture of beauty by integrating passion, talent and responsibility. We share our knowledge and heritage of continuous aesthetic research with our partners, contributing to the quality development of the area with responsibility and respect and ethics.

### MISSION

Our company Mission aims to make fine high fashion fabrics by placing the customer at the centre of each new creation, for a unique and quality product. We actively participate in the sustainable transformation of the fashion world, supporting our customers in creating a new ecosystem involving the entire supply chain.

As a Società Benefit, the psychological and economic well-being of our employees is extremely important to us. We believe that the company's success is closely linked to their well-being. In every strategic choice we make as a company, pursuing people's well-being is a fundamental goal of our corporate identity.



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The values that guide the Group

# RESPONSABILITY

towards colleagues, customers, suppliers and the environment

# TRADITION

of textile sector of the Como area  
and Made in Italy.

# WELLNESS

of those who wear our fabrics, those who produce them,  
and the environment around us

# BEAUTY

eternal beauty of a fabric  
and a high fashion garment

# COURAGE

facing new challenges that  
require innovation and change

## COMMITMENTS AS A SOCIETÀ BENEFIT

In 2023, Gentili Mosconi became a Società Benefit. This significant milestone reflects our commitment to pursuing the common good, in addition to the principles outlined in our Code of Ethics, with the goal of creating a positive and measurable impact on the people and the environment in which we operate.

As a Società Benefit, we are committed to conducting our activities in a responsible, sustainable and transparent manner, striving for the betterment of people, communities, the environment, cultural and social activities, as well as in cooperation with entities, associations and other stakeholders. Our actions are geared toward creating measurable social value in the public interest while maintaining satisfactory financial results.



### Objectives set forth in the corporate purpose of the Articles of Association:

—

The company is dedicated to fostering an **ecosystem** of highly innovative and research-oriented **enterprises**. It aims to establish conducive environments wherein these entities can operate effectively, efficiently, and sustainably. Furthermore, the company endeavours to promote the dissemination of knowledge by facilitating the sharing of ideas, projects, and solutions.

—

The company is committed to creating **consistent economic value over time**, in a way that is fair and sustainable for all stakeholders. This includes ensuring ongoing innovation capacity and a **long-term sustainability of its impact**.

—

The company wants to create a work environment in which the **people** involved can find **well-being**, which is able to value each employee as an individual by fostering their **human and professional growth** and nurturing a sense of respect for the environment, for both present and future generations.





**Sustainability has become a cultural fact.**

**As a company, we all have the duty to lead by example.**

**As men and women, we have the moral duty to ensure a better world for our children.**

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**FRANCESCO  
GENTILI**

## BEAUTY AS A CORPORATE PURPOSE

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### Textile Creations

In the realm of luxury fashion, Gentili Mosconi stands out for its creation of exclusive fabrics, with a steadfast commitment to placing the customer at the forefront of every innovation.

Alongside producing fabrics of the utmost quality, the company maintains an ongoing dialogue with its customers, guiding them towards conscientious choices that prioritize the longevity of fabrics and the safeguarding of both the environment and people. Gentili Mosconi creates and manufactures printed and dyed fabrics, with jacquard and yarn-dyed processing techniques, as well as crafting fabrics with original prints, prints on garment and other special processing for the best-known Haute Couture brands. Each creation represents a masterpiece of design, originating from the creativity and imagination of the talented individuals within the company's style and product office.

The company preserves a valuable historical archive that is a source of inspiration and creativity: vintage catalogues, weaving manuals, and samples from the early 20th century narrate the story of Italy's textile heritage, illustrating its richness and evolution over time.

Gentili Mosconi's creations are distinguished by the predominant use of natural silk, a legacy and tradition of the Como area, and other materials such as cashmere, cotton, wool, linen, polyester and nylon. The company is engaged in research and development of biodegradable biomaterials.

The exceptional quality of Gentili Mosconi fabrics is complemented by a thoughtful approach to mitigating the environmental impact of fabric production and processing. This commitment aims to positively influence the well-being of both consumers and producers while safeguarding the natural environment.





Gentili Mosconi meets every customer need, from artistic conception to the final fabric or finished product, whether it be fabrics accessories.

To preserve the uniqueness of its products and the specificity of its techniques, the company chooses not to participate in trade fairs, preferring to present directly to its customers, each season, the collections he produces:

## HIGH FASHION

Already precious fabrics, enriched by mixed processing techniques, by overlaying prints on jacquard, or by hand-painted interventions.

## PRET A PORTER

Innovative and original fabrics for women and men, which are the company's hallmark.

## ACCESSORI

Scarves, foulards and shawls are iconic Gentili Mosconi products, which are made from luxurious materials and finished with precious details.

## HOME COLLECTION

Creation and development of furniture items for home interior, hotellerie, and luxury yacht furnishings, by the Gentili Mosconi HOME division.



The Gentili Mosconi Group also provides its customers with a range of services to support product development:

—  
Printing Services: Emme makes prints for Gentili Mosconi or for its own third-party customers, combining quality and technological innovation. Fabric printing employs different finishing techniques, including traditional and digital printing, as well as more innovative methods such as double-faced fabric printing (the most cutting-edge) or in-garment printing (a more niche technique).

—  
Creative development and design study services tailored exclusively to meet the stylistic needs of clients.

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**Gentili Mosconi Home**

Gentili Mosconi Home represents Haute Couture for both home and nautical furnishings, established in 2005 from the vision of Patrizia Mosconi.







The opening of its magnificent headquarters in Como in 2017, situated in a beautifully renovated 19th-century furnace, marked another milestone of excellence. This division is passionately led by Patrizia Mosconi and her dedicated team.

Specializing in the creation of furnishing fabrics and accessories, Gentili Mosconi Home caters to different types of customers:

- 
- Nautical sector, in cooperation with the most prestigious shipyards;
- 
- Individuals, who appreciate luxury and Made in Italy excellence;
- 
- Boutique Hotels and Resorts.

In line with the Group's philosophy, the Home division is committed to responsible and sustainable management, emphasizing the use of certified eco-sustainable and Made in Italy materials, and employing state-of-the-art production processes with a reduced environmental impact.

## Archive

Gentili Mosconi boasts a Historical Archive of the highest quality, consisting of fine fabrics and Haute Couture materials. This archive is of immense importance as it encapsulates the company's entire know-how and serves as a rich source of inspiration for its creative staff. The archive is in fact the true soul of Gentili Mosconi.

The Gentili Mosconi Historical Archive includes thousands of handmade designs, printed fabrics, paper patterns, accessories, clothing, and a collection of books and publications.

Following a reorganization of the Archives, the company introduced dedicated software for digital archiving of materials. This initiative was implemented to make searching within the archive faster and more efficient.

Another noteworthy element of the Archives is the Corporate Library, which houses valuable books, many of them ancient, as well as drawings on both paper and fabric from around the world.



As a whole, the Archives is extremely vast, comprising

# 73,119

drawings on paper, fabric and digital

# 39,345

Gentili Mosconi digital files

# 2,277

vintage accessories and garments;





**889**

damasks and various fabrics

**1,513**

ancient books;



**4,399**

books from the Gentili Mosconi Library

**1,651**

fabrics from around the world  
(Africa, Japan and the rest of Asia).





04

**CORPORATE  
GOVERNANCE**



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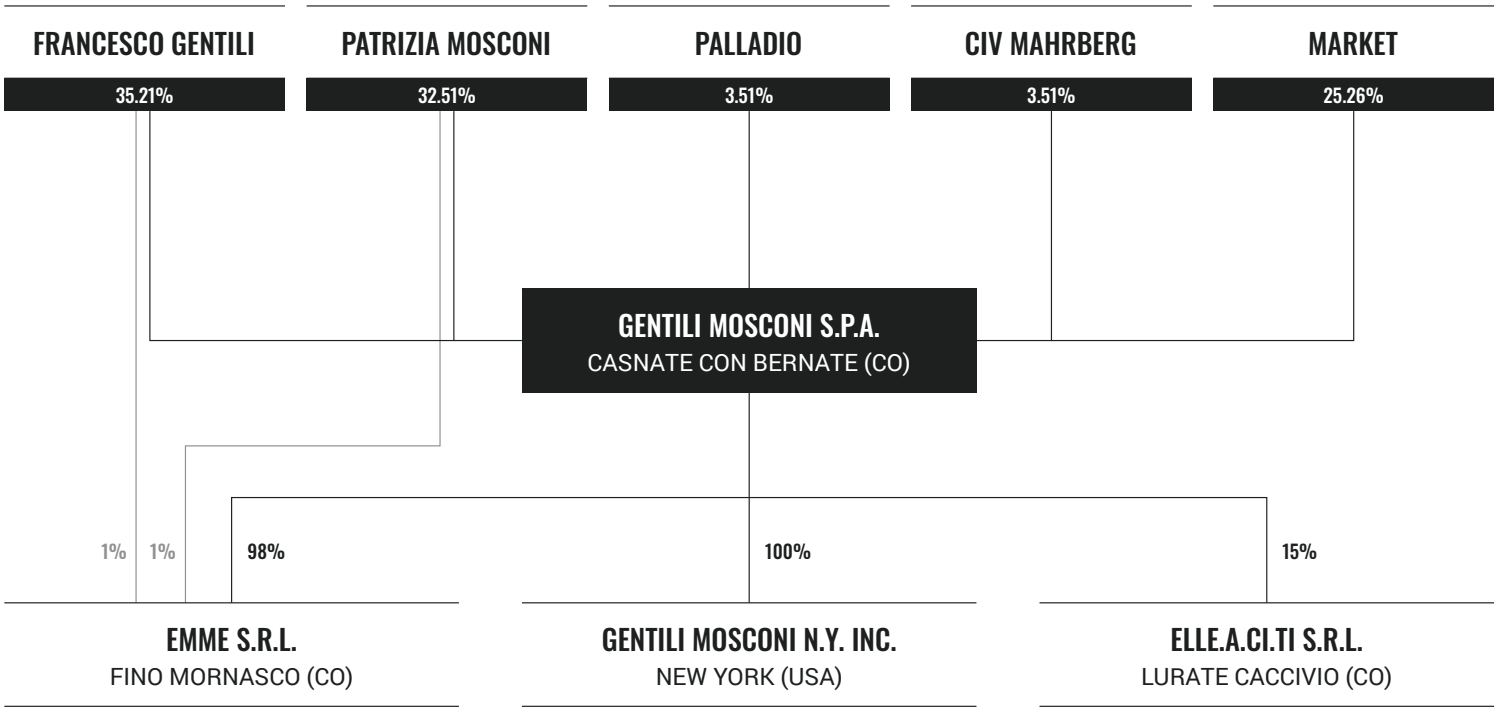


CORPORATE STRUCTURE AND SHAREHOLDERS

The Gentili Mosconi Group is led by the parent company Gentili Mosconi Spa, which, following its recent listing on the stock exchange, has the following major shareholders: Francesco Gentili who currently holds 35.21% of the share capital, Patrizia Mosconi 32.51%, and primary investors Palladio Holding and Mahrberg 7.02%.

The Group also comprises three other companies that report to Gentili Mosconi Spa. Specifically, Gentili Mosconi Spa controls 98% of Emme Srl, a company it acquired in 2015, a historic company

specializing in printing the highest quality fabrics. The remaining 2% is equally divided between Francesco Gentili and Patrizia Mosconi. The Company also holds 100% of Gentili Mosconi New York Inc., a U.S. company that owns the showroom located in New York, and 15% of the capital of Elle.A.Ci.Ti, a company based in Lurate Caccivio (CO) laboratory of chemical, physical textile analysis. All Italian companies operate within the Province of Como, while the U.S. office is located in New York.



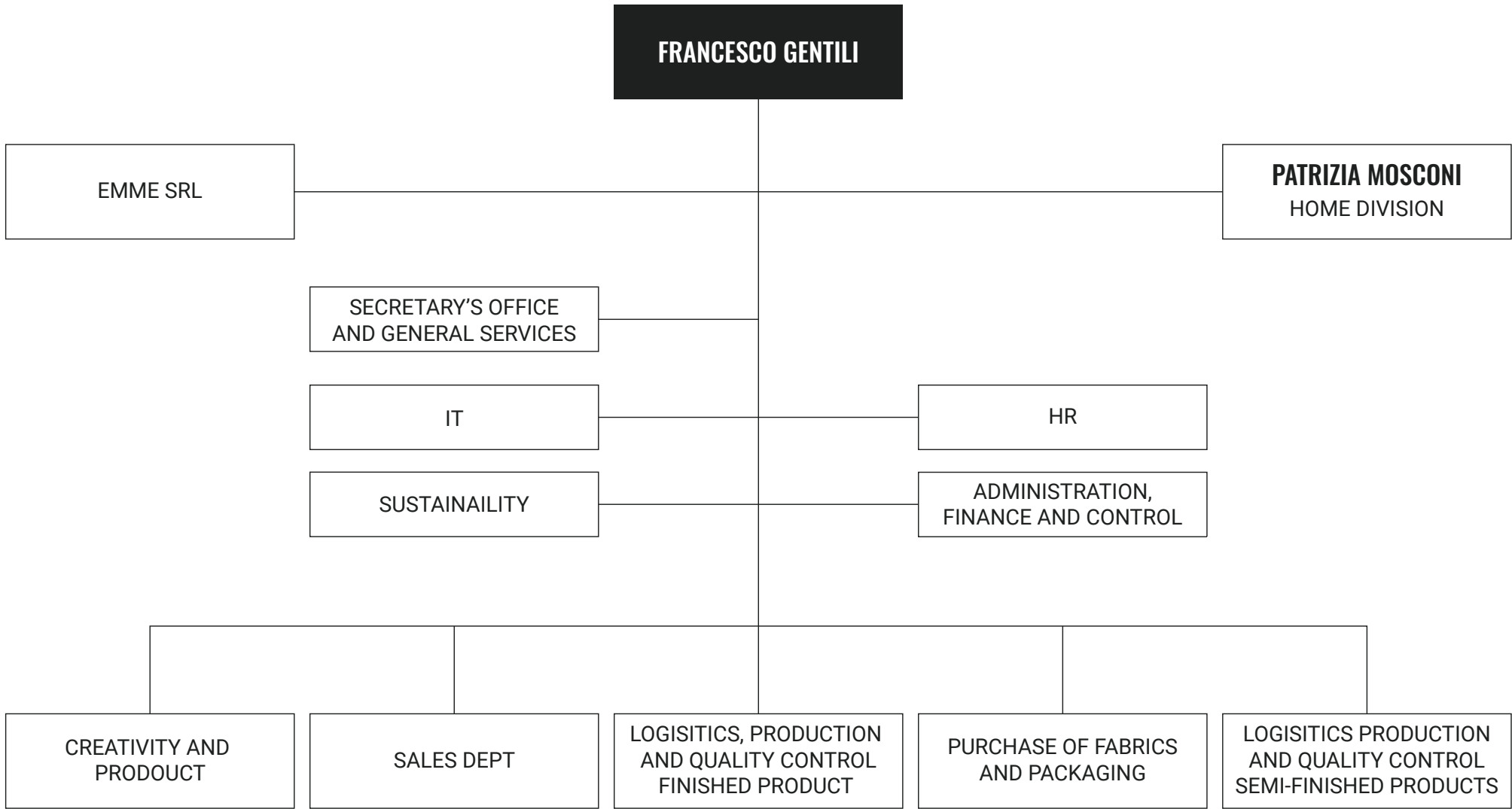
GOVERNANCE AZIENDALE

The management body of the Company is the Board of Directors, which includes the current President and CEO Francesco Gentili, Patrizia Mosconi, Paolo Daviddi, Elia Kuhnreich, and Giovanni Casartelli. The Board is responsible for reviewing and approving guidelines for operational activities, assessing organizational proposals for corporate governance, and deciding on investment policies, Sustainability strategies, and management of economic, social, and environmental impacts. The biographical information of the directors is reported.

INFORMAZIONI ANAGRAFICHE DEGLI AMMINISTRATORI					
MEN	4	WOMEN	1	TOTAL	5
30-50 years old	1	30-50 years old	0	Men	4
Over 50	3	Over 50	1	Women	1

The Supervisory Board in accordance with the law, the articles of association and the principles of proper administration, is the Board of Statutory Auditors, composed of Luigi Caccia, Antonia Maria Fiorella Turba, Luca Castoldi, Andrea Sormani and Cristina Pivotto. The auditing firm Deloitte & Touche Spa is in charge of the statutory audit.

The Group’s organizational structure consists of 12 main business divisions, all of which report to the CEO Francesco Gentili. The Group’s corporate organizational chart is shown below.





## BUSINESS ETHICS

The Gentili Mosconi Group has a Code of Ethics and a Social Policy on Labour, which jointly outline the set of rights, duties and responsibilities that the Group has towards all those with whom it interacts.

The Code of Ethics of Gentili Mosconi Spa is composed of three macro-sections: General Principles, Sustainability Commitment and Code of Conduct.

Within the General Principles section are all the principles that reflect Gentili Mosconi's basic values and form the foundation for achieving the conduct that Gentili Mosconi wishes to pursue at all organizational levels and with all stakeholders.

Among the principles, the company mentions respect for laws, equality and impartiality, responsibility and honesty, diligence in performing tasks and controls, integrity and protection of the individual. Proper management of relations with competitors, the community, and the environment is also indicated.

The Sustainability Commitment summarizes the values and commitments that Gentili Mosconi Spa has decided to integrate into its policy, operations and management, which all organizational structures must be inspired by:

- Commitment to eliminate hazardous chemicals from raw materials and production processes;
- Reduced electricity consumption and CO<sub>2</sub>;
- Traceability of raw materials and processing;
- Involvement of strategic suppliers in the Environmental Sustainability and Energy Saving Project.



The Code of Conduct contains the rules of conduct that must be kept in mind in daily work and that presuppose, first and foremost, respect for the law but also respect for people and the creation of a fair and inclusive business culture. It specifies that all recipients of the Code must maintain a stance of freedom of judgment, integrity and impartiality, avoiding making decisions or carrying out activities in situations, even if only potential or apparent, of conflict of interest.

The Code of Ethics and Social Labour Policy are shared with staff, customers, suppliers and collaborators, and are available for anyone who wishes to consult them.

Gentili Mosconi integrated the Whistleblowing regulation in December 2023 to identify and prevent internal wrongdoing. This initiative reinforces transparency, promoting an ethical and responsible work environment.

The company's Code of Ethics is currently under revision to incorporate several recently introduced priority issues. The aim is to finalize the new Code of Ethics by 2024.



## CYBERSECURITY AND DATA PROTECTION

In an increasingly globalized and digital business environment, sensitive data protection and cybersecurity are key issues for any company. Huge volumes of data are transferred and stored online every day. This data can also include sensitive information that, if compromised, can cause significant damage to businesses.

Given this scenario, data protection emerges as indispensable for safeguarding sensitive information and upholding Business Continuity while ensuring the optimal performance of business operations.

With this goal in mind, Gentili Mosconi invests significantly in strengthening its cybersecurity tools, thus ensuring the company has an optimal data protection system.









05

**SUSTAINABILITY FOR  
GENTILI MOSCONI**

# INDICE DI CAPITOLO

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The Italian textile industry, renowned for its tradition of craftsmanship, faces significant challenges in an increasingly global context that prioritizes environmental and social impacts. The textile sector often comes under scrutiny for its occasionally unsustainable practices.

However, thanks in part to the combined role of sensitivities and expectations in different customer sectors, new guiding standards for the industry promoted by international bodies, new sustainability directives from the European Union, there is a growing awareness and willingness to act among businesses to promote positive change.

Aligning Fashion and Sustainability is not easy, but it is the direction in which the Gentili Mosconi Group is heading. The Group is committed to the goal of aligning the management of its supply chain with corporate strategy. Therefore, it is inspired by the 17 Sustainable Development Goals of the 2030 Agenda for Sustainable, the European Sustainability Strategy for the textile sector, and adheres to the 4sustainability® Commitment for the sector, promoting transparency and engaging in various environmental and social responsibility projects.

Gentili Mosconi has long focused on the environmental sphere, making significant investments to improve consumption efficiency and reduce emissions. Starting in 2018, it has undertaken initiatives to involve the entire supply chain in reducing the environmental impact of production processes, aiming to eliminate hazardous chemicals.

The company's improvement goals include strict adherence to the limits of harmful chemicals, protecting the environment and human health, and is committed to the implementation of the international chemical management program MRSL ZDHC (Manufacturing Restricted Substances List ZDHC) and the CHEM 4Sustainability® Protocol to manage such substances.

Starting in 2021, Gentili Mosconi has launched a program to monitor and reduce water consumption in production, aware of water risks due to climate change. Finally, the company, which is rooted in the Como district, aims to collaborate with others who share the values of environmental protection, innovation and chemical risk management.

The company's Sustainability commitments, in addition to addressing the environmental profile, also focus on the impact on people. The company adopts programs and policies to improve the well-being of its employees and to grow the technical and soft skills of its staff, described in the dedicated chapter of this Annual Report. The company's initiatives in favour of the community in which it operates, such as collaborations with associations for social inclusion and the promotion of Como's textile culture, are also growing.

Gentili Mosconi recently formed a Sustainability Committee with the goal of guiding policies and management of activities for ESG (Environmental, Social, Governance) sustainability goals of the company. The committee is composed of key area managers and also has the function of supporting the company's Sustainability Manager during this process.



## SUSTAINABILITY POLICY

Since 2019, Gentili Mosconi has had a Transparency and Sustainability Policy, which serves as a true compass for guiding the company's decisions regarding sustainability. This policy provides a clear direction for integrating environmental, social, and economic responsibility into daily operations.

The following macro-objectives have been identified within the policy:

- seeking legislative compliance by targeting partners and suppliers who share the same values and commitments to compliance and voluntary improvement goals;
- considering the environmental impact of the company's business starting from the design of the sample collection
- implementing a chemical risk management system aimed at reducing the impact on the environment and human health;
- preferring production and organizational choices that are functional in saving natural and energy resources
- adopting management techniques and tools aimed at continuous improvement;
- properly and responsibly managing waste from the production process;
- giving priority consideration to district partners in order to minimize environmental impacts related to materials handling;
- giving preference to raw materials with lower environmental and social impact, such as recycled or regenerated, certified, tracked and traceable, organic raw materials and/or related to sustainable initiatives.

The company is committed to disseminating the principles of its Sustainability Policy first and foremost internally in order to ensure that it is understood and applied at all organizational levels.

Likewise, appropriate means have been developed to communicate these principles to the external Stakeholders with whom it interacts. Mainly customers and suppliers as they are directly linked to the production cycle, but also relevant associations, communities and public institutions, to raise awareness of these issues.

## THE GROUP'S MATERIAL SUSTAINABILITY ISSUES

Material Sustainability issues constitute the key areas, in terms of economic, social and environmental impacts, where the company invests its efforts with to enhance its Sustainability profile. To obtain a comprehensive overview of the areas on which to focus efforts and resources, the Gentili Mosconi Group has identified

a list of significant topics based on the positive and negative impacts generated. These material issues have been submitted to internal and external Stakeholders for evaluation in order to more effectively guide the Group's strategic choices and objectives in the ESG (Environment, Society, Governance) area.

	MATERIAL THEMES 2023	DESCRIPTION
ENVIRONMENT	Certified raw materials	Sourcing of raw materials and semi-finished products that integrate environmental and social sustainability criteria with certified evidence
	Chemical Management	Accompanying the supply chain to use more sustainable and non-hazardous chemicals in the production of purchased fabrics and in manufacturing processes, according to the ZDHC program
	Energy consumption and emissions	Efficient energy consumption and use of a mix of renewable energy sources to reduce and mitigate Greenhouse emissions gas emissions from production processes
	Ecodesign	Redesigning products to reduce the negative impact on the environment throughout the product life cycle. *(recycled content, recyclability, durability, reduced environmental and social impact, traceability)
	Water management and discharge monitoring	Management procedures to reduce water resource consumption and improve wastewater quality in industrial processes
	Waste Management and Circularity	Management procedures to prevent, reduce, recover and reuse production waste
SOCIETY	Professional growth and training	Employee skill development and ability to attract and retain talent through training and professional development plans beyond legal obligations
	Wellness, Corporate Welfare and Work-Life Balance	Safe working conditions conducive to mental and physical well-being, listening to needs, increased work-life balance, and integrative services to support the improvement of employees' quality of life
	Diversity & Inclusion, Equal Opportunities	Procedures that ensure equal opportunity regardless of age, background, gender, preferences, and lifestyle and that promote inclusion and value diversity in the company
	Local Community Support and Partnership for Textile Culture	Corporate initiatives supporting non-profit projects for social inclusion and promotion of Como's textile culture, sustainability education, to various local and national community stakeholders
GOVERNANCE	Economic performance	Good economic performance and corporate profitability are essential for maintaining a sustainable organization that creates value
	Quality and innovation	Actions for continuous product quality improvement and implementation of new process technologies to meet or anticipate customer demands
	Responsible supply chain management	Promoting a supply chain that respects workers' human rights and accompany the supply chain in introducing tools to measure and reduce its environmental impacts
	Traceability and digitization of information	Presiding over the supply chain products traceability and manage the collection of digitized information through IT tools in order to provide the market with comprehensive information on product sustainability
	Relations with Stakeholder	Developing dialogue and collaborative relationships with stakeholders to better consider specific expectations and interests
	Business Ethics and Integrity	The adoption of ethical and proper business conduct is a pivotal principle in conducting the company's business. Together with the adoption of policies and procedures supporting compliance with applicable regulations and corruption prevention, it contributes to creating a climate of trust for all Stakeholders
	Data Protection and Cybersecurity	Implementation of management measures and technological means to protect the privacy of individuals and the protection of computer systems in terms of availability, confidentiality, and integrity of IT assets or property
	Organization and Transparency	A definition of organizational processes and a clear internal allocation of roles and responsibilities facilitate the achievement of predetermined business objectives

## THE MATERIALITY ANALYSIS

Materiality Analysis allows to identify, within the universe of material issues for a company, which ones are priorities for the company itself and which are most relevant to external stakeholders. From the intersection of these perspectives, the main topics on which the company should focus its ESG commitments are determined within the materiality matrix.

The 2023 Materiality Analysis of the Gentili Mosconi Group differs significantly from the one conducted in 2020 because, in order to make the analysis more

comprehensive, new activities required by the GRI Standards were introduced.

In 2023, the Stakeholder Engagement activity was also conducted through a Multi-Stakeholder Focus Group, providing the analysis with greater completeness of qualitative information. Additionally, in the same year, the evaluation of the main ESG impacts resulting from the company's activities was introduced. This new internal analysis of the company made it possible to assess the material topics based on their actual and potential impacts associated with them.

MATERIAL ISSUE	POSITIVE NEGATIVE	IMPACT DESCRIPTION	ACTUAL OR POTENTIAL
Economic performance	+	More investment for business growth and common benefit	Actual
	+	Business Continuity	Actual
	-	Poor investment in business development and common benefit	Potential
Professional growth and training	+	Human capital development and skills enhancement	Actual
	-	Lack of policy and tools for measuring skill enhancement and professional development pathways	Actual
	+	Employee satisfaction	Potential
	-	Lack of employee satisfaction	Potential
	+	Meeting the company's human resource needs	Potential
	-	Loss of human resources	Actual
	+	Recruitment of people in the local area	Actual
Traceability and digitization of information	+	Ability to obtain and manage product traceability information	Actual
	-	Inability to obtain and manage product traceability information	Actual
Energy Consumption and Emissions	+	GM Group's lower emission of greenhouse gas and independence from fossil energy sources	Actual
	-	Greenhouse gas emission from the use of fossil fuels	Actual
Certified raw materials	+	Increased use of certified raw materials for reduced environmental and social impact	Actual
	-	Higher raw material procurement costs	Actual
	-	Environmental and social impacts of using uncertified raw materials	Actual
Quality and innovation	+	Continuous product quality improvement and product innovation capability	Actual
	-	Products with little distinction in the market	Potential
Responsible supply chain management	+	Improved socio-environmental impact of products along the supply chain	Actual
	-	Other socio-environmental risks in the supply chain	Potential



TEMA MATERIALE	POSITIVO NEGATIVO	DESCRIZIONE IMPATTO	EFFETTIVO O POTENZIALE
Stakeholder Relations	+	Anticipation of needs and openness to dialogue with Stakeholders	Actual
	-	Loss of Stakeholder Trust	Potential
Business Ethics and Integrity	+	Proper and lasting relationships with Stakeholders	Actual
	-	Loss of credibility with Stakeholders	Potential
Chemical Management	+	Reduction of chemical risk to workers and the environment	Actual
	-	Increased risks to the environment and health of workers in contact with chemicals	Potential
Ecodesign	+	Research and development of durable products with recycled and certified raw materials	Actual
	-	Limited supply of products with Eco-design requirements	Potential
Organization and Transparency	+	Ability to implement clear policies and shared management procedures, identifying roles and responsibilities	Potential
	-	Lack of shared policies and procedures, lack of clear allocation of roles and responsibilities	Actual
Wellness, Corporate Welfare and Work-Life Balance	+	Wellness for the employee	Actual
	-	Poor employee welfare	Potential
	-	Lack of matching between employee needs and welfare services offered	Potential
	+	Protecting health and safety of employees	Actual
	-	Underestimation of risks with health consequences for employees	Potential
Waste Management and Circularity	+	Reduction of textile and packaging waste	Actual
	+	Reduction and recovery of textile waste and second choices	Actual
	+	Optimization of warehouse inventory and packaging	Actual
	-	Increase in textile waste	Potential
Local Community Support and Partnership for Textile Culture	+	Social promotion in the local area	Actual
	+	Passing on the culture of Como's textiles in schools and the local area	Actual
	-	Detachment between the company and the social-cultural needs of the local area	Potential
Diversity & Inclusion, Equal Opportunities	+	Equal opportunities and inclusiveness for the employee	Potential
	-	Presence of discrimination in the workplace	Potential
Data Protection and Cybersecurity	+	Information Asset Security, Privacy and Data Protection	Actual
	-	Loss of data due to cybersecurity issues	Potential
Water management and discharge monitoring	+	Reduction in normalized water consumption per meter of the Group (EMME)	Actual
	+	Improvement of the Group's wastewater quality (EMME)	Actual
	-	Increased water consumption per meter of the Group (EMME)	Potential
	-	Reputational risk	Potential
		Water pollution	Potential

The Materiality Analysis was carried out in the following steps:

## IDENTIFICATION OF MATERIAL ISSUES

Identification of potentially relevant Sustainability issues in the company's context for consideration by internal and external Stakeholders.

## ASSESSMENT IMPACTS

The assessment initially involved identifying the company's positive and negative ESG impacts. Subsequently, these impacts were classified as actual or potential and assessed based on their relevance (severity and likelihood). Finally, material issues were prioritized based on the relevance of the associated impacts;



## STAKEHOLDER CONSULTATION

Detection of the issues that, according to the assessment of internal and external Stakeholders, emerge as priorities for Gentili Mosconi. For internal detection, in addition to the internal impact assessment, an online questionnaire was prepared for all employees of the Gentili Mosconi Group. The detection among external Stakeholders was conducted through a Focus Group consultation with various categories of interlocutors (customers, suppliers, public administrations, universities, volunteer associations);

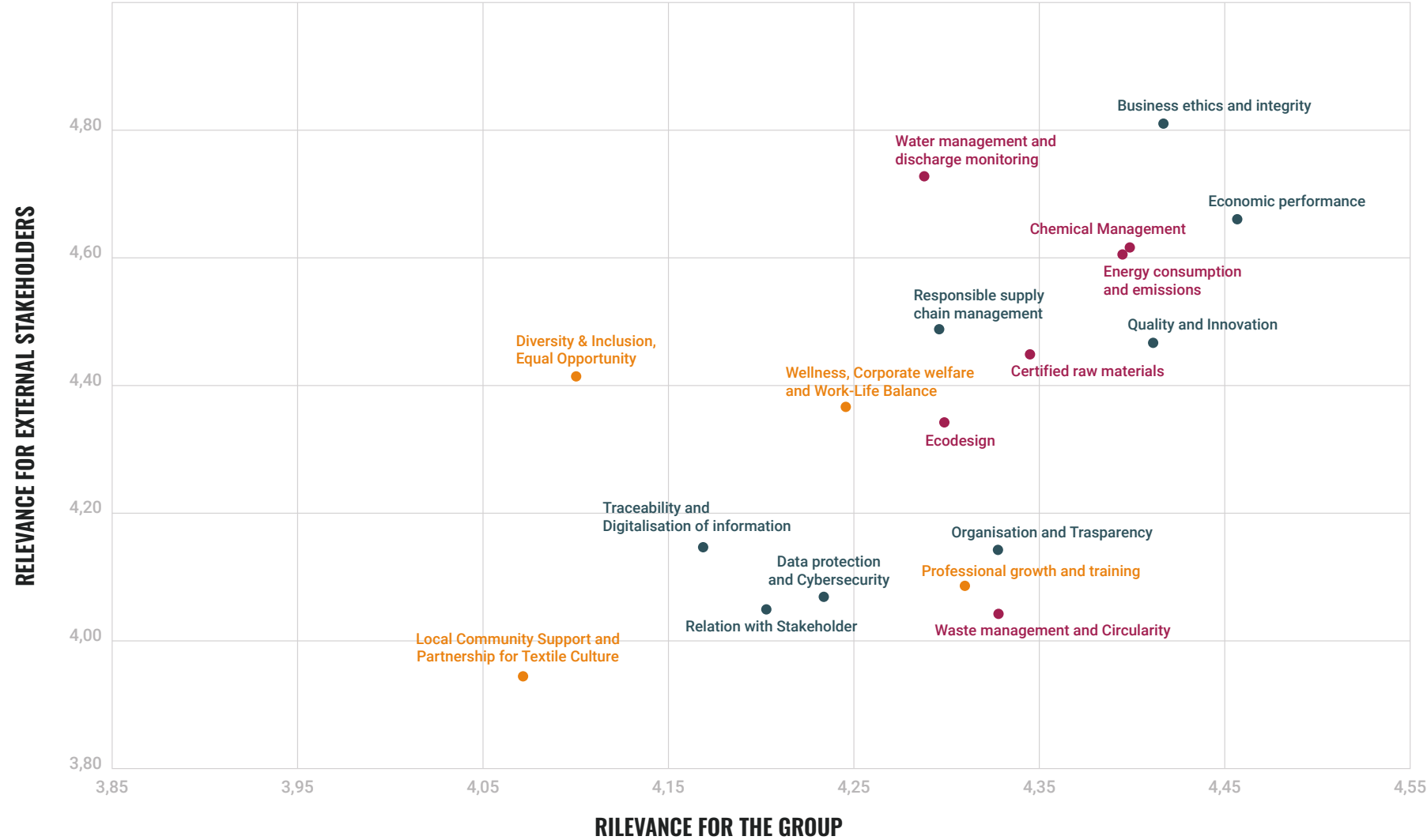
## MATERIALITY MATRIX

Elaboration of the output, which graphically shows the positioning of material issues in relation to their relevance for internal and external Stakeholders.



The results obtained from the Matrix show a good balance between the most relevant issues for both the Group and the external Stakeholders, which are positioned in the upper right sector of the matrix. Specifically, it highlights how Economic Performance and Business Ethics and Integrity are priority issues for all involved parties. On the environmental front, the most relevant topics are Chemical Management, Energy Consumption and Emissions, and Water Management and

Discharge Monitoring, with the latter being particularly significant for the external Stakeholders. Lastly, other relevant issues that emerged from the analysis include Quality and Innovation, Certified Raw Materials, and Corporate Well-being and Work-Life Balance.





## STAKEHOLDER ENGAGEMENT

The Gentili Mosconi Group pays close attention to consultation and dialogue activities with its Stakeholders, considering them strategic for increasing transparency, improving relationship management, and meeting the needs and expectations of all involved parties, in line with its status as a Società Benefit.

As an innovative element compared to the previous year, Gentili Mosconi undertook a structured Engagement process with key relevant Stakeholders, particularly in defining the material issues for the 2023 Sustainability Report.

During this process, approximately 200 participants, including employees, customers,

suppliers, and associations, were consulted through an online survey, and 14 key Stakeholders were engaged through a Multi-Stakeholder Focus Group and targeted interviews.

The methods and channels of engagement that the Group employs to inform and consult its stakeholders are differentiated according to the objectives. Below are the main engagement tools used for Environmental, Social, and Governance (ESG) Sustainability issues:

EMPLOYEES	CUSTOMERS	SUPPLIERS
<ul style="list-style-type: none"> <li>• Periodic meetings</li> <li>• Training and refresher meetings</li> <li>• Corporate Website</li> <li>• Questionnaire on material ESG issues of the company</li> <li>• Internal sharing of the code of ethics</li> </ul>	<ul style="list-style-type: none"> <li>• Direct contact with customers, meetings and dedicated meetings</li> <li>• Questionnaire on material ESG issues of the company</li> <li>• Focus Group on ESG Material Issues</li> <li>• Sharing the code of ethics</li> <li>• Updates via the Website</li> <li>• Continuous dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Path to eliminating hazardous chemicals and implementation of product certifications</li> <li>• Questionnaire on ESG material issues of the company</li> <li>• Focus Group on ESG Material Issues</li> <li>• Sharing the code of ethics</li> </ul>
LOCAL COMMUNITY	TRADE ASSOCIATIONS	PUBLIC ADMINISTRATIONS
<ul style="list-style-type: none"> <li>• Collaborations with non-profit associations</li> <li>• Questionnaire on material ESG issues of the company</li> <li>• Focus Group on Material ESG Issues</li> <li>• Updates via the Website</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire on ESG material issues of the company</li> <li>• Focus Group on ESG Material Issues</li> <li>• Member of Confindustria (Emme)</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfilment of documentary requests required by national and local legislation</li> <li>• Ongoing collaboration with institutions responsible for issuing environmental permits and certifications</li> </ul>
SCHOOLS AND UNIVERSITIES	FINANCIAL WORLD	NON-PROFIT ORGANIZATIONS
<ul style="list-style-type: none"> <li>• School visits at corporate premises</li> <li>• Collaborations for internships and curricular internships</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire on ESG material issues of the company</li> <li>• Focus Group on ESG Material Issues</li> <li>• Continuous dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural events open to the community</li> <li>• Collaborations with Non-profit Associations</li> <li>• Sponsorships</li> <li>• Questionnaire on ESG material issues of the company</li> <li>• Focus Group on ESG Material Issues</li> </ul>
SHAREHOLDERS	MEDIA	BUSINESS PARTNERS
<ul style="list-style-type: none"> <li>• Shareholders' Meeting</li> <li>• Communication through the media</li> <li>• Daily contacts and specific meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Updates via the Website</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Updates via the Website</li> </ul>

## GENTILI MOSCONI FOR THE UN SDGs

In developing its ESG strategy and commitments, Gentili Mosconi intends to contribute to the realization of the 17 Sustainable Development Goals defined by the UN-sponsored 2030 Agenda as an international Sustainability strategy for the coming years.

The SDGs that Gentili Mosconi aims to contribute to through the implementation of processes attentive to environmental impacts (water consumption, Greenhouse Gas emissions, waste and chemical management) and the choice of sustainable and certified materials are 6, 7, 12, and 13.

The Group's social impacts, on the other hand, focus on people's well-being and safety, lifelong learning, and gender equity, as evidenced by SDGs 3,4,5,10 and 11.

On the Governance front, the choice of Goals 8, 9, and 17 represents the company's commitment to contributing to equitable economic growth, the adoption of safe technological innovations, and forging collaborations with the Stakeholders to promote Sustainable Development.











# 06

## ECONOMIC PROFILE AND VALUE CREATION



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## 2023 ECONOMIC PERFORMANCE



In 2023, the global economic environment weakened; the world economy felt the effects of high inflation and tight monetary policy, especially in Europe, with uncertain future prospects. Escalating geopolitical tensions, particularly as a result of new conflicts in the Middle East, and the challenges posed by the increasing fragmentation of international production have increased the risks of further economic deterioration, with potential impacts on commodity prices.

In the specific context of the luxury market, 2023 represented a period of normal consolidation, coming after a 2022 marked by strong growth. The personal luxury goods sector still experienced growth. This expansion has, however, been unevenly distributed

among the different brands operating in the market, as evidenced by the financial results of 2023. The generalized response to this normalization phase was a conservative approach in issuing orders, with continuous adjustments based on demand and careful inventory management.

Despite this complex scenario, the Gentili Mosconi Group has shown remarkable resilience by efficiently and promptly managing the creative and production side, which has limited the decline in revenue and increased margins proportionally. This success was possible thanks to the Group's ability to maintain an effective pricing policy, with customers prioritizing supplier flexibility and cooperation. Furthermore, there has been an improvement in revenue mix, driven by increased accessory sales, benefiting from cross-selling strategies and greater internalization of fabric printing processes.

In 2023, the Gentili Mosconi Group reached a significant milestone by getting listed on the Euronext Growth Milan market. This strategic decision represents

both an important achievement and a new evolutionary phase for the Group, marked by the commitment to establishing an integrated, efficient, and sustainable management platform. Part of the financial resources acquired through the listing will be allocated to support a progressive and measured growth plan, which includes the integration of a weaving mill, a dyeing factory, and eventually a manufacturing facility within the upcoming industrial plan.

With the goal of increasing production capacity and space, the Gentili Mosconi Group has implemented several initiatives, such as doubling the digital printing department and renting a 4,000 square meter building. In this new space, logistics and warehousing activities will be centralized, as well as the Home division, which is currently spread across multiple locations. This reorganization will lead to more efficient operations and allow for the expansion of the area dedicated to the Group's archives, a strategic resource that represents a decisive competitive advantage. Looking ahead, the Group is optimistic due to the strong resilience that

the luxury market has consistently demonstrated. Committed to pursuing its ambitious Sustainability goals, the Group is ready to face 2024, a year that promises to be full of challenges and will require significant dedication. In a competitive context, the Gentili Mosconi has the ability to stand out by further enhancing the excellence and innovation of its products and fabrics, continuing to attract end customers.

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**LUCA  
DOMANICO  
CFO**





Below are the main consolidated economic data of the Group compared over the two financial years.

BASIC ECONOMIC AND FINANCIAL INDICATORS	UNIT OF MEASUREMENT	2022	2023
Net sales revenue	thousand €	53,122	50,529
Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA)	thousand €	10,161	8,642
Earnings Before Interest and Taxes (EBIT)	thousand €	8,907	6,741
Net financial charges	thousand €	-105	-220
Earnings before taxes	thousand €	9,013	6,962
Net income	thousand €	6,828	5,214
Net financial debt	thousand €	347	-17,142
Equity	thousand €	17,620	37,846

## REDISTRIBUTION OF VALUE ADDED

Value Added represents the ability of a business to create wealth and value. Acting as a link between the Sustainability Report and the Annual Report, it highlights the economic impact of business activity on Stakeholders. The latter participate both directly and indirectly in the generation and distribution of that wealth.

Through the analysis of the distribution of Value Added, it is possible to illustrate how the wealth generated by the Gentili Mosconi Group's operations is distributed among different Stakeholders, including shareholders, public agencies, suppliers and the local community.

STATEMENT OF VALUE-ADDED CALCULATION	UNITÀ DI MISURA	2022 (IFRS)	2023 (IFRS)
A. Value of production	thousand €	<b>55,581</b>	<b>51,398</b>
Revenues from sales and services	thousand €	53,122	50,529
Change in inventories	thousand €	848	-131
Other revenue and income	thousand €	1,610	1,000
B. Costs	thousand €	<b>-36,809</b>	<b>-32,644</b>
Costs for raw materials, supplies, consumables and goods	thousand €	-19,345	-16,756
Costs for services	thousand €	-15,921	-14,573
Provisions for risks	thousand €	-84	-81
Value adjustments of tangible and intangible assets and trade receivables	thousand €	-308	0
Other operating costs	thousand €	-1,150	-1,234
C. Income net of bank charges	thousand €	<b>86</b>	<b>192</b>
Financial income	thousand €	154	299
Bank charges	thousand €	-68	-107
GLOBAL GROSS VALUE ADDED (A+B+C)	thousand €	<b>18,858</b>	<b>18,946</b>

STATEMENT OF VALUE-ADDED DISTRIBUTION	UNITÀ DI MISURA	2022 (IFRS)	2023 (IFRS)
A. Remuneration of personnel	thousand €	<b>8,826</b>	<b>9,991</b>
Personnel cost	thousand €	8,826	9,991
B. Remuneration of public administration	thousand €	<b>2,202</b>	<b>1,744</b>
Income taxes for the year, current, deferred, prepaid	thousand €	2,185	1,727
Other taxes and fees (non-deductible VAT)	thousand €	16	17
C. Remuneration of credit capital	thousand €	<b>49</b>	<b>79</b>
Short- and medium-term capital charges	thousand €	49	79
D. Remuneration of risk capital	thousand €	<b>0</b>	<b>2,280</b>
Distribution of profit for the year	thousand €	0	2,280
E. Remuneration of the company	thousand €	<b>7,689</b>	<b>4,774</b>
Profit for the year allocated to reserves	thousand €	6,828	2,955
Depreciation	thousand €	861	1,819
F. Remuneration of the community	thousand €	<b>92</b>	<b>78</b>
Membership dues	thousand €	17	19
Grants to Universities and Research Centres	thousand €	0	0
Donations and gifts	thousand €	75	59
GLOBAL GROSS VALUE ADDED (A+B+C+D+E+F)	thousand €	<b>18,858</b>	<b>18,946</b>

INVESTMENT AND INNOVATION

Quality and innovation are hallmarks of the company, which is called to adapt and evolve to meet the new challenges of the textile market while continuing to offer its customers products of excellence on the combination of Beauty and Sustainability.

The decision to go public has enabled new investments in key technologies aimed at enhancing the Group's competitiveness and product quality.

In 2023, the Group supported several investments aimed at innovating technological processes with a view to reducing environmental impacts. Most of the investments were incurred to purchase new machinery for Emme, which is the Group's production facility.

Within EMME, the department dedicated to digital printing was expanded, and then, to cope with the increased energy requirements, the electrical substation was replaced with a more high-performance one.

A new screen washing machine has been purchased, which enables colour soiled frames to be washed after the printing process. This new machine is equipped with a water recirculation system to make water consumption more efficient.



The Gentili Mosconi Group has entered into a partnership with Konica Minolta, a leading manufacturer of multifunction printers. The goal of the partnership is to combine Konica Minolta's technological expertise with Gentili Mosconi's technical design skills and attention to detail to improve the quality and Sustainability profile of the products. The synergy between the two entities has yielded excellent results in the development of technologies intended for fabrics for prêt-a-porter and accessories collections.

In 2023 the Gentili Mosconi experimented with producing its fabrics through the use of the Nassenger 8, a Konica Minolta system at the forefront of digital textile printing. Thanks to the technology of this new machine, which makes it possible to skip the fabric preparation stage that precedes ink-jet printing, it was possible to reduce the process steps, increasing printing speed, reducing water consumption, and limiting the use of materials, inks and energy.

Finally, the company has purchased a new fabric final inspection using artificial intelligence technology and a new colour kitchen for the printing house, which will be installed in 2024, replacing an outdated previous one that will help reduce electricity consumption.

INFRASTRUCTURE INVESTMENT AND FUNDED INVESTMENT	UNIT OF MEASUREMENT	2022	2023
Significant infrastructure investment	thousand €	992	6,028



OUR CUSTOMERS

The Gentili Mosconi Group’s customer network is extremely extensive and diverse. Gentili Mosconi has consolidated its position in Europe, where the majority of its buyers are located. In addition to this, the Group has developed important business ties with customers in the United States, Great Britain and other nations outside the European Union.

The fact that customers are so widely distributed around the world highlights the excellence and global recognition of the quality of the fabrics produced by Gentili Mosconi, which are appreciated and in demand in different regions of the world for their very high quality and distinctive design.

GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS (BASED ON REVENUE)



	2022		2023	
GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS	CUSTOMERS NUMBER (N)	REVENUES (THOUSAND €)	CUSTOMERS NUMBER(N)	REVENUES (THOUSAND €)
Italia	215	19,490	206	18,338
CEE	43	20,227	47	17,152
Extra CEE	104	13,406	107	15,039
Totale	362	53,122	360	50,529









# 07

## COMMITMENTS TO IMPROVE SUPPLY CHAIN SUSTAINABILITY



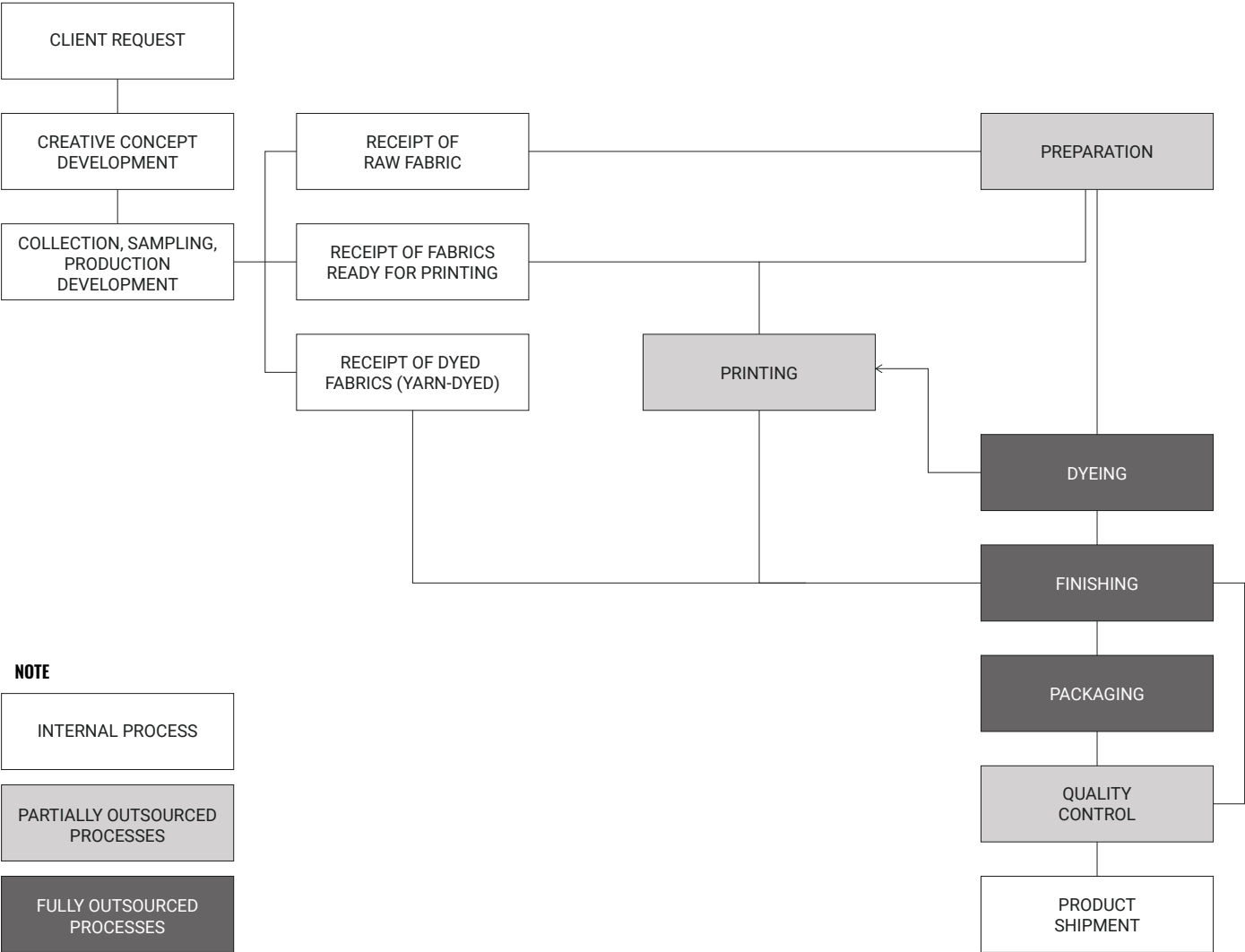
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As highlighted above, the textile industry generates significant environmental and social impacts. The Gentili Mosconi Group works to improve its Environmental Sustainability profile. Gentili Mosconi, being a business, does not have high environmental impacts; moreover, those that are there are managed to the best of our ability.

The impacts that the company seeks to improve from year to year are the indirect impacts of the supply chain, which is why below the impacts of Gentili Mosconi are presented separately from the impacts of printing factory, a subcontractor that performs the main printing processes of the fabrics marketed by the company.



THE PRODUCTION PROCESS

The production process begins from the customer’s request; then Gentili Mosconi develops the creative idea, drawing inspiration from its own collections and the company’s Historical Archive. Once this phase has been accomplished, we move on to fabric procurement, a phase in which the company is paying increasing attention with a view to Sustainability. These fabrics then undergo textile finishing processes, which are partially outsourced. Next, the fabrics or accessories, undergo a quality control stage and finally are delivered to the customer.

SUPPLY CHAIN MANAGEMENT

With reference to the textile industry, supply chain management is becoming increasingly central given the high incidence of environmental impacts generated by the production cycle of textile products.

Gentili Mosconi operates with the aim of aligning its supply chain management with the corporate strategy and with reference to the EU Strategy for the Textile Industry, to optimize processes, ensure high-quality standards, reduce environmental impact, defects, and waste. The company is committed to carefully evaluating all fabric and processing suppliers and monitoring internal processes.

With reference to 2023, the company continued the implementation of the 4sChem protocol by 4sustainability®, which is based on the ZDHC program and guides the supply chain in to the adoption of the new version to the new version of MRSL, version 3.1. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemicals banned from intentional use in textile industry companies. Gentili Mosconi’s implementation of this protocol involves a number of initiatives directed at its supply chain, including sending information to suppliers regarding Webinars promoted by ZDHC and participation in ZDHC Academy training. It also involves signing a Commitment and completing an Assessment to evaluate compliance with MRSL 3.1.

Through the 4sustainability® chemical protocol, in 2023 Gentili Mosconi conducted an assessment of 8 major suppliers on the use of chemicals and water analysis in their processes. These suppliers represent 84% of the volume of meters processed by Gentili Mosconi. In addition, 15 suppliers of raw materials (fabrics) representing 80% of the volume of meters purchased were evaluated.

From the assessment, it is evident that 87% of the evaluated fabric suppliers and 100% of the evaluated processing suppliers achieve a medium or high score based on environmental sustainability criteria.

In order to ensure the veracity of the information provided, Gentili Mosconi conducted targeted audits along the supply chain, analysing critical factors such as the impact on the environment and worker health and safety.

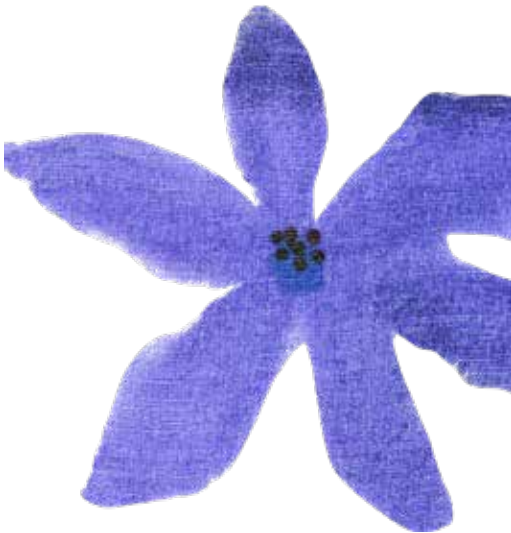


EVALUATED SUPPLIERS	TYPE OF DATA ANALYSIS	NUMBER OF SUPPLIERS EVALUATED	HIGH RATING	AVERAGE RATING	LOW RATING
Raw material suppliers	based on the number of suppliers	15	2	11	2
	% based on the quantity purchased	80.60%	12.20%	61.70%	6.70%
Outsourced processes suppliers	based on the number of suppliers	8	5	3	0
	% based on the quantity processed	83.90%	59.70%	24.20%	0.00%





The Group places great emphasis on selecting quality suppliers, preferably those close to its corporate locations. In 2023, the data regarding supplier selection are extremely positive. The proportion of national suppliers is 91.4%, while the proportion of regional suppliers is 73.8%. Additionally, almost 99% of total purchases are made from domestic suppliers.



GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS	UNIT OF MEASUREMENT	2022	2023
Suppliers	n.	850	883
Domestic suppliers	n.	778	807
Regional suppliers	n.	616	652
Domestic supplier share	%	91.5%	91.4%
Regional supplier share	%	72.50%	73.80%
Value of the purchased	thousand €	44,600	37,542
Value of the purchased of domestic suppliers	thousand €	43,884	37,044
Value of the purchased of regional suppliers	thousand €	41,179	34,082
National purchased share	%	98.40%	98.70%
Regional purchased share	%	92.30%	90.80%

## TRACEABILITY

Traceability is becoming increasingly significant in the textile industry. If managed effectively, traceability ensures product quality, ethical production, and sustainability, turning into an important competitive advantage.

Moreover, it facilitates supply chain management and enhances consumer trust by providing clear information about the origin of product materials.

Gentili Mosconi implements an internal product traceability policy to ensure the identification of certified, non-certified, and/or downgraded items and is capable of tracking its production with reference to the product batch.

To determine the origin of the fabrics and yarns composing them, the company requests traceability information from fabric suppliers, starting from the cultivation or extrusion phase of individual fibres up to the weaving phase and preparation for printing or dyeing. Downstream processes (preparation, dyeing, printing, finishing) are managed by Gentili Mosconi and tracked in the operational management system.

Following the adoption of European directives on the Circular Economy, France introduced the AGEC law against waste, which imposes specific requirements in terms of traceability.

In particular, companies that distribute products to the French market are required to declare the countries where the latest processing was carried out.

In response to this legislation, Gentili Mosconi, which has several clients in France or who market their products in France, has seen a significant increase in traceability requests, which must also be processed through client portals that are not always easy to use and involve significant time-consuming compilation.

To address this need, in December, the company opted to expand its management system through the integration of a dedicated traceability portal developed by ID Factory, a specialized provider solution. This tool allows the efficient collection of information directly from the supply chain and will be implemented progressively in order to arrive at the creation of the Digital Product Passport, envisioned by recent European directives by 2030.

Currently, the system is under development, with a pilot project planned for May 2024 involving major suppliers.

In 2023, after Gentili Mosconi introduced the new product certification, RWS, the company conducted training meetings for some subcontractors, not RWS certified, to make them understand the traceability and social responsibility requirements of the Standard, preparing them for the Verification Audit by the certifying body.



RAW MATERIALS AND PRODUCT CERTIFICATIONS

Raw materials

The careful selection of raw materials is what enables Gentili Mosconi to manufacture products of excellent quality. Within its production process, the company utilizes various materials such as yarns, fabrics, chemicals, dyes, and materials used for product packaging.

In 2023, the total meters of fabric purchased by Gentili Mosconi was 907,870, about 22% less than the previous year. However, the company in the same year increased the amount of certified fabric purchased. Specifically, 21% of raw materials purchased in 2023 are covered by certifications such as GOTS, GRS, FSC® and RWS. This figure is clearly improving, confirming the company’s commitment,

PURCHASED MATERIALS (GENTILI MOSCONI)	UNIT OF MEASURE	2022	2023
Purchased fabric	m	1,175,067	907,870
Of which certified/by sustainable	m	180,406	186,564
Incidence of fabric certified/by sustainable brands in the total	%	15%	21%

Recycled and recyclable packaging

Regarding product packaging, Gentili Mosconi mainly uses sustainable materials for the packaging of its finished or semi-finished products. Specifically, 100% of cardboard tubes are composed of recovered fibres obtained from recycled paper and already used cardboard, while corrugated cardboard boxes and corrugated paper are indicatively 80% from recycled material.

These data emerged from the statements of our suppliers, who were consulted for specific information. Regarding the packaging of finished accessories with plastic material, the company does not directly choose the type of material to purchase because this is selected by the customer. In 2023, 67% of the plastic used for Packaging will come from recycling.

which has also introduced a new product certification. Gentili Mosconi implements the 4sMaterials® pillar, audited annually, which aims to accompany the process of conversion to the use of more sustainable materials, through the definition of indicators and criteria for measuring sales and purchases of sustainable materials.

As for EMME, being a manufacturing business, the main raw materials purchased are chemicals and dyes for printing. In 2023, total purchased chemicals amounted to 196,993.5 kg, down 4.6 percent from the previous year.

PURCHASED MATERIALS (EMME)	UNIT OF MEASURE	2022	2023
Printing chemicals and dyes	kg	132,234	138,208.5
Other chemicals (maintenances, purifier)	kg	74,395	58,785
Total chemicals	kg	206,629	196,993.5

TYPE OF MATERIAL	UNIT OF MEASURE	2022		2023			
		Totale (kg)	di cui Green [kg]	Quota Green [%]	Totale (kg)	di cui Green [kg]	Quota Green [%]
Paper and cardboard	kg	2,902	2,902	100%	4,601	4,601	100%
Plastic	kg	2,848	519	18%	1,670	1,123	67%



Product Certifications

The Gentili Mosconi Group holds several specific, globally recognized product certifications that are essential to ensure high quality of raw materials, their traceability, environmental impact and respect for the rights of workers involved in the textile supply chain. In addition, Gentili Mosconi is committed to increasing the use of certified raw materials. The main certifications held by the company are GOTS, GRS, FSC®, to which the new RWS certification was added in 2023.



**GOTS - Global Organic Textile Standard**  
GOTS is recognized as the most important international standard for the sustainable production of garments and textile products made from natural fibres from organic agriculture. Gentili Mosconi is certified for the marketing of finished textiles and accessories made of **organic cotton and silk**.



GENTILI MOSCONI SPA is GRS certified  
Certified by ICEA  
ICEA-TX-886  
"Only the products which are covered by a valid Transaction certificate are GRS certified"

**GRS - Global Recycled Standard**  
The purchase of Global Recycled Standard (GRS) certified products demonstrates demand for recycled content and best processing practices in the supply chain. Gentili Mosconi is certified to market finished fabrics and accessories made of **polyester, polyamide and other blended fibres**.



GENTILI MOSCONI SPA is RWS certified  
Certified by ICEA  
ICEA-TX-886  
"Only the products which are covered by a valid Transaction certificate are RWS certified"

**RWS - Responsible Wool Standard**  
The purchase of RWS-certified products ensures the best practices for animal welfare and responsible land management in the wool fibre supply chain.



**FSC® – Forest Stewardship Council**  
The Forest Stewardship Council® (FSC®) has created a chain of custody management and certification system that ensures products of forest origin, including cellulose (from which viscose is derived), come from responsibly managed forests. Gentili Mosconi is certified to market FSC® viscose and acetate fabrics.

Other Management System  
Certifications, Protocols and Standards  
for the Textile Industry



**BCI – Better Cotton Initiative**

BCI is the organization that has developed a globally valid standard for more sustainable cotton cultivation. Gentili Mosconi is qualified to operate on the BCI Platform for customers who are members of the Better Cotton Initiative.



**4s Chem**

4Sustainability®'s 4s Chem protocol for the progressive elimination of hazardous chemicals from production cycles and the finished product is based on the ZDHC program with the goal of more sustainable production to protect workers, consumers and our planet's ecosystems. Applied as of 2018, it has enabled the group's companies to achieve the Excellence level, corresponding to the highest level of implementation.

**4s Planet**

4Sustainability®'s 4s Planet protocol is a protocol that promotes responsible use of resources to reduce environmental impacts. Implemented in group companies starting in 2022. Basic implementation level

**4s Materials**

4Sustainability®'s 4s Materials protocol develops a guidance pathway for conversion to the use of materials with lower environmental and social impacts for more sustainable production. Applied from 2023 with Ongoing level.



**Supplier to Zero**

Supplier to Zero is a chemical management implementation system reserved for the supply chain. Companies in the group have achieved LEVEL 2.

## ECODESIGN E UPCYCLING

**In accordance with the recent European Union Sustainable Textiles Strategy, Gentili Mosconi is working to make its products increasingly aligned with the principles of circularity and sustainability.**

With the aim of redesigning products to reduce the negative impact on the environment throughout the product lifecycle, in 2022 the company initiated a number of partnership projects aimed at reusing collection scraps, end-of-production fabrics, or second-choice fabrics and accessories, adopting an Upcycling, or creative reuse, perspective.

This is the case of the Never Ending project, in collaboration with the social cooperative Quid, which has generated extremely positive results; in fact, in just 2023 more than 1,400 shoppers and as many as 3,020 cases and beauty items were produced from discarded materials, giving new value to these precious materials. This project engaged Quid for about 820 hours of work in high social impact production, generating revenues of € 27,600 for Quid.

The company also collaborated on the HANAMI event, promoted as part of the Eco Lario Festival, through the supply of some fabrics for the organization of a sustainable fashion show with the aim of connecting sustainable fashion, Upcycling and high craftsmanship, schools and local institutions.

Through collaboration with the GREEN-LINE company, Gentili Mosconi has implemented a project to recover textile fibres from fabric waste. A significant portion of the textile waste produced by the company was recovered in the REVERSO™ project supply chain.

Specifically, wool and silk fibres were recovered to create new recycled yarns, other mixed fibres were used for the automotive sector or for the production of felt and soundproofing panels. A total of 3,279 kg of textile and mixed fibres were recovered.

The European Union Strategy for Sustainable Textiles emphasizes the importance of making textiles designed to last a long time. Gentili Mosconi recognizing that durability is intrinsically linked to quality, purchases high quality, durable raw materials certified to the most recognized standards such as GOTS, FSC®, GRS and RWS, and researches the highest quality standards in textile finishing processes compliant with the ZDHC program. This approach not only meets the growing demand for sustainable textile products, but also responds to the specific needs of customers who value and demand durable items.

Within the company, there is an office dedicated to managing requests related to quality and compliance with voluntary standards and current legislation (Reach, GB, ZDHC), as well as a ZDHC-qualified chemical manager. ELLEACITI's ISO17025-certified testing laboratory performs specific tests on fabrics to ensure compliance with customer specifications and PRSL 4sustainability®, with speed and accuracy.







## CHEMICAL MANAGEMENT

Gentili Mosconi has initiated a process of analysis of its production cycles, with the aim of progressively eliminating the presence of hazardous chemicals in processes and fabrics.

The Group has joined the Zero Discharge of Hazardous Chemicals (ZDHC) program, which aims to optimize the chemical management, according to an integrated approach of prevention and precaution, and which directs the textile industry's innovations and best practices to protect consumers, workers and the environment. The Group implements what is planned for the progressive reduction and elimination of hazardous chemicals in its operations and those of its suppliers.

In 2023, Gentili Mosconi and EMME continued the chemical protocol implementation project begun in 2018 through the application of the 4sustainability® protocol by accompanying the supply chain in updating to the new version 3.1 of the MRSL ZDHC (Manufacturing Restricted Substances List), a list of chemicals banned from intentional use in companies that produce textile materials.

The 4sustainability® CHEM protocol involves several steps:

- Mapping of chemical risk categories in the supply chain;
- Update of the Gentili Mosconi PRSL (Product Restricted Substances List), indicating the limit of presence of chemicals in the finished product;
- Adoption of the ZDHC MRSL shared with providers;
- Training of all personnel involved;
- Collection of information in management systems to ensure traceability;
- Implementation of a statistical sampling and control plan through analysis on risk assessment;
- Use of production and organizational choices to save natural and energy resources, involving the supply chain;
- Adoption of management techniques and tools aimed at continuous improvement;
- Development of cross-cutting corporate Sustainability strategies in each area, in collaboration with Stakeholders.



For the 4sustainability® CHEM protocol Gentili Mosconi and EMME have both achieved the highest level of implementation, EXCELLENCE, which is verified annually by second-party auditors.

Gentili Mosconi carries out several oversight activities on this front. At the beginning of the year, the company establishes an internal due-diligence plan to control and monitor the compliance of raw materials and processing entrusted to the supply chain. The supply chain is asked to ensure that their products comply with current legal requirements, voluntarily adhere to the ZDHC program and free ZDHC Academy training courses, as well as ensure batch traceability and compliance with worker health and safety legislation. During the year, audits are conducted to verify the declarations made by suppliers.

Finally, each supplier is assigned a rating based on the level of compliance with the protocol achieved; non-compliant suppliers are subsequently supported by the company to improve their performance. The protocol includes the replacement of non-compliant suppliers if they fail the chemical tests and all attempts to implement the protocol.

## ENERGY MANAGEMENT AND DECARBONIZATION

### Energy Management

In recent years, the cost of energy has been a significant bottleneck in the national economy; in such a context, energy efficiency actions and the use of energy from renewable sources are strategic to move away from dependence on fossil fuels and to reduce greenhouse gas emissions.

The Group has invested significantly in this direction; the company has equipped itself with some efficient technologies to reduce its consumption. In fact, the headquarters at Via Tevere 7/9 is equipped with two photovoltaic systems. In addition, back in 2012, the company opened the first warehouse that uses only renewable energy and does not use methane gas thanks to the presence of a photovoltaic system and a geothermal system, which uses thermal energy from the subsoil. To this day, it is still the only one in the Como district.

In pursuit of the goal of reducing its environmental impact, the company has adopted a plan to renew its vehicle fleet, prioritizing the introduction of hybrid and electric vehicles to replace those powered by diesel and gasoline. In 2023, the support infrastructure was expanded through the installation of additional electric charging stations, which are available free of charge to employees, customers, and suppliers who come to the headquarters.

In 2023, Gentili Mosconi recorded a 24% reduction in natural gas consumption compared to the previous year. This decrease is attributable to the fact that in 2022 the distribution authority overestimated part of the Group's consumption, which was then rectified in 2023 through adjustments; thus, the current year's consumption appears lower. Meanwhile, the amount of electricity purchased from the grid remained stable. As for self-produced electricity from renewable sources, there was a 12% decrease, primarily due to weather conditions during the year.

In 2023, EMME overall recorded a reduction in total energy consumption. Specifically, this includes natural gas consumption, diesel consumption for the vehicle fleet, and the purchase of electricity from the grid. The main reason for these decreases is attributable to the fact that in 2023, the meters of fabric processed by EMME decreased by 9%. When adjusting the data in relation to the meters processed, compared to 2022, it emerges that: natural gas consumption decreased by 8%, diesel consumption for the vehicle fleet increased by 1%, and finally, the purchase of electricity from the grid decreased by 2.65%.

Self-produced energy from renewable sources in 2023 by Gentili Mosconi Spa covered 23% of its electricity needs, avoiding the emission of more than 46.33 tons of CO<sub>2</sub>.

For 2024, a new 4,000 sq. mt facility is planned to open in Casnate con Bernate, which will consolidate the company's three current warehouses. It will be built in accordance with the best environmental standards and powered by renewable energy thanks to the installation of a 200-kWh photovoltaic system equipped with optimizers.





ENERGY CONSUMPTION (GENTILI MOSCONI)	UNIT OF MEASURE	2022	2023
Natural Gas	mc	18,636	14,235
Diesel fuel for vehicle fleet	l	21,425	19,549
Gasoline for vehicle fleet	l	12,018	13,461
Electricity from the grid	kWh	301,335	303,139
Renewable energy produced	kWh	170,437	149,931
Electricity consumed by self-generation with renewable source	kWh	108,751	90,232
Renewable energy sold to the public grid	kWh	61,686	59,699

ENERGY CONSUMPTION (EMME)	UNIT OF MEASURE	2022	2023
Natural Gas	mc	975,359	813,557
Diesel fuel for vehicle fleet	l	2,884	2,642
Electricity from the grid	kWh	1,471,491	1,299,269

ENERGY CONSUMPTION IN GJ (GENTILI MOSCONI)	UNIT OF MEASURE	2022	2023
Natural Gas	GJ	675	561
Diesel fuel for vehicle fleet	GJ	0.76	0.70
Gasoline for vehicle fleet	GJ	0.36	0.40
Electricity from the grid	GJ	1,085	1,091
Renewable energy produced	GJ	614	540
Electricity consumed by self-generation with renewable source	GJ	392	325
Renewable energy sold to the public grid	GJ	222	215
Total energy consumed	GJ	2,152	1,978
Energy intensity*	GJ/m	0.0020	0.0020

ENERGY CONSUMPTION IN GJ (EMME)	UNIT OF MEASURE	2022	2023
Natural Gas	GJ	38,429	32,054
Diesel fuel for fleet vehicles	GJ	0.10	0.09
Electricity from the grid	GJ	5,297	4,677
Total	GJ	43,727	36,732
Energy intensity**	GJ/m	0.05	0.05

\*Calculated in relation to meters of fabric sold by Gentili Mosconi.

\*\*Calculated in relation to metres of fabric processed by EMME.

Decarbonization

The phenomenon of climate change is becoming increasingly evident, and the rising trend of global temperatures will have serious consequences for ecosystems.

Policies at the international climate level (Paris Agreements and subsequent COPs) and at European level (Fit for 55) impose challenging targets to reduce climate-changing emissions as much as possible, including for businesses. Gentili Mosconi embraces the urgency of converting current production systems to decarbonization/reduction of greenhouse gas emissions into the atmosphere.

The Gentili Mosconi Group has embarked on a journey to assess its corporate Carbon Footprint. This process was initiated in order to map greenhouse gas emissions, identify the most impactful activities, and develop targeted action plans with a view to decarbonization.

Both Gentili Mosconi and EMME have measured their direct emissions (Scope 1), arising from stationary gas combustion and the company vehicle fleet, and indirect emissions (Scope 2), related to the use of electricity from the grid. Additionally, for Gentili Mosconi only, a partial measurement of emissions not under the direct control of the company, such as employee business travel or waste disposal

(Scope 3), was conducted. The analysis was conducted following the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol), using conversion coefficients provided by scientific reference databases such as Ecoinvent and DEFRA.

As for Gentili Mosconi, this analysis shows that the overall emissions in 2023 are 459.17 tCO2eq, a significant decrease compared to the previous year (-22.3%). The reduction in both Scope 1 and Scope 2 emissions compared to 2022 is justified by the fact that updated emission factors were used for the calculations in 2023, following improvements in automotive efficiency. Additionally, car consumption was considered in terms of litres rather than kilometres. Another change made in 2023 is that the methane consumption for the headquarters at Via Tevere 6

was based on actual usage rather than estimates, as was the case in 2022. As for the EMME, the overall emissions in 2023 are 1,898.89 tCO2eq, a figure obtained by summing Scope 1 and Scope 2 emissions. In 2022, the calculation of greenhouse gas emissions amounted to 2,320 tCO2eq. However, comparing the two years is challenging because different methodologies were used for each year.

Specifically, the 2022 figure was obtained through the WORDLY portal, whereas the 2023 figure resulted from more precise data collection carried out with a different consultant. Gentili Mosconi is working to carry out a comprehensive Scope 3 emissions study, but has yet to complete it. This study is a key step in implementing the decarbonization strategy.

SCOPE EMISSIONS 1,2,3 (GENTILI MOSCONI)	UNIT OF MEASURE	2022	2023
Direct (Scope 1)	tCO2eq/year	336.62	110.06
Indirect (Scope 2)	tCO2eq/year	177.13	133.32
Scope 3	tCO2eq/year	77.09	215.79
Total (Scope 1 and 2 and 3 )	tCO2eq/year	590.84	459.17
Carbon intensity of the organization*	tCO2eq/m	0.00054	0.00046

SCOPE EMISSIONS 1,2 (EMME)	UNIT OF MEASURE	2022	2023
Direct (Scope 1)	tCO2eq/year		1,591.81
Indirect (Scope 2)	tCO2eq/year		307.08
Totals (Scope 1 and 2)	tCO2eq/year	2,320.00	1,898.89
Carbon intensity of the organization**	tCO2eq/m	0.0029	0.0024

WATER MANAGEMENT

Considering the entire production process, the textile sector is one of the sectors with the greatest impacts on water resource consumption and water quality. Therefore, water recovery, saving and treatment are increasingly important. Gentili Mosconi is working on this issue by adopting a Group approach, paying attention to the consumption of the supply chain.

EMME is equipped with a water treatment plant before discharge into the consortium sewage treatment network, which helps ensure compliance according to legal requirements for industrial water discharge and voluntary requirements required by ZDHC's Road Map to Zero program to which EMME adheres. In addition to the controls due per current legislation, wastewater analysis is conducted twice a year according to ZDHC methodology to verify compliance with ZDHC Wastewater Guidance V.2.0.

Gentili Mosconi and Emme are committed to making the use of water within their production processes more efficient. Both companies have developed the “Water Conservation” project through the Planet protocol of 4sustainability® with the aim of measuring the impacts of processes, the Water Footprint of some products and developing an action plan to improve processes and decrease water consumption.

Companies in the group calculated their Water Risk using WWF's Water Risk Filter and assessed their ability to manage water by measuring and monitoring their water use.

From the 2023 data, it emerges that Gentili Mosconi, despite being a commercial entity, therefore with reduced water consumption, has decreased its water withdrawal by 3.3% compared to the previous year. Positive results also emerge from data from the EMME printing plant, where the amounts of water withdrawn are certainly large; however, there has been a 19.3 percent reduction compared to the previous year's withdrawals, thanks mainly to innovation in machinery and processes. These positive figures are encouraging in light of the Group's efforts in water resource management.

GENTILI MOSCONI WATER CONSUMPTION	UNIT OF MEASURE	2022	2023
Water consumed by public aqueducts	mc	1,132	1,094

EMME PRINTING PLANT WATER CONSUMPTION	UNIT OF MEASURE	2022	2023
Groundwater from well	mc	85,779	69,568
Water supplied by public aqueducts	mc	700	219
Total	mc	86,479	69,787
Wastewater discharge to sewage treatment plant	mc	76,248	60,832
Total	mc	76,248	60,832





CIRCULARITY OF WASTE

Effective management of waste produced by company activities and the adoption of reduction and recovery strategies are fundamental for promoting a circular economy.

Gentili Mosconi collaborates with a local company specialized in waste treatment to optimize the lifecycle of materials. This company sorts and recovers the company's paper and plastic waste, while sending fabric scraps to waste-to-energy plants for thermal recovery.

Through collaboration with the GREEN-LINE company, Gentili Mosconi has implemented a project to recover textile fibres from fabric waste. A significant portion of the textile waste produced by the company is recovered in the REVERSO™ project supply chain. Specifically, wool and silk fibres have been recovered to create new recycled yarns, other mixed fibres have been used for the automotive sector or for the production of felt and soundproofing panels. A total of 3,279 kg of textile and mixed fibres were recovered.

For several years, the company has also activated a partnership with VESTI SOLIDALE, a social cooperative, for the collection of spent toner cartridges, which is then delivered to a specialized regeneration centre.

The amount of waste generated by Gentili Mosconi in 2023 has increased, the main cause being due to increased production of paper and cardboard waste. While there was a drastic reduction in the generation of non-hazardous waste (-23%) at EMME, however, the amount of hazardous waste generated increased, as a result of occasional and extraordinary disposal operations.



TYPE OF WASTE PRODUCED (GENTILI MOSCONI)		UNIT OF MEASURE	2022	2023
NON-HAZARDOUS	Paper	kg	11,040.0	15,020.0
	Plastic	kg	5,210.0	3,200.0
	Printer toners	kg	305.0	170.0
	Rifiuti da fibre tessili	kg	5,904.5	6,807.0
HAZARDOUS	Inorganic wastes containing hazardous substances	kg	0	40
	Packaging containing residues of or contaminated with hazardous substances	kg	0	30
	Total	kg	22,460	25,267

TYPE OF WASTE PRODUCED (EMME)		UNIT OF MEASURE	2022	2023
HAZARDOUS	Paper	kg	61,740	51,780
	Plastic	kg	1,600	300
	Sludge produced by effluent treatment	kg	71,250	67,420
	Wood	kg	6,960	2,200
	Iron and steel + mixed metals	kg	19,720	1,660
	Mixed packaging	kg	21,720	15,380
	Discontinued electronic equipment	kg	0	30
	Printer toners	kg	230	
	Textile fibre waste	kg	0	1,287
HAZARDOUS	Printer toners containing hazardous substances	kg	0	324
	Waste adhesives and sealants with organic solvents or other hazardous substances	kg	683	703
	Mineral motor oils	kg	380	
	Packaging containing residues of or contaminated with hazardous substances	kg	443	2,544
	Discontinued equipment with hazardous substances	kg	0	180
	Inorganic wastes containing hazardous substances	kg	0	960
	Total	kg	184,726	144,768





ROMEO GIGLI



# 08

## PEOPLE'S WELFARE



# INDICE DI CAPITOLO

**WORKING AT GENTILI MOSCONI**

**SKILLS DEVELOPMENT**

**EMPLOYEE HEALTH AND WELLNESS**

**OCCUPATIONAL SAFETY**

**CORPORATE WELFARE**

**DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY**

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The Gentili Mosconi Group's commitment to promoting social development and people's welfare has long been a distinguishing feature. The evolution into a Società Benefit has then reinforced this goal of producing positive impacts toward people and in the territory in which it operates.

## WORKING AT GENTILI MOSCONI

Every company is made up of people who bring value through their competence and dedication, and it is on them that we must invest. Gentili Mosconi Group is well aware of this, which is why it works to promote the welfare of its employees through Corporate Welfare tools and to create a healthy and stimulating work environment where current and future

workers can grow and develop new skills. At the end of 2023, there were 166 employees in the Group, compared to the previous year, 14 new people were added, which testifies to the period of expansion the company is having.

The tables below show the data split between Gentili Mosconi and EMME expressed as of 31st December for the two years reported

EMPLOYEES BY AGE (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Totale	Men	Women	Totale
Under 30	n.	2	9	11	3	6	9
to 30 to 39 years old	n.	2	8	10	4	12	16
to 40 to 49 years old	n.	4	29	33	5	30	35
50 and over 50	n.	17	32	49	16	37	53
<b>Total</b>	<b>n.</b>	<b>25</b>	<b>78</b>	<b>103</b>	<b>28</b>	<b>85</b>	<b>113</b>

EMPLOYEES BY AGE (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Totale	Men	Women	Totale
Under 30	n.	6	1	7	9	1	10
to 30 to 39 years old	n.	3	0	3	4	0	4
to 40 to 49	n.	6	4	10	7	4	11
50 and over 50	n.	24	3	27	22	4	26
<b>Total</b>	<b>n.</b>	<b>39</b>	<b>8</b>	<b>47</b>	<b>42</b>	<b>9</b>	<b>51</b>



Within Gentili Mosconi, the prevailing professional category is white-collar workers (71%) while EMME, being the Group's production reality, has a prevalence (70%) of personnel classified as blue-collar workers.

EMPLOYEES BY JOB CLASSIFICATION (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Executives	n.	0	1	1	0	1	1
Middle managers	n.	2	2	4	2	2	4
White-collars	n.	16	54	70	19	58	77
Blue-collars	n.	7	21	28	7	24	31
<b>Total</b>	<b>n.</b>	<b>25</b>	<b>78</b>	<b>103</b>	<b>28</b>	<b>85</b>	<b>113</b>

EMPLOYEES BY JOB CLASSIFICATION (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Middle managers	n.	2	0	2	2	0	2
Employees	n.	7	6	13	6	7	13
Workers	n.	30	2	32	34	2	36
<b>Total</b>	<b>n.</b>	<b>39</b>	<b>8</b>	<b>47</b>	<b>42</b>	<b>9</b>	<b>51</b>



An examination of contract types reveals that 91% of the Group's employees hold fixed-term contracts and 97% work full-time. In 2023, 2 temporary workers were hired.

CONTRACTS (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Open-ended	n.	24	75	99	25	79	104
Fixed-term	n.	0	0	0	1	2	3
Apprenticeship	n.	1	3	4	2	4	6
"Non-standard" (administration, project, internship)	n.	1	3	4	0	0	0
<b>Total</b>	<b>n.</b>	<b>26</b>	<b>81</b>	<b>107</b>	<b>28</b>	<b>85</b>	<b>113</b>
Full-Time	n.	25	74	99	28	82	110
Part-Time	n.		4	4	0	3	3
<b>Total</b>	<b>n.</b>	<b>25</b>	<b>78</b>	<b>103</b>	<b>28</b>	<b>85</b>	<b>113</b>

CONTRACTS (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Open-ended	n.	39	7	46	38	8	46
Fixed-term	n.	0		0	0	0	0
Apprenticeship	n.	0	1	1	4	1	5
"Non-standard" (administration, project, internship)	n.	2		2	1	0	1
<b>Total</b>	<b>n.</b>	<b>41</b>	<b>8</b>	<b>49</b>	<b>43</b>	<b>9</b>	<b>52</b>
Full-Time	n.	38	7	45	41	8	49
Part-Time	n.	1	1	2	1	1	2
<b>Total</b>	<b>n.</b>	<b>39</b>	<b>8</b>	<b>47</b>	<b>42</b>	<b>9</b>	<b>51</b>

EXTERNAL WORK FORCE	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
External collaborators (Gentili Mosconi)	n.	1	3	4	0	1	1
External collaborators (EMME)	n.	2	0	2	1	0	1



From the point of view of education level, most of Gentili Mosconi's workers have a high school diploma 58%, 32% middle school diploma and the remaining 9% are graduate workers. EMME's workers mostly have education level between middle school diploma 65% and high school diploma 33%, the remaining 2% are graduate workers.

EMPLOYEES BY LEVEL OF EDUCATION (GENTILI MOSCONI)		2022			2023		
		Men	Women	Total	Men	Women	Total
University Degree	n.	2	6	8	3	7	10
High School diploma	n.	13	51	64	14	52	66
Middle School diploma	n.	11	24	35	11	26	37
Total	n.	26	81	107	28	85	113

DIPENDENTI PER LIVELLO DI ISTRUZIONE (STAMPERIA EMME)		2022			2023		
		Men	Women	Total	Men	Women	Total
University Degree	n.		1	1	1	0	1
High School diploma	n.	13	5	18	10	7	17
Middle School diploma	n.	28	2	30	31	2	33
Total	n.	41	8	49	42	9	51

## Employment and Turnover

Employee motivation and commitment represent two fundamental pillars for the Gentili Mosconi Group, which strives to integrate employees into the organizational culture by offering them specific professional growth paths.

The Group is working more and more to meet the needs of its employees and make itself attractive to potential candidates.

The last two years have been a period of great expansion for the Group, which has seen its workforce grow significantly. In 2023, high hiring rates were recorded, with 22.1% in Gentili Mosconi and 15.7% in EMME. Meanwhile, turnover rates have decreased compared to the previous year, with 15% for Gentili Mosconi and 5.9% for EMME.

RATE OF INPUTS, OUTPUTS AND TURNOVER (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Number of new hires	n.	2	28	30	11	14	25
Employees who left	n.	4	19	23	9	8	17
Total number of employees	n.	25	78	103	28	85	113
New employee hiring rate	%	8.0%	35.9%	29.1%	39.3%	16.5%	22.1%
Employee turnover rate	%	16.0%	24.4%	22.3%	32.1%	9.4%	15.0%

RATE OF INPUTS, OUTPUTS AND TURNOVER (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Number of new hires	n.	5	1	6	7	1	8
Employees who left	n.	6	0	6	3	0	3
Total number of employees	n.	39	8	47	42	9	51
New employee hiring rate	%	12.8%	12.5%	12.8%	16.7%	11.1%	15.7%
Employee turnover rate	%	15.4%	0.0%	12.8%	7.1%	0.0%	5.9%



SKILLS DEVELOPMENT

The Gentili Mosconi Group offers its workers a stimulating work environment, capable of guaranteeing concrete opportunities for professional growth and enhancing the skills of each individual through periodic training and refresher courses.

In 2023, the Group conducted a total of 1,244 training hours, marking a considerable increase compared to the previous year (+25%). The training program on Quality/ Environment/Sustainability was also expanded, with 270 training hours, highlighting an increased focus compared to previous years.

The multidisciplinary approach taken trained on numerous other areas such as technical and operational (194 hours), managerial (190 hours), safety (479 hours) and foreign languages (75 hours).

The company also introduced the Cohesion Team project, within which, thanks to the presence of an external consultant, several working groups involving a total of 36 employees were organized with the aim of identifying and addressing organizational

stressors within the company. This activity aims to improve internal communication among employees, find a way to better manage stress related to deadline management, and improve the ability to work as a Team.

Overall, training activities involved all categories of employees, from executives to workers, attesting to an increase in the number of employees involved compared to the previous year and demonstrating the Gentili Mosconi Group’s commitment to promoting the professional and personal growth of its employees.

The tables below show the specific values related to training separated for the two companies: Gentili Mosconi and EMME.

HOURS OF TRAINING PROVIDED BY SUBJECT AREA (GENTILI MOSCONI)	UNIT OF MEASURE	2022	2023
Informatics	hours	0	30
Technical/operational	hours	153	172
Managerial	hours	0	190
Foreign languages	hours	0	75
Security	hours	122	329
Quality / Environment / Sustainability	hours	96	248
More	hours	40	0
Total	hours	411	1,044

HOURS OF TRAINING PROVIDED BY SUBJECT AREA (EMME)	UNITÀ DI MISURA	2022	2023
Technical/operational	hours	101	22
Security	hours	482	150
Quality / Environment / Sustainability	hours	0	28
Total	hours	583	200



TRAINING HOURS FOR PROFESSIONAL GRADING (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Executives	ore	0	0	0	0	35	35
Middle managers	ore	3	19	22	26	24	50
White collars	ore	101	180	280	245	608	853
Blue collars	ore	15	94	109	41	65	106
Total	ore	118	293	411	312	732	1,044

TRAINING HOURS FOR PROFESSIONAL GRADING (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Executives	ore	0	0	0	0	0	0
Middle managers	ore	35	0	35	32	0	32
White collars	ore	48	27	75	11	14	25
Blue collars	ore	472	2	473	135	8	143
Total	ore	554	29	583	178	22	200

## EMPLOYEE HEALTH AND WELLNESS

Since 2022, Gentili Mosconi Group has adhered to the WHP (Workplace Health Promotion) program, a model promoted by WHO - World Health Organization -recognized nationwide. The goal of the project is the promotion of occupational health as a prevention strategy, complementary to that of health surveillance, aimed at improving the health and quality of working life of the individual, in order to avoid the development of chronic and degenerative diseases. Group companies by joining this program have committed to implement concrete projects in 5 thematic areas with the methodological support of ATS [Health Protection Agency] Insubria. The thematic areas are: nutrition, physical activity, tobacco smoking, addictive behaviours (gambling, alcohol and drugs) and other practices.



In an effort to try to align employee needs and actions proposed by the WHP program, the company asked the Group employees to indicate which areas they consider to be of greatest interest. Following the survey conducted in 2022, the program's most requested focus areas by employees were: Psychological well-being at work, Physical activity, and Nutrition. In 2023, the areas related to smoking and alcohol and drug dependencies were addressed instead.



Several initiatives have been activated in the 2022 - 2023 biennium:

## PSYCHOLOGICAL WELL-BEING AT WORK

Activation of the Cohesion Team Project, an organizational well-being program through individual and group coaching interventions, in collaboration with an external consulting service, aimed at improving communication, collaboration among teams, and work organization;

## PHYSICAL ACTIVITY

Agreements with five local gyms and extension of lunch hours for those who attend them;



## NUTRITION

Training session on healthy eating habits with the ATS manager responsible for food hygiene and nutrition service. Free provision of fresh fruit to all employees in the dining areas and the option to purchase groceries online with delivery to the company;

## SMOKING, ALCOHOL AND DRUGS

In 2023, an educational event was organized in collaboration with LILT Como (Lega Italiana per la Lotta contro i Tumori) [Italian League Against Cancer] on healthy lifestyles held by an oncologist. The event focused on prevention and in particular good practices related to smoking, alcohol and drugs, as well as nutrition and physical activity.

## OCCUPATIONAL SAFETY

Safeguarding the health and safety of personnel is the basis of all operations carried out by the Group. The latter is committed to keeping all its employees up-to-date through the periodic organization of specific safety training courses, calibrated according to their role within the company.

In 2023, the number of accidents that occurred in the Group was extremely low, only one accident for both Gentili Mosconi Spa and EMME Srl, confirming the Group's commitment to this important aspect.

NUMBER OF INJURIES BY YEAR AND GENDER (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023				
		Men	Women	Total	Men	Women	Total		
		Total injuries in the year	n.	0	0	0	0	1	1
		Days of work lost	n.	0	0	0	0	60	60
		Accidents/total employees	%	0.00%	0.00%	0.00%	0.00%	1.18%	0.88%
		Occupational injuries	n.	0	0	0	0	0	106
		Commuting accidents	n.	0	0	0	0	1	1

NUMBER OF INJURIES BY YEAR AND GENDER (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Total injuries in the year	n.	1	0	1	1	0	1
Days of work lost	n.	42	0	42	32	0	32
Accidents/total employees	%	2.56%	0.00%	2.13%	2.38%	0.00%	1.96%
Occupational injuries	n.	1	0	1	0	0	0
Commuting accidents	n.	0	0	0	0	0	0

OCCUPATIONAL HEALTH AND SAFETY INDICES (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Number of days lost. Due to illness. Injury (including first aid injuries). Public assignments. Blood donation and other leave, disability, assemblies/strikes	n.	239	621	860	248	958	1.206
Theoretical working days	n.	25,956			28,250		
Absenteeism rate	%	0.9%	2.4%	3.3%	0.9%	3.4%	4.3%
Injury rate	n.	0.00	0.00	0.00	0.00	4.42	4.42
Rate of lost work days (severity index)	n.	1.15	2.99	4.14	1.10	4.24	5.34
Occupational injury rate	n.	0.00	0.00	0.00	0.00	0,00	0.00
Rate of commuting injury	n.	0.00	0.00	0.00	0.00	4.42	4.42

OCCUPATIONAL HEALTH AND SAFETY INDEXES (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Number of days lost. Due to illness. Injury (including first aid injuries). Public assignments. Blood donation and other leave, disability, assemblies/strikes	n.	412	62	474	455	30	485
Theoretical working days	n.	11,844			12,750		
Absenteeism rate	%	3.5%	0.5%	4.0%	3.6%	0.2%	3.8%
Injury rate	n.	10.55	0.00	10.55	9.80	0.00	9.80
Rate of lost work days (severity index)	n.	4.35	0.65	5.00	4.46	0.29	4.75
Occupational injury rate	n.	10.55	0.00	10.55	0.00	0.00	0.00
Rate of commuting injury	n.	0.00	0.00	0.00	0.00	0.00	0.00



CORPORATE WELFARE

Gentili Mosconi Group recognizes employee well-being as an indispensable priority to ensure overall Sustainability of the organization.

In 2023 Gentili Mosconi implemented a series of initiatives aimed at improving the quality of life for its employees by offering a mix of services designed to reduce costs, save time and provide personal support.

GYM	Expansion of agreements with gyms, extended to 5 facilities, ensuring all employees greater opportunities for maintaining physical fitness at advantageous costs.
TIME-SAVING SERVICES	Implementation of the Assocaaf Tax Assistance Service, available to all employees to handle paperwork such as Form 730 income tax returns, ISEE declarations and the Single Allowance, thus easing tax bureaucracy.
PSYCHOLOGICAL SUPPORT	Activation of a free psychological support service for all Group employees upon request, as we believe in the importance of mental health in the private and professional spheres.
MONETARY BENEFITS	Distribution of Shopping passes, totalling € 42,985.58

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**HEALTH PROMOTION**

In 2023 Gentili Mosconi activated a Partnership with a company that specializes in supplying “anti-waste food” fresh fruit, which due to its characteristics cannot be destined for the market. Weekly, a crate of fresh fruit is made available in every dining area of Gentili Mosconi and Emme. In 2023, 4,177 kilograms of fruit were provided, this initiative was introduced with the aim of promoting healthy food choices and a balanced lifestyle among employees.

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**FREE ADMISSION TICKETS**

To all employees for the Orticolario event. Orticolario is a cultural and artistic event for landscape culture held annually at Villa Erba on the shores of Lake Como. The event in 2023 featured Water as its main theme, with the aim of raising awareness of the centrality of the element of water in the landscape, and to raise awareness of its careful and conscious use.

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**ELECTRIC CAR CHARGING**

All employees have the opportunity to charge their electric cars free of charge at company charging stations. The same opportunity is offered to customers and suppliers visiting the company.

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**SALARY SUPPLEMENT**

Following the stock market listing, the management chose to thank all employees of the Group for the milestone achieved with a total salary bonus of € 602,228.38

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

Encouraged by the predominance of women among its employees, the company pays special attention to the issue of Equal Opportunity by trying to maintain an environment where there is no room for any kind of discrimination.

In 2023, Gentili Mosconi supported various initiatives aimed at addressing this important issue. The collaboration with the social cooperative Quid continued, with which Gentili Mosconi shares the values of beauty, social inclusion, and circularity. In 2023, the company supported the Spring Project, aimed at making the labour market more inclusive, especially for women. Gentili Mosconi co-financed the training of a young Nigerian woman, who has a background as a victim of trafficking. The young woman, without previous work experience or tailoring skills, had the opportunity, with the continuous support of specialized trainers, to achieve an adequate level of professionalism to be hired by Quid. This allowed her to gain greater independence and economically support her family.

In addition, the company supported the tailoring project of CouLture Migrante, which is part of the association Luminanda APS, which for more than 15 years has been developing projects, initiatives and events in the Como area that use art as an engine for social inclusion.

CouLture Migrante in 2018 launched a training course in tailoring designed to provide a response to the ongoing migrant emergency in the Como area, involving women and men at risk of social exclusion. The company helped give visibility, to this project, by providing a display space for the products made within the Città dei Balocchi Christmas event in Cernobbio.

From a remuneration perspective, the Gentili Mosconi Group monitors the gender pay gap and pays attention to situations of disparity. The value is calculated as the ratio between the average monthly gross annual salary (RAL) and gross annual earnings (RGA) of the female population compared to the male population for each professional classification. Overall, Gentili Mosconi Spa has higher average female salaries compared to male salaries in the middle management and worker categories, while in the clerical category, there is a ratio of 0.80 in favour of male salaries. Regarding the Emme printing house, in the worker category, there is a ratio of 1.11 favouring female salaries, while in the clerical category, male salaries are generally higher with a ratio of 0.73.

PAY RATIO BY GENDER (GENTILI MOSCONI)		UNIT OF MEASURE	2022	2023
			Report	Report
Middle managers - RAL	€		1.25	1.09
Middle managers - RGA	€		1.24	1.10
White collars - RAL	€		0.81	0.80
White collars - RGA	€		0.74	0.81
Blue collars - RAL	€		1.08	1.18
Blue collars - RGA	€		0.88	1.19

PAY RATIO BY GENDER (EMME)		UNIT OF MEASURE	2022	2023
			Report	Report
White collars - RAL	€		0.79	0.73
White collars - RGA	€		0.80	0.73
Blue collars - RAL	€		0.79	1.11
Blue collars - RGA	€		0.43	1.12

In both 2022 and 2023, all employees of the Group who requested parental leave returned to work at the end of their leave.

PARENTAL LEAVE AND RETURN RATES BY GENDER (GENTILI MOSCONI)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Parental leave granted	n.	0	2	2	0	1	1
Leave ended in the period	n.	0	2	2	0	1	1
Workers returned to service at the end of parental leave	n.	0	2	2	0	1	1
Return rate	%	0%	100%	100%	0%	100%	100%

PARENTAL LEAVE AND RETURN RATES BY GENDER (EMME)	UNIT OF MEASURE	2022			2023		
		Men	Women	Total	Men	Women	Total
Parental leave granted	n.	0	0	0	1	0	1
Leave ended in the period	n.	0	0	0	1	0	1
Workers returned to service at the end of parental leave	n.	0	0	0	1	0	1
Return rate	%	0%	0%	0%	100%	0%	100%









# 09

## SOCIAL AND CULTURAL COMMITMENTS TO THE COMMUNITY



# CHAPTER INDEX

**DONATIONS AND COLLABORATIONS TO SOCIAL INCLUSION PROJECTS**

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**PROMOTION OF COMO'S TEXTILE CULTURE**

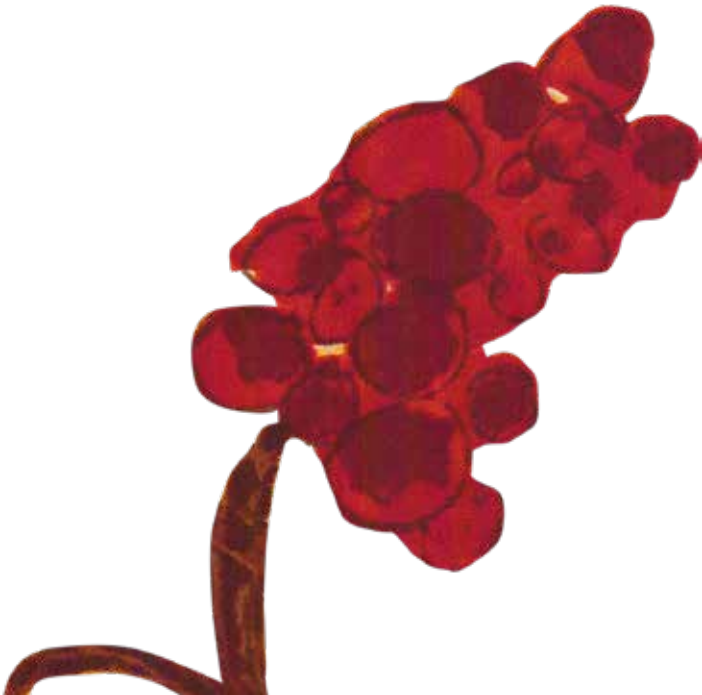
**PAG. 98**

DONATIONS AND COLLABORATIONS TO SOCIAL INCLUSION PROJECTS

Gentili Mosconi considers corporate social responsibility to be a factor of purpose in creating positive impacts on the local community in which it operates and where its employees, family members and suppliers live. This intent of the company is also evidenced by its choice to become a Società Benefit.

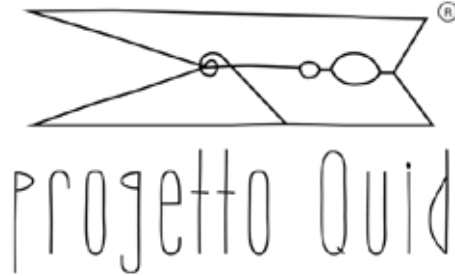
During 2023, it supported numerous associations and Third Sector entities through donations of goods and materials worth about 10,000 euros and through monetary contributions amounting to 78,390 euros. This voluntary support enabled the company to contribute to social inclusion projects and support institutions for prevention and health protection.

COMMUNITY SUPPORT	UNIT OF MEASURE	2022	2023
Monetary contributions	€/1000	75	78
Values of donated goods and services	€/1000	0	10





The local community initiatives voluntarily supported by Gentili Mosconi in 2023 are described below:



### "Spring" Quid social cooperative project

In collaboration with the social cooperative Quid, Gentili Mosconi donated €3,000 to support the training and subsequent placement in the world of work of a frail person, who following the training was hired by Quid. The main objective of this initiative was to contribute to the emancipation to economic independence of people in fragile situations.

### Coulture Migrante

Gentili Mosconi supported, through a cash donation this tailoring project in close relationship with the territory, involving migrant women and men at risk of social exclusion. The company helped give visibility, to this project, by offering a display space for the products made.

### Fondazione Provinciale della Comunità Comasca Onlus

Orticolario is a cultural and artistic event for landscape culture that generates a virtuous circle with charitable purposes. Gentili Mosconi has supported the cultural activities staged at Villa Erba, realized through the Fondo Amici di Orticolario, which then donates contributions to social projects of five associations in the Lake Como area:

—

Abio Como ODV (support for hospitalized children and adolescents and their families);

—

Associazione Volontari di P.S. Croce Azzurra ODV (emergency services, accompaniment and health training);

—

Gruppi di Volontariato Vincenziano ODV (activities to support families and the needy);

—

Sim-patia Social Cooperative (health residence and day care centre for people with disabilities);

—

"Il Sorriso" Social Cooperative (social-educational reception centre for the disabled).



### **L'Ospedale Sant'Anna di Como**

The hospital received a donation from Gentili Mosconi to purchase EEG (electroencephalography) equipment intended for the study of epilepsy in children. This technology, although focused on paediatric patients, is also suitable for use in adults. The company has remained in contact with the hospital, which annually provides data on the operation of the outpatient centre. In 2022, 530 EEGs and in 2023, 830 EEGs were performed. The data signal increased activity and extreme usefulness for early diagnosis and monitoring of epileptic pathology on children in Como and Province.

This donation made it possible to enrich the range of diagnostic instruments and services available to young patients.

### **Teatro Sociale di Como**

The company supports the activities of the Teatro Sociale di Como, an opera house founded in 1813, which serves as a centre for education and culture. It places particular emphasis on musical education through the Opera Education projects and the Como Città della Musica Festival.

### **Horse Therapy Mugello**

The company made a donation to Horse Therapy Mugello, an organization dedicated to rehabilitation and psychological support through horse-therapy. This therapeutic method, available to people with disabilities and those experiencing challenging times, such as anxiety, eating disorders, and depression, promotes personal well-being. Through care and emotional bonding with the horse, it encourages self-care and provides new motivations to face daily challenges.

### **Associazione SESTANTE**

The company supported the Il Sestante Cooperative to implement a project to assist and accompany families of people suffering from anorexia.

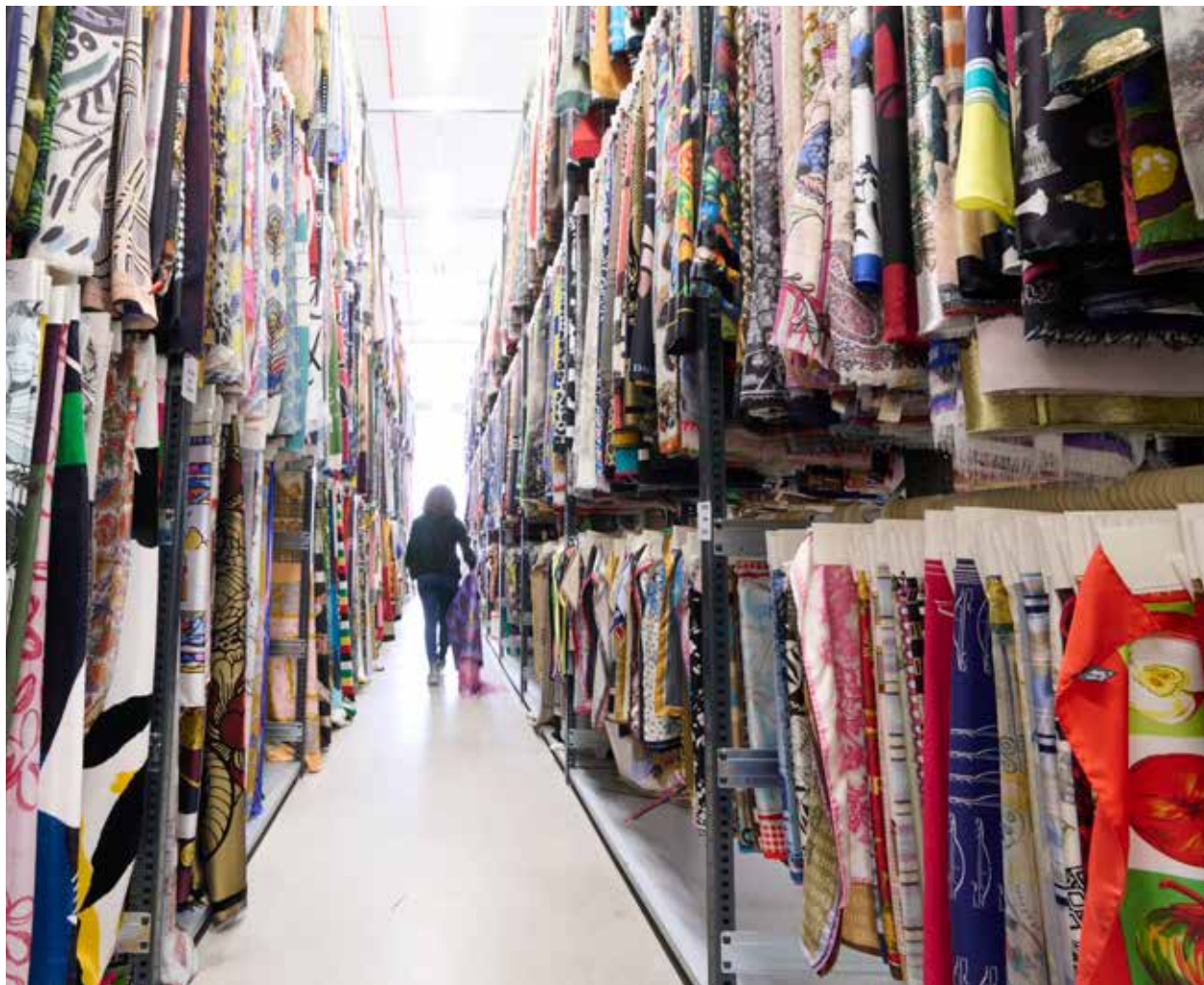
### **Amici di Como**

Gentili Mosconi is associated with Amici di Como, an association composed of entrepreneurs, who care about the development of the Como area and intervene with their own economic resources and projects in a variety of fields of action, to help make the attention and commitment to the area tangible.



## PROMOTION OF COMO'S TEXTILE CULTURE

The Gentili Mosconi Group believes that promoting Como's textile culture is essential not only to enhance a centuries-old tradition of excellence and quality in textile production, but also to strengthen the identity and cohesion of the local community. Several initiatives have been carried out by the Group going in this direction:



## COLLABORATIONS WITH SCHOOLS AND INSTITUTES

In 2023 Gentili Mosconi collaborated with several local schools and institutes through school-to-work alternation projects and curricular internships. In total, these projects involved six students, from four different institutes, who for the designated period of time were placed within the company offices, specifically the boys were placed in Product Office, Design Studio, Administration, Finance and Control.

## ECOLARIO ENVIRONMENTAL FESTIVAL - HANAMI PARADE

The company actively participated in the Festival to promote Sustainable Development in the Como area by donating end-of-series fabrics to make garments for a sustainable fashion show, in which upcycling and high Como craftsmanship are the protagonists together with young people from local schools. The garments are one-of-a-kind pieces that are sold for charity in the after show. Proceeds are used for projects supporting Karalò social tailoring.



## COMETA

The collaboration with the COMETA association, which focuses on welcoming children and teenagers to promote their development and harmonious growth, combating school dropout rates, and providing a stimulating and creative environment where each individual feels valued, gains self-confidence, and learns a trade, continues in 2023. In addition to the internship placement of boys from the Oliver Twist School's textile design course, Gentili Mosconi collaborated with Cometa to organize a 120-hour training course to train quality control workers for the finished textile product. Gentili Mosconi, provided the materials and one of its retired former employees volunteered to teach the students.

## MINIARTEXTIL

Gentili Mosconi supports Miniartextil. Founded in 1991 by Nazzarena Bortolaso and Mimmo Totaro with the idea of bringing to Como, the cradle city of textile tradition, an exhibition dedicated to fibre art, promotes the review and continues the search to select the best production of fibre art worldwide.



In addition, the company has supported various Associations that carry out initiatives for the transmission of traditions and socio-cultural growth of the territory such as the Como Silk Museum.
















10






**SUSTAINABILITY GOALS**  
**2024 - 2025 - 2026**
















# CHAPTER INDEX



ESG SIZE	MATERIAL ISSUES	GOALS	REFERENCE PERIOD	REFERENCE SDGS
ENVIRONMENTAL	Certified raw materials	Increase of internal training on product certifications	2024-2026	
		Share of a policy on certified raw materials with the supply chain	2024	
		Maintenance of product certifications and possible implementation of new certifications	2024-2026	
		Implementation of the use of certified raw materials at the yarn or fabric level by 5% over the previous year, according to market demands	2024-2026	
		Fabric supplier and customer engagement on certified raw materials	2024-2026	
	Chemical Management	Increase of chemical management system of suppliers of processing with water and chemical use, so all suppliers are able to provide KPIs on chemical inventory, production batch traceability, wastewater analysis. Minimum production coverage percentage is 80% of meters processed	2024-2026	
		Increase of chemical compliance with the ZDHC program to ensure verified coverage of purchased raw materials from 12.2% in 2023 to 30% by 2024	2024	
	Energy consumption and emissions	Calculation of the partial Scope 3 on the three business locations of Casnate and Fino Mornasco	2024-2026	
		Involvement of the supply chain on the calculation of CO2 emissions (for Scope 1 and 2): by 2024 involvement of suppliers representing 30% of meters processed	2024	
	Ecodesign	Implementation of the use of certified raw materials, making use of a supply chain that makes use of chemicals that meet the requirements of the ZDHC program, so as to improve the quality of finished or semi-finished products, making them more durable and sustainable	2024-2026	
	Water management and discharge monitoring	EMME has defined water resource use reduction targets for the period 2021-2025 compared to the year 2020.	2024-2025	
		The absolute target as at 2025 is defined as 25% reduction.	2024-2026	
	Waste Management and Circularity	The annual target is set in 5% reduction.	2024-2026	
		Monitoring, twice a year, of wastewater according to ZDHC guidelines for suppliers representing 60% of the volumes produced on the supply chain	2024	
		Collaboration with social tailors for fabric recovery through Upcycling	2024-2026	

ESG SIZE	MATERIAL ISSUES	GOALS	REFERENCE PERIOD	REFERENCE SDGS
SOCIAL	Professional growth and training	Establishing of a corporate training plan with allocated budget	2024	
	Wellness, Corporate Welfare and Work-Life Balance	Making the workplace more organized and comfortable and improvement of warehouse logistics	2024	
		Evaluation of a structured corporate welfare plan	2024	
		Evaluation of the inclusion of a smart working policy for some figures	2024	
		Promotion of health and well-being of employees through the WHP program	2024-2026	
		Development of organizational wellness project undertaken in 2023	2024	
	Diversity & Inclusion, Equal Opportunity	Evaluation of the UNI-PDR 125:2022 guidelines for participation in the call on gender equality in order to obtain certification	2024-2025	 
		Activation of partnerships with the local area for social inclusion projects, including through corporate volunteering	2024-2026	
	Local Community Support and Partnership for Textile Culture	Collaboration with local entities to promote textile culture	2024-2026	 
		Support of associations with social purposes for the benefit of the community	2024	

ESG SIZE	MATERIAL ISSUES	GOALS	REFERENCE SDGS	SDGS DI RIFERIMENTO
GOVERNANCE	Economic performance	Verticalization of the company through acquisitions of new production partners	2024-2026	
		Investment in acquisition of new production machinery and/or innovative product or process solutions	2024-2026	
	Quality and innovation	Ongoing investment in the selection of high-quality raw materials and processing in order to achieve increasingly high-performing products	2024-2026	
		Evaluation of innovation projects through application of artificial intelligence	2024-2025	
	Responsible supply chain management	Assessment of socio-environmental impact of the supply chain.	2024-2026	
		Audits of key players in the supply chain on social and environmental aspects	2024-2026	
	Traceability and digitization of information	Introduction of use of a platform to implement supply chain traceability data collection in order to make information available to customers and be able to create a digital product passport of the finished product	2024-2026	
	Relations with Stakeholder	Activation of working tables with categories of Stakeholders on sustainability issues	2024-2026	
		Provision of training-type support to suppliers on sustainability issues	2024-2026	
		Management of communications with the market and investors	2024-2026	
		Improvement of internal communication through tools (newsletter, website)	2024-2026	
	Business Ethics and Integrity	Update of corporate code of ethics	2024	
		Creation of a code of conduct for suppliers	2024-2026	
	Data Protection and Cybersecurity	Implementation of IT security tools to protect corporate data and archives	2024-2026	
	Organization and Transparency	Improvement of process organization	2024-2026	



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**METHODOLOGICAL  
NOTE**

The Group's 4th Sustainability Report, which is prepared annually, aims to inform the Company's Stakeholders about its environmental, social, economic and governance sustainability profile through qualitative and quantitative information. Gentili Mosconi spa has prepared the Sustainability Report in accordance with GRI Standards for the period 1.1.2023 -31.12.2023.

Information relating to the reporting period is compared with that of the previous year, when available, in order to show information on performance trends over time. The reporting scope of the data and information contained in the Report refers to the Group. Economic information is consistent with that reported in the Group's 2023 Management Report. Information on environmental and social impacts refers only to the companies Gentili Mosconi Spa and EMME Srl and is reported separately. The reason for the exclusion of ELLE.A.CI.TI Srl is that the company is only 15% controlled, limiting Gentili Mosconi in the full management of environmental and social aspects. The exclusion of Gentili Mosconi N.Y. Inc is due to the fact that the company, being a commercial entity, does not have significant environmental and social impacts. Additionally, the scope of this Report is limited to national boundaries.

For the calculation of Value Added, the reference adopted is that given by GBS (Gruppo Bilancio Sociale).

Within the document, reference was made to the United Nations Sustainable Development Goals (SDGs) as an international sustainability framework in relation to the actions taken and commitments made by the Group.

The Sustainability Report was approved by the Board of Directors in May 2024.

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sustainability manager.

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GRI CONTENT  
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GRI STANDARD	DISCLOSURE	TITLE OF DISCLOSURE	PARAGRAPH/CONTENT
<b>ORGANIZATIONAL AND GOVERNANCE ASPECTS</b>			
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	Corporate structure and shareholders
	2-2	Entities included in the organization's sustainability reporting	Methodological note
	2-3	Reporting period, frequency and point of contact	Methodological note
	2-4	Review of information	No revisions were made to information published in previous years
	2-5	External Assurance	Report not subject to external assurance requirements
	2-6	Activities, value chain and other business relationships	Beauty as a Business Purpose, The Production Process, Supply Chain Management
	2-7	Employees	Working at Gentili Mosconi
	2-8	Non-employee workers	Working at Gentili Mosconi
	2-9	Governance structure and composition	Corporate governance
	2-10	Appointment and selection of the highest governing body	Within the articles of association, the manner of appointment of the BoD is defined
	2-11	Chairman of the highest governing body	Corporate governance
	2-12	Role of the highest governing body in impact management control	Corporate Governance, Methodological Note
	2-13	Delegation of responsibility for managing impacts	There are no formalized proxies
	2-14	Role of the highest governing body in sustainability reporting	Methodological note
	2-15	Conflicts of interest	Business ethics
	2-16	Communication of critical issues	There were no critical issues during the reporting period. Should they arise, they would be promptly reported by the Chairman of the Board at the meetings
	2-17	Collective knowledge of the highest governing body	Sustainability training for the BoD has been proposed. This proposal must be submitted to the BoD before approval.
	2-18	Performance evaluation of the highest governing body	Information not available
	2-19	Rules concerning remuneration	There are no formalized rules; fixed compensation is defined according to delegations. There are no variable compensations
	2-20	Compensation determination procedure	The procedures for setting standards concerning pay are those of collective agreements
	2-21	Annual total pay ratio	The ratio of the annual total pay of the person receiving the highest pay to the average annual total pay of all employees is 4.
	2-22	Sustainable development strategy statement	Letter to Stakeholders, Sustainability Policy
	2-23	Policy commitment	Sustainability Policy, Gentili Mosconi for the UN SDGs, Code of Ethics
	2-24	Integration of policy commitments	Sustainability Policy, Sustainability Goals 2024 - 2025 - 2026
	2-25	Processes aimed at remedying negative impacts	Materiality analysis. To manage complaint procedures and address negative impacts, procedures for reporting violations according to Whistleblowing regulations have been approved, and a reporting tool through the company website has been created.
	2-26	Mechanisms for requesting clarification and raising concerns	Stakeholder Engagement, Code of Ethics
	2-27	Compliance with laws and regulations	No non-compliance
	2-28	Membership in associations	Stakeholder Engagement
	2-29	Approach to Stakeholder Engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	100% employees framed in collective agreements

GRI STANDARD	DISCLOSURE	TITLE OF DISCLOSURE	PARAGRAPH/CONTENT
GRI 3: MATERIAL TOPICS 2021	3-1	Process of determining material issues	The Group's Material Issues of Sustainability, The Materiality Analysis.
	3-2	List of material themes	The Group's Material Issues of Sustainability, The Materiality Analysis.
	3-3	Management of material issues	The Group's Material Issues of Sustainability, The Materiality Analysis.
AUTONOMOUS DISCLOSURE	Non-GRI Disclosure	Defining new Sustainability goals for 2024.	Sustainability Goals 2024 -2025 - 2026
<b>ECONOMIC SUSTAINABILITY</b>			
GRI 201: ECONOMIC PERFORMANCE (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Redistribution of Value Added
	201-1	Directly generated and distributed economic value	Redistribution of Value Added
GRI 203: INDIRECT ECONOMIC IMPACTS (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Investment and Innovation
	203-1	Infrastructure investments and funded services	Investment and innovation
GRI 204: PROCUREMENT PRACTICES (2016)	GRI 3-3	Management mode	The Group's Material Sustainability Issues, Materiality Analysis, Supply Chain Management
	204-1	Proportion of spending to local suppliers	Supply chain management
AUTONOMOUS DISCLOSURE	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Economic Performance 2023
	Non-GRI Disclosure	Basic economic and financial indicators	Economic performance 2023
<b>ENVIRONMENTAL SUSTAINABILITY</b>			
GRI 301: MATERIALS (2016)	GRI 3-3	Management mode	The Group's Material Sustainability Issues, Materiality Analysis, Raw Materials and Product Certifications
	301-1	Materials used broken down by weight and volume	Raw materials and product certifications
	301-2	Materials used coming from recycling	Raw materials and product certifications
GRI 302: ENERGY (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Renewable Energy and Decarbonization
	302-1	Energy consumed within the organization	Renewable Energy and Decarbonization
	302-3	Energy intensity of the organization	Renewable Energy and Decarbonization
GRI 303: WATER (2018)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Water Management
	303-1	Interaction with water as a shared resource	Water management
	303-2	Management of impacts related to water discharge	Water management
	303-3	Water withdrawal	Water management
	303-4	Discharge of water	Water management
	303-5	Water consumption	Water management
GRI 305: EMISSIONS (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Renewable Energy and Decarbonization
	305-1	Direct greenhouse gas emissions (Scope 1)	Renewable Energy and Decarbonization
	305-2	Greenhouse gas emissions for energy production (Scope 2)	Renewable Energy and Decarbonization
		Intensity of GHG emissions	Renewable Energy and Decarbonization

GRI STANDARD	DISCLOSURE	TITLE OF DISCLOSURE	PARAGRAPH/CONTENT
GRI 306: WASTE (2020)	GRI 3-3	Management mode	The Group's Material Sustainability Issues, Materiality Analysis, Waste Circulation
	306-1	Waste generation and significant waste-related impacts	Circularity of waste
	306-2	Management of significant waste-related impacts	Circularity of waste
	306-3	Waste generated	Circularity of waste
GRI 307: ETHICS AND COMPLIANCE (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, the Materiality Analysis
	307-1	Non-compliance with environmental laws and regulations	No non-compliance
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS (2016)	GRI 3-3	Management mode	The Group's Material Sustainability Issues, Materiality Analysis and Supply Chain Management.
	308-1	New suppliers that have been evaluated according to environmental criteria	Supply chain management
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply chain management, Chemical management
SOCIAL SUSTAINABILITY			
GRI 401: EMPLOYMENT (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Working at Gentili Mosconi, Corporate Welfare, Diversity Inclusion and Equal Opportunity
	401-1	Hiring rate and staff turnover	Working at Gentili Mosconi
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Corporate Welfare, Employee Health and Wellness
	401-3	Parental leave	Diversity Inclusion and Equal Opportunity
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Occupational Safety, Skills Development, and Employee Health and Welfare
	403-1	Occupational health and safety management system	Occupational safety
	403-5	Employee training on occupational health and safety	Skills development
	403-6	Promotion of workers' health	Employee Health and Wellness
	403-9	Occupational accidents	Work safety
GRI 404: TRAINING AND EDUCATION (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Skills Development
	404-1	Average annual training hours per employee	Skills development
	404-2	Employee skills upgrading and transition assistance programs	Skills development
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, Materiality Analysis, Corporate Structure and Shareholders, Working at Gentili Mosconi, Diversity Inclusion and Equal Opportunities
	405-1	Diversity in governing bodies and among employees	Corporate structure and shareholders, Working at Gentili Mosconi
	405-2	Ratio of basic salary and pay of women to men	Diversity, Inclusion and Equal Opportunities
GRI 406: NON-DISCRIMINATION (2016)	GRI 3-3	Management mode	The Group's Material Themes of Sustainability and Materiality Analysis.
	406-1	Incidents of discrimination and corrective measures taken	No incidents encountered
GRI 413: LOCAL COMMUNITIES (2016)	GRI 3-3	Management mode	The Group's Material Sustainability Issues and Materiality Analysis, Social and Cultural Commitments to Community
	413-1	Areas of operation with implementation of local community engagement programs, impact assessment and development	Social and Cultural commitments to the community
GRI 418: CUSTOMER PRIVACY (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, the Materiality Analysis
	418-1	Proven complaints regarding customer privacy violations and loss of customer data	No complaints
GRI 419: SOCIOECONOMIC COMPLIANCE (2016)	GRI 3-3	Management mode	The Group's Material Issues of Sustainability, the Materiality Analysis
	419-1	Non-compliance with laws and regulations in social and economic matters	No non-compliance



## ROMEO GIGLI

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