

SUSTAINABILITY REPORT 2024

"Cultivate growth and innovate, while safeguarding the land and the creative and productive heritage that has distinguished Como globally for centuries"



Alvaro Molteni

Photo credit Carlo Pozzoni

This year, we wish to honour the Como artist Alvaro Molteni by enhancing the pages of our Sustainability Report with several works that we have the honour to preserve in our Archive.

Alvaro Molteni (1920 - 2015) was born in Como in 1920.

Alvaro Molteni's artistic training is part of the period of Como Abstractionism, which began in the 1930s. His path developed in contact with prominent figures such as Giuseppe Terragni, Manlio Rho, Mario Radice and Carla Badiali.

After attending the "Gabriele Castellini" School of Arts and Crafts, Molteni embarked on his career at an early age: he joined painter Mario Persicalli's textile design studio and later worked at the Sala e Galli photography studio, where he met Aldo Galli, who introduced him to

the world of art.

At the time, the textile sector was fundamental to Como's economy, and many artists collaborated with the industry. Alvaro practises painting and gains the support of Terragni and Rho. Despite being just 22 years old and having prepared a painting with Rho's guidance, young Alvaro was replaced by Carla Prina in the participation in the 1942 Venice Biennale. However, Alvaro will still go as an accompanist. The episode, however, will not tarnish his esteem for his teachers, whom he will continue to frequent. During the war years, he worked with Carla Badiali, who was politically active against fascism and was arrested. Meanwhile, Alvaro, who took charge of Studio Badiali in her absence, was involved with the Resistance and had to seek refuge in Valassina to avoid the Germans.

After the war, Alvaro started his own drawing studio,

marking his works with an ex-libris. The 1950s are a period of intense artistic and family activity for him. He got married and enlarged his studio, although only a part of his works from that time has survived. He also designed a printing shop, but after its failure, he will return to his drawing studio and create the family home in a rationalist style, where he will live for the rest of his life.

In the 1960s, he worked mainly for Antonio Ratti, but continued to paint in secret.

It was not until 1983, at the age of 63, that he presented his first solo exhibition. Unable to attend due to illness, the exhibition will celebrate his important connection with historical Como Abstractionism and his personal artistic exploration.

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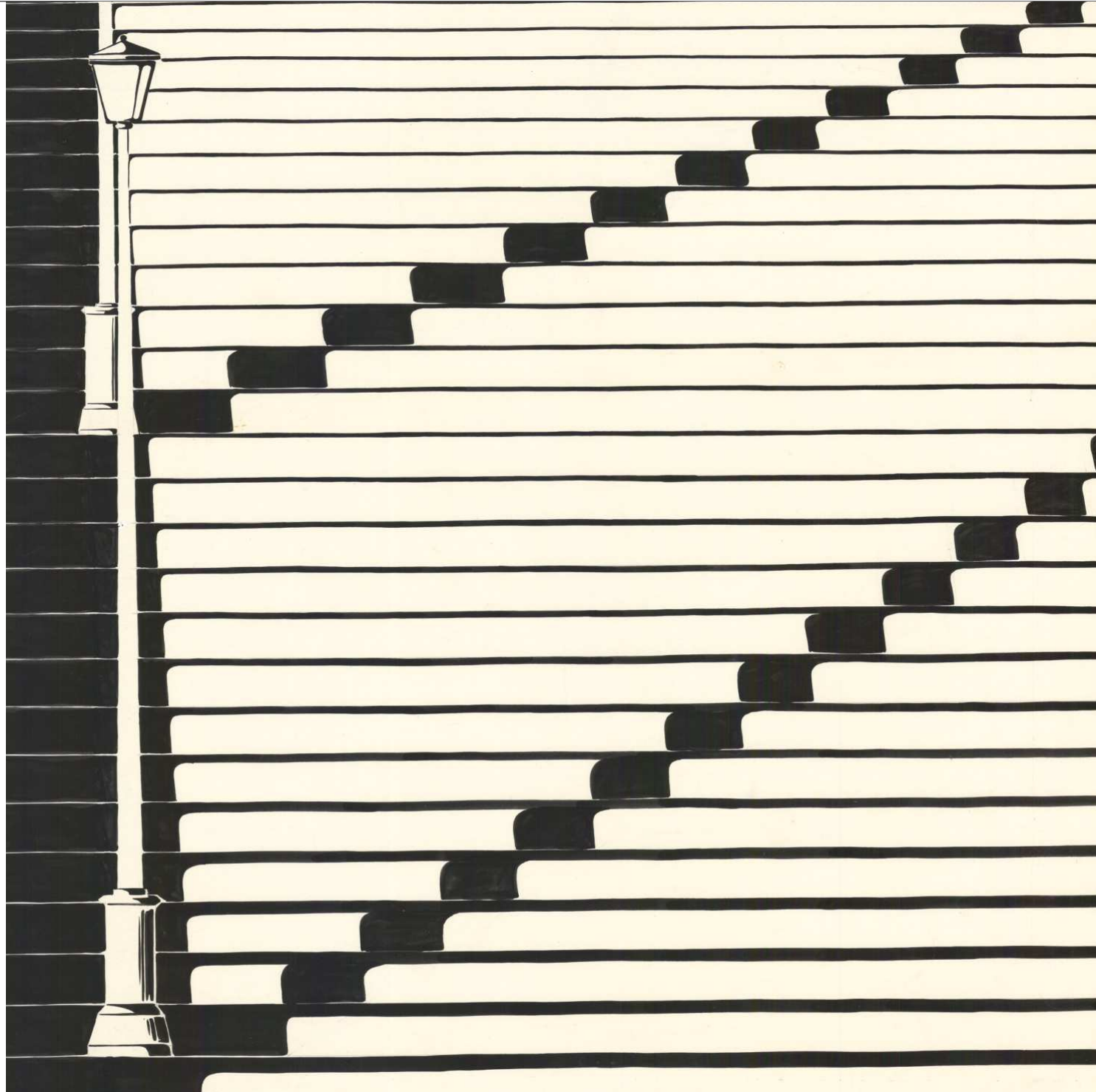
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INTRODUCTION





LETTER TO THE STAKEHOLDERS FROM THE CEO



Throughout 2024, we have unwaveringly pursued our investment plans and commitments as a Benefit Company, while consistently upholding the five values that guide us every day: responsibility, beauty, tradition, well-being and courage.

Amid a complex scenario, marked by economic and political uncertainties that have impacted the fashion and luxury sectors, the Gentili Mosconi Group has demonstrated an extraordinary capacity to continue its development plans.

In January 2025, we announced the acquisition of Manifatture Tessili Bianchi, a strategic operation that strengthens our position and equips us to tackle market challenges with greater solidity. Moreover, in 2024, we completed the acquisition of Tintoria Comacina, further strengthening our production chain, and acquired a strategic stake in Creazioni Digitali, expanding our capabilities within the sector. Lastly, we have invested significantly in enhancing our production department

by optimising three key areas: the finished product warehouse, the quality control warehouse, and the Home division, to improve efficiency, quality, and responsiveness to market demands.

As a further fundamental step to strengthen the quality of our products, we have established a new in-house packaging laboratory, already certified Gots, Grs, Rws, which allows us to have direct control over a crucial phase of the production process, ensuring even higher quality standards, improving efficiency, thus optimising processing times.

We continue to invest in quality and innovation, introducing certified products that meet the highest industry standards. Gentili Mosconi is among the partners of Fili di Innovazione: the first innovation service company for the Como textile district, in collaboration with Open Advisory, Ostinelli Seta, and ISA, who initiated the project with the aim of enhancing the Made in Italy brand globally and contributing to a breakthrough for luxury textiles in the Como district.

Adopting the Open Innovation model, the project aims to bolster the competitiveness and sustainability of the luxury textile supply chain by uniting resources and expertise to create a shared ecosystem that promotes innovative solutions. We believe that collaborating with competitor companies for a common goal is a bold but necessary step to enhance our industry and the know-how that distinguishes our region. A new way of looking at the future.

In 2024, the Gentili Mosconi ETS Foundation was established to bolster our commitment to sustainability and

cultural innovation, embodying our vision for the future. The Foundation seeks to preserve, promote, and enrich the textile, artistic, and creative heritage of Made in Italy by supporting the education of new generations of designers and creatives. The Foundation is also part of the territorial governance of Como UNESCO Creative City, the international programme that connects more than 350 cities in 90 countries worldwide.

This integration represents an opportunity to network with the city of Como and the surrounding region, encouraging collaborations and promoting the textile and creative excellence of the Como district at an international level.

Regarding initiatives in the social sphere, we marked a significant milestone in 2024 with our gender equality certification, which signifies a solid commitment to advancing women's employment, guaranteeing equal work access, pay equity, and nurturing an inclusive environment focused on the well-being of our People.

With courage and determination, we face the new year, convinced that our commitment and our values will continue to be the driving force of our growth.

I thank all our collaborators, clients, and shareholders for their support and commitment in achieving our corporate goals and promoting sustainability in our industry.

Francesco Gentili
CEO and President



HIGHLIGHTS - OUR COMMITMENTS GO BEYOND THE NUMBERS

ENVIRONMENT



90,223 kWh

SELF-GENERATED FROM RENEWABLE
SOURCES (PHOTOVOLTAIC)



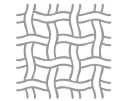
35%

OF THE GROUP'S ELECTRICITY
REQUIREMENTS FROM RENEWABLE
SOURCES (SELF-GENERATED OR
PURCHASED)



**4,259
t CO₂eq**

OF ORGANISATION'S CARBON
FOOTPRINT SCOPE 1, 2, 3



36%

OF FABRIC PURCHASED WITH
SUSTAINABLE PRODUCT
CERTIFICATIONS (FSC®, GRS, GOTS,
AND RWS)



100%

OF PAPER AND CARDBOARD
PACKAGING FROM 80% RECYCLED
MATERIAL



20%

OF RECYCLED
PLASTIC PACKAGING



75%

OF THE GROUP'S WASTE SENT TO
RECOVERY ACTIVITIES



278

TRAINING HOURS ON QUALITY/
ENVIRONMENT/SUSTAINABILITY



FREE IN-COMPANY ELECTRIC
CHARGING STATIONS



NEW SUSTAINABLE RAW MATERIALS
POLICY SHARED WITH RAW MATERIAL
SUPPLIERS

SOCIAL



OBTAINING CERTIFICATION FOR
GENDER EQUALITY ACCORDING TO
THE UNI PDR 125:2022 STANDARD



28

EMPLOYEES INVOLVED IN THE
COHESION TEAM PROJECT ON
ORGANISATIONAL WELL-BEING



2,007

TOTAL TRAINING HOURS
(+61% COMPARED TO 2023)



**MORE THAN
€ 56,000**

INVESTED IN TRAINING



71

EMPLOYEES VISITED FOR SKIN CANCER
PREVENTION



ESTABLISHMENT OF THE GENTILI
MOSCONI ETS FOUNDATION



**APPROXIMATELY
€ 64,000**

IN DONATIONS OF UPCYCLING
MATERIALS



€ 87,000

OF ECONOMIC CONTRIBUTIONS
TO THE COMMUNITY



8

INTERNSHIP AND SCHOOL-WORK
ALTERNATION COURSES

GOVERNANCE



€ 1,378,000

FOR GROUP INVESTMENTS IN NEW
MACHINERY, INNOVATIONS WITH
REDUCTION OF ENVIRONMENTAL
IMPACTS



DOUBLE MATERIALITY ASSESSMENT
CARRIED OUT FOR THE FIRST TIME TO
ASSESS THE GROUP'S IMPACTS, RISKS,
AND OPPORTUNITIES



*MULTI-STAKEHOLDER WORKSHOP
ON ESG ISSUES*



INVOLVEMENT OF 4 SUPPLIERS IN THE
NEW RAW MATERIAL TRACEABILITY
PLATFORM



NEW 4,000 SQUARE METRE
OPERATIONAL HEADQUARTERS WITH
HEMMING DEPARTMENT



NEW PRODUCT LINE FOR MEN'S
ACCESSORIES



ACQUISITION OF IMPORTANT
ARCHIVES: ALVARO MOLteni,
ABRAHAM ARCHIVE RUE D'ANJOU 3
AND PENTAGONO



ESTABLISHMENT OF THE START-UP
FILII DI INNOVAZIONE



ABOUT US

For over 35 years, Gentili Mosconi has been operating in the textile sector, working alongside top luxury brands to passionately create unique Made in Italy products.

Established in 1988, the Gentili Mosconi Group specialises in creating and producing high-quality printed, plain, dyed, and jacquard fabrics and textile accessories for clothing, home textiles, boutique hotels, and luxury yachting.

The group counts among its customers the most prestigious international fashion and luxury brands.

The Group's operational strategy is grounded in reactivity, flexibility, and innovation, ready to support customers through every stage, from idea development to fabric creation and final product realisation, epitomising Made in Italy and the ingenuity of a superior production chain and remarkable people, the People of Gentili Mosconi.

In order to offer an integrated service, Gentili Mosconi's investment strategy has shifted towards vertical integration, incorporating other companies from the supply chain, such as Emme and Tintoria Comacina, into its Group.

Since 2023, the company has legally formalised its objectives of generating positive environmental and social impacts by becoming a Benefit Company. In the same year, the company reached another important milestone by listing on the Italian Stock

Exchange, Euronext Growth Milan. From the point of view of environmental sustainability, Gentili Mosconi prefers raw materials with sustainability certifications, adopts the best environmental management practices, and promotes virtuous behaviours in the supply chain. To testify to its social impact as a Benefit Company, Gentili Mosconi is committed to enhancing the creativity and skills of its employees and promotes their well-being within the company.

The birth of the Gentili Mosconi ETS Foundation in 2024 marked a clear declaration of intent for future and communal well-being on both a local and international scale.

The Foundation's establishment represents a fundamental step that amplifies the humanistic vision, translating the Group's foundational values - Responsibility, Beauty, Tradition, Well-being, and Courage - into five directions of action: protect, encourage, transmit, improve, and research.

IDENTITY OF GENTILI MOSCONI AND THE COMO TEXTILE DISTRICT

The identity of Gentili Mosconi is indissolubly linked to the territory where the Group operates—the Como textile district—which accounts for about 80% of silk processing in Europe. Silk production has played a key role in local development, initiating a tradition that has promoted the creation of an integrated textile supply chain, covering all stages of production, from weaving to dyeing, printing, and finishing. The sector serves as an identity marker for a diverse array of actors,

encompassing not just the companies in the supply chain but also the local community, institutions, and training centres. Highlighting the collective aspect, the strong connection between the region and the cultural value of textile craftsmanship, there is also Como's designation as a UNESCO Creative City of Crafts and Folk Art. This is an important international recognition, but also a symbol of the shared responsibility that the region assumes in promoting international cooperation and sustainable development on a global scale.

OUR LOGO



Inspired by the Italian Navy training ship "Amerigo Vespucci", whose famous motto - "Not he who begins, but he who perseveres" - expresses the value of resilience, which is central to the corporate culture. Attributed to Leonardo da Vinci, the phrase reflects the vocation for training and constant growth and echoes the way the Group faces future challenges, drawing on the commitment, dedication, and determination of all the people at Gentili Mosconi.



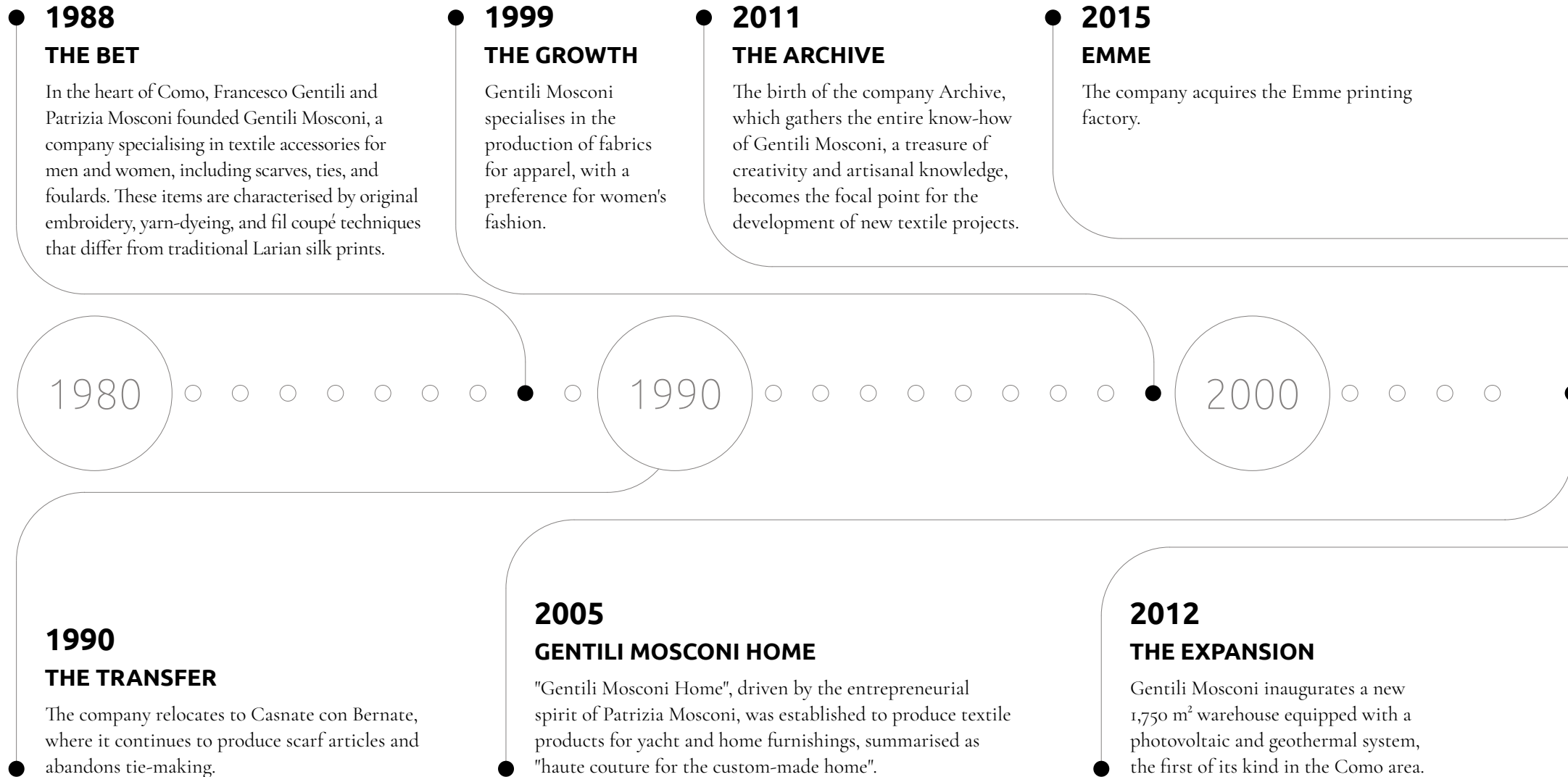
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Gentili Mosconi has a
distinctive corporate culture
deeply focused on
on People.

Francesco Gentili



THE STORY



**2017****THE NEW SHOWROOM**

Inauguration of the "Gentili Mosconi Home" showroom in the prestigious premises of an old furnace dating back to the 1800s.

2023**THE COMMITMENT AND THE LISTING**

Gentili Mosconi becomes a Benefit Company and is listed on the Italian Stock Exchange.

2024**GENTILI MOSCONI FOUNDATION**

Gentili Mosconi establishes the Gentili Mosconi ETS Foundation.

2024**ACQUISITIONS**

Gentili Mosconi acquires Tintoria Comacina and a minority stake in Creazioni Digitali

2010

2016**ELLE.A.CI.TI**

The company acquires some shares in Elle.A.Ci.Ti., a chemical-textile analysis laboratory founded in 2015, to evaluate the compliance of raw materials, intermediates, and finished products with performance requirements, ensuring their quality and sustainability.

2020

2019**NEW YORK**

The Gentili Mosconi New York was established, with headquarters in the 7th Street area called the Fashion District.

2030

2024**FILI D'INNOVAZIONE**

Gentili Mosconi acquires a stake in Fili d'Innovazione, an innovation services start-up in the Como textile district.



PURPOSE, VISION, MISSION

We are a company that looks to the future with an innovative spirit, proudly preserving Como's textile tradition and the prestige of Made in Italy.

PURPOSE

Our Purpose is to generate positive change: we create beauty through our textile products, we protect know-how, we enhance Made in Italy. We aim to make a tangible contribution to the well-being of local communities, our clients, our 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 want to share our knowledge and heritage of creative expertise by contributing to the development of an ecosystem of responsible businesses. We are committed to promoting local development and safeguarding textile culture as a living heritage and generator of shared values.

MISSION

Our company's Mission is to craft haute couture fabrics with the customer at the heart of every new creation, resulting in a distinctive, quality product. We engage actively in reshaping the fashion world, aiding our customers in creating a new ecosystem that involves the entire supply chain and the region.

As a Benefit Company, we place great importance on the well-being and professional growth of our collaborators. We firmly believe that business success is deeply dependent on the quality of their life.



THE VALUES THAT GUIDE THE GROUP

RESPONSIBILITY

TOWARDS COLLEAGUES, CUSTOMERS, SUPPLIERS AND THE ENVIRONMENT

TRADITION

OF TEXTILES FROM THE COMO REGION AND MADE IN ITALY

WELL-BEING

OF THE WEARER OF OUR FABRICS, THOSE WHO PRODUCE THEM AND THE ENVIRONMENT AROUND US

BEAUTY

BEAUTY OF A FABRIC AND A HAUTE COUTURE GARMENT

COURAGE

FACING NEW CHALLENGES THAT REQUIRE INNOVATION AND CHANGE



OUR ARCHIVE

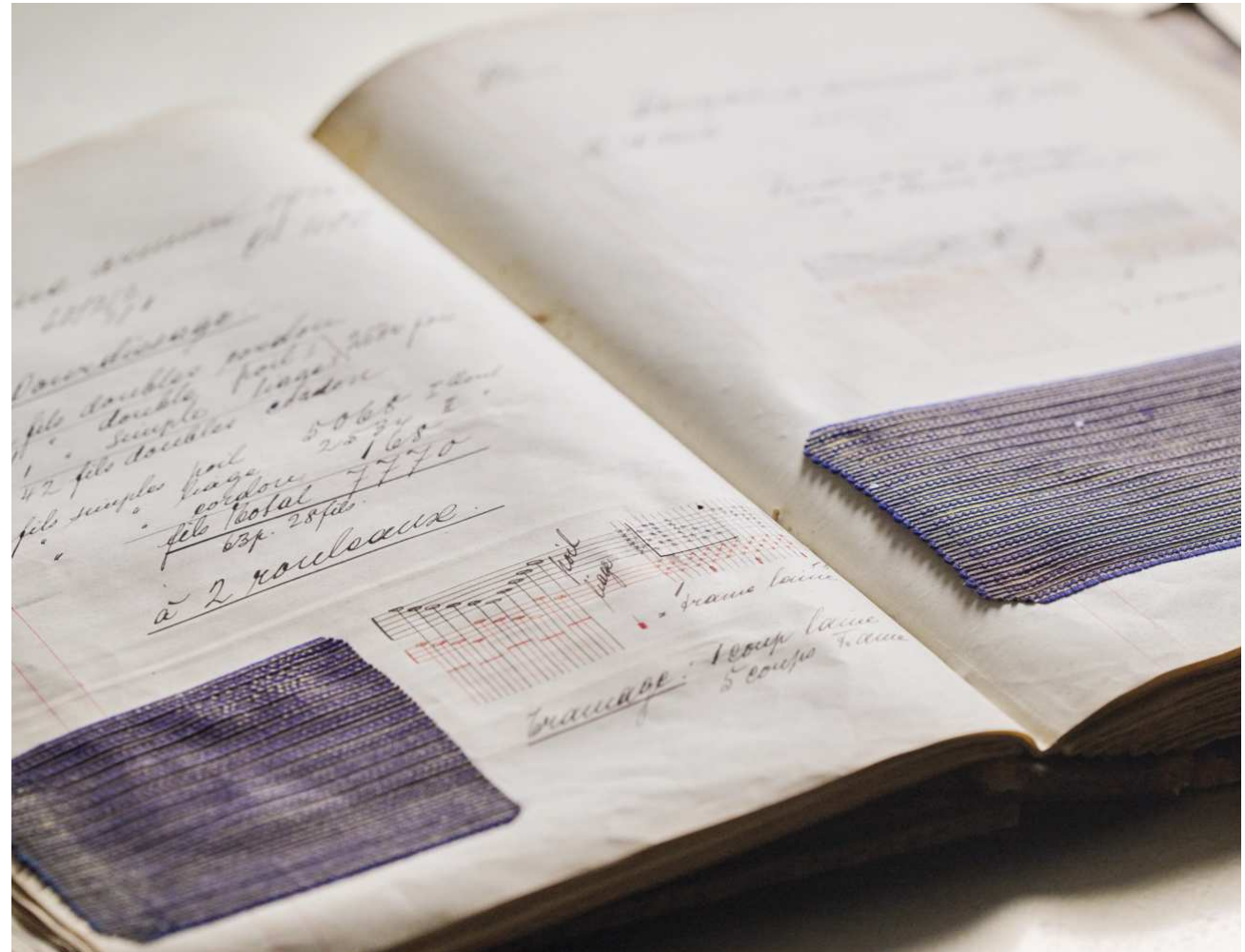
Creatives, students, designers and customers can draw endless inspiration for new ideas from our Archive, thanks to the commitment of our People dedicated every day to cataloguing, digitising and preserving our heritage.

The value of the Archives lies in its tangible and intangible heritage, which is constantly growing:

- 80,000 designs, updated regularly to increase creative know-how;
- 2,300 dresses and accessories, testimonies of art and craftsmanship spanning epochs and cultures;
- More than 1,500 ancient books, a corpus that intertwines fashion, textiles, science, and literature;
- Internationally significant art archives acquired to strengthen the dialogue between textiles, fashion, and art

In 2024, three strategic acquisitions were finalised, each aimed at a distinct objective: on one hand, preserving and enriching the identity of the local cultural district, on the other hand, expanding the creative scope through international dialogue.

The initial acquisition involves the textile archive of Pentagone, a historic weaving mill in Como, renowned for the production of ties and scarves, one of the most significant entities in the area.

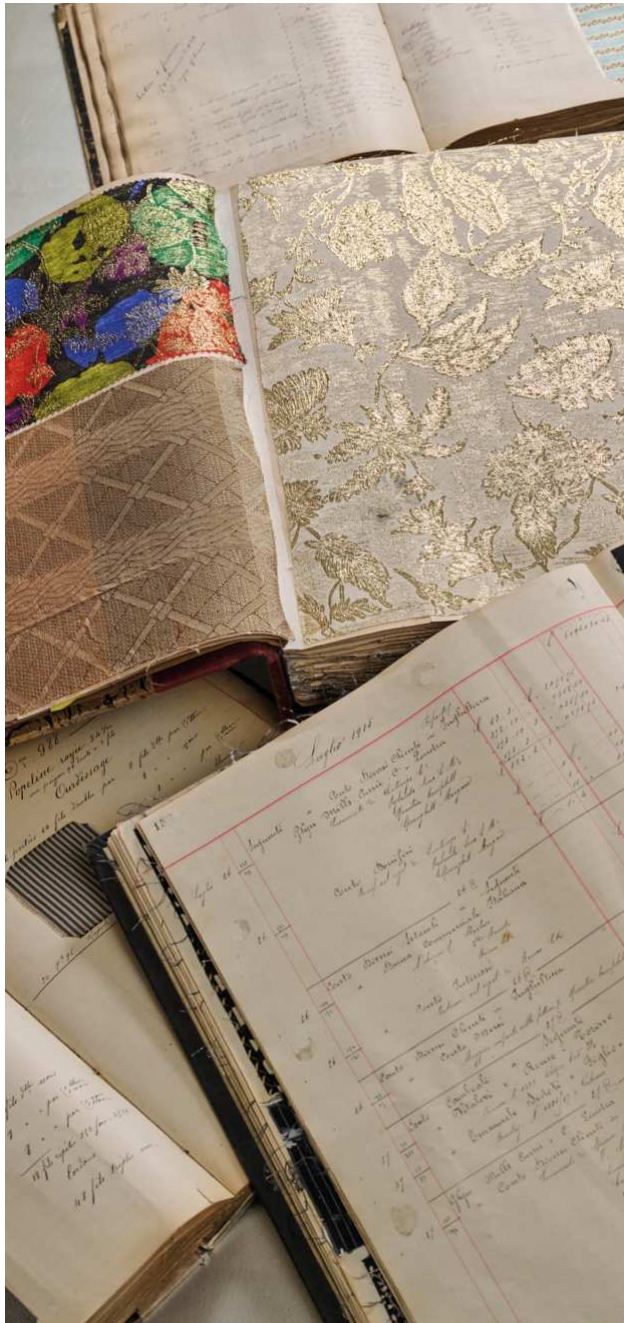


The second acquisition concerns the artistic archive of Alvaro Molteni, an extraordinarily valuable corpus that combines art and textile design. Comprising almost 3,000 original drawings made between 1947 and 1962, the archive includes around 3,300 photographic images and 11 rare antique volumes.

The third acquisition, which occurred during a public

auction in Paris, led to the integration of the Archive at Rue d'Anjou 3, the historic headquarters of Maison Abraham, founded in Switzerland and led by the visionary Gustav Zumsteg.

This cultural heritage of international importance weaves together fashion, art, and textile innovation, offering a limitless source of inspiration for Haute Couture.



“

For a long time, we have been committed to acquiring archives with the aim of enriching our know-how and fostering the ongoing research that inspires and guides our work. It's not merely about expanding the archival heritage, but about enlivening it, making it dynamic, and capable of generating new perspectives and inspiring creative processes.

Francesco Gentili





OUR CREATIONS

In the luxury fashion sector, Gentili Mosconi sets itself apart by creating unique fabrics that combine beauty, tradition, and innovation, all while striving to meet every customer's needs.

The company produces printed and dyed fabrics, using jacquard processes, yarn dyeing, original prints, garment prints, and other specialised techniques, creating design masterpieces born from the creativity of the style office's People and taking form through the work of Product Managers and our Production Technicians.

The creations are characterised mainly by the use of natural silk and other materials such as cashmere, cotton, wool, linen, polyester, and nylon.

The exceptional quality of Gentili Mosconi's fabrics is integrated with a particular focus on material durability and environmental impact, verified through physical and chemical compliance testing against their internal PRSL (Product Restricted Substances List) and those of their customers.

To protect the uniqueness of its creations and preserve the specificities of the techniques used, the company avoids trade fairs, choosing to present its collections personally to clients.

The products that the Group creates can be classified into five main lines:

HAUTE COUTURE

Precious fabrics enriched with mixed work, overlays of jacquard prints, and hand-painted artistic interventions.

PRÊT-À-PORTER

Creative and innovative fabrics for men and women, distinctive of the Gentili Mosconi style.

WOMEN'S ACCESSORIES

Scarves, foulards, stoles, shawls, and bandeaus made of fine materials and finished with exclusive details.

HOME COLLECTION

Design and development of furnishing items for the home, hospitality industry, and luxury yachts by the Gentili Mosconi HOME division.

MEN'S ACCESSORIES

Handkerchiefs, bandanas, bow ties and evening accessories, ascots and ties both yarn-dyed and printed, custom-made, personalised or with logo. A new team of professionals is at the disposal of customers for a detailed study of their requests.

The new hemming department ensures quality and speed of delivery for prototypes, samples, and small productions.

In addition, Gentili Mosconi offers customers a range of services to support product development:

CREATIVE SERVICES

Development of exclusive designs, created to meet the specific stylistic needs of customers.

PRINTING SERVICES

- Emme performs traditional screen printing, digital printing, double-sided printing, and garment printing mainly on natural fabrics.
- Creazioni Digitali, our partner, provides sublimation printing services on special papers, and printing with Green Drop pigment inks without water, as well as overprinting on fine fabrics like lace, jacquard, devoré, and operati.CreO, the experimental centre, is available to start-ups and designers to study innovative solutions.

DYEING SERVICES

Scouring, dyeing and finishing of furnishing and apparel fabrics offered through Tintoria Comacina.

TESTING SERVICES

Elle.a.ci.ti, our ISO 17025-certified laboratory recognised by ZDHC, is available to customers and suppliers for technical assistance and consultancy, as well as chemical, physical, and dye analysis on textile substrates, dyes, and chemicals.



GENTILI MOSCONI HOME

Founded in 2005 by the visionary Patrizia Mosconi, Gentili Mosconi Home represents the division dedicated to Haute Couture in the realms of home and nautical fashion.

In 2024, under the leadership of Patrizia Mosconi and the guidance of her team, the division will relocate from its headquarters in Como to the new showroom at Via Ticino 7.

Specialising in the creation of fabrics and accessories for interior design, Gentili Mosconi Home caters to a diverse clientele:

- the nautical sector, collaborating with the most renowned shipyards;
- private customers, enthusiasts of luxury and excellence of Made in Italy;
- boutique hotels and prestigious resorts.

Following the Group's principles, the Home division embraces sustainable and responsible management, advocating for certified eco-friendly and Made in Italy materials, alongside innovative and environmentally conscious production methods.



<https://www.gentilimosconi.it/gentili-mosconi-home/>



PATRIZIA MOSCONI
TALKS ABOUT THE HOME
DIVISION



BEING A BENEFIT COMPANY

Gentili Mosconi becomes a Benefit Company, to create a positive impact on people, communities, and the environment.

In 2023, Gentili Mosconi changed its statutes to become a Benefit Company, marking a milestone in its evolution.

This significant step represents a tangible commitment to pursuing the common good, going beyond the standards set by the company's Code of Ethics. The primary aim is to create a positive and enduring impact on individuals, communities, and the environment in which it operates, prioritising values like responsibility, sustainability, and transparency.

In this new role, Gentili Mosconi dedicates itself to conducting its activities with an approach that combines ethics and innovation, working not only for the welfare of people and communities but also for the protection of the environment and the promotion of cultural and social activities. Thanks to collaboration with organisations, associations, and other stakeholders, the company aims to establish synergies that can amplify the social value generated.

The company's initiatives are designed to generate concrete, measurable value in the public interest, with the objective of enhancing quality of life and delivering robust economic performance. This transformation consolidates our vision of a company capable of combining economic excellence with societal benefit, inspiring an innovative and sustainable business model.

OBJECTIVES IN THE ARTICLES OF ASSOCIATION OF GENTILI MOSCONI

1

The company is committed to supporting the development of an **ecosystem of businesses** strongly oriented towards innovation and research, creating conditions in which they can work in the most effective, efficient, and sustainable way, and encouraging the circulation of knowledge through the sharing of knowledge, projects, and solutions.

2

The company is committed to creating **consistent economic value over time**, in a fair and sustainable way for all parties involved, also to guarantee the capacity for innovation and the **sustainability of the impact in the long term**.

3

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

FOUNDING OF THE GENTILI MOSCONI FOUNDATION

In 2024, the Gentili Mosconi ETS Foundation was established. The Foundation is devoted to preserving, safeguarding, promoting, and enriching the heritage of Italian textile, artistic, and creative skills, which have always been an inexhaustible source of inspiration for new fashion and design collections.

The Foundation supports creativity in all its forms, encouraging the emergence of young talent and promoting initiatives dedicated to sustainable fashion, thereby contributing to spreading a culture of awareness and responsible information.

The year 2025 will see the start of the "Call for Partnership... Focus on" series of meetings to promote synergies between various actors in the area involved in conveying and fostering culture, art, and social sustainability.

As part of the Territorial Governance of Como UNESCO Creative City, the Foundation aims to collaborate with organisations and institutions for territorial regeneration and international cooperation.



“

At the heart of this commitment is the Foundation's flagship project, L'Archivio Generativo, a continuously evolving creative hub designed to nurture young talents and promote interdisciplinary research in the fields of textiles, fashion, art, and design.

Giulia Gentili

L'ARCHIVIO GENERATIVO

L'Archivio Generativo is the Foundation's flagship project, a creative laboratory in constant evolution. Aimed at supporting students, designers, artists, and creatives, the project strives to raise awareness of heritage conservation and also promotes new interdisciplinary connections. This dynamic approach will develop through workshops, exhibitions, expositions, and educational programmes with experts in fashion, textiles, visual arts, and other creative disciplines.



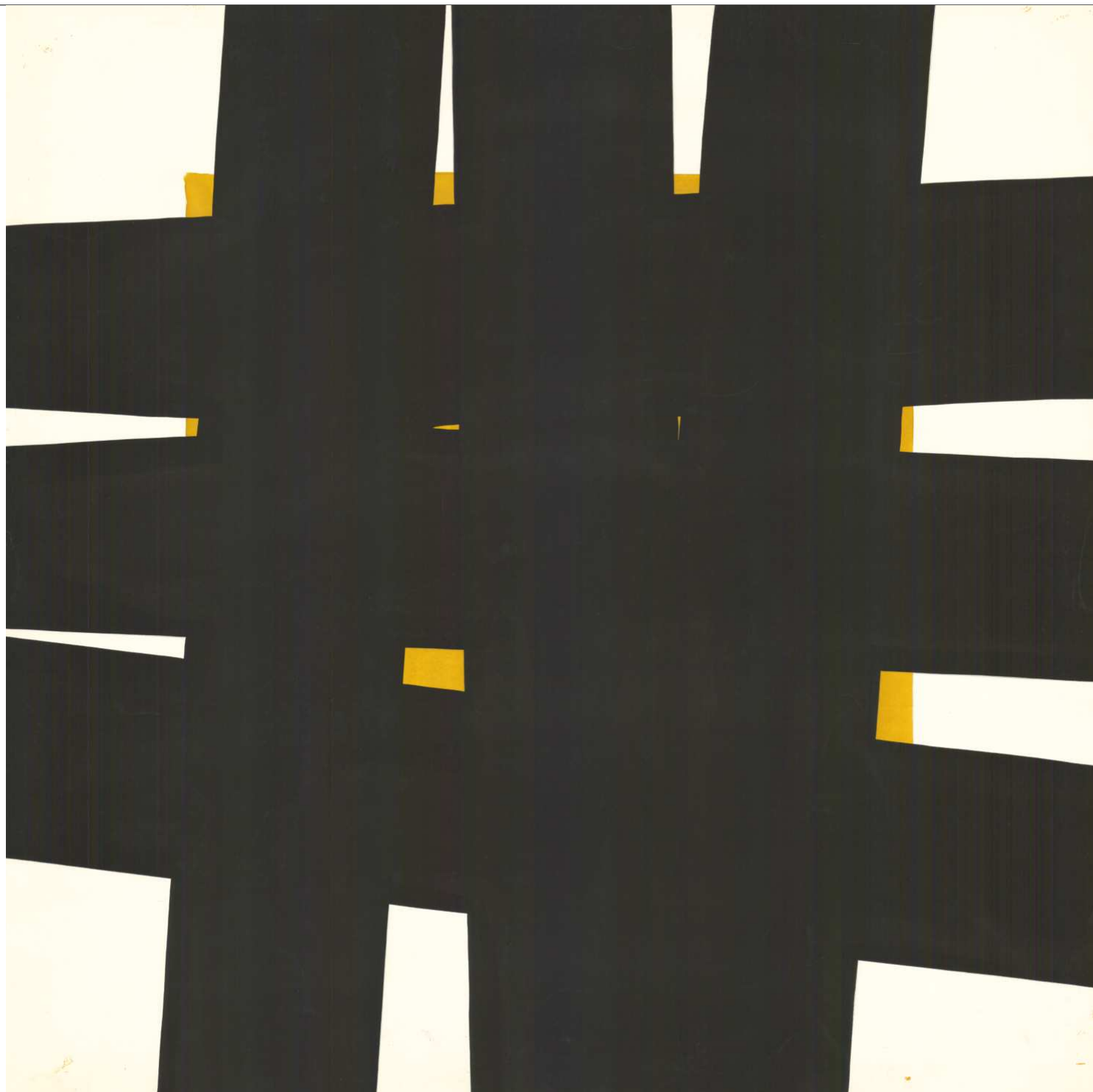
GIULIA GENTILI TALKS
ABOUT L'ARCHIVIO
GENERATIVO





2

GOVERNANCE





GROUP STRUCTURE

Solid and transparent governance steers the Gentili Mosconi Group towards strategic decisions focused on the future. The company produces printed and dyed fabrics, using jacquard processes, yarn dyeing, original prints, garment prints, and other specialised techniques, creating design masterpieces born from the creativity of the style office's People and taking form through the work of Product Managers and our Production Technicians. The creations are characterised mainly by the use of natural silk and other materials such as cashmere, cotton, wool, linen, polyester, nylon, and biodegradable materials.

The exceptional quality of Gentili Mosconi's fabrics is integrated with a particular focus on material durability and environmental impact, verified through physical and chemical compliance testing against their internal PRSL (Product Restricted Substances List) and those of their customers. To protect the uniqueness of its creations and preserve the specificities of the techniques used, the company avoids trade fairs, choosing to present its collections personally to clients.

Company Structure	Shares owned	Share capital %
Francesco Gentili	66,907	35.21%
Patrizia Mosconi	61,760	32.51%
Market	61,333	32.28%
Total	190,000	100%

AN ECOSYSTEM OF SUSTAINABLE COMPANIES

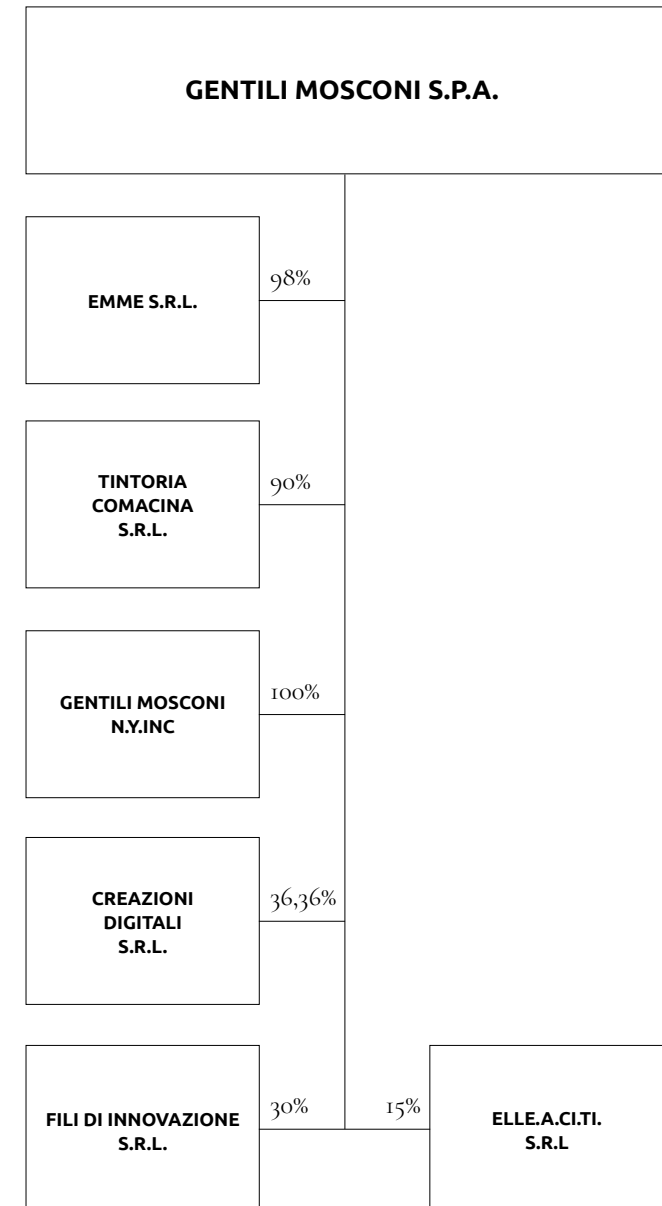
The Group comprises the company Emme S.r.l., in which it holds a 98% stake and which is renowned for its high-quality fabric printing; Gentili Mosconi New York Inc., tasked with managing the showroom in the United States; and a 15% share in Elle.A.Ci.Ti, S.r.l., a laboratory specialising in chemical and textile analysis.

In 2024, the Group strengthened its position with new acquisitions and collaborations:

- acquired 90% of Tintoria Comacina S.r.l., a company specialising in the scouring, dyeing and finishing of fabrics for the apparel and furnishing sector, thus expanding its expertise and offering in the textile market;
- owns a 36.36% share in Creazioni Digitali S.r.l., which specialises in pigmented digital sublimation printing on fabrics and garments, an innovative process that does not use water;
- holds 30% of Fili d'Innovazione, the first service company dedicated to innovation in the Como textile district, a result of collaboration with Open Advisory and two other competitors in the area: Ostinelli Seta and Isa.

These developments demonstrate the continuous evolution of the Group, which focuses on innovation and the verticalisation of processes by taking direct control of various stages of the supply chain.

The Group's operations are primarily based in the Province of Como, renowned for its historical textile tradition, while the New York office supports US customers.





BUSINESS ORGANISATION

Corporate governance is based on a Board of Directors that guides the Group's strategies and supervises all the main operational and organisational decisions.

The Board, chaired by the current President and CEO Francesco Gentili, includes Patrizia Mosconi, Paolo Daviddi, Elia Kuhnreich and Giovanni Casartelli. Among its primary duties are the approval of operational guidelines, the establishment of investment policies, and the monitoring of economic, social, and environmental impacts.

In support of transparency and proper administration, the Board of Statutory Auditors, composed of Luigi Caccia, Antonia Maria Fiorella Turba, Luca Castoldi, Andrea Sormani and Cristina Pivotto, operates to ensure compliance with the law and the principles of good governance. Deloitte & Touche Spa is responsible for the statutory audit of the Group's accounts.

Board Members	Role
Francesco Gentili	Chair of the Board of Directors and Chief Executive Officer
Patrizia Mosconi	Director
Paolo Daviddi	Director
Elia Kuhnreich	Director
Giovanni Casartelli	Independent Director

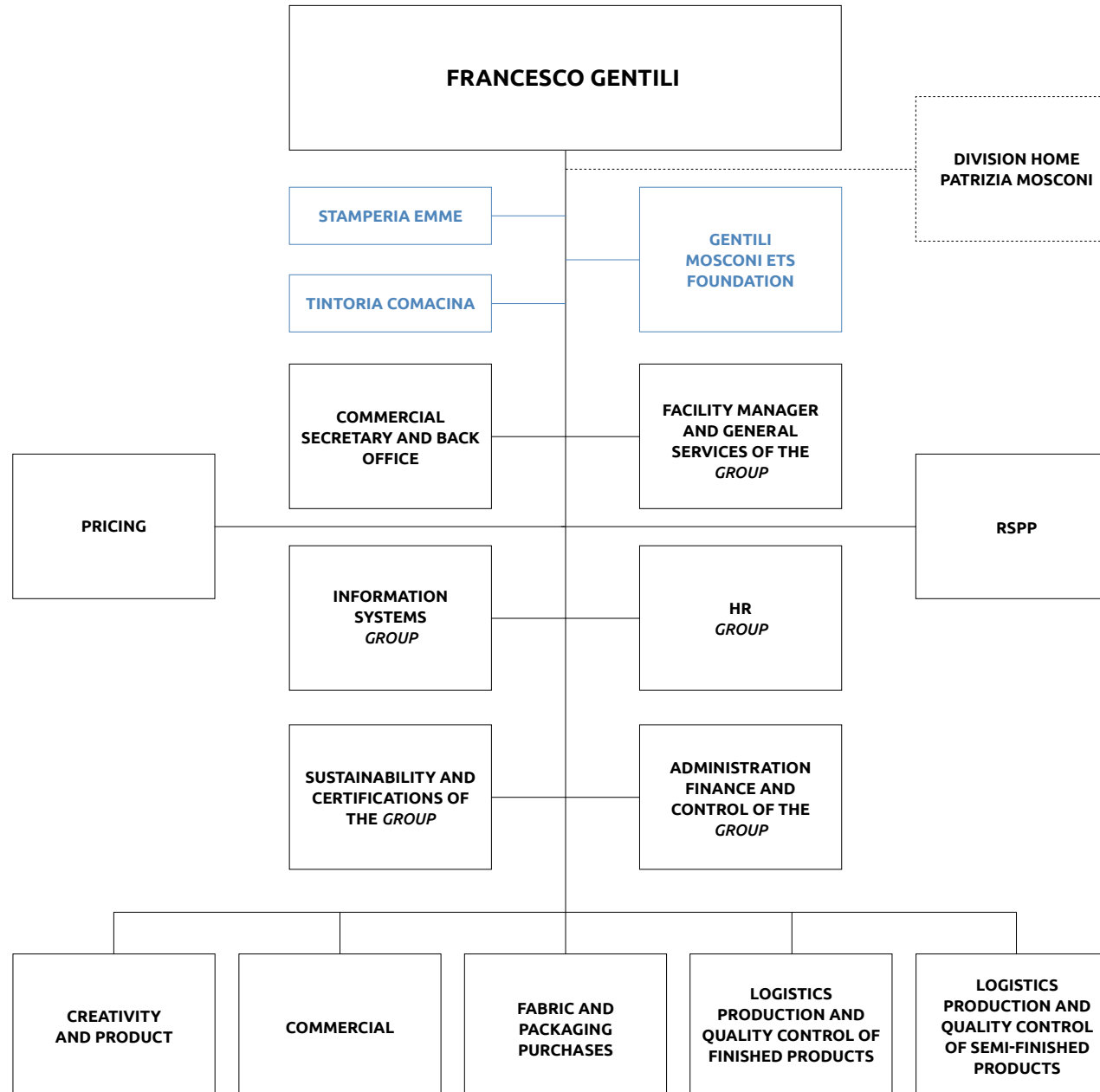
Age groups of the Board of Directors members	Units of Measurement	Men	Women	Total
30 - 50 years	n.	1		1
Over 50	n.	3	1	4
Total	n.	4	1	5

The Group's organisational structure consists of 12 main business divisions, all coordinated by CEO Francesco Gentili.

This structure guarantees the efficient management of activities, from textile production to the management of international markets.

Through a modern and transparent governance, the Gentili Mosconi Group pursues a responsible and sustainable approach, placing innovation and tradition at the centre of its corporate strategy.

Gentili Mosconi has appointed a steering committee on gender equality and a committee on sustainability.





BUSINESS ETHICS

ESRS G1- BUSINESS CONDUCT

The Gentili Mosconi Group adopts a Code of Ethics and a Social Labour Policy, which outline the rights, duties, and responsibilities towards all entities they interact with.

The Code of Ethics is divided into three main sections: General Principles, Charter of Commitments for Sustainability and Conduct System.

The General Principles set out the Group's core values, such as respect for the law, fairness, responsibility, honesty, diligence, integrity, and protection of the individual. The guidelines for managing relationships with competitors, the community, and the environment are also defined.

The Charter of Commitments for Sustainability summarises the values and actions integrated into company management, such as:

- The elimination of hazardous chemicals from production processes;
- The reduction of energy consumption and CO₂ emissions;
- The traceability of raw materials and processing;
- The involvement of strategic suppliers in environmental sustainability and energy efficiency projects.

The Conduct System establishes rules to ensure respect for the law, fairness, and inclusivity at work.

Behaviour based on integrity, impartiality, and the

absence of conflicts of interest, even potential ones, is promoted.

The Code of Ethics and the Social Labour Policy are shared with staff, customers, suppliers, and collaborators, making them available to anyone upon request.

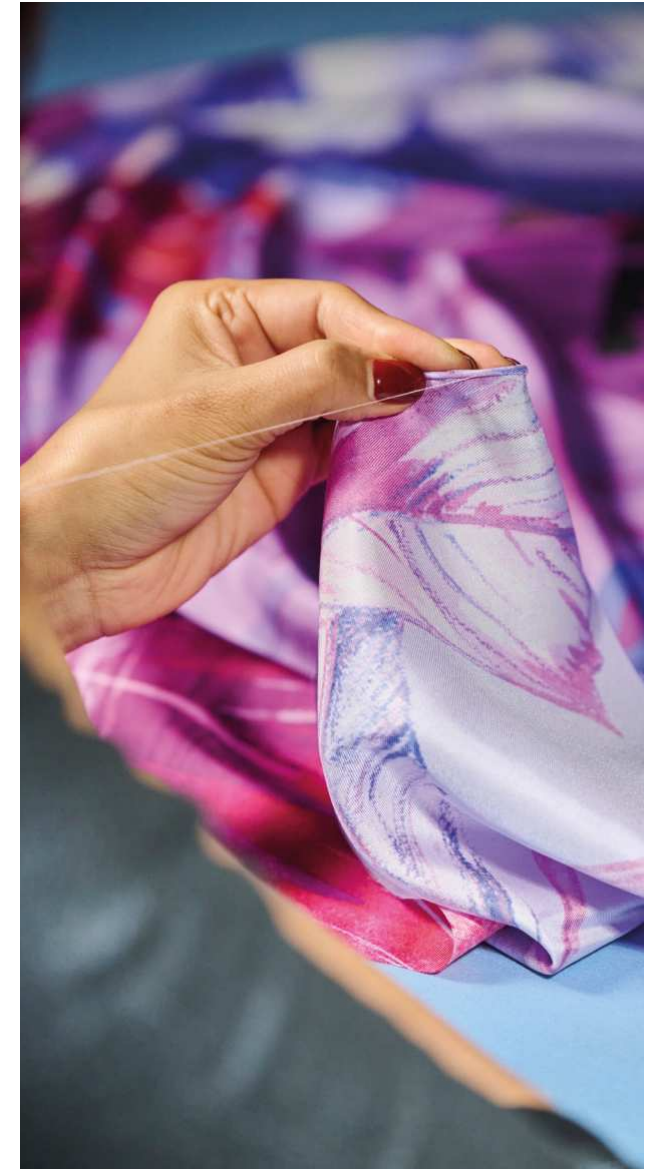
The Social Policy explicitly prohibits the use of child labour and demands respect for human rights across the entire supply chain, adhering to international conventions such as those set by the ILO - International Labour Organisation and the principles established by the ETI - Ethical Trading Initiative.

The Code of Ethics is also available on the company website.

In 2023, Gentili Mosconi introduced the Whistleblowing regulation to prevent internal misconduct, reinforcing transparency and ethics within the workplace.

In 2024, the Whistleblowing platform on the company's website was updated to add a specific channel for reporting gender equality violations in accordance with UNI PDR 125:2022.

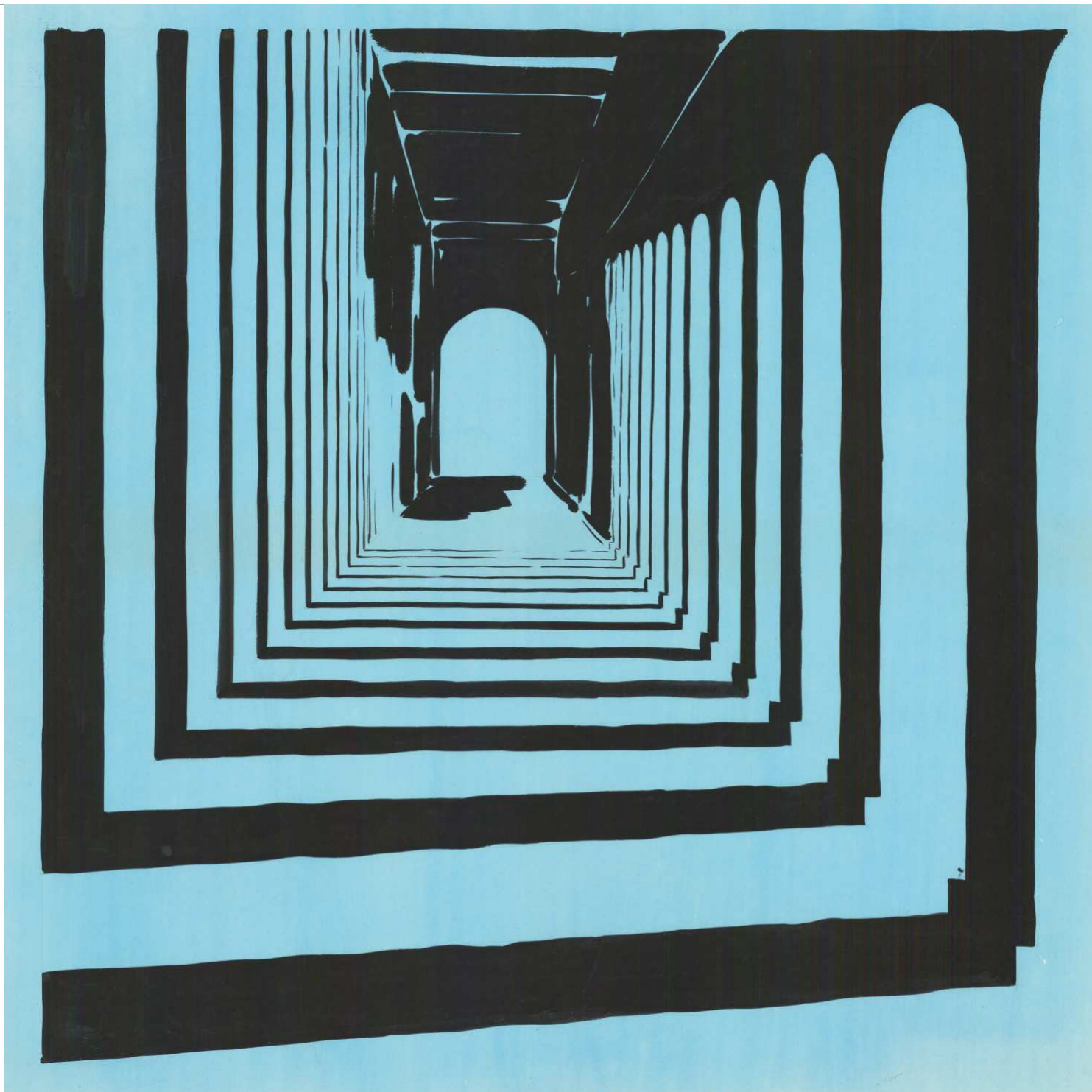
To address the need for safeguarding sensitive data and maintaining the confidentiality of information, including brands and logos, Gentili Mosconi invests in enhancing its cybersecurity solutions, ensuring a dependable and cutting-edge protection system, capable of securing data, particularly that of its clients.





3

GROUP SUSTAINABILITY





GROUP SUSTAINABILITY

Sustainability is at the heart of Gentili Mosconi's strategy, with a commitment intertwining exceptional craftsmanship and responsibility towards the environment and society. This commitment is supported by a dedicated committee and a Sustainability Manager to integrate ESG principles in every operational area.

Confronted with increasing global pressure to embrace more sustainable practices, the company, operating in the traditional textile industry, has chosen to position itself as an example of positive change.

Drawing inspiration from the UN's 17 Sustainable Development Goals (Agenda 2030) and the European Sustainability Strategy for textiles, it aligns with the 4sustainability® Commitment, promoting transparency and taking concrete actions for improvement.

Since 2018, Gentili Mosconi has initiated numerous efforts to reduce the environmental impact of its production processes, actively involving the entire supply chain.

The primary objectives include the elimination of hazardous chemicals, strict adherence to limits on harmful substances usage, and the implementation of the MRS� ZDHC programme and the CHEM 4Sustainability® Protocol, which ensure responsible chemical management.

In parallel, the company launched a programme to

monitor and reduce water consumption, recognising the risks related to climate change.

The Group is also committed to monitoring CO₂ emissions in accordance with the GHG Protocol, with the aim of formulating a gradual plan to reduce impacts and decrease waste production by applying circular economy actions.

Alongside its environmental initiatives, Gentili Mosconi is dedicated to creating a positive impact on individuals and communities. It adopts policies aimed at employee welfare, gender equality, promotes the development of skills, and collaborates with associations for social inclusion.

Furthermore, in 2024, the Gentili Mosconi Foundation, an organisation within the Third Sector, promotes sustainability on multiple levels. It places particular emphasis on Goal 17 of the UN Agenda, "Partnerships to the Goals", serving the region and investing in cooperation, also through its participation in the Territorial Governance of Como UNESCO Creative City, which promotes the development of sustainable

social policies and the sharing of tools, experiences, and best practices.

This ongoing and systematic commitment allows Gentili Mosconi to align its corporate strategy with the increasingly demanding expectations of the market and stakeholders, reaffirming its role as a responsible leader in a transforming sector.



SUSTAINABILITY POLICY

Gentili Mosconi sets a clear direction towards sustainability, embedding environmental, social, and economic responsibility across all elements of its operations, thanks to the Transparency and Sustainability Policy adopted in 2019.

The policy is based on the following macro-objectives:

- Collaborate with partners and suppliers who share common values and pursue improvement goals beyond regulatory compliance.
- Assess the environmental impact of activities from the design phase of the sample onwards.
- Develop a chemical risk management system to minimise the negative effects on the environment and health.
- Opt for production and organisational choices aimed at reducing the consumption of natural and

energy resources.

- Apply management techniques and tools to ensure continuous improvement.
- Manage production waste correctly and responsibly.
- Prioritise local partners to reduce environmental impacts related to material handling.
- Select raw materials with a lower environmental and social impact, such as recycled, certified, or organic materials.

Gentili Mosconi is committed to fostering the principles of its Sustainability Policy internally, guaranteeing their

comprehension and implementation at every level of the organisation.

In parallel, the company conveys these principles to external stakeholders, such as customers, suppliers, associations, local communities, and public institutions, to raise awareness of these issues and promote informed dialogue.





DIALOGUE WITH THE STAKEHOLDERS

The Gentili Mosconi Group highly values dialogue and consultation with stakeholders, acknowledging their crucial role in fostering transparency, optimising relationship management, and addressing the expectations and needs of all parties involved, in line with its designation as a Benefit Company. The Group uses different ways and channels of engagement, adapting them to specific objectives. The main tools used to address ESG (Environmental, Social, and Governance) topics include the following.

EMPLOYEES	CUSTOMERS	SUPPLIERS	LOCAL COMMUNITY	TRADE ASSOCIATIONS	PUBLIC ADMINISTRATIONS
<ul style="list-style-type: none"> • Workshop World Cafè ESG • Regular meetings • Training and refresher meetings • Company website • Questionnaire on ESG material topics • Internal sharing of the code of ethics • Weekly newsletter 	<ul style="list-style-type: none"> • Workshop World Cafè ESG • Participation in panels on supply chain sustainability • Pilot on traceability systems • Direct contact with customers, meetings • Questionnaire on ESG material topics • Focus Group on material ESG topics 	<ul style="list-style-type: none"> • Workshop World Cafè ESG • Participation in panels on supply chain sustainability • Comparison meetings on product certifications • Questionnaire on ESG material topics • Focus Group on material ESG topics • Sharing of the policy on sustainable raw materials 	<ul style="list-style-type: none"> • Workshop World Cafè ESG • Collaborations with non-profit associations • Questionnaire on ESG material topics • Focus Group on material ESG topics • Updates via website 	<ul style="list-style-type: none"> • Questionnaire on ESG material topics • Focus Group on material ESG topics • Member of Confindustria (Stamperia Emme and Tintoria Comacina) 	<ul style="list-style-type: none"> • Public Administrations • Fulfilment of documentary requirements under national and local legislation • Constant collaboration with the institutions responsible for issuing environmental authorisations and certifications
SCHOOLS AND UNIVERSITIES	FINANCIAL WORLD	NON-PROFIT ORGANISATIONS	SHAREHOLDERS	MEDIA	COMMERCIAL PARTNERS
<ul style="list-style-type: none"> • School visits to company premises • Collaborations for internships and curricular placements 	<ul style="list-style-type: none"> • Questionnaire on ESG material topics • Focus Group on material ESG topics • Continuous dialogue 	<ul style="list-style-type: none"> • Workshop World Cafè ESG • Participation in awareness-raising events • Organising cultural events open to the community • Collaborations with non-profit associations • Sponsorships • Questionnaire on ESG material topics • Focus Group on material ESG topics 	<ul style="list-style-type: none"> • Shareholders' Meeting • Communication through the media • Dedicated contacts and meetings 	<ul style="list-style-type: none"> • Press releases • Updates via website 	<ul style="list-style-type: none"> • Press releases • Updates via website

Gentili Mosconi engaged its stakeholders in a sustainability-focused workshop with an innovative and participatory approach, providing an opportunity for constructive dialogue that reinforced ties with the supply chain and generated tangible proposals for improvement

On 19 September 2024, Gentili Mosconi organised a workshop dedicated to sustainability at Villa Bernasconi, in Cernobbio.

The meeting represented an opportunity for approximately 30 stakeholders, including customers, suppliers, third sector organisations, and company employees, for an exchange of views.

The methodology adopted, the World Café, allowed all participants to actively contribute to thematic tables dedicated to three key areas:

- Sustainable Textile Supply Chain;
- Green innovation;
- Business and Community.

During the workshop, participants had the opportunity to provide feedback on the recently published Sustainability Report and propose innovative solutions to improve the company's sustainability profile.



Among the ideas that emerged:

Strengthening the purchase of **certified raw materials and supporting SMEs** in the transition to sustainable practices

Solutions for **sustainable mobility, optimisation of production processes and circularity of materials**, such as the recovery and recycling of textile waste

Social initiatives to improve **corporate welfare**, such as work-life balance tools and **financial education courses**

Investments in training and the development of **product innovations** related to sustainability

Creating **strategic partnerships**, both within the industry and with the local community, to promote a broader and more inclusive culture of sustainability



The workshop served not only as an instance of cross-disciplinary engagement but also affirmed Gentili Mosconi's dedication to collaboratively crafting a more sustainable future alongside its supply chain, incorporating their feedback and co-developing tangible actions.

MATERIALITY ANALYSIS

The material topics of Sustainability represent the issues with a significant economic, social, and environmental impact, which Gentili Mosconi reports in the Sustainability Report and focuses its commitments on.

To identify priority areas for resource and effort allocation, the Group has developed a list of relevant topics, based on the positive and negative impacts it generates or could generate, and has then submitted this list to both internal and external stakeholders for analysis.

This assessment process enables ESG (Environmental, Social, Governance) decisions and objectives to be strategically directed, identifying the priority issues for the company and those of greatest importance for stakeholders through the materiality matrix.

Gentili Mosconi's materiality analysis was conducted in accordance with the GRI Standards and was segmented into several stages to ensure a comprehensive understanding of relevant sustainability matters.

Initially, the most significant sustainability topics in the company's context were identified, and these were then meticulously assessed by both internal and external stakeholders.

Subsequently, a classification of ESG impacts was conducted, distinguishing between positive and negative, and further into actual and potential. They were assessed

by severity and probability to classify material themes based on the relevance of their impacts, identifying intervention priorities.

In 2024, a structured stakeholder engagement process was carried out to identify stakeholder expectations concerning the sustainability information to be disclosed in the Sustainability Report.

About 200 employees, customers, suppliers, and voluntary associations were involved through an online survey, as well as 14 key stakeholders through multi-stakeholder focus groups and specific interviews.





MATERIAL TOPICS AND EVALUATION OF GROUP IMPACTS

The following table shows Gentili Mosconi's material topics, with their impacts, both positive and negative, and the level of priority generated by the evaluation.

	Material topics	Main impacts	Positive/Negative	Potential/Effective	Impact priority
Environmental	Certified raw materials	Increased use of certified raw materials for a reduced environmental and social impact	+	Effective	● ● ○
		Higher raw material procurement costs	-	Effective	● ● ○
		Environmental and social impact of using non-certified raw materials	-	Effective	● ● ○
	Chemical management	Reduction of chemical risk for workers and for the environment	+	Effective	● ● ●
		Increased risks for the environment and for the health of workers in contact with chemicals	-	Potential	● ○ ○
	Energy consumption and atmospheric emissions	Lower climate-changing gas emissions by the GM Group and independence from fossil energy sources	+	Effective	● ● ○
		Emission of climate-changing gases from fossil fuel use	-	Effective	● ● ○
	Eco-friendly product design	Research and development of durable products with recycled and certified raw materials	+	Effective	● ● ●
		Limited range of products with Ecodesign requirements	-	Potential	● ○ ○
	Water management and discharge monitoring	Reduction of normalised water consumption per metre of the Group	+	Effective	● ● ○
		Improvement of the Group's wastewater quality	+	Effective	● ● ○
		Increase in water consumption per metre of the Group	-	Potential	● ○ ○
		Reputational risk	-	Potential	● ○ ○
		Water pollution	-	Potential	● ○ ○
	Waste Management and Circularity	Reduction of textile and packaging waste	+	Effective	● ● ○
		Reduction and recovery of textile waste and second choices	+	Effective	● ● ○
		Optimisation of warehouse stock and packaging	+	Effective	● ● ○
		Increase in textile waste	-	Potential	● ○ ○
Social	Professional growth and training	Development of human capital and enhancement of skills	+	Effective	● ● ●
		Lack of policy and tools to measure the valorisation of skills and professional growth paths	-	Effective	● ● ●
		Employee satisfaction	+	Potential	● ● ○
		Lack of employee satisfaction	-	Potential	● ● ○
		Fulfilment of the company's human resources needs	+	Potential	● ● ○
		Haemorrhage of human resources	-	Effective	● ● ●
		Recruitment of people in the local area	+	Effective	● ● ○



	Material topics	Main impacts	Positive/Negative	Potential/Effective	Impact priority
Social	Well-being, Corporate Welfare and Work-Life Balance	Well-being for the employee	+	Effective	● ● ●
		Poor employee well-being	-	Potential	● ● ○
		Lack of matching between the employees' needs and the welfare services offered	-	Potential	● ● ○
		Protection of employees' health and safety	+	Effective	● ● ○
		Underestimation of risks with consequences for employees' health	-	Potential	● ○ ○
	Diversity and Inclusion, Equal Opportunities	Equal opportunities and inclusiveness for the employee	+	Potential	● ● ○
		Presence of discrimination in the workplace	-	Potential	● ○ ○
	Support for the local community and partnerships for textile culture	Social promotion in the local area	+	Effective	● ● ○
		Pass on Como's textile culture in schools and the local area	+	Effective	● ● ○
		Detachment between the company and the socio-cultural needs of the local area	-	Potential	● ○ ○
Governance	Economic performance	More investment for business growth and common benefit	+	Effective	● ● ●
		Business Continuity	+	Effective	● ● ●
		Lack of investment in business development and common benefit	-	Potential	● ○ ○
	Quality and innovation	Continuous improvement of product quality and capacity for product innovation	+	Effective	● ● ●
		Not very distinctive products on the market	-	Potential	● ○ ○
	Responsible supply chain management	Improved socio-environmental impact of products along the supply chain	+	Effective	● ● ●
		High socio-environmental risks in the supply chain	-	Potential	● ○ ○
	Traceability and digitisation of information	Ability to obtain and manage product traceability information	+	Effective	● ● ○
		Inability to obtain and manage product traceability information	-	Effective	● ● ○
	Relations with stakeholders	Anticipation of needs and openness to dialogue with stakeholders	+	Effective	● ● ●
		Loss of stakeholder trust	-	Potential	● ○ ○
	Business ethics and integrity	Fair and lasting relations with stakeholders	+	Effective	● ● ●
		Loss of credibility with stakeholders	-	Potential	● ○ ○
	Data protection and cybersecurity	Security of information assets, privacy, and data protection	+	Effective	● ● ○
		Loss of data due to IT security problems	-	Potential	● ○ ○
	Organisation 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	-	Effective	● ● ●



MATERIALITY MATRIX

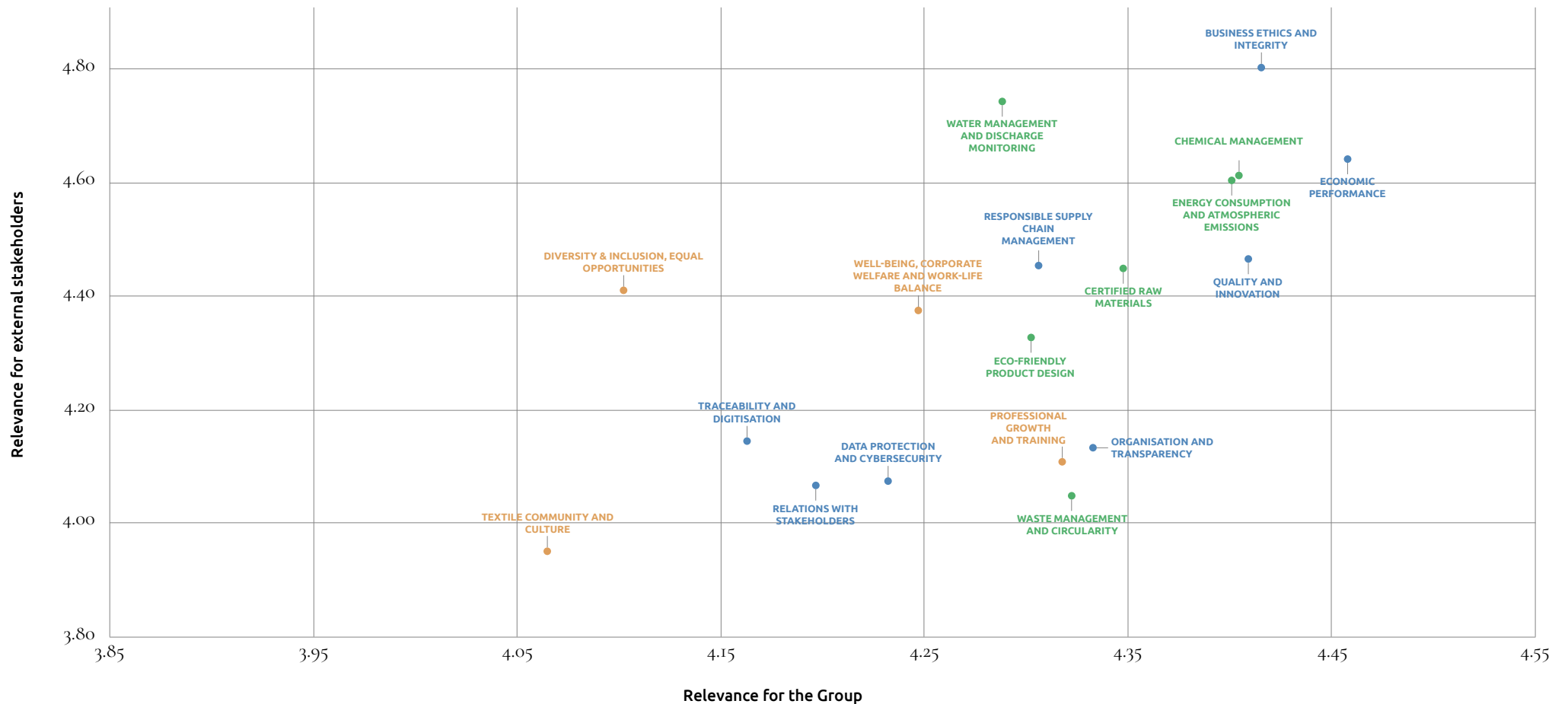
The results from the stakeholder consultation and ESG Impact Assessment were summarised in a graphical matrix, positioning the material issues based on their relevance to both internal and external stakeholders.

The analysis shows a good balance of priority topics for both sides, with a significant focus on "Economic performance" and "Business ethics and integrity".

Within the environmental domain, the primary subjects highlighted were "Chemical substance management", "Energy consumption control and emissions into the atmosphere", as well as "Water management and discharge monitoring", with the latter being particularly significant for external stakeholders. Finally, "Quality and innovation", the use of "Certified raw materials" and "Company well-being", including aspects of Work-Life

Balance, are among the other relevant topics.

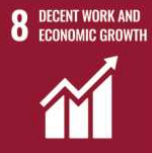
All these topics are addressed within the thematic chapters of this Report, with the aim of transparently conveying to stakeholders the qualitative data and performance metrics they consider key.





4

GENERATE SHARED ECONOMIC VALUE





ECONOMIC PERFORMANCE

Amid a declining global market, we demonstrated our resilience through targeted investments and flexible operational strategies, continuing to uphold our efficiency and competitiveness.

2024 was a challenging year for the luxury market, with a global contraction.

This decline was influenced by economic uncertainty, rising brand prices, and a reduction in consumer confidence.

According to estimates from Confindustria Moda's Economic Studies Office, the Made in Italy textile sector is expected to close 2024 with a global revenue decline of 7.7% compared to the previous year, with foreign sales dropping by 8.5%, while industrial production has decreased by 18.3%.

Gentili Mosconi's financial performance mirrored the widespread challenges within the sector, registering a revenue of EUR 41.5 million, a decrease of 17.9% compared to 2023. This decline is, however, moderate when compared to the district's average.

In spite of the downturn, the Group successfully adjusted to market demands, enhancing the industrial margin by over 3 percentage points, from 49.8% to 53.4%, thanks to strategic investments and adept responsiveness to requests for increased flexibility, particularly regarding delivery times.

The adjusted EBITDA fell to 7.7% of revenue, impacted

by the decline in revenue and the consolidation of the loss from Tintoria Comacina, acquired in 2024.

The latter requires time for reorganisation and optimisation, with the aim of gradually integrating it into the parent company's operations.

During the year, the Group completed important investments to increase production capacity and improve operational efficiency.

At Gentili Mosconi, the refurbishment of a 4,000-square-metre building allowed for the relocation of warehouses and divisions, thus freeing up space to expand the company archives—a strategic asset for operations.

In this newly set up warehouse, an accessory packaging laboratory has been launched for managing samples and small productions, and it is also certified for producing Gots, Grs, and Rws accessories.

At Emme, a new kitchen dyeing facility has been installed, and a second steaming unit has been added, thus completing the cycle of plant upgrades that began in 2015. The Effluent Treatment plant has been definitively decommissioned.

Tintoria Comacina was acquired in March 2024, immediately implementing policies to contain

losses and laying the foundations for future revenue development. In 2024, the first investments were made for extraordinary maintenance on machinery and plants.



BASIC ECONOMIC AND FINANCIAL INDICATORS (GROUP)

GRI Standards:201

	Units of Measurement	2023	2024
Net sales revenue	€/1,000	50,529	41,503
Gross operating margin (EBITDA)	€/1,000	8,642	3,354
Gross operating margin (Adjusted EBITDA) ¹	€/1,000	9,073	3,198
Net operating margin (EBIT)	€/1,000	6,741	604
Net operating margin (Adjusted EBIT) ²	€/1,000	8,070	1,345
Net financial expenses	€/1,000	-220	-635
Profit before tax	€/1,000	6,962	1,240
Net profit	€/1,000	5,214	794
Net financial debt	€/1,000	-17,142	-12,932
Net equity	€/1,000	-37,846	-36,196

¹ Adjusted EBITDA is a useful unit of measure for assessing the Group's operating performance. It is calculated as the profit for the year before income tax, including current, deferred, and prepaid taxes; foreign exchange gains and losses; interest and other financial expenses; income from equity investments; other financial income; impairments of receivables, inventories, and cash equivalents included in current assets; depreciation and amortisation of tangible and intangible fixed assets; listing-related costs and associated tax credits.

² Adjusted EBIT is a useful unit of measure for assessing the Group's operating performance. It is calculated as the profit for the year before income taxes—current, deferred, and prepaid—foreign exchange gains and losses, interest and other financial expenses, investment income, other financial income, as well as costs and additional charges associated with listing and related tax credits.

All major product lines have suffered a decrease in revenue, particularly textiles and fashion accessories, which recorded drops of 20.3% and 22.9% respectively. Home accessories decreased by 31.7%, highlighting an even more pronounced decline in this category. The significant growth in turnover in the printing and dyeing processing line (+422.8%) is linked to the acquisition of Tintoria Comacina in 2024.

REVENUES BY PRODUCT LINE

GRI Standards:2-6

Line	2023	2024
	Revenues [€/1000]	Revenues [€/1000]
Textiles	22,386	17,825
Fashion accessories	24,981	19,246
Home accessories	1,962	1,339
Printing and dyeing processes	445	2,328
Other revenues	755	765
Total	50,529	41,503

Despite market challenges, Gentili Mosconi successfully tackled difficulties with resilience, demonstrating adaptability and a well-oriented strategic vision. Thanks to significant investments, such as the acquisition of Tintoria Comacina and the enhancement of production facilities, the Group has improved key aspects like industrial margin and operational efficiency. These actions represent the foundation for a future characterised by increased competitiveness and efficiency.



DISTRIBUTION OF ADDED VALUE

Added value reflects the ability of a company to generate wealth and economic value. Serving as a bridge between the Sustainability Report and the Annual Report, it highlights the economic impact of the company's activities on stakeholders. These stakeholders, through both direct and indirect involvement, contribute to the creation and distribution of this wealth. The analysis of added value distribution allows us to show how the Gentili Mosconi Group allocates the wealth created among various stakeholders, including shareholders, public institutions, suppliers, and the local community.

BREAKDOWN OF THE DETERMINATION OF GENERATED ADDED VALUE

GRI Standards:201

Items	Units of Measurement	2023 (IFRS)	2024 (IFRS)
A. Value of production	€/1,000	51,398	43,079
Revenues from sales and services	€/1,000	50,529	41,503
Changes in inventories	€/1,000	-131	257
Other revenues and income	€/1,000	1,000	1,319
B. Costs	€/1,000	-32,644	-28,304
Costs for raw materials, subsidiary materials, consumables, and goods	€/1,000	-16,756	-13,915
Costs for services	€/1,000	-14,573	-12,890
Provisions for risks	€/1,000	-81	-66
Value adjustments on tangible and intangible assets and trade receivables	€/1,000	0	0
Other operating costs	€/1,000	-1,234	-1,433
C. Income net of bank charges	€/1,000	192	666
Financial income	€/1,000	299	777
Bank charges	€/1,000	-107	-111
OVERALL GROSS VALUE ADDED (A+B+C)	€/1,000	18,946	15,441

BREAKDOWN OF THE DISTRIBUTION OF ADDED VALUE

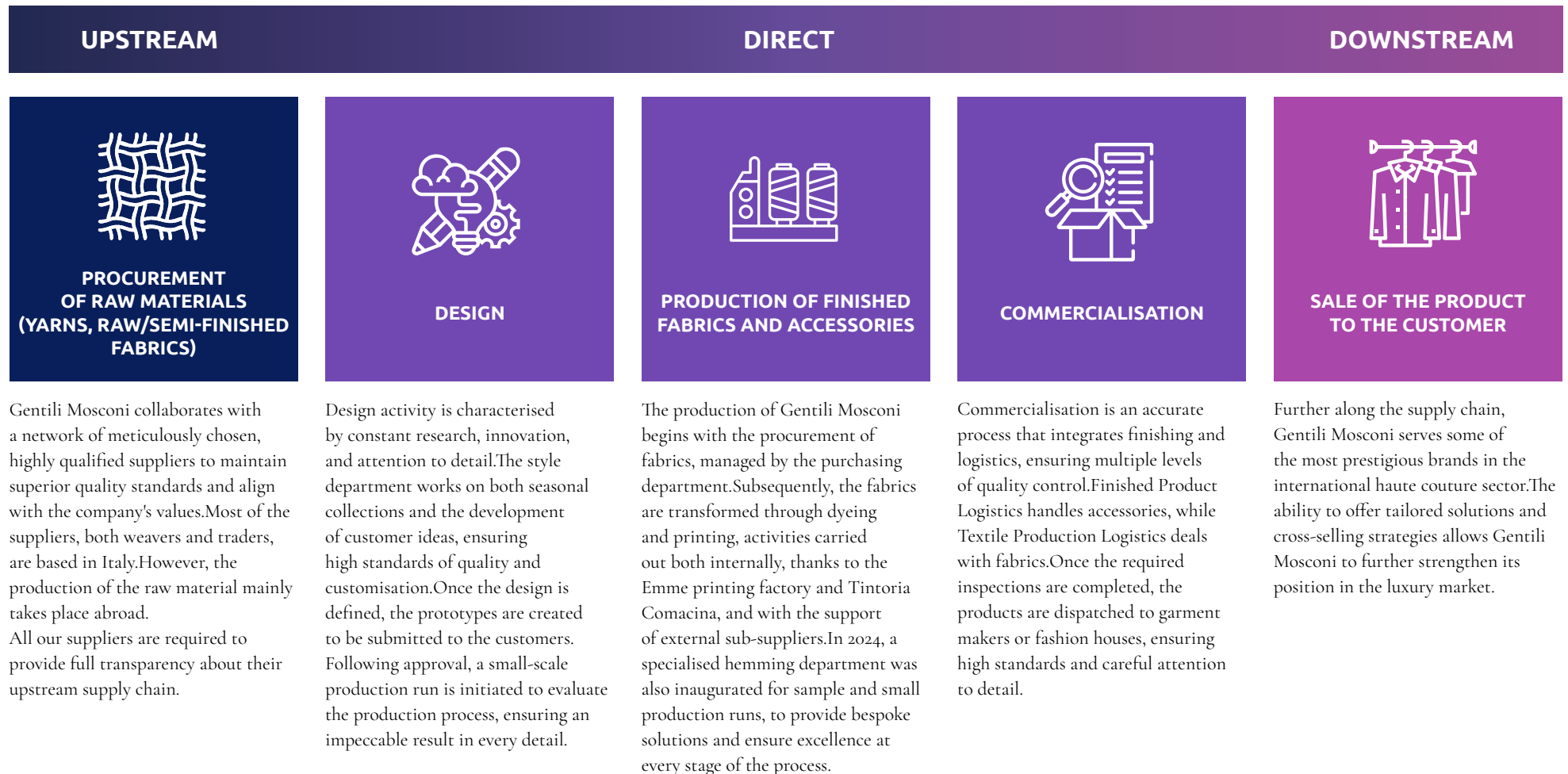
GRI Standards:201

Items	Units of Measurement	2023 (IFRS)	2024 (IFRS)
A. Staff Remuneration	€/1,000	9,991	11,229
Cost of personnel	€/1,000	9,991	11,229
B. Remuneration of the public administration	€/1,000	1,744	550
Income taxes for the year, current, deferred, advance	€/1,000	1,727	520
Other taxes and duties (non-deductible VAT)	€/1,000	17	30
C. Remuneration of credit capital	€/1,000	79	141
Short- and medium- to long-term capital charges	€/1,000	79	141
D. Remuneration of equity capital	€/1,000	2,280	0
Distribution of profit for the year	€/1,000	2,280	0
E. Remuneration of the company	€/1,000	4,774	3,404
Profit/(loss) for the year allocated to reserves	€/1,000	2,955	720
Depreciation	€/1,000	1,819	2,684
F. Remuneration of the collectivity	€/1,000	78	117
Membership fees	€/1,000	19	29
Contributions to Universities and Research Centres	€/1,000	0	0
Donations and gifts	€/1,000	59	88
OVERALL GROSS VALUE ADDED (A+B+C+D+E+F)	€/1,000	18,946	15,441



VALUE CHAIN

The Group's dedication to maintaining responsible practices at every operational stage is evident in its transparency along the value chain. Gentili Mosconi transparently showcases its supply chain, demonstrating attention to quality and corporate values at every stage, from sourcing to customer delivery.





SUPPLIER SELECTION AND TRACEABILITY

To align the supply chain with our values, we perform focused audits that assess factors such as chemical management and the protection of workers' health and safety.

Gentili Mosconi's supplier network is composed mainly of qualified, long-standing partners, carefully selected to guarantee high quality standards and alignment with the company's values. The majority of suppliers, 93.5% are located in Italy, with 75.5% coming from the region, while almost 97% of overall purchases come from domestic suppliers. Despite this high share of direct local suppliers, the raw material is almost always produced abroad, mainly in China.

SUPPLIERS AND PURCHASES

GRI Standards: 204, 308

Items	Units of Measure-	2023	2024
Suppliers	n.	883	1,084
National suppliers	n.	807	1,013
Regional suppliers	n.	652	818
Share of national suppliers	%	91.4%	93.5%
Share of regional suppliers	%	73.8%	75.5%
Value of the purchased	€/1,000	37,542	40,453
Value of purchases from national suppliers	€/1,000	37,044	39,100
Value of purchases from regional suppliers	€/1,000	34,082	35,961
Share purchased nationally	%	98.7%	96.7%
Regional share purchased	%	90.8%	88.9%

Suppliers, predominantly fabric producers and subcontractors, are selected based on rigorous criteria of quality, safety, and environmental sustainability. Gentili Mosconi actively involves them in initiatives to improve the management of chemicals, thanks to the 4sChem chemical protocol by 4sustainability®, which includes training and audit programmes to ensure compliance with the highest international standards, such as ZDHC's MRSL (Manufacturing Restricted Substances List), which aims to progressively eliminate hazardous chemicals from textile processes and finished products.

Support is provided to non-compliant suppliers to help them improve their performance, while replacement is anticipated after negative results in chemical tests and implementation phases.

In 2024, Gentili Mosconi conducted an analysis of 6 major sub-suppliers of processing, who represented 82% of the volume processed. The analysis, conducted using the 4sustainability® chemical protocol, revealed a positive finding: 100% of these suppliers achieved medium-high scores for environmental sustainability. This outcome underscores a strong focus on the responsible use of chemicals and effective water resource management during production processes, demonstrating solid environmental awareness and a good level of compliance with the standards imposed by the protocol.

Concurrently, 15 suppliers of raw materials (textiles)

were evaluated, corresponding to 81% of the purchased volume. Although 40% of these achieved medium-high scores, the overall score was influenced by the recent change in the evaluation criteria established by the 4sustainability® protocol. In particular, greater emphasis was placed on quantifiable performance metrics as opposed to the supplier's statement of commitment.

For this reason, the results are slightly down compared to last year, though there has been no actual decline in the environmental performance of the supply chain. The new criteria also concerned process providers, but as these are at more advanced and homogeneous levels of sustainability, there was no drop in the 2024 assessment results.

Also in 2024, two workshops were organised involving 5 local weaving mills to support them in a course of awareness and training on the sustainability certification of raw materials and on aligning with customer requirements.

The discussion was invaluable for comprehending the challenges suppliers face concerning the costs, timing, and availability of certified raw materials. Conversely, it was noted that fashion brands are hesitant to listen to the needs of their own supply chain.



EVALUATION OF SUPPLIERS WITH ESG CRITERIA

GRI Standards:308, 414

Suppliers evaluated	Type of data analysis	2023				2024			
		Number of suppliers evaluated	High rating	Average rating	Low rating	Number of suppliers evaluated	High rating	Average rating	Low rating
Suppliers of raw materials	based on the number of suppliers	15	2	11	2	15	1	5	9
	Percentage based on quantity purchased	80.6%	10.2%	61.7%	6.7%	81.4%	9.9%	38.9%	32.6%
Suppliers of outsourced processes	based on the number of suppliers.	8	5	3	0	6	6	0	0
	Percentage based on the quantity processed	83.9%	59.7%	24.2%	0,0%	82.30%	82.30%	0.0%	0.0%

Traceability is a fundamental aspect of supply chain management, as it allows for verifying ethical production and sustainability, thereby enhancing consumer trust through transparent information about the geographical origin of materials. Gentili Mosconi utilises a management system that tracks individual products, identifying them by their unique batch number throughout all phases of textile finishing. To trace the origin of raw materials, the company requests suppliers to provide details on the geographical origin of fabrics and yarns, from the raw fibre to the final processing stage. In 2024, a Sustainable Raw Materials Policy was shared with raw materials suppliers, requiring the completion of a traceability form for each batch or item purchased. In 2024, a new portal was developed to simplify data collection from the supply chain and support the creation of the Digital Product Passport, expected by 2027. The portal was used by 4 strategic fabric suppliers. Over the course of the year, Gentili Mosconi worked with suppliers, starting with onboarding processes on the new platform and continuing with regular support sessions and comparison meetings. An aim for the next year is to introduce more new suppliers to the platform.

OUR CUSTOMERS

Gentili Mosconi, operating in the luxury fashion sector, collaborates with a sophisticated clientele and some of the most prestigious international groups in the apparel and accessories sector. These customer relationships are marked by strength and longevity, founded on mutual trust, attention, and dependability. The Group boasts a global customer network, with a robust presence in Europe, where most buyers are concentrated. However, the company has built strong business relationships

in strategic markets such as the United States, Great Britain, and other nations outside the European Union. The geographic distribution emphasises the international recognition for its fabrics, appreciated for their high quality and distinctive design. The company's ability to maintain close collaborations with customers, offering tailored solutions and cross-selling strategies, contributes to consolidating its position in the haute couture market.

GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS

GRI Standards:2-6

Area	2023		2024	
	customer number [n]	Revenues [€/1000]	customer number [n]	Revenues [€/1000]
Italy	206	18,338	297	16,197
EEC	47	17,152	63	13,826
Extra EEC	107	15,039	81	11,480
Total	360	50,529	441	41,503



INNOVATION AND DEVELOPMENT: CREATION OF FILI D'INNOVAZIONE

We strive to foresee trends and tackle the challenges of the textile market with creativity, innovation, and responsibility.

The stock market listing provided additional momentum to the company's strategy, allowing it to fund investments in advanced technologies and innovative processes, thereby enhancing competitiveness and production quality.

Last year, the company invested significantly to improve production processes and reduce its environmental impact, expanding the digital printing department at the Emme printing factory with cutting-edge machinery and replacing a screen-washing machine with one that has a lower water impact.

The Group's key investments in 2024 amount to EUR 4,642,000, primarily focusing on plant and machinery as well as the renovation and equipping of the new factory in Via Ticino, Casnate con Bernate.

In the Emme printing factory, the most significant investments were the purchase of a new steaming machinery and a new automatic colour kitchen.

The Group is also exploring the application of artificial intelligence to the textile industry.

In 2024, Gentili Mosconi, Isa and Ostinelli Seta, together with the promoting partner Open Advisory, founded the start-up "Fili di Innovazione". The project is based on the Open Innovation model,

which involves collaboration between companies, start-ups, research centres, and institutions to develop cutting-edge solutions.

Gentili Mosconi leads the intelligent fabric inspection machine project, which employs algorithms to identify fabric defects more objectively and swiftly.

The operator continues to play an essential role in the quality management process, but they will focus only on the issues identified by the machine, which uses artificial intelligence to highlight areas not meeting the predefined quality standards, instead of examining 100% of the product.

“

Fili di Innovazione represents a new way of looking at the future. Collaborating with competitor companies for a common goal is a bold but necessary step to enhance our industry and the know-how that distinguishes our region. I am convinced that teamwork is a great asset for everyone. With Fili di Innovazione, the Como district is preparing to become a benchmark for innovation in luxury textiles.

Francesco Gentili

Infrastructure investments and funded investments	Units of Measurement	2023	2024
Significant infrastructure investments	€/1,000	6,028	4,642



5

MINIMISE OUR ENVIRONMENTAL FOOTPRINT





ENERGY CONSUMPTION AND DECARBONISATION

ESRS E1- CLIMATE CHANGE

We invest in technologies and projects, such as the new 200 kW photovoltaic plant, to improve energy efficiency and self-produce renewable energy, contributing to a progressive reduction of our climate-altering emissions. In line with the goal of decarbonisation and reducing environmental impacts, Gentili Mosconi implements the 4S Planet protocol from 4Sustainability®, aimed at reducing the impacts resulting from the use of natural resources and decreasing consumption of energy, water, and waste.

To reduce fossil fuel consumption, the Group produces its own energy using renewable sources, including 4 photovoltaic plants with a total power output of 367.2 kW, and the innovative geothermal plant that has been in existence since 2012: a unique feature in the Como district.

These measures, together with the adoption of a fleet of hybrid and electric vehicles, demonstrate the commitment to energy transition. The new electric charging stations are currently in operation, made available free of charge to employees, customers, and suppliers.

Measures to decrease reliance on non-renewable energy in 2024 include constructing a new facility with a 200 kW solar power system and finalising a contract for certified renewable electricity with Guarantees of Origin for Gentili Mosconi from May 2024 and for Emme from the beginning of 2024. In 2024, the Group consumed a total of 64,156 GJ of energy for its activities, an increase from 2023 due to the acquisition of Tintoria Comacina, which, being a manufacturing entity like Emme,

significantly increases the total. The self-generated energy remains consistent with 2023 levels, with 90,223 kWh generated, while the purchase of energy with guarantees of origin from renewable sources has increased to

743,927 kWh, representing 32% of the total energy purchased from the grid. The Group's overall electricity requirements are met 35% by renewable energy.

ENERGY CONSUMPTION BY SOURCE

GRI Standards:302

Energy sources	Units of Measurement	Group	
		2023	2024
Natural gas	m³	827,792	1,410,598
Diesel for vehicle fleet	l	22,191	23,348
Petrol for vehicle fleet	l	13,461	16,035
Total grid electricity (with and without GO)	kWh	1,616,708	2,292,134
Self-generated renewable electricity	kWh	90,232	90,223
Electricity purchased with GO	kWh	0	743,927

ENERGY CONSUMPTION BY SOURCE

GRI Standards:302

Energy sources	Units of Measurement	Group	
		2023	2024
Natural gas	GJ	32,614	55,578
Diesel for vehicle fleet	GJ	0.79	0.83
Petrol for vehicle fleet	GJ	0.40	0.48
Total grid electricity (with and without GO)	GJ	5,820	8,252
Self-generated renewable electricity	GJ	325	325
Electricity purchased with GO	GJ	0	2,678
Total	GJ	38,760	64,156
Energy intensity	GJ/m	0.022	0.024



As part of its decarbonisation efforts, Gentili Mosconi has initiated the measurement of its carbon footprint, examining direct emissions (Scope 1), indirect emissions (Scope 2), and, partially, emissions not directly controlled (Scope 3). In 2024, all three entities of the Group were analysed, with Scope 1 and 2 calculations implemented on 45.8% of the volumes represented by the

supply chain. For Scope 3, the evaluated categories included waste transportation, purchasing goods and services (excluding raw materials), commuting, and business travel. The results are difficult to compare with those of 2023 due to the change in the calculation scope related to the divestment of certain sites to be transferred to the new

plant at Via Ticino 7. The inclusion of the Comacina dyeing factory's emissions in 2024 also increases the overall Group figure, making it less comparable with the 2023 value. Looking ahead, Gentili Mosconi is developing a comprehensive study of Scope 3 emissions, a crucial step in defining an integrated strategy for reducing greenhouse gas emissions.

CLIMATE-CHANGING EMISSIONS INTO THE ATMOSPHERE

GRI Standards:305

Emissions	Units of Measurement	Gentili Mosconi		Emme		Comacina		Group	
		2023	2024	2023	2024	2023	2024	2023	2024
Direct (Scope 1)	tCO2eq/anno	110.06	175.96	1,591.81	1,666.61	/	1,301.65	1,701.87	3,144.22
Indirect (Scope 2) - market based	tCO2eq/anno	133.32	75.29	307.08	289.32	/	186.97	440.40	551.59
Indirect (Scope 2) - location based	tCO2eq/anno	/	77.41	/	313.89	/	144.10	/	535.40
Scope 3	tCO2eq/anno	215.79	176.10	/	155.10	/	232.29	215.79	563.49
Totals (Scope 1 and 2 and 3) - market based	tCO2eq/anno	459.17	427.36	1,898.89	2,111.03	/	1,720.91	2,358.06	4,259.30
Carbon intensity of the organisation	tCO2eq/m	0.00046	0.00051	0.0024	0.0031	/	0.0014	0.0013	0.0016

INAUGURATION OF THE NEW FACTORY

In September 2024, the new factory at Via Ticino 7 was inaugurated, a modern structure covering an area of 4,000 square metres. This building was designed to centralise all logistics warehouses, the purchasing department, production, finished accessory quality control, and the shipment of goods in a single location. The main aim was to create a more efficient, organised, and comfortable working environment for collaborators, while simultaneously ensuring a responsible approach towards the environment. Furthermore, the new headquarters represents a significant step forward in sustainability by reducing climate-altering emissions thanks to improved operational efficiency.

By centralising activities, unnecessary movement of people and materials between various locations has been eliminated, thereby contributing to a reduced environmental impact. Furthermore, the existing building underwent a complete renovation to ensure it meets the highest standards of energy efficiency. The key interventions comprise the resurfacing of the roof and the replacement of windows and skylights, aimed at enhancing thermal insulation. The vertical walls and ceilings were fitted with insulation materials both to enhance energy efficiency and to optimise acoustics. On the technological front, a 200 kW photovoltaic system was installed, designed for the self-production of electricity. Both indoor and outdoor

lighting have been fully upgraded to LED systems, integrated with advanced home automation to optimise energy consumption. The air-conditioning and heating systems have been upgraded with a new central heating unit and heat pumps, enabling intelligent climate management in both summer and winter. To promote sustainable mobility, charging stations for electric vehicles have been installed. Ultimately, further measures were implemented to reduce environmental impact, such as installing photocell taps for water saving, automatic electronic dryers to eliminate the use of paper, and automatic doors to ensure optimal thermal control in the departments.



CHEMICAL MANAGEMENT

ESRS E2 POLLUTION

We are committed daily to ensuring safe and sustainable production by gradually removing dangerous chemicals from our supply chain.

The Group has chosen the Zero Discharge of Hazardous Chemicals (ZDHC) programme as the production standard. This initiative encourages innovations and *best practices* in the textile sector, safeguarding consumers, workers, and the environment and promotes optimal management of chemicals through a prevention and precautionary approach, acting on:

- input of chemicals
- responsible process management
- control of wastewater, sludge and air emissions output.

To ensure quality and compliance, the Group has two ZDHC-qualified chemical managers and an ISO17025-certified laboratory.

Group companies continue to implement the chemical protocol of the 4sustainability® framework, which supports the supply chain's alignment with version 3.1 of the ZDHC MRSL (Manufacturing Restricted Substances List). This list forbids or significantly restricts the intentional use of specific substances considered hazardous to humans or the environment in chemical formulations used in the textile industry.

The key phases of the 4sustainability® 4sCHEM protocol include:

- Identification and classification of chemical risk categories in the supply chain;
- Revision of the Gentili Mosconi PRSL (Product Restricted Substances List), defining the limits of chemical substances in finished products;
- Shared adoption with suppliers of the ZDHC MRSL;
- Training of personnel involved in the processes;
- Monitoring of information in management systems to ensure traceability;
- Creation of a statistical plan for risk control through sampling and analysis;
- Production choices oriented towards saving natural and energy resources with the involvement of the supply chain;
- Introduction of management tools for continuous improvement;
- Collaboration with stakeholders to develop cross-company sustainability strategies.

The level of implementation of the protocol is verified annually by independent auditors. In 2024, Gentili Mosconi and Emme maintained their EXCELLENCE level of implementation, while Tintoria Comacina reached the ADVANCED level in early 2025.

Both Emme and Tintoria Comacina carry out chemical analyses of wastewater twice yearly, in compliance with the ZDHC Wastewater Guidelines, vers.2.2 and verify the compliance of their chemical inventory on a monthly basis using the ZDHC Performance InCheck tool. In December 2024, Emme's Incheck compliance was verified by a ZDHC-authorized company through the Incheck Verifier audit system, achieving a 100% compliance score and confirming the excellence of our chemical management system.

Gentili Mosconi and Emme have achieved Level 2 of the ZDHC Supplier to Zero programme. At Tintoria Comacina, the implementation of the chemical management system aims to achieve the same level.

Concurrently, the company is engaged in activities to control and monitor the use of chemicals throughout the outsourced supply chain. At the start of the year, an internal programme is scheduled to verify the compliance of purchased materials, requiring suppliers to adhere to regulatory requirements, align with ZDHC protocols, track production batches, utilise free ZDHC Academy courses, and accept our verification audits.



WATER MANAGEMENT

ESRS E3 WATER AND MARINE RESOURCES

Since 2021, Gentili Mosconi has embarked on a journey of water conservation, aware of their importance and the risks associated with water scarcity and quality.

Water resources are used in industrial processes for various activities, such as processing, steam production, and sanitary uses, with rigorous wastewater management. Gentili Mosconi assesses the impacts of the supply chain, as it does not have in-house industrial processes. Through the "Water Conservation" project and the 4sustainability® Planet protocol, Gentili Mosconi and Emme manage water resources with the objective of measuring the impacts of the processes, the Water Footprint of certain products, and developing an action

plan to reduce water consumption. Twice annually, the group companies analyse wastewater in accordance with the ZDHC Wastewater guidelines version 2.2. Emme has decommissioned its in-house effluent treatment plant and from 2025 is allowed to discharge industrial waters into the consortium network. The Group employs the WWF-developed Water Risk Filter to identify and mitigate water risks, enabling them to pinpoint critical areas and plan specific interventions. In keeping with this strategic vision, Emme has

established ambitious reduction objectives: achieving a 25% decrease in total water consumption by 2025 compared to 2020 figures, with yearly interim reduction targets of 5%. The company's results are already in line with this target, as by 2024 the reduction in normalised water consumption per metre compared to 2020 is 46%. This objective has been achieved by progressively replacing machinery and equipment with newer models that consume less water.

WATER WITHDRAWALS BY SOURCE

GRI Standards:303

Source	Units of Measurement	Gentili Mosconi		Emme		Comacina		Group	
		2023	2024	2023	2024	2023	2024	2023	2024
Groundwater	m³	0	0	69,568	63,694	/	0	69,568	63,694
Water supplied by public aqueducts	m³	1,094	1,507	219	417	/	84,379	1,313	86,303
Total	m³	1,094	1,507	69,787	64,111	/	84,379	70,881	149,997
Index of m³ per m of fabric	mc/m	0.001	0.001	0.09	0.09	/	0.07	0.04	0.05

WATER DISCHARGE AND WATER CONSUMPTION

GRI Standards:303

Destination	Units of Measurement	Gentili Mosconi		Emme		Comacina		Group	
		2023	2024	2023	2024	2023	2024	2023	2024
Discharge to sewerage treatment entity	m³	0	0	60,832	55,062	/	81,541	60,832	136,603
Water consumption	m³	1,094	1,507	8,955	9,049	/	2,838	10,049	13,394



CERTIFIED RAW MATERIALS

To guarantee product quality, traceability, minimal environmental impact, and the safeguarding of human rights and worker health within the supply chain, we choose certified raw materials according to the highest recognised standards.

The selection of raw materials is a key factor for the quality of products from the Gentili Mosconi Group, which employs materials such as yarns, fabrics, and packaging materials, along with chemicals and dyes.

In 2024, Gentili Mosconi introduced a raw material purchasing policy shared with fabric suppliers. In the last year, 764,814 metres of fabric were purchased, marking a 15% decrease compared to the previous year, yet the share of certified fabrics increased, reaching 36% of the total, a 15% rise from 2023, in line with the objective to increase it by at least 5% each year. Gentili Mosconi is committed to promoting the use of certified raw materials, such as GOTS, GRS, FSC®, and RWS. These testify to the

continuous commitment to sustainability, supported by the introduction of the 4sMaterials® system, verified with annual audits, to monitor the progressive use of certified materials.

Gentili Mosconi prefers sustainable materials for packaging, even though the choice isn't always at the company's discretion, since often the packaging is chosen by the client. Based on packaging suppliers' statements, 100% of the cardboard purchased in 2024 comes from 80% recycled materials, while 20% of the plastic used in packaging is recycled, down from 64% the previous year. This drop seems to stem mainly from a problem at the level of calculation. Upon reviewing the method,

a potential error in the data from the previous year is assumed, whereas the 2024 information offers a more accurate insight.

The other materials purchased by the Group are the chemicals necessary for the activities in the two production plants. In 2024, a total of 333,551 kg of chemicals were purchased, the use of which is carefully managed with the appropriate protocols.

RAW MATERIALS PURCHASED

GRI Standards: 301

Gentili Mosconi	Units of Measurement	2023	2024
Fabric purchased	m	907,870.00	764,814.25
of which certified/green labels	m	186,564.00	279,073.83
Incidence of certified/sustainable label fabric on the total	%	21%	36%



CERTIFICATIONS

Product Certifications		Other management system certifications, protocols, and standards for the textile sector	
	<p>GOTS - GLOBAL ORGANIC TEXTILE STANDARD</p> <p>GOTS is recognised as the most important international standard for the sustainable production of garments and textile products made from natural, organically grown fibres. Gentili Mosconi is GOTS-certified for the marketing of finished textiles and accessories made from organic cotton, silk, and blended fibres.</p>		<p>BCI - BETTER COTTON INITIATIVE</p> <p>BCI is the organisation that devised a globally valid standard for more sustainable cotton cultivation. Gentili Mosconi is authorised to operate on the BCI Platform for customers who are members of the Better Cotton Initiative.</p>
	<p>GRS - GLOBAL RECYCLED STANDARD</p> <p>Purchasing GRS-certified products guarantees the recycled content and the best processing practices in the supply chain. Gentili Mosconi is certified for the marketing of finished textiles and accessories made from polyester, polyamide, and other fibres.</p>		<p>4S CHEM</p> <p>The 4s Chem protocol by 4Sustainability® for the progressive elimination of hazardous chemicals from production processes and final products is based on the ZDHC programme, with the aim of achieving more sustainable manufacturing and protecting workers, consumers, and the planet's ecosystems.</p> <p>4S PLANET</p> <p>The 4s Planet protocol by 4Sustainability® is a protocol that promotes the responsible use of resources to reduce environmental impact.</p> <p>4S MATERIALS</p> <p>The 4s Materials protocol by 4Sustainability® develops a pathway for the conversion to the use of materials with a lower environmental and social impact for more sustainable production, aiming to protect workers, consumers, and the ecosystems of our planet.</p>
	<p>RWS - RESPONSIBLE WOOL STANDARD.</p> <p>Purchasing RWS-certified products ensures the best animal welfare practices and responsible soil management in the wool fibre supply chain.</p>		
	<p>FSC® - FOREST STEWARDSHIP COUNCIL</p> <p>The Forest Stewardship Council® (FSC®) has instituted a certification and chain-of-custody management system to ensure that forest-based products, including cellulose (the source of viscoses), are derived from responsibly managed forests. Gentili Mosconi is certified for the marketing of FSC®-certified viscose and acetate fabrics.</p>		<p>SUPPLIER TO ZERO</p> <p>Supplier to Zero is an implementation system for the management of chemicals reserved for the supply chain.</p>



UPCYCLING AND WASTE CIRCULARITY

ESRS E5 CIRCULAR ECONOMY

We convert waste and end-of-production materials into new resources through recovery and creative reuse initiatives by engaging with regional partnerships.

Gentili Mosconi is committed to making its products increasingly aligned with the principles of circularity, and to this end, it has set an action plan that develops in two areas:

1. Collaborations with social tailors focused on repurposing collection waste, end-of-line fabrics, or second-choice materials and accessories, all from an upcycling, or creative reuse, perspective. These projects are also proposed to brands for the recovery of second-choice fabrics and accessories, in order to prevent materials from going to destruction.
2. Collaboration with consortia or specialised companies dealing with textile waste recovery with the guarantee of transparency and legality.

In 2024, the initiative with Quid Cooperativa Sociale dedicated to fabric reuse was sustained, with Gentili Mosconi contributing more than 2,000 metres of premium fabric, which were repurposed into accessories by involving individuals at risk of exclusion from the workforce, thereby supporting environmental sustainability and enhancing social integration.

Upcycling is also promoted within the educational sector; for example, Gentili Mosconi supported the HANAMI event at the University of Insubria in Como, donating fabrics for a fashion show during the Ecolario Festival, with the aim of connecting fashion, upcycling,

high-quality local craftsmanship, and schools in the area. A partnership was also established with the Istituto Europeo di Design (IED) to provide fabrics and materials for free for the development of Fashion Design course thesis projects.

The Group's commitment to promoting the proper recovery of textile waste is reflected in its ongoing collaboration with Green Line and the new partnership initiated in 2024 with the Retex Green consortium, promoted by Sistema Moda Italia and the Italian Textile Foundation. The Consortium ensures the collection and recovery of textile waste by engaging qualified participants in the supply chain and maintaining traceability.

Silk and wool scraps are used to regenerate new yarns, while mixed composition materials are reutilised in the felt industry, for the padding of soundproof panels and in the automotive industry.

In 2024, Gentili Mosconi sent 56% of the textile waste produced for recycling.

The waste produced by the Group's companies is 268,297kg, 98% of which is non-hazardous waste. 75% of the waste is handed over to managers who carry out recovery, while the remaining portion is sent to storage stations and then disposed of in compliance

with the regulations. The Gentili Mosconi company is experiencing an unusual increase in waste production due to the extraordinary disposal of printing screens that were lying in storage.



WASTE INDICES

GRI Standards:306

		Gentili Mosconi		Emme		Comacina		Group	
Type	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Hazardous waste	kg	70	70	4,711	4,702	/	0	4,781	4,772
non-hazardous waste	kg	25,197	72,815	140,057	149,300	/	41,410	165,254	263,525
Total	kg	25,267	72,885	144,768	154,002	/	41,410	170,035	268,297
Total waste on the total metres of processed fabric	kg/m	0.03	0.09	0.18	0.23	/	0.03	0.09	0.10
Total hazardous waste on the total metres of processed fabric	kg/m	0.00	0.00	0.006	0.007	/	0.000	0.003	0.002
Total non-hazardous waste on the total metres of processed fabric	kg/m	0.025	0.086	0.174	0.222	/	0.035	0.092	0.097





6

CONTRIBUTE TO PEOPLE'S WELL-BEING





WORKING AT GENTILI MOSCONI

Every day we are committed to creating a dynamic and inclusive workplace where everyone has the opportunity to grow and acquire new skills.

The Gentili Mosconi Group is committed to promoting the well-being of people within the company, a commitment that is part of its identity and has gained further strength from its transformation into a Benefit Company, which has consolidated the goal of generating positive impacts for people and the community.

Recognising that the true value of a company resides in its people, Gentili Mosconi invests in their professional development and in promoting well-being through Corporate Welfare initiatives.

The aim is to provide a space where current and future employees can grow professionally, develop new skills, and contribute to collective success. Furthermore, the Group promotes inclusion and equal opportunities, as demonstrated by the recent certification obtained in Gender Equality UNI PDR 125:2022.

At Group level, significant changes emerge between 2023 and 2024, mainly due to the acquisition of Tintoria Comacina. The acquisition allowed the Dyeing factory, which was in financial difficulty, to maintain and expand its existing workforce.

The number of employees increased from 164 to 217 (+32%), an increase that was primarily reflected in the over-50 age group, indicating a bolstering of seasoned staff members. Looking at the occupational classification, the largest increase is among blue-collar workers, who

rose from 67 to 98 (+46%).

This increase is in line with the inclusion of the employees of Tintoria Comacina, a production company with many workers classified as blue-collar workers.

An increase in permanent contracts, now covering 95% of employees, and a decrease in the number of external collaborators from 2 to 0, indicate a move towards greater stabilisation of the internal workforce.

Finally, the rise in new hires (a 3.4% increase in the hiring rate) and the simultaneous decrease in the turnover rate by 0.7% indicate the Group's strong capability to attract and retain talent, contributing to growth and corporate resilience.



FRANCESCO GENTILI
TELLS ABOUT THE PEOPLE
OF GENTILI MOSCONI





EMPLOYEES BY AGE AS AT 31.12 OF THE GROUP

GRI Standards:2-7, 405

Age Classes	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Under 30	n.	12	7	19	16	7	23
30 to 39 years old	n.	8	12	20	12	15	27
40 to 49	n.	12	34	46	17	39	56
50 and Over 50	n.	38	41	79	56	55	111
Total	n.	70	94	164	101	116	217

EMPLOYEES BY JOB CLASSIFICATION OF THE GROUP

GRI Standards:2-7, 405

Age Classes	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Managers	n.	0	1	1	0	1	1
Middle managers	n.	4	2	6	4	3	7
Employees	n.	25	65	90	32	79	111
Blue-collar Workers	n.	41	26	67	62	36	98
Total	n.	70	94	164	98	119	217

GROUP EMPLOYMENT AND TURNOVER

GRI Standards:401

Flows	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Number of new hires	n.	18	15	33	26	25	51
Former employees	n.	12	8	20	14	11	25
Total number of employees	n.	70	94	164	101	116	217
Rate of hiring new employees	%	25.7%	16.0%	20.1%	25.7%	21.6%	23.5%
Employee turnover rate	%	17.1%	8.5%	12.2%	13.9%	9.5%	11.5%

EMPLOYEES BY TYPE OF CONTRACT AND EXTERNAL COLLABORATORS OF THE GROUP

GRI Standards:2-7, 405

Age Classes	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Permanent contract	n.	63	87	150	93	113	206
Fixed-term contract	n.	1	2	3	1	2	3
Apprenticeship	n.	6	5	11	7	1	8
Atypical (administration, project, internship)	n.	1	0	1	0	1	1
Total	n.	71	94	165	101	117	218
Full-Time	n.	69	90	159	100	109	209
Part-Time	n.	1	4	5	1	7	8
Total	n.	70	94	164	101	116	217
External collaborators	n.	1	1	2	0	0	0



SKILLS DEVELOPMENT

We cultivate professional skills, fostering a shared path of development and innovation.

Investing in employees' knowledge ensures that team members are always up-to-date with innovations, technical skills, and industry changes, thus contributing to maintaining high standards of quality and competitiveness. It is also a means to strengthen their sense of belonging and improve their overall well-being.

In 2024, Gentili Mosconi strengthened its commitment to staff training by setting up a structured plan and providing a dedicated budget. Through targeted programmes, Gentili Mosconi can nurture internal

talent, support the development of new professionals, and consolidate a corporate culture oriented towards shared growth and continuous improvement. Recent initiatives include the Cohesion Team project, which represented a structured approach aimed at strengthening corporate unity and organisation through work and discussion groups.

In 2024, 2,007 hours of training were provided to employees in the Group, a 61% increase over 2023, for a total expenditure of EUR 56,794. At Gentili Mosconi,

training hours increased by 33% compared to 2023, primarily due to a significant 728% increase in IT training, a 96% increase in foreign language instruction, and the reporting of onboarding hours for new employees and apprenticeships.

HOURS OF TRAINING BY JOB CLASSIFICATION WITHIN THE GROUP

GRI Standards:404

	Units of Measure-ment	2023			2024		
		Men	Women	Total	Men	Women	Total
Managers	hours	0	35	35	0	24	24
Middle man-agers	hours	58	24	82	30	32	62
Employees	hours	256	622	878	220	896	1,116
Blue-collar Workers	hours	176	73	249	561	244	805
Total	hours	490	754	1,243	811	1,196	2,007

HOURS OF TRAINING BY THEMATIC AREA WITHIN THE GROUP

GRI Standards:404

Thematic scope	Units of Measure-ment	2023	2024
Informatics	hours	52	431
Technical / Operational	hours	172	64
Managerial	hours	190	0
Foreign Languages	hours	75	147
Safety	hours	479	556
Quality / Environment / Sustainability	hours	276	278
More	hours	0	532
Total	hours	1,244	2,007
Total training costs	€	€ 29,651.20	€ 56,794.48



DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITIES

We believe in inclusion and gender equality: our concrete commitment, certified by UNI PdR 125:2022, drives us to build a fair and respectful environment for everyone every day.

In 2024, Gentili Mosconi made a significant stride towards inclusion and equity by acquiring the UNI PdR 125:2022 Gender Equality certification. This recognition represents a significant milestone, resulting from a structured approach that integrates precise guidelines and key performance indicators (KPIs) aimed at fostering a fair and respectful workplace. The Management has implemented a dedicated policy and established a Gender Equality Steering Committee to monitor and support concrete actions to close gender gaps, address any critical issues, and encourage suggestions for improvement. Gentili Mosconi guarantees active listening and transparent handling of reports, offering various channels to promote dialogue and discussion. The initiatives extend beyond safeguarding

the rights of female and male workers; they also aim to foster opportunities for growth and enhance the role of women within the company. Among the first activities carried out was the training of all Gentili Mosconi employees on Gender Equality and Gender Stereotypes, alongside administering two company questionnaires: the first focused on perceptions of Gender Equality within the company, and the second on Corporate Etiquette. Certification is not seen as a point of arrival, but as a starting point to build an inclusive corporate culture where every person can feel valued. Among the KPIs monitored by Gentili Mosconi at the Group level is the gender pay ratio, which is essential for ensuring full workplace equality between men and

women. The pay ratio data show that in 2024 there are still certain disparities between men and women in some job categories, which the company intends to address. For the managers, the ratio cannot be calculated, as the position is held exclusively by a woman. For middle managers, there is a deterioration compared to 2023, with the ratio changing from an equal 1.01 to 0.90 for gross annual remuneration (RAL). This indicates a lower average pay for women compared to their male colleagues in the same classification. Conversely, among office workers, there's a slight improvement: the ratio for RAL increases from 0.76 to 0.80, marking progress towards the goal of greater equity. Among blue-collar workers, the ratio decreased from the previous year, going from 1.14 to 0.94 for the RAL, showing a reduction in the pro-female gap observed in 2023.

The adoption of parental leave is essential for promoting a corporate culture that supports work-life balance. The tracking of parental leave indicates that in 2024, 3 leaves were authorised, all of which were requested by men, in contrast to the 2 leaves in 2023, which were evenly distributed between men and women. The rate of return to work after parental leave is confirmed at 100%. The theme of inclusion and equal opportunities is a theme that Gentili Mosconi supports also in favour of external stakeholders such as the community and social tailors it collaborates with, like Quid social enterprise.

Average male/female pay ratio of the Group divided by job classifications	Units of Measure-ment	2023 Male/female ratio	2023 Male/female ratio
Executives - average monthly RAL	€	/	/
Executives - average monthly RGA	€	/	/
Middle managers - average monthly RAL	€	1.01	0.90
Middle managers - average monthly RGA	€	1.01	0.83
Employees - Average monthly RAL	€	0.76	0.80
Employees - Average monthly RGA	€	0.77	0.80
Blue-collar Workers - average monthly RAL	€	1.14	0.94
Blue-collar Workers - Average monthly RGA	€	1.15	0.91



PARENTAL LEAVE AND RETURN RATES BY GENDER OF THE GROUP

GRI Standards:401

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Parental leave granted	n.	1	1	2	3	0	3
Leave ended during the period	n.	1	1	2	3	0	3
Workers returned to work at the end of parental leave	n.	1	1	2	3	0	3
Return rate	%	100%	100%	100%	100%	0%	100%

COURAGE IS AN ENTERPRISE

The collaboration between Quid and Gentili Mosconi is based not only on the combination of beauty and sustainable fashion, but also on the sharing of certain corporate values, including courage.

With the Courage! scarves and pochettes made from surplus silk, Gentili Mosconi was the sponsor of "Courage is an Enterprise", Quid's first Autumn Gala, where 130 guests engaged with distinguished speakers on this theme.

Funds raised through the event have supported Quid's social and work inclusion programmes, which in the second half of the year involved 20 vulnerable people. Furthermore, Gentili Mosconi participated in the M'ama project of the "Supernova" campaign by supporting a reintegration and training programme that included 210 hours of inclusive training at Quid's tailoring department and 20 hours of welfare support for K., a young Eritrean refugee mother, who will return from maternity leave in 2024, after surviving a difficult past marked by abuse.

“

K. is truly a mother who engages with great dedication, and this is evident both in her work, to which she is very committed, and in the punctual management of daily permits and bureaucratic-administrative processes.

Despite persistent language difficulties, she is proactive in asking for support when necessary and does not shirk her responsibilities.

Her ability to handle an intricate family situation is commendable: balancing motherhood with a career in a new country presents a complex challenge.

Lea Patrignani, HR Junior Quid



CORPORATE WELFARE

EMPLOYEE HEALTH AND WELL-BEING

In 2024, we promoted employee well-being with new initiatives on cancer prevention and addictions.

From 2022 onwards, the Gentili Mosconi Group decided to join the "Workplaces that Promote Health - WHP Lombardy Network" programme, promoted by the World Health Organization and nationally recognised.

This programme represents an innovative strategy to promote the health and well-being of employees within the workplace with targeted interventions in various key areas: nutrition, physical activity, reduction of tobacco consumption, prevention of addictions (gambling, alcohol, and drugs), and adoption of other healthy practices.

In 2024, the activities initiated in the previous two-year period to promote the health and well-being of employees were continued:

- Psychological support: the psychological counselling service offered by a professional is available free of charge at the request of employees.
- Organisational well-being: the company introduced the Cohesion Team project in 2023 to identify critical processes, learn to work as a team and improve communication.
- Physical activity: to encourage an active lifestyle, agreements were made with 5 local gyms. In addition, the lunch break hours have been extended to allow employees to use these facilities more

flexibly.

- Nutrition: the company maintains its initiative of offering fresh fruit in the break areas to its employees every week.

To these initiatives are added those that have been introduced in 2024:

- Health: Skin screening for cancer prevention offered free of charge to all Group employees. 71 employees of the Group were visited in 2024.
- Smoking, alcohol, drugs and gambling: a course on addiction to alcohol, smoking, drugs, and gambling was held in 2024 for those in charge. The course was organised by a local organisation active in the fight against addictions.

COHESION TEAM

Across 15 meetings with work teams and involving 28 participants, we introduced new management methods designed to enhance communication, collaboration, and planning, while also encouraging a shift in how roles and operational dynamics are perceived.

The primary focus of the 2024 activities was on establishing strategies for managing meetings, addressing errors, ensuring swift and effective internal communication, and navigating change.

The activities encouraged reflection on internal processes, highlighting transformative elements such as the solidification of the team concept and the adoption of weekly meetings, as well as areas still needing improvement, such as centralised management and the difficulty of communicating with management.

The project laid the foundations for positive change, promoting greater awareness of the team's potential and business dynamics, with the aim of building a more cohesive and sustainable future. The work undertaken has been distilled into a vademecum, which gathers guiding theoretical concepts, examples from the company's day-to-day activities, and ready-to-implement strategies and tools.



OTHER WELFARE SERVICES

In 2024, we continued to promote the well-being of our employees by implementing initiatives aimed at improving their quality of life through services designed to reduce costs, streamline time, and provide personal support

Gentili Mosconi considers corporate welfare a crucial factor in fostering employee well-being, improving the quality of working life, and enhancing the company's competitiveness. The company, in addition to welfare actions aimed at health, integrates other actions in favour of its employees:

- On-site tax assistance: Associaaf service at agreed prices to simplify the management of tax practices such as tax return (form730), ISEE and the Single

Allowance, supporting employees in dealing with bureaucratic tasks.

- Language training: agreement with an English school to offer employees and their families English language courses at discounted prices.
- Monetary benefits: Distribution of Shopping Passes. Meal vouchers distributed to Comacina and Emme employees include a mandatory portion outlined

by the CCNL, with the company voluntarily supplementing it with an additional share from company welfare.

- Sustainable mobility: Free recharging of electric cars at the company's charging stations, also extended to customers and suppliers visiting the Gentili Mosconi and Emme sites.

WORKPLACE SAFETY

For Gentili Mosconi, safety is a paramount concern, especially significant following the acquisition of Tintoria Comacina, which broadens the Group's production scope. To ensure that staff are constantly updated, specific safety training courses (556 hours

in 2024) are regularly organised for each company role. In 2024, the Group reported a minimal number of accidents, yet this marked a rise from 2 to 6 in comparison to the previous year, accompanied by a 64% increase in lost working days. This increase is probably

linked to the expansion of the production area and emphasises the need to continue to focus on prevention and protection measures.

NUMBER OF INJURIES BY GENDER OF THE GROUP

GRI Standards: 403

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Total injuries in the year	n.	1	1	2	4	2	6
Working days lost	n.	32	60	92	54	97	151
Injuries / total employees	%	1.43%	1.06%	1.22%	3.96%	1.72%	2.76%
Workplace injuries	n.	0	0	0	4	1	5
Injuries while commuting	n.	0	1	1	0	1	1



7

BUILD TIES WITH THE COMMUNITY





We have renewed our commitment to the community with tangible initiatives and by establishing the Gentili Mosconi ETS Foundation, aiming to increasingly impact textile culture, social inclusion, and community welfare.

For many years, the Gentili Mosconi Group has been dedicated to corporate social responsibility, aiming to foster a positive impact in the communities where its employees, families, and suppliers live and work.

As a result of this commitment, significant support was provided to numerous Third Sector associations and organisations in 2024, with goods and materials donated valued at approximately EUR 64,000, marking a 540% increase compared to 2023, and financial contributions amounting to EUR 87,000, which is a 10% rise from 2023.

Through these actions, the Group has supported

social inclusion projects and organisations devoted to prevention and health protection, enhancing its role as a promoter of the common good.

In 2024, this vision was further strengthened with the founding of the Gentili Mosconi ETS Foundation, created specifically to expand the Group's positive impact both locally and internationally.

As an organisation in the Third Sector, the Foundation is dedicated to safeguarding, enhancing, and promoting the heritage of textile, artistic, and creative skills of Made in Italy, which has long served as a source of inspiration for

the world of design and fashion.

At the heart of its mission lies the support for creativity in all its forms, from art to fashion design, with a particular focus on young talents, thus reaffirming the Group's commitment to a sustainable future and collective well-being.

CONTRIBUTIONS TO THE COMMUNITY BY TYPE OF COMMITMENT

GRI Standards:413

	Units of Measurement	2023	2024
Monetary contributions	€/1,000	78	87
Values of donated goods and services	€/1,000	10	64

DONATIONS AND COLLABORATIONS FOR SOCIAL INCLUSION PROJECTS

Gentili Mosconi continues to carry out numerous initiatives of social inclusion and solidarity. Through donations and partnerships, it supports projects that promote job placement, improve living conditions, and provide psychological support for people in difficult situations. Here are some examples of recent actions:

PARTICIPATION IN THE "SOLIDARITY SPACE" EVENT

Organised in Milan by Don Antonio Mazzi's Exodus Foundation on the occasion of its 40th anniversary. Gentili Mosconi donated the puppets from the Never Ending collection, made in collaboration with QUID. The proceeds from the sale directly support the projects of the Exodus Foundation.

DONATION FOR THE "HEART AND SOUL" PROJECT

With a cash contribution, the company supported the start-up of the "Da Noi" restaurant in Como. This project offers employment and social inclusion opportunities for young people with disabilities.

SUPPORT FOR "COULTURE MIGRANTE"

A cash donation was earmarked for this social tailoring shop for a three-year development plan. The aim is to enhance people and the territory by providing vocational training and integration opportunities for foreign men and women.

CONTRIBUTION TO "HORSE THERAPY MUGELLO"

With a cash donation, Gentili Mosconi supported a project that uses hippotherapy for the rehabilitation of people with disabilities or in psychologically complex situations.

SUPPORT FOR SANT'ANNA HOSPITAL

Thanks to the donation of electroencephalography equipment, an outpatient clinic for the study of paediatric epilepsy was established in 2022. In 2024, the service was further structured thanks to the support of two technicians and two child neuropsychiatrists, ensuring access for 894 patients.

CREATIVE RE-USE OF TEXTILES WITH THE QUID SOCIAL COOPERATIVE

In 2024, Gentili Mosconi donated over 2,000 metres of high-quality fabrics, which were used to produce accessories by engaging individuals at risk of marginalisation in the workforce, thereby creating a positive impact both environmentally and socially.

QUID "SUPERNOVA" CAMPAIGN

Gentili Mosconi supported a reintegration and training course for a refugee mother, contributing 210 hours of inclusive training in Quid's tailoring department and 20 hours of welfare accompaniment. The initiative offered a tangible opportunity for inclusion and professional growth.

"COURAGE IS AN ENTERPRISE" GALA



With the 'Courage!' scarves and pochettes made by the Quid tailoring using surplus silk, Gentili Mosconi was the sponsor of Quid's first Autumn Gala. Hosted at Villa Brasavola de Massa in Verona, the event generated funds to support programmes focused on social and labour inclusion, which engaged 20 vulnerable people in the second half of the year.

PROMOTING COMO'S TEXTILE CULTURE

The Gentili Mosconi Group is an ambassador of Como's textile culture, enhancing the local heritage through initiatives that combine art, education, and sustainability.

With a strong focus on creativity and collaboration, the company supports projects that inspire and enrich the territory. Here are some of the recent activities:

PARTNERSHIP WITH IED (EUROPEAN INSTITUTE OF DESIGN)

Gentili Mosconi provided fabrics and materials for free to support the development of thesis projects in the Fashion Design course.

ACADEMIC CONTRIBUTION TO THE MASTER IN HAUTE COUTURE AT THE IED

The Creative Director of Gentili Mosconi participated as a lecturer in the Master's programme, offering her expertise to train young talents.

PARTICIPATION IN THE HANAMI FASHION SHOW

As part of the Ecolario Environmental Festival, Gentili Mosconi supported the "Hanami 2024" collection fashion show organised at the University of Insubria in Como by donating textiles.

The Hanami project was born in 2022 as a reflection on the connections between sustainable fashion, upcycling, and high local craftsmanship.

ORGANISATION OF THE "LIBERTY JUNGLE" EXHIBITION AT VILLA BERNASCONI

Dedicated to the artist and designer Beppe Spadacini, in collaboration with the Municipality of Cernobbio. The pieces on exhibit are part of Francesco Gentili's private collection and the company's extensive archive, enriched in 2022 with over 2000 drawings by the artist. The event featured meetings with the artist, guided tours, side events, and educational workshops, all promoting the artistic and cultural excellence of the Como area.



COLLABORATION WITH LOCAL SCHOOLS

Gentili Mosconi has established 8 internship and school-work alternation programmes with local high schools, Cometa, and Accademia Costume & Moda, aiming to foster training and facilitate young people's entry into the workforce.

  VILLA BERNASCONI

LIBERTY JUNGLE

OMAGGIO A BEPPE SPADACINI
a cura di Francesco Gentili e Claudia Taibez

INAUGURAZIONE
GIOVEDÌ 20 GIUGNO 2024 dalle 18 alle 21
Villa Bernasconi Largo Campanini 2, Cernobbio

RSVP roberta.pagani@gentilimosconi.it

La mostra sarà visitabile fino al 23 settembre
www.villabernasconi.eu

si ringrazia  Amici di Como

sponsor
 GENTILI MOSCONI



8

ADVANCEMENT OF ESG STRATEGIC OBJECTIVES THREE-YEAR PLAN 2024-2026







Gentili Mosconi is actively pursuing the initiatives outlined to meet the ESG goals specified in the three-year plan. Below, the progress achieved for each action and the planning of new goals are presented.

	Material topics	Objectives	Reference period	Progress status 2024	New objective	SDG UN
Environmental	Certified raw materials	Increase internal training on product certifications	2024-2026	In progress	Structure employee training on product certifications through a needs analysis and periodic training.	4 QUALITY EDUCATION
		Share a policy on certified raw materials with the supply chain	2024	Achieved		17 PARTNERSHIPS FOR THE GOALS
		Maintenance of product certifications and possible implementation of new certifications	2024-2026	Achieved	Maintain existing certifications.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Implement the use of certified raw materials at the yarn or fabric level by 5% compared to the previous year, according to market demand	2024-2026	Achieved	Increase the use of certified raw materials by 5% compared to 2024.	
		Fabric supplier and customer engagement on certified raw materials	2024-2026	Achieved	Support a dialogue with stakeholders also through questionnaires and surveys to identify risks and opportunities related to the use of sustainable raw materials.	
	Chemical management	Enhance the chemical management system for suppliers involved in processes using water and chemicals, so that all suppliers are capable of providing KPIs on chemical inventory, traceability of production batches, and wastewater analysis. The minimum percentage of production coverage is 80% of the metres processed	2024-2026	Achieved	85% of the volumes processed in the supply chain by suppliers verified through audits and the collection of KPIs.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Increase chemical compliance with the ZDHC programme to ensure verified coverage of purchased raw materials from 12.2% in 2023 to 30% by 2024	2024-2026	Achieved	55% of the volumes of raw materials purchased from suppliers verified through audits.	
	Energy consumption and atmospheric emissions	Calculate partial Scope 3 for the three company sites in Casnate and Fino Mornasco	2024-2026	Achieved	Establish an action plan to reduce the carbon footprint and update the Group's sustainability policy.	13 CLIMATE ACTION
		Involve the supply chain in the calculation of CO2 emissions (For Scope 1 and 2): by 2024, involve suppliers that represent 30% of the metres processed	2024	Achieved		
	Eco-friendly product design	Implement the use of certified raw materials, utilising a supply chain that uses chemicals compliant with the ZDHC programme requirements, in order to improve the quality of finished or semi-finished products, making them more durable and sustainable	2024-2026	In progress	Training courses on ecodesign.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Water management discharge monitoring	EMME has set water use reduction targets for the period 2021-2025 compared to 2020. The absolute target by 2025 is defined as a 25% reduction. The annual target is set to decrease by 5%.	2024-2025	Achieved	Maintaining the objectives achieved by Emme and monitoring the analysis of wastewater from the supply chain, which accounts for 60 per cent of the volumes	6 CLEAN WATER AND SANITATION
		Monitoring, twice a year, of wastewater according to ZDHC guidelines for suppliers representing 60% of the volumes produced in the supply chain	2024-2026	Partially achieved		
	Waste Management and Circularity	Monitoring of fabric, paper, and plastic waste in order to reduce waste sent for destruction	2024-2026	Achieved	Continue the monitoring of textile waste, encouraging the recycling of textile waste up to 60% of total waste.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Identifying new recycling solutions for textile waste	2024	Achieved		
		Collaborate with social tailors for fabric recovery through Upcycling	2024-2026	Achieved	Encourage collaboration with social tailoring laboratory or other local associations that promote circularity.	10 REDUCED INEQUALITIES
Social	Professional growth and training	Establish a corporate training plan with allocated budget	2024	In progress	Optimise Gentili Mosconi's training plan through a more precise collection of employees' training needs.	4 QUALITY EDUCATION



	Material topics	Objectives	Reference period	Progress status 2024	New objective	SDG UN
Social	Well-being, Corporate Welfare and Work-Life Balance	Improve logistics, making the workplace more organized and comfortable	2024	Achieved	Evaluation of refreshment and recreational areas for employees	
		Evaluate a structured corporate welfare plan	2024	In progress	Carry out an initial analysis of the current state and define a strategic welfare plan.	
		Evaluate the introduction of a remote working policy for certain roles	2024	Achieved	From the assessment made, the management does not intend to introduce a remote working policy, considering it to be hardly applicable to the type of work. However, for extraordinary needs of the employee, the Management may consider specific requests.	
		Promote employee health and well-being through the WHP programme	2024-2026	Achieved	Maintaining the good practices already active in the WHP programme	
					Organisation of 1 workshop on health and wellbeing issues.	
					1 screening in the field of health prevention.	
		Develop the organisational well-being project undertaken in 2023	2024	Achieved	Internal sharing of the objectives achieved with the "Cohesion Team" project and monitoring of the concrete implementation of the identified strategies.	
	Diversity & Inclusion, Equal Opportunities	Evaluate the UNI-PDR 125:2022 guidelines for participation in the call on gender equality	2024	Achieved		
		Obtain UNI-PDR 125:2022 certification	2025	Achieved	Maintaining gender equality certification and organising workshops on gender equality.	
		Activate collaborations with local organisations through corporate volunteering	2024	Not achieved	In the assessment questionnaire on existing welfare practices, a specific question will be introduced to evaluate employees' interest in corporate volunteering.	
	Support for the local community and partnerships for textile culture	Collaborate with local organisations to promote textile culture	2024-2026	Achieved	Continue the collaborations.	
		Establishment of a foundation for the promotion of textile culture in the region	2024	Achieved	Promote "Made in Italy", young talents and the interaction between art and textiles, also through the "Gentili Mosconi ETS" Foundation.	
					Promote through the Foundation a series of 4 meetings with the format "Call for partnerships... focus on", to stimulate dialogue between different sectors and create new opportunities for collaboration.	
		Support associations with social purposes in favour of the community	2024	Achieved		



	Material topics	Objectives	Reference period	Progress status 2024	New objective	SDG UN
Governance	Economic performance	Verticalisation of the company through acquisitions of new production partners	2024-2026	Achieved	Continue the process of verticalisation and supply chain integration.	
		Investments for the acquisition of new production machinery and/or innovative product or process solutions	2024-2026	Achieved	Evaluation of any other innovative investments	
	Quality and innovation	Evaluation of innovation projects through the application of artificial intelligence	2024-2025	Achieved	Continue developing the artificial intelligence application project for textile quality control.	
					Evaluate new projects through the newco "Fili di innovazione".	
	Responsible supply chain management	Evaluate the socio-environmental impact of the supply chain	2024-2026	Partially achieved	Social evaluation to be implemented by 2026.	
		Conduct audits on the main players in the supply chain on social and environmental aspects	2024-2026	Achieved	Continue with the implementation of the audits.	
	Traceability and digitisation of information	Introduce the use of a platform to implement the collection of supply chain traceability data in order to make the information available to customers and to be able to create a digital product passport for the finished product	2024-2026	Achieved	Implement the current platform, extending it to other suppliers.	
	Relations with stakeholders	Activate working groups with categories of stakeholders on sustainability issues	2024-2026	Achieved	Continue with stakeholder listening activities, also through the activities carried out by the Gentili Mosconi ETS Foundation.	
		Provide training support to suppliers on sustainability topics	2024-2026	Achieved		
		Manage communications with the market and investors	2024-2026	Achieved		
		Improve internal communication through tools (newsletter, website)	2024-2026	Achieved	Improve the internal communication system.	
	Business ethics and integrity	Update the company code of ethics	2024	Not achieved	Publication in 2025.	
		Create a code of conduct for suppliers	2024	Not achieved	Publication in 2025.	
	Data protection and cybersecurity	Implement IT security tools to protect corporate data and archives	2024	Achieved	Maintain and update IT security tools	
	Organisation and Transparency	Improve process organization	2024-2026	In progress	Improve process organization	



9

GRI INDICATORS INDEX AND ESRS DISCLOSURES





GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
ORGANISATIONAL AND GOVERNANCE ASPECTS				
GRI 2:General Disclosures 2021	2-1	Organisational details	Requirements of Directive 2013/34/EU	Group Structure and Company Organisation
	2-2	Entities included in the organisation's sustainability reporting	ESRS 1; ESRS 2 BP-1	Methodological note
	2-3	Reporting period, frequency and point of contact	ESRS 1	Methodological note
	2-4	Review of information	ESRS 2 BP-2	No revisions have been made to the information published in previous years
	2-5	External Assurance		
	2-6	Activities, value chain and other business relations	ESRS 2 SBM-1	Our Creations and Value Chain
	2-7	Employees	ESRS 2 SBM-1, ESRS S1 S1-6	Working at Gentili Mosconi
	2-8	Self-employed workers	ESRS S1 S1-7	Working at Gentili Mosconi
	2-9	Governance structure and composition	ESRS 2 GOV-1; ESRS G1	Business organisation
	2-10	Appointment and selection of the highest governing body	This topic is not dealt with in the ESRS	The Articles of Association define how the Board of Directors is appointed
	2-11	President of the highest governing body	This topic is not dealt with in the ESRS	Business organisation
	2-12	Role of the highest governing body in impact management control	ESRS 2 GOV-1; GOV-2; SBM-2; ESRS G1	Company Organisation, Methodological Note
	2-13	Delegation of responsibility for impact management	ESRS 2 GOV-1; GOV-2; ESRS G1 G1-3	There are no formalised delegations
	2-14	Role of the highest governing body in sustainability reporting	ESRS 2 GOV-1; IRO-1	Methodological note
	2-15	Conflicts of interest	This topic is not dealt with in the ESRS	Business Ethics
	2-16	Communication of critical issues	ESRS 2 GOV-2; ESRS G1 G1-1; G1-3	There were no critical issues during the reference period.Should they arise, they will be promptly reported by the Chair of the Board of Directors during the meetings
	2-17	Collective knowledge of the highest governing body	ESRS 2 GOV-1	A training activity on Sustainability for the Board of Directors was proposed.
	2-18	Performance evaluation of the highest governing body	This topic is not dealt with in the ESRS	Information not available



GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
GRI 2:General Disclosures 2021	2-19	Rules concerning remuneration	ESRS 2 GOV-3; ESRS E1	There are no formalised rules; fixed fees are defined according to the delegations. There are no variable compensations
	2-20	Procedure for determining remuneration	ESRS 2 GOV-3	The procedures for defining rules on remuneration are those of collective agreements
	2-21	Annual total remuneration ratio	ESRS S1 S1-16	The ratio of the total annual compensation of the highest-paid person to the average total annual compensation of all employees is 4.
	2-22	Sustainable Development Strategy Statement	ESRS 2 SBM-1	Letter to Stakeholders, Sustainability Policy
	2-23	Policy commitment	ESRS 2 GOV-4; MDR-P; ESRS S1 S1-1; ESRS S2 S2-1; ESRS S3 S3-1; ESRS S4 S4-1; ESRS G1 G1-1	Sustainability Policy, Business Ethics
	2-24	Integration of policy commitments	ESRS 2 GOV-2; MDR-P; ESRS S1 S1-4; ESRS S2 S2-4; ESRS S3 S3-4; ESRS S4 S4-4; ESRS G1 G1-1	Sustainability Policy, Progress of ESG strategic objectives
	2-25	Processes aimed at remedying negative impacts	ESRS S1 S1-1; S1-3; ESRS S2 S2-1; S2-3; S2-4; ESRS S3 S3-1; S3-3; S3-4; ESRS S4 S4-1; S4-3; S4-4	Materiality Analysis. To handle complaints procedures and counter negative impacts, procedures for reporting misconduct in accordance with Whistleblowing regulations were approved, and a whistleblowing tool accessible via the corporate website was established
	2-26	Mechanisms for requesting clarification and raising concerns	ESRS S1 S1-3; ESRS S2 S2-3; ESRS S3 S3-3; ESRS S4 S4-3; ESRS G1 G1-1; G1-3	Stakeholder Dialogue, Business Ethics
	2-27	Compliance with laws and regulations	ESRS 2 SMB-3; ESRS E2 E2-4; ESRS S1 S1-17; ESRS G1 G1-4	No non-compliance
	2-28	Membership of associations	ESRS 1 MDR-M	Dialogue with the stakeholders
	2-29	Approach to stakeholder engagement	ESRS 2 SMB-2; ESRS S1 S1-1; S1-2; ESRS S2 S2-1; S2-2; ESRS S3 S3-1; S3-2; ESRS S4 S4-1; S4-2	Dialogue with the stakeholders
	2-30	Collective agreements	ESRS S1 S1-8	100% employees under collective agreements
GRI 3:Material Topics 2021	3-1	Process of determining material topics	ESRS 2 BP-1; IRO-1	Materiality analysis, material topics and evaluation of group impacts
	3-2	List of material topics	ESRS 2 SBM-3; BP-2	Material topics and evaluation of group impacts
	3-3	Management of material topics	ESRS 2 SBM-1; SBM-3; MDR-P; MDR-A; MDR-M; MDR-T; BP-2; ESRS S1 S1-2; S1-4; S1-5; ESRS S2 S2-2; S2-4; S2-5; ESRS S3 S3-2; S3-4; S3-5; ESRS S4 S4-2, S4-4; S4-5	Materiality analysis, material topics and evaluation of group impacts
Independent disclosure	Not GRI	List of Sustainability objectives achieved in 2024	ESRS MDR-T	Progress of ESG strategic objectives
	Not GRI	Defining new sustainability objectives for 2025	ESRS MDR-T	Progress of ESG strategic objectives



GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
ECONOMIC SUSTAINABILITY				
GRI 201:Economic performance (2016)	GRI 3-3	Management mode	ESRS 2 SBM-1	Material topics and evaluation of the Group's impacts and distribution of added value
	201-1	Directly generated and distributed economic value	ESRS 2 SBM-1	Distribution of added value
GRI 203:Indirect economic impacts (2016)	GRI 3-3	Management mode	ESRS S3 S3-4	Material topics and evaluation of the Group's impacts and innovation and development
	203-1	Infrastructure investments and funded services	ESRS S3 S3-4	Innovation and development
GRI 204:Procurement practices (2016)	GRI 3-3	Management mode	ESRS G1 G1-2	Material topics and evaluation of the Group's impacts and selection of suppliers and traceability
	204-1	Proportion of spending on local suppliers	ESRS 1 MDR-M (Entity Specific Metric)	Supplier selection and traceability
Independent disclosure	GRI 3-3	Management mode	ESRS 2 SBM-1	Material topics and evaluation of the Group's impacts and economic performance
	Not GRI	Basic economic and financial indicators	ESRS 2 SBM-1	Economic Performance
ENVIRONMENTAL SUSTAINABILITY				
GRI 301:Materials (2016)	GRI 3-3	Management mode	ESRS E5 E5-1; E5-2; E5-3	Material topics and evaluation of the Group's impacts and certified raw materials
	301-1	Materials used divided by weight and volume	ESRS E5 E5-4	Certified raw materials
	301-2	Materials used that come from recycling	ESRS E5 E5-4	Certified raw materials
	301-3	Recovered or reclaimed products and their packaging materials	ESRS 1 MDR-M (Entity Specific Metric)	Certified raw materials
GRI 302:Energy (2016)	GRI 3-3	Management mode	ESRS E1 E1-2; E1-3; E1-4	Material topics and evaluation of the Group's impacts and energy consumption and decarbonisation
	302-1	Energy consumed within the organisation	ESRS E1 E1-5	Energy consumption and decarbonisation
	302-3	Energy intensity of the organisation	ESRS 1 MDR-M (Entity Specific Metric)	Energy consumption and decarbonisation
GRI 303:Water (2018)	GRI 3-3	Management mode	ESRS E2 E2-1; E2-2; E2-3; ESRS E3 E3-1; E3-2; E3-3	Material topics and evaluation of the Group's impacts and water management
	303-1	Interaction with water as a shared resource	ESRS 2 SBM-3; MDR-T; ESRS E3; E3-2; E3-3	Water management



GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
GRI 303:Water (2018)	303-2	Management of impacts related to water discharge	ESRS E2 E2-3	Water management
	303-3	Water withdrawal	ESRS E3 E3-4	Water management
	303-4	Water discharge	ESRS E3 E3-4E63:E65	Water management
	303-5	Water consumption	ESRS E3 E3-4	Water management
GRI 305:Emissions (2016)	GRI 3-3	Management mode	ESRS E1 E1-2; E1-3; E1-4; E1-7; ESRS E2 E2-1; E2-2; E2-3	Material topics and evaluation of the Group's impacts and energy consumption and decarbonisation
	305-1	Direct greenhouse gas emissions (Scope 1)	ESRS E1 E1-4; E1-6	Energy consumption and decarbonisation
	305-2	Greenhouse gas emissions for energy production (Scope 2)	ESRS E1 E1-4; E1-6	Energy consumption and decarbonisation
	305-4	Intensity of GHG emissions	ESRS E1 E1-6	Energy consumption and decarbonisation
GRI 306:Waste (2020)	GRI 3-3	Management mode	ESRS E5 E5-1; E5-2; E5-3	Material topics and evaluation of the Group's impacts and upcycling and waste circularity
	306-1	Waste generation and significant impacts related to waste	ESRS 2 SBM-3; ESRS E5 E5-4	Upcycling and waste circularity
	306-2	Management of significant impacts related to waste	ESRS E5 E5-2; E5-5	Upcycling and waste circularity
	306-3	Waste produced	ESRS E5 E5-5	Upcycling and waste circularity
	306-4	Waste not intended for disposal	ESRS E5 E5-5	Upcycling and waste circularity
	306-5	Waste intended for disposal	ESRS E5 E5-5	Upcycling and waste circularity
GRI 307:Ethics and compliance (2016)	GRI 3-3	Management mode	ESRS E2 E2-4	Material topics and evaluation of group impacts, business ethics
	307-1	Non-compliance with environmental laws and regulations	ESRS E2 E2-4	No non-compliance
GRI 308:Environmental assessment of suppliers (2016)	GRI 3-3	Management mode	ESRS G1 G1-2	Material topics and evaluation of the Group's impacts, selection of suppliers and traceability, and management of chemicals
	308-1	New suppliers that have been evaluated according to environmental criteria	ESRS G1 G1-2	Supplier Selection, Traceability, and Chemical Management
	308-2	Negative environmental impacts in the supply chain and actions taken	ESRS 2 SBM-3	Supplier Selection, Traceability, and Chemical Management



GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
SOCIAL SUSTAINABILITY				
GRI 401:Employment (2016)	GRI 3-3	Management mode	ESRS S1 S1-1; S1-2; S1-4; S1-5; S1-17; ESRS S2 S2-1; S2-2; S2-4; S2-5	Material topics and Group Impact Assessment, Working at Gentili Mosconi, Corporate Welfare, Diversity, Inclusion and Equal Opportunities
	401-1	Rate of recruitment and staff turnover	ESRS S1 S1-6	Working at Gentili Mosconi
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1 S1-11	Corporate Welfare
	401-3	Parental leave	ESRS S1 S1-15	Diversity, Inclusion, and Equal Opportunities
GRI 403:Health and workplace safety (2018)	GRI 3-3	Management mode	ESRS S1 S1-1; S1-2; S1-4; S1-5; S1-17; ESRS S2 S2-1; S2-2; S2-4; S2-5	Material topics and evaluation of the Group's impacts, Workplace safety, Development of skills, Workplace safety
	403-1	Occupational health and workplace safety management system	ESRS S1 S1-1	Workplace safety
	403-5	Training of workers in occupational health and safety	ESRS 1 MDR-M (ENTITY SPECIFIC METRIC)	Skills development
	403-6	Promotion of workers' health	ESRS 1 MDR-M (ENTITY SPECIFIC METRIC)	Employee health and well-being
	403-9	Workplace injuries	ESRS S1 S1-4; S1-14	Workplace safety
GRI 404:Training and education (2016)	GRI 3-3	Management mode	ESRS S1 S1-1; S1-2; S1-4; S1-5; S1-17; ESRS S2 S2-1; S2-2; S2-4; S2-5	Material topics and evaluation of the Group's impacts, Skill Development
	404-1	Average annual training hours per employee	ESRS S1 S1-13	Skills development
	404-2	Employee skills upgrading programmes and transition assistance programmes	ESRS S1 S1-1	Skills development
GRI 405:Diversity and equal opportunities (2016)	GRI 3-3	Management mode	ESRS S1 S1-1; S1-2; S1-4; S1-5; S1-17; ESRS S2 S2-1; S2-2; S2-4; S2-5	Material topics and Group Impact Assessment, Corporate Organisation, Working at Gentili Mosconi, Diversity, Inclusion and Equal Opportunities
	405-1	Diversity in governing bodies and among employees	ESRS 2 GOV-1; ESRS S1 S1-6; S1-9; S1-12	Corporate Organisation, Working at Gentili Mosconi
	405-2	Ratio of basic salary and remuneration of women compared to men	ESRS S1 S1-16	Diversity, Inclusion, and Equal Opportunities
GRI 406:Non-discrimination (2016)	GRI 3-3	Management mode	ESRS S1 S1-1; S1-2; S1-4; S1-5; ESRS S2 S2-1; S2-2; S2-4; S2-5; ESRS S4 S4-1; S4-2; S4-4; S4-5	Material topics and evaluation of group impacts, Diversity Inclusion and Equal Opportunities, Business Ethics
	406-1	Incidents of discrimination and corrective measures adopted	ESRS S1 S1-17	No incidents encountered
GRI 413:Local communities (2016)	GRI 3-3	Management mode	ESRS S3 S3-1; S3-2; S3-4; S3-5	Material topics and evaluation of the Group's impacts, Build ties with the community



GRI Standards	GRI disclosure	Title of the disclosure	ESRS indicator interoperability	Page/content
GRI 413:Local communities (2016)	413-1	Areas of operation with the implementation of local community engagement programmes, impact assessment and development	ESRS S3 S3-1; S3-2; S3-4; S3-5	Build ties with the community
GRI 414:Social assessment of suppliers (2016)	GRI 3-3	Management mode	ESRS G1 G1-2	Material topics and evaluation of the Group's impacts and selection of suppliers and traceability
	414-1	New suppliers assessed on the basis of social criteria	ESRS G1 G1-2	Supplier selection and traceability
GRI 418:Customer privacy (2016)	GRI 3-3	Management mode	ESRS S4 S4-1; S4-2; S4-4; S4-5	Material topics and evaluation of group impacts, business ethics
	418-1	Proven complaints regarding breaches of customer privacy and loss of customer data	ESRS S4 S4-3; S4-4	No complaints
GRI 419:Socioeconomic compliance (2016)	GRI 3-3	Management mode	ESRS S1 S1-17; ESRS G1 G1-4	Material topics and evaluation of group impacts, business ethics
	419-1	Non-compliance with social and economic laws and regulations	ESRS S1 S1-17; ESRS G1 G1-4	No non-compliance
Independent disclosure	GRI 3-3	Management mode	ESRS 1 MDR-M (ENTITY SPECIFIC METRIC)	Material topics and evaluation of the Group's impacts, Dialogue with Stakeholders, and Skill Development
	Not GRI	Employee Engagement Activities	ESRS 1 MDR-M (ENTITY SPECIFIC METRIC)	Dialogue with the stakeholders



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METHODOLOGICAL NOTE





The 5th Group Sustainability Report, produced annually, aims to update the company's stakeholders on its sustainability profile, encompassing environmental, social, economic, and governance aspects, by providing both qualitative and quantitative insights.

REPORTING APPROACH

Gentili Mosconi S.p.A. has prepared its Sustainability Report in accordance with the GRI (Global Reporting Initiative) Standards. All the principles set out in the GRI standard have been respected¹.

Furthermore, Gentili Mosconi has begun to adopt the Corporate Sustainability Reporting Directive (CSRD) criteria through the use of the European Sustainability Reporting Standards (ESRS), even though Gentili Mosconi is not yet subject to this regulatory obligation. The company conducted the assessment of its relevant Impacts, Risks, and Opportunities that led to the development of the Double Materiality Matrix. The description of the process and the results are presented in the relevant appendix.

REPORTING SCOPE

The reporting scope of the data and information contained in the Annual Report refers to the Group. The scope of the report only includes Group companies in which Gentili Mosconi holds a majority interest. This includes Gentili Mosconi Spa, Emme Srl and Tintoria Comacina Srl. Gentili Mosconi N.Y. Inc., however, is not included in the report as it is a commercial entity with operations outside the national borders considered. Economic information remains consistent with the 2024 Management Report.

REPORTING PERIOD

The reporting period runs from 1.1.2024 to 31.12.2024. The information for the reporting period is compared with that of the previous year, when available, in order to show information on performance trends over time. No changes emerged to the data presented in the previous edition.

MAIN CALCULATION CRITERIA

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

For the calculation of the organisation's Carbon Footprint, the Group has adopted the methodology provided by ISO 14064 and the GHG Protocol. This Report details Scope 1, 2, and 3 categories according to the GHG Protocol classification and GRI indicators. The Gentili Mosconi Group aggregated its GHG (greenhouse gas) emissions and removals at the organisation level according to the control approach.

The organisation accounts for all GHG emissions and/or removals from installations in Italy over which it has financial or operational control. The scope of the calculation is the emissions generated by the three Group companies: Gentili Mosconi Spa., Tintoria Comacina Srl. e Emme Srl.

The document referred to the United Nations Sustainable Development Goals (SDGs) as an international framework for sustainability in relation to the actions undertaken, and the commitments made by the Group.

APPROVAL BY THE BOARD OF DIRECTORS

The Sustainability Report was approved by the Board of Directors in May 2025.

CONTACT POINT FOR REPORT INFORMATION

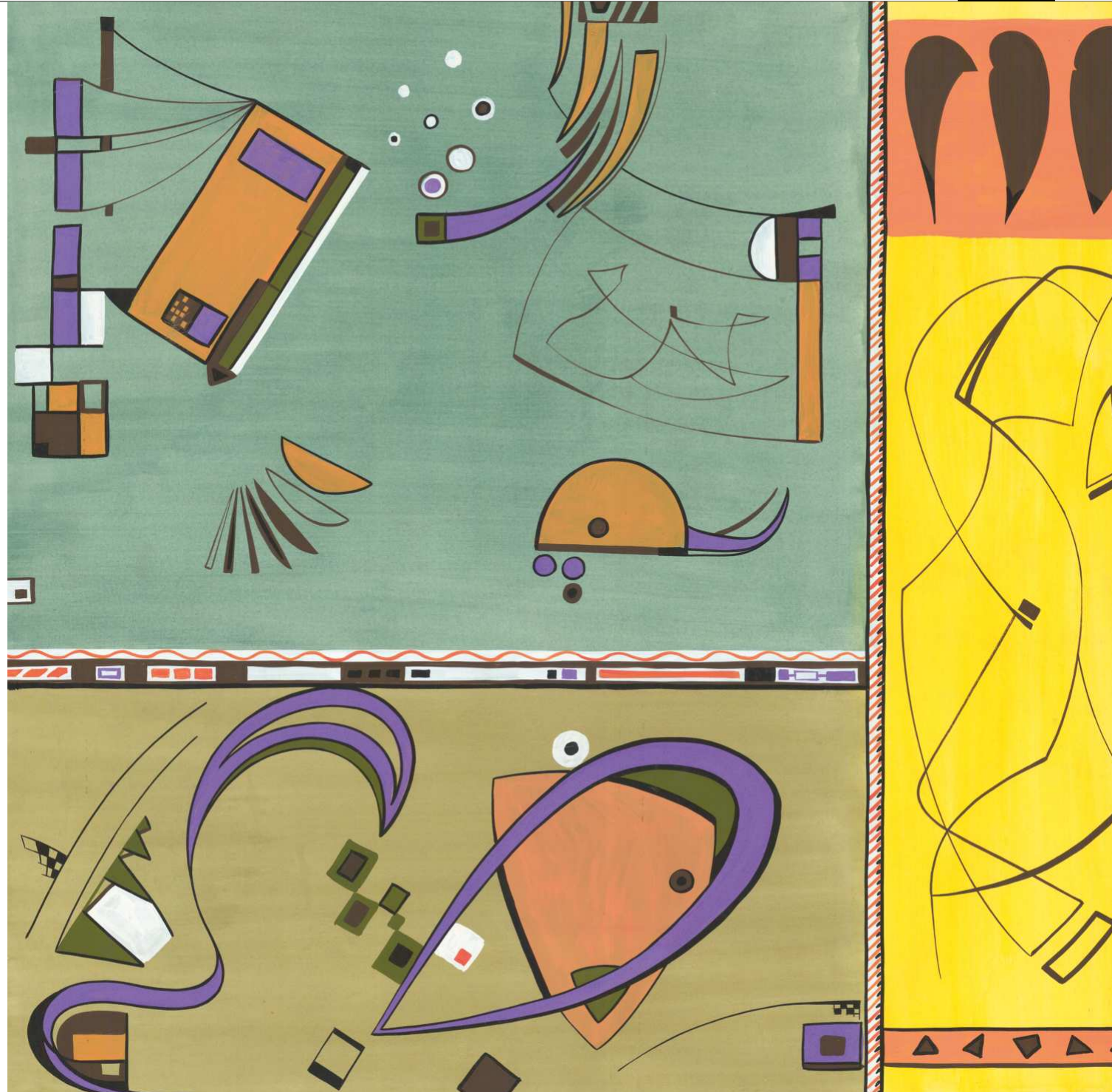
For information on this Report, please contact Raffaella Leoni raffaella.leoni@gentilimosconi.it, Sustainability Manager.

Technical-methodological support for various activities related to the Report and for Stakeholder Engagement activities: Focus Lab srl Benefit B Corp Certified.



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APPENDICES





ANALYSIS OF IMPACTS, RISKS AND OPPORTUNITIES FROM A CSRD PERSPECTIVE

Gentili Mosconi has experimented with a new materiality analysis process, the evaluation process that allows us to identify which sustainability areas are most relevant for the company, based on the dual materiality principle, in line with the new European sustainability reporting standards, ESRS-European Sustainability Reporting Standards, introduced with the CSRD-Corporate Sustainability Reporting Directive. The company believes that the early adoption of CSRD assessment and reporting tools is a strategic choice, as it allows them to be ahead of the times and provide their stakeholders with ESG information that is transparent and aligned with the most advanced reporting standards. This new approach lays the foundation on the assessment of impacts, risks, and opportunities (IRO) related to

its own activities and those of the value chain in order to determine the relevance of sustainability issues. The initial stage of the process involved mapping the IROs, beginning with an analysis of the business context, the value chain, and the stakeholders, while also incorporating last year's ESG impact analysis in line with the GRI Standards. The analysis considered the positive and negative impacts caused by the Group and its value chain towards the external world (people, communities, environment) and the risks and opportunities for the Group arising from the external context (climate change, new regulations, social changes). For each impact, a likelihood score was assigned, ranging from 1 (unlikely) to 3 (actual event), as well as a severity score, varying

from 1 (minor impact) to 3 (very relevant impact). The latter score considers the concepts of magnitude of the impact, scale or extent of the effects of the impact, and irretrievability of the impact. A similar procedure was also applied for assessing risks and opportunities, to which the same evaluation scale was applied in terms of probability and severity. Issues envisaged by the ESRS standards are deemed relevant only if at least one of the IROs surpasses the company's internally established materiality threshold, which is set at 6 points for impact materiality and 3 points for financial materiality.

IMPACT MATERIALITY

ESRS topics	Objectives	Main impacts	Type	Actual / Potential
ESRS E1 Climate change	Adaptation to climate change	N.A.		
	Climate change mitigation	Emissions of greenhouse gases from the use of fossil fuels (Scope 1-2-3)	Negative	Effective
	Energy	Energy consumption from non-renewable sources	Negative	Effective
ESRS E2 Pollution	Air pollution	Emissions of pollutants in the atmosphere	Negative	Effective
	Water pollution	Contamination of soil and groundwater through water discharges	Negative	Potential
	Soil pollution	This sub-topic is included in the previous impact		
	Pollution of living organisms and food resources	This sub-topic is included in the previous impact		
	Substances of concern	Environmental and health damage from the use of substances of concern	Negative	Potential
	Substances of very high concern	Environmental and health damage from the use of substances of very high concern	Negative	Potential
	Microplastics	Environmental contamination by microplastics in products	Negative	Potential
ESRS E3 Water and marine resources	Water	Water consumption for production processes	Negative	Effective
	Marine resources	N.A.		



ESRS topics	Objectives	Main impacts	Type	Actual / Potential
ESRS E4 Biodiversity and ecosystems	Factors with a direct impact on biodiversity loss	Impact on living species caused by the local degradation of water resources and their consumption	Negative	Effective
	Impacts on species status	Included in "Impact on living species caused by local degradation of water resources and their consumption"		
	Impacts on the extent and condition of ecosystems	Degradation of natural habitats caused by deforestation and intensive cultivation for raw materials	Negative	Effective
		Degradation of natural habitats caused by incorrect disposal of end-of-life products	Negative	Effective
	Impacts and dependencies in terms of ecosystem services	Use of raw materials that require land consumption	Negative	Effective
		Use of raw materials that come from living organisms	Negative	Effective
ESRS E5 Circular Economy	Inflows of resources, including the use of resources	Use of certified raw materials with lower environmental impact standards	Positive	Effective
		Consumption of natural resources	Negative	Effective
	Outflows of resources related to products and services	Practices to promote product durability	Positive	Effective
	Waste	Generation of textile waste	Negative	Effective
		Recovery of textile waste and second choices	Positive	Effective
ESRS S1 Own workforce	Working conditions	Employee satisfaction	Positive	Potential
		Impacts on employee health related to accidents or the use of hazardous substances	Negative	Potential
		Generation of stable employment	Positive	Potential
		Decent working conditions and fair remuneration	Positive	Effective
	Equal treatment and opportunities for all	Development of human capital and enhancement of skills	Positive	Effective
		Presence of discrimination in the workplace	Negative	Potential
		Ensuring gender equality and rights between men and women	Positive	Effective
	Other work-related rights	N.A.		
ESRS S2 Workers in the value chain	Working conditions	Unfair working conditions in the supply chain	Negative	Potential
	Equal treatment and opportunities for all	Cases of human rights violations along the value chain	Negative	Potential
	Other work-related rights	This sub-topic is included in the previous impact		
ESRS S3 Communities concerned	Economic, social and cultural rights of communities	Recruitment of people in the local area	Positive	Effective
		Pass on Como's textile culture in schools and the local area	Positive	Effective
		Social promotion in the local area	Positive	Effective
	Civil and political rights of communities	N.A.		
	Rights of indigenous peoples	Compromise of the livelihoods of indigenous peoples in the supply chain	Negative	Potential
ESRS S4 Consumers and end-users	Impacts related to information for consumers and/or end-users	Loss of customer data due to IT security problems	Negative	Potential
	Personal safety of consumers and/or end users	Supply of products that are unsafe for the health of users	Positive	Effective



ESRS topics	Objectives	Main impacts	Type	Actual / Potential
ESRS S4 Consumers and end-users	Social inclusion of consumers and/or end-users	N.A.		
ESRS G1 Business Conduct	Corporate culture	Anticipation of needs and openness to dialogue with stakeholders	Positive	Effective
		Fair and lasting relations with stakeholders	Positive	Effective
		Ability to implement clear policies and shared management procedures, identifying roles and responsibilities	Positive	Potential
	Protection of whistleblowers	Protection of anonymous whistleblowers	Positive	Effective
	Animal welfare	Negative impacts related to the exploitation of animals in the supply chain	Negative	Potential
	Political engagement and lobbying activities	N.A.		
	Management of relations with suppliers, including payment practices	Timely and adequate payments to suppliers	Positive	Effective
	Active and passive corruption	Non-compliance with laws and regulations	Negative	Potential
ESRS Entity specific - product innovation		Research and development of durable products with recycled and certified raw materials	Positive	Effective
		Creation of partnerships to boost the development and innovation of the sector and the promotion of Como's textile culture	Positive	Effective

FINANCIAL MATERIALITY

ESRS topics	Objectives	Main impacts	Type
ESRS E1 Climate change	Adaptation to climate change	Failure to adapt to the physical risks of climate change	Risk
		Impact of climate change on the supply chain	Risk
	Climate change mitigation	Additional costs for the transition to sustainable production models	Risk
		Additional costs for reducing GHG emissions over the product life cycle/energy transition	Risk
	Energy	Increased independence from energy markets and reduced procurement costs	Opportunities
		Increase and volatility in the purchase costs of energy products	Risk
ESRS E2 Pollution	Air pollution	Environmental fines and penalties related to pollutant emissions into the air	Risk
	Water pollution	Environmental fines and penalties related to emissions of pollutants into water	Risk
	Soil pollution	Environmental fines and penalties related to emissions of pollutants into the soil	Risk
	Pollution of living organisms and food resources	Environmental fines and penalties related to pollution of living organisms and food resources	Risk
	Substances of concern	Inability to comply with regulations on hazardous/substances of concern	Risk
	Substances of very high concern	This sub-topic is included in the previous risk	
	Microplastics	Adaptation costs to monitor the reduction of this type of pollution	Risk
ESRS E3 Water and Marine Resources	Water	Risks related to water scarcity and dependency on water resources in production processes	Risk
	Marine resources	N/A	



ESRS topics	Objectives	Main impacts	Type
ESRS E4 Biodiversity and ecosystems	Factors with a direct impact on biodiversity loss	Costs related to the implementation of activities to mitigate upstream biodiversity impacts	Risk
	Impacts on species status	This sub-topic is included in the previous risk	
	Impacts on the extent and condition of ecosystems	This sub-topic is included in the previous risk	
	Impacts and dependencies in terms of ecosystem services	This sub-topic is included in the previous risk	
ESRS E5 Circular Economy	Inflows of resources, including the use of resources	Costs related to reduced availability of raw materials	Risk
		Difficulties in purchasing and integrating circular materials	Risk
		Costs for adjusting the level of traceability in the supply chain	Risk
	Outflow of resources related to products and services	Implementation of circular economy solutions	Opportunities
		Valorisation of textile waste and reduction of costs related to waste disposal	Opportunities
	Waste	Environmental fines and penalties related to the violation of waste regulations	Risk
ESRS S1 Own workforce	Working conditions	Costs related to the replacement of key managerial skills and workforce skills	Risk
		High staff turnover	Risk
		Difficulties in attracting new talent (low employer branding)	Risk
		Improving workforce productivity	Opportunities
		Loyalisation of human resources and their retention	Opportunities
		Injuries at work and occupational diseases	Risk
	Equal treatment and opportunities for all	Risks associated with unequal payment practices	Risk
		Improving the company's reputation	Opportunities
		Cases of discrimination and harassment in the workplace	Risk
	Other work-related rights	N/A	
ESRS S2 Workers in the value chain	Working conditions	Inadequate working conditions in the value chain	Risk
		Occupational accidents and diseases of workers in the value chain	Risk
	Equal treatment and opportunities for all	This sub-topic is included in the next risk	
	Other work-related rights	Human rights violations in the value chain	Risk
ESRS S3 Communities concerned	Economic, social and cultural rights of communities	Good relations and involvement with public administrations and local communities	Opportunities
		Retention of human resources involved in community initiatives	Opportunities
		Accusations of social-washing and errors in corporate communication	Risk



ESRS topics	Objectives	Main impacts	Type
ESRS S3 Communities concerned	Civil and political rights of communities	N/A	
	Rights of indigenous peoples	Reputational damage due to the compromise of the livelihoods of indigenous peoples in the supply chain	Risk
ESRS S4 Consumers and end-users	Impacts related to information for consumers and/or end-users	Misleading communications related to the product or organisation	Risk
		Environmental certifications as a distinctive element	Opportunities
	Personal safety of consumers and/or end users	Introduction of stringent product safety regulations and necessary investments	Risk
		Reputational risk related to possible textile product scandals	Risk
	Social inclusion of consumers and/or end-users	N/A	
ESRS G1 Business Conduct	Corporate culture	Violation of laws and regulations	Risk
		Costs related to the implementation of safeguards to ensure business ethics and integrity	Risk
		Fines and tax penalties	Risk
		Strengthening dialogue and trust with stakeholders	Opportunities
		Improving the company's reputation	Opportunities
	Protection of whistleblowers	Inadequate protection of whistleblowers	Risk
	Animal welfare	Failure to protect animal welfare in the procurement of raw materials	Risk
	Political engagement and lobbying activities	N.A.	
	Management of relations with suppliers, including payment practices	Non-timeliness of payments to suppliers	Risk
		Loss of strategic suppliers	Risk
	Active and passive corruption	Incidents of corruption and bribery	Risk
			Risk
ESRS Entity specific - product innovation		Costs of adaptation to the evolution of IT security and regulatory compliance	Risk
		Violation of intellectual property and privacy	Risk
		Development and sharing of new technological innovations in partnership	Opportunities



DOUBLE MATERIALITY MATRIX

The assessment outcomes were documented in the Double Materiality Matrix, which is divided into four quadrants and outlines the most significant ESRs issues for Gentili Mosconi, distinguishing whether their relevance is from an impact perspective, a financial one, or a combination of the two.

distinguishing whether their relevance is from an impact perspective, a financial one, or a combination of the two.

Impact materiality	Material topics only for impact materiality	Material themes for double materiality
	Climate change mitigation	Energy
	Water	Inflows of resources, including the use of resources
	Impacts on the extent and condition of ecosystems	Waste
	Impacts and dependencies in terms of ecosystem services	Working conditions - Own workforce
	Outflows of resources related to products and services	Economic, social and cultural rights of communities
	Equal treatment and opportunities for all - Own workforce	Impacts related to information for consumers and/or end-users
		Corporate culture
		Management of relations with suppliers, including payment practices
		Entity specific - product innovation
	Non-material topics	Material topics only for financial materiality
	Air pollution	Adaptation to climate change
	Water pollution	
	Soil pollution	
	Pollution of living organisms and food resources	
	Substances of concern	
	Substances of very high concern	
	Microplastics	
	Marine resources	
	Factors with a direct impact on biodiversity loss	
	Impacts on species status	
	Other work-related rights - Own workforce	
	Working conditions - Value chain	
	Equal treatment and opportunities for all - Value chain	
	Other work-related rights - Value chain	
	Civil and political rights of communities	
	Rights of indigenous peoples	
	Personal safety of consumers and/or end users	
	Social inclusion of consumers and/or end-users	
	Protection of whistleblowers	
	Animal welfare	
	Political engagement and lobbying activities	
	Active and passive corruption	
Financial Materiality		



PERFORMANCE INDICATORS - ECONOMIC INDICATORS

Basic economic and financial indicators	Units of Measurement	2023	2024
Net sales revenue	€/1,000	50,529	41,503
Gross operating margin (EBITDA)	€/1,000	8,642	3,354
Net operating margin (EBIT)	€/1,000	6,741	604
Net financial expenses	€/1,000	-220	-635
Profit before tax	€/1,000	6,962	1,240
Net profit	€/1,000	5,214	794
Net financial debt	€/1,000	-17,142	-12,932
Net equity	€/1,000	-37,846	-36,196

BREAKDOWN OF THE DETERMINATION OF GENERATED ADDED VALUE

GRI Standards:2-6

Items	Units of Measurement	2023 (IFRS)	2024 (IFRS)
A. Value of production	€/1,000	51,398	43,079
Revenues from sales and services	€/1,000	50,529	41,503
Changes in inventories	€/1,000	-131	257
Other revenues and income	€/1,000	1,000	1,319
B. Costs	€/1,000	-32,644	-28,304
Costs for raw materials, subsidiary materials, consumables, and goods	€/1,000	-16,756	-13,915
Costs for services	€/1,000	-14,573	-12,890
Provisions for risks	€/1,000	-81	-66
Value adjustments on tangible and intangible assets and trade receivables	€/1,000	0	0
Other operating costs	€/1,000	-1,234	-1,433
C. Income net of bank charges	€/1,000	192	666
Financial income	€/1,000	299	777
Bank charges	€/1,000	-107	-111
OVERALL GROSS VALUE ADDED (A+B+C)	€/1,000	18,946	15,441

REVENUES BY PRODUCT LINE

GRI Standards:2-6

Line	2023 Revenues [€/1000]	2024 Revenues [€/1000]
Textiles	22,386	17,825
Fashion accessories	24,981	19,246
Home accessories	1,962	1,339
Printing and dyeing processes	445	2,328
Other revenues	755	765
Total	50,529	41,503

BREAKDOWN OF THE DETERMINATION OF ADDED VALUE

GRI Standards:201

Items	Units of Measurement	2023 (IFRS)	2024 (IFRS)
A. Staff Remuneration	€/1,000	9,991	11,229
Cost of personnel	€/1,000	9,991	11,229
B. Remuneration of the public administration	€/1,000	1,744	550
Income taxes for the year, current, deferred, advance	€/1,000	1,727	520
Other taxes and duties (non-deductible VAT)	€/1,000	17	30
C. Remuneration of credit capital	€/1,000	79	141
Short- and medium- to long-term capital charges	€/1,000	79	141
D. Remuneration of equity capital	€/1,000	2,280	0
Distribution of profit for the year	€/1,000	2,280	0
E. Remuneration of the company	€/1,000	4,774	3,404
Profit/(loss) for the year allocated to reserves	€/1,000	2,955	720
Depreciation	€/1,000	1,819	2,684
F. Remuneration of the collectivity	€/1,000	78	117
Membership fees	€/1,000	19	29
Contributions to Universities and Research Centres	€/1,000	0	0
Donations and gifts	€/1,000	59	88
OVERALL GROSS VALUE ADDED (A+B+C+D+E+F)	€/1,000	18,946	15,441



SUPPLIERS AND PURCHASES

GRI Standards:204, 308

GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS

GRI Standard:2-6

Basic economic and financial indicators	Units of Measurement	2023	2024
Suppliers	n.	883	1,084
National suppliers	n.	807	1,013
Regional suppliers	n.	652	818
Share of national suppliers	%	91.4%	93.5%
Share of regional suppliers	%	73.8%	75.5%
Value of the purchased	€/1,000	37,542	40,453
Value of purchases from national suppliers	€/1,000	37,044	39,100
Value of purchases from regional suppliers	€/1,000	34,082	35,961
Share purchased nationally	%	98.7%	96.7%
Regional share purchased	%	90.8%	88.9%

Area	2023		2024	
	customer number [n]	Revenues [€/1000]	customer number [n]	Revenues [€/1000]
Italy	883	1,084	297	16,197
EEC	807	1,013	63	13,826
Extra EEC	652	818	81	11,480
Total	91.4%	93.5%	441	41,503

EVALUATION OF SUPPLIERS WITH ESG CRITERIA

GRI Standards:308, 414

Suppliers evaluated	Type of data analysis	2023				2024			
		Number of suppliers evaluated	High rating	Average rating	Low rating	Number of suppliers evaluated	High rating	Average rating	Low rating
Suppliers of raw materials	based on the number of suppliers	15	2	11	2	15	1	5	9
	% based on quantity purchased	80.6%	10.2%	61.7%	6.7%	81.4%	9.9%	38.9%	32.6%
Suppliers of outsourced processes	based on the number of suppliers	8	5	3	0	6	6	0	0
	% based on quantity processed	83.9%	59.7%	24.2%	0.0%	82.30%	82.30%	0.0%	0.0%



PERFORMANCE INDICATORS - ENVIRONMENTAL INDICATORS

UNIT OF FABRIC PRODUCED/PROCESSED	Units of Measurement	2023	2024
Tot fabric processed by COMACINA	m		1,188,959.00
Tot fabric processed by EMME	m	804,237.66	672,605.00
Tot fabric sold by Gentili Mosconi	m	990,881.00	845,908.00

ENERGY CONSUMPTION BY SOURCE								GRI Standards:302	
Energy sources	Units of Measurement	Gentili Mosconi		Emme		Comacina		Group	
		2023	2024	2023	2024	2023	2024	2023	2024
Natural gas	m³	14,235	17,984	813,557	785,834	/	606,780	827,792	1,410,598
Diesel for vehicle fleet	l	19,549	14,437	2,642	2,935	/	5,976	22,191	23,348
Petrol for vehicle fleet	l	13,461	16,035	0	0	/	0	13,461	16,035
Total grid electricity (with and without GO)	kWh	317,439	354,378	1,299,269	1,328,044	/	609,712	1,616,708	2,292,134
Self-generated renewable electricity	kWh	90,232	90,223	0	0	/	0	90,232	90,223
Electricity purchased with GO	kWh	0	139,270	0	604,657	/	0	0	743,927

ENERGY CONSUMPTION BY SOURCE								GRI Standards:302	
Energy sources	Units of Measurement	Gentili Mosconi		Emme		Comacina		Group	
		2023	2024	2023	2024	2023	2024	2023	2024
Natural gas	GJ	560	709	32,054	30,962	/	23,907	32,614	55,578
Diesel for vehicle fleet	GJ	0.70	0.52	0.09	0.10	/	0.21	0.79	0.83
Petrol for vehicle fleet	GJ	0.40	0.48	0	0	/	0	0.40	0.48
Total grid electricity (with and without GO)	GJ	1,143	1,276	4,677	4,781	/	2,195	5,820	8,252
Self-generated renewable electricity	GJ	325	325	0	0	/	0	325	325
Electricity purchased with GO	GJ	0	501	0	2,177	/	0	0	2,678
Total	GJ	2,029	2,311	36,732	35,743	/	26,102	38,760	64,156
Energy intensity	GJ/m	0.0020	0.0027	0.05	0.05	/	0.02	0.022	0.024



ENERGY CONSUMPTION BY SOURCE			GRI Standards:301
Gentili Mosconi	Units of Measurement	2023	2024
Fabric purchased	m	907,870.00	764,814.25
of which certified/green labels	m	186,564.00	279,073.83
Incidence of certified/sustainable label fabric on the total	%	21%	36%
Emme	Units of Measurement	2023	2024
Chemicals and dyes for printing	kg	138,208.50	138,227.00
Other chemicals (maintenance, purifier)	kg	58,785.00	42,850.00
Tot chemicals	kg	196,993.50	181,077.00
Chemicals index per metre of fabric	kg/m	0.24	0.27
Comacina	Units of Measurement	2023	2024
Chemicals and dyes for printing	kg	/	150,639.00
Other chemicals (maintenance, purifier)	kg	/	1,835.00
Tot chemicals	kg	/	152,474.00
Chemicals index per metre of fabric	kg/m	/	0.13

PACKAGING PURCHASED					GRI Standards:301		
Packaging purchased	Units of Measurement	2023			2024		
		Total [kg]	of which Green [kg]	Green Share [%]	Total [kg]	of which Green [kg]	Green Share [%]
Paper and cardboard	kg	4,601	4,601	100%	4,133	4,133	100%
Plastic	kg	1,670	1,123	67%	3,340	680	20%
Total	kg	6,271	5,724	0.91	7,473	4,813	64%



WASTE GENERATED

GRI Standards:306

		Gentili Mosconi		Emme		Comacina		Group	
Type	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Non-hazardous									
Paper	kg	15,020	18,490	51,780	45,760	/	18,860	66,800	83,110
Plastic	kg	3,200	4,900	300	2,720	/	400	3,500	8,020
Sludge produced by effluent treatment	kg	0	0	67,420	75,160	/	0	67,420	75,160
Wood	kg	0	0	2,200	3,530	/	720	2,200	4,250
Iron and steel + mixed metals	kg	0	40,620	1,660	4,960	/	1,580	1,660	47,160
Mixed packaging	kg	0	0	15,380	16,390	/	15,900	15,380	32,290
Out-of-service electronic equipment	kg	0	0	30	0	/	0	30	0
Printer toners	kg	170	225	0	120	/	0	170	345
Textile fibre waste	kg	6,807	8,580	1,287	660	/	3,620	8,094	12,860
Bulky waste	kg	0	0	0	0	/	330	0	330
Hazardous									
Printer toners containing hazardous substances	kg	0	0	324	102	/	0	324	102
Waste adhesives and sealants containing organic solvents or other dangerous substances	kg	0	0	703	920	/	0	703	920
Packaging containing residues of or contaminated by dangerous substances	kg	0	0	2,544	3,680	/	0	2,544	3,680
Out-of-service equipment containing hazardous substances	kg	0	0	180	0	/	0	180	0
Inorganic waste containing hazardous substances	kg	40	0	960	0	/	0	1,000	0
Other emulsions	kg	0	70	0	0	/	0	0	70
Packaging containing residues of or contaminated by dangerous substances	kg	30	0	0	0	/	0	30	0
Total	kg	25,267	72,885	144,768	154,002	/	41,410	170,035	268,297



WASTE INDICES

GRI Standards:306

		Gentili Mosconi		Emme		Comacina		Group	
Type	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Hazardous waste	kg	70	70	4,711	4,702	/	0	4,781	4,772
non-hazardous waste	kg	25,197	72,815	140,057	149,300	/	41,410	165,254	263,525
Total	kg	25,267	72,885	144,768	154,002	/	41,410	170,035	268,297
Total waste on the total metres of processed fabric	kg/m	0.03	0.09	0.18	0.23	/	0.03	0.09	0.10
Total hazardous waste on the total metres of processed fabric	kg/m	0.00	0.00	0.006	0.007	/	0.000	0.003	0.002
Total non-hazardous waste on the total metres of processed fabric	kg/m	0.025	0.086	0.174	0.222	/	0.035	0.092	0.097

WASTE DISPOSAL METHODS

GRI Standards:306

	Units of Measurement	2023			2024		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Recovery activities	kg	3,088	97,834	100,922	3,782	198,725	202,507
Preliminary deposit for disposal activities	kg	1,693	67,420	69,113	990	64,800	65,790
Total	kg	4,781	165,254	170,035	4,772	263,525	268,297

WATER WITHDRAWALS BY SOURCE

GRI Standards:303

		Gentili Mosconi		Emme		Comacina		Group	
Source	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Groundwater	m³	0	0	69,568	63,694	/	0	69,568	63,694
Water supplied by public aqueducts	m³	1,094	1,507	219	417	/	84,379	1,313	86,303
Total	m³	1,094	1,507	69,787	64,111	/	84,379	70,881	149,997
Index of m³ per m of fabric	mc/m	0.001104068	0.001781518	0.087	0.095	/	0.071	0.039	0.055



WATER DISCHARGE AND WATER CONSUMPTION

GRI Standards:303

		Gentili Mosconi		Emme		Comacina		Group	
Destination	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Discharge to sewerage treatment entity	m³	0	0	60,832	55,062	/	81,541	60,832	136,603
Water consumption	m³	1,094	1,507	8,955	9,049	/	2,838	10,049	13,394

CLIMATE-CHANGING EMISSIONS INTO THE ATMOSPHERE

GRI Standards:305

		Gentili Mosconi		Emme		Comacina		Group	
Emissions	Units of Measurement	2023	2024	2023	2024	2023	2024	2023	2024
Direct (Scope 1)	tCO2eq/anno	110.06	175.96	1,591.81	1,666.61	/	1,301.65	1,701.87	3,144.22
Indirect (Scope 2) - market based	tCO2eq/anno	133.32	75.29	307.08	289.32	/	186.97	440.40	551.59
Indirect (Scope 2) - location based	tCO2eq/anno	/	77.41	/	313.89	/	144.10	/	535.40
Scope 3	tCO2eq/anno	215.79	176.10	/	155.10	/	232.29	215.79	563.49
Totals (Scope 1 and 2 and 3) - market based	tCO2eq/anno	459.17	427.36	1,898.89	2,111.03	/	1,720.91	2,358.06	4,259.30
Carbon intensity of the organisation	tCO2eq/m	0.00046	0.00051	0.0024	0.0031	/	0.0014	0.0013	0.0016

EVALUATION OF SUPPLIERS WITH ESG CRITERIA

GRI Standards:308.414

Suppliers evaluated	Type of data analysis	2023				2024			
		Number of suppliers evaluated	High rating	Average rating	Low rating	Number of suppliers evaluated	High rating	Average rating	Low rating
Suppliers of raw materials	based on the number of suppliers	15	2	11	2	15	1	5	9
	% based on quantity purchased	80.6%	10.2%	61.7%	6.7%	81.4%	9.9%	38.9%	32.6%
Suppliers of outsourced processes	based on the number of suppliers	8	5	3	0	6	6	0	0
	% based on quantity processed	83.9%	59.7%	24.2%	0.0%	82.30%	82.30%	0.0%	0.0%



PERFORMANCE INDICATORS - SOCIAL INDICATORS

EMPLOYEES BY AGE AS AT 31.12 OF THE GROUP								GRI Standards:2-7, 405	
Age Classes	Units of Measurement	2023			2024				
		Men	Women	Total	Men	Women	Total		
Under 30	n.	12	7	19	16	7	23		
30 to 39 years old	n.	8	12	20	12	15	27		
40 to 49	n.	12	34	46	17	39	56		
50 and Over 50	n.	38	41	79	56	55	111		
Total	n.	70	94	164	101	116	217		

EMPLOYEES BY AGE AS AT 31.12 - BREAKDOWN BY GROUP COMPANIES																			
Age Classes	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30	n.	3	6	9	2	6	8	9	1	10	9	1	10	/	/	/	5		5
30 to 39 years old	n.	4	12	16	5	12	17	4	0	4	5	1	6	/	/	/	2	2	4
40 to 49	n.	5	30	35	5	33	38	7	4	11	9	5	14	/	/	/	3	1	4
50 and Over 50	n.	16	37	53	16	45	61	22	4	26	21	4	25	/	/	/	19	6	25
Total	n.	28	85	113	28	96	124	42	9	51	44	11	55	/	/	/	29	9	38



EMPLOYEES BY JOB CLASSIFICATION OF THE GROUP

GRI Standards:2-7, 405

Job classifications	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Managers	n.	0	1	1	0	1	1
Middle managers	n.	4	2	6	4	3	7
Employees	n.	25	65	90	32	79	111
Blue-collar Workers	n.	41	26	67	62	36	98
Total	n.	70	94	164	98	119	217

EMPLOYEES BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

Job classifications	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	n.	0	1	1	0	1	1	0	0	0	0	0	0	/	/	/	0	0	0
Middle managers	n.	2	2	4	2	3	5	2	0	2	2	0	2	/	/	/	0	0	0
Employees	n.	19	58	77	19	64	83	6	7	13	6	9	15	/	/	/	7	6	13
Blue-collar Workers	n.	7	24	31	7	28	35	34	2	36	36	2	38	/	/	/	19	6	25
Total	n.	28	85	113	28	96	124	42	9	51	44	11	55	/	/	/	26	12	38



EMPLOYEES BY TYPE OF CONTRACT AND EXTERNAL COLLABORATORS OF THE GROUP

GRI Standards:2-7, 405

Agreements	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Permanent contract	n.	63	87	150	93	113	206
Fixed-term contract	n.	1	2	3	1	2	3
Apprenticeship	n.	6	5	11	7	1	8
Atypical (administration, project, internship)	n.	1	0	1	0	1	1
Total	n.	71	94	165	101	117	218
Full-Time	n.	69	90	159	100	109	209
Part-Time	n.	1	4	5	1	7	8
Total	n.	70	94	164	101	116	217
External collaborators	n.	1	1	2	0	0	0

EMPLOYEES BY TYPE OF CONTRACT AND EXTERNAL COLLABORATORS - BREAKDOWN BY GROUP COMPANIES

Agreements	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	n.	25	79	104	26	93	119	38	8	46	40	11	51	/	/	/	27	9	36
Fixed-term contract	n.	1	2	3	1	2	3	0	0	0	0	0	0	/	/	/		0	0
Apprenticeship	n.	2	4	6	1	1	2	4	1	5	4	0	4	/	/	/	2	0	2
Atypical (administration, project, internship)	n.	0	0	0	0	0	0	1	0	1	0	1	1	/	/	/	0	0	0
Total	n.	28	85	113	28	96	124	43	9	52	44	12	56	/	/	/	29	9	38
Full-Time	n.	28	82	110	28	91	119	41	8	49	43	10	53	/	/	/	29	8	37
Part-Time	n.	0	3	3	0	5	5	1	1	2	1	1	2	/	/	/	0	1	1
Total	n.	28	85	113	28	96	124	42	9	51	44	11	55	/	/	/	29	9	38
External collaborators	n.	0	1	1	0	0	0	1	0	1	0	0	0	/	/	/	0	0	0



GROUP EMPLOYMENT AND TURNOVER

GRI Standards:401

Flows	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Number of new hires	n.	18	15	33	26	25	51
Former employees	n.	12	8	20	14	11	25
Total number of employees	n.	70	94	164	101	116	217
Rate of hiring new employees	%	25.7%	16.0%	20.1%	25.7%	21.6%	23.5%
Employee turnover rate	%	17.1%	8.5%	12.2%	13.9%	9.5%	11.5%

EMPLOYMENT AND TURNOVER - BREAKDOWN BY GROUP COMPANIES

Flows	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of new hires	n.	11	14	25	7	20	27	7	1	8	4	2	6	/	/	/	15	3	18
Former employees	n.	9	8	17	6	8	14	3	0	3	2	0	2	/	/	/	6	3	9
Total number of employees	n.	28	85	113	28	96	124	42	9	51	44	11	55	/	/	/	29	9	38
Total number of employees	%	39.3%	16.5%	22.1%	25.0%	20.8%	21.8%	16.7%	11.1%	15.7%	9.1%	18.2%	10.9%	/	/	/	51.7%	33.3%	47.4%
Rate of hiring new employees	%	32.1%	9.4%	15.0%	21.4%	8.3%	11.3%	7.1%	0.0%	5.9%	4.5%	0.0%	3.6%	/	/	/	20.7%	33.3%	23.7%



SALARY RATIO WOMEN/MEN BY JOB CLASSIFICATION WITHIN THE GROUP

GRI Standards:405

Job classifications	Units of Measurement	2023	2024
		Male/female ratio	Male/female ratio
Executives - average monthly RAL	€	/	/
Executives - average monthly RGA	€	/	/
Middle managers - average monthly RAL	€	1.01	0.90
Middle managers - average monthly RGA	€	1.01	0.83
Employees - Average monthly RAL	€	0.76	0.80
Employees - Average monthly RGA	€	0.77	0.80
Blue-collar Workers - average monthly RAL	€	1.14	0.94
Blue-collar Workers - Average monthly RGA	€	1.15	0.91

WOMEN'S/MEN'S PAY RATIO BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

GRI Standards:405

Job classifications	Units of Measurement	Gentili Mosconi		Emme		Comacina	
		2023	2024	2023	2024	2023	2024
		Male/female ratio	Male/female ratio	Male/female ratio	Male/female ratio	Male/female ratio	Male/female ratio
Executives - average monthly RAL	€	/	/	/	/	/	/
Executives - average monthly RGA	€	/	/	/	/	/	/
Middle managers - average monthly RAL	€	1.09	0.92	/	/	/	/
Middle managers - average monthly RGA	€	1.10	0.89	/	/	/	/
Employees - Average monthly RAL	€	0.80	0.86	0.73	0.84	/	0.70
Employees - Average monthly RGA	€	0.81	0.81	0.73	0.91	/	0.69
Blue-collar Workers - average monthly RAL	€	1.18	1.03	1.11	0.85	/	0.97
Blue-collar Workers - Average monthly RGA	€	1.19	0.95	1.12	0.85	/	0.95



PARENTAL LEAVE AND RETURN RATES BY GENDER OF THE GROUP

GRI Standards: 401

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Parental leave granted	n.	1	1	2	3	0	3
Leave ended during the period	n.	1	1	2	3	0	3
Workers returned to work at the end of parental leave	n.	1	1	2	3	0	3
Return rate	%	100%	100%	100%	100%	0	100%

PARENTAL LEAVE AND RETURN RATES BY GENDER - BREAKDOWN BY GROUP COMPANIES

	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Parental leave granted	n.	0	1	1	1	0	1	1	0	1	1	0	1	/	/	/	1	0	1
Leave ended during the period	n.	0	1	1	1	0	1	1	0	1	1	0	1	/	/	/	1	0	1
Workers returned to work at the end of parental leave	n.	0	1	1	1	0	1	1	0	1	1	0	1	/	/	/	1	0	1
Return rate	%	/	100%	100%	100%	/	100%	100%	/	100%	100%	/	100%	/	/	/	100%	/	100%



HOURS OF TRAINING BY JOB CLASSIFICATION WITHIN THE GROUP

GRI Standards:404

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Managers	hours	0	35	35	0	24	24
Middle managers	hours	58	24	82	30	32	62
Employees	hours	256	622	878	220	896	1,116
Blue-collar Workers	hours	176	73	249	561	244	805
Total	hours	490	754	1243	811	1,196	2,007

TRAINING HOURS BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	hours	0	35	35	0	24	24	0	0	0	0	0	0	/	/	/	0	0	0
Middle managers	hours	26	24	50	20	32	52	32	0	32	10	0	10	/	/	/	0	0	0
Employees	hours	245	608	853	184	837	1,021	11	14	25	29	40	69	/	/	/	7	20	27
Blue-collar Workers	hours	41	65	106	61	231	292	135	8	143	364	1	365				137	12	149
Total	hours	312	732	1,044	265	1,123	1,388	178	22	200	403	41	443	/	/	/	144	32	176



HOURS OF TRAINING BY THEMATIC AREA WITHIN THE GROUP

GRI Standards:404

Thematic scope	Units of Measurement	2023	2024
Informatics	hours	52	431
Technical / Operational	hours	172	64
Managerial	hours	190	0
Foreign Languages	hours	75	147
Safety	hours	479	556
Quality / Environment / Sustainability	hours	276	278
More	hours	0	532
Total	hours	1,244	2,007
Total training costs	€	€ 29,651.20	€ 56,794.48

TRAINING HOURS BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi		Emme		Comacina	
Thematic scope	Units of Measurement	2023	2024	2023	2024	2023	2024
Informatics	hours	30	412	22	19	/	0
Technical / Operational	hours	172	64	0	0	/	0
Managerial	hours	190	0	0	0	/	0
Foreign Languages	hours	75	147	0	0	/	0
Safety	hours	329	333	150	121	/	102
Quality / Environment / Sustainability	hours	248	184	28	20	/	74
More	hours	0	248	0	284	/	0
Total	hours	1,044	1,388	200	443	/	176
Total training costs	€	€ 23,052.10	€ 34,630.48	€ 6,599.10	€ 21,436.00	/	€ 728.00*

* costs not yet fully monitored.



NUMBER OF INJURIES BY GENDER OF THE GROUP

GRI Standards:403

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Total injuries in the year	n.	1	1	2	4	2	6
Working days lost	n.	32	60	92	54	97	151
Injuries / total employees	%	1.43%	1.06%	1.22%	3.96%	1.72%	2.76%
Workplace injuries	n.	0	0	0	4	1	5
Injuries while commuting	n.	0	1	1	0	1	1

NUMBER OF INJURIES BY GENDER - BREAKDOWN BY GROUP COMPANIES

	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total injuries in the year	n.	0	1	1	0	2	2	1	0	1	3	0	3	/	/	/	1		1
Working days lost	n.	0	60	60	0	97	97	32	0	32	51	0	51	/	/	/	3		3
Injuries / total employees	%	0.00%	1.18%	0.88%	0.00%	2.08%	1.61%	2.38%	0.00%	1.96%	6.82%	0.00%	5.45%	/	/	/	3.45%	0.00%	2.63%
Workplace injuries	n.	0	0	0	0	1	1	0	0	0	3	0	3				1		1
Injuries while commuting	n.	0	1	1	0	1	1	0	0	0	0	0	0	/	/	/			0



GROUP HEALTH AND SAFETY INDICES

GRI Standards:403

	Units of Measurement	2023			2024		
		Men	Women	Total	Men	Women	Total
Number of days lost due to illness, injury*	n.	703	988	1,691	838	2,253	3,091
Theoretical working days	n.	41,328			56,964		
Absenteeism rate	%	1.7%	2.4%	4.1%	1.5%	4.0%	5.4%
Injury rate	n.	3.02	3.02	6.05	8.78	4.39	13.17
Lost workday rate (severity index)	n.	2.13	2.99	5.11	1.84	4.94	6.78
Workplace injury rate	n.	0.00	0.00	0.00	8.78	2.19	10.97
Commuting accident rate	n.	0.00	3.02	3.02	0.00	2.19	2.19

* including first aid injuries, public appointments, blood donation permits, and others, disabilities, assemblies/strikes

HEALTH AND SAFETY INDICES - BREAKDOWN BY GROUP COMPANIES

	Units of Measurement	Gentili Mosconi						Emme						Comacina					
		2023			2024			2023			2024			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of days lost due to illness, injury*	n.	248	958	1,206	242	1,456	1,698	455	30	485	431	706	1,137	/	/	/	165	91	256
Theoretical working days	n.	28,476			31,248			12,852			13,860			/			11,856		
Absenteeism rate	%	0.9%	3.4%	4.2%	0.8%	4.7%	5.4%	3.5%	0.2%	3.8%	3.1%	5.1%	8.2%	/	/	/	1.4%	0.8%	2.2%
Injury rate	n.	0.00	4.39	4.39	0.00	8.00	8.00	9.73	0.00	9.73	27.06	0.00	27.06	/	/	/	10.54	0.00	10.54
Lost workday rate (severity index)	n.	1.09	4.21	5.29	0.97	5.82	6.79	4.43	0.29	4.72	3.89	6.37	10.25	/	/	/	1.74	0.96	2.70
Workplace injury rate	n.	0.00	0.00	0.00	0.00	4.00	4.00	0.00	0.00	0.00	27.06	0.00	27.06	/	/	/	10.54	0.00	10.54
Commuting accident rate	n.	0.00	4.39	4.39	0.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	/	/	/	0.00	0.00	0.00

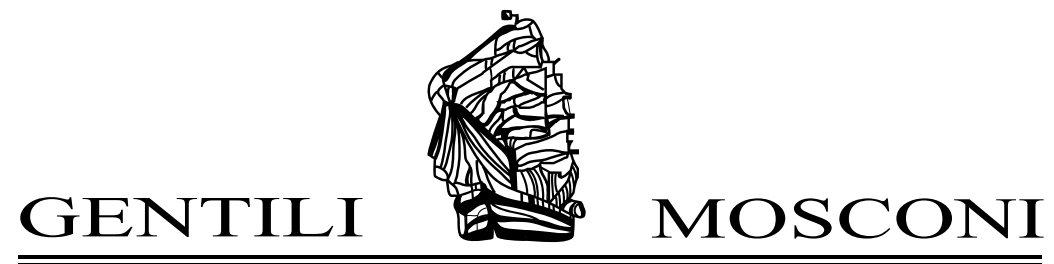
* including first aid injuries, public appointments, blood donation permits, and others, disabilities, assemblies/strikes

*Cristiano
Maifrè*

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