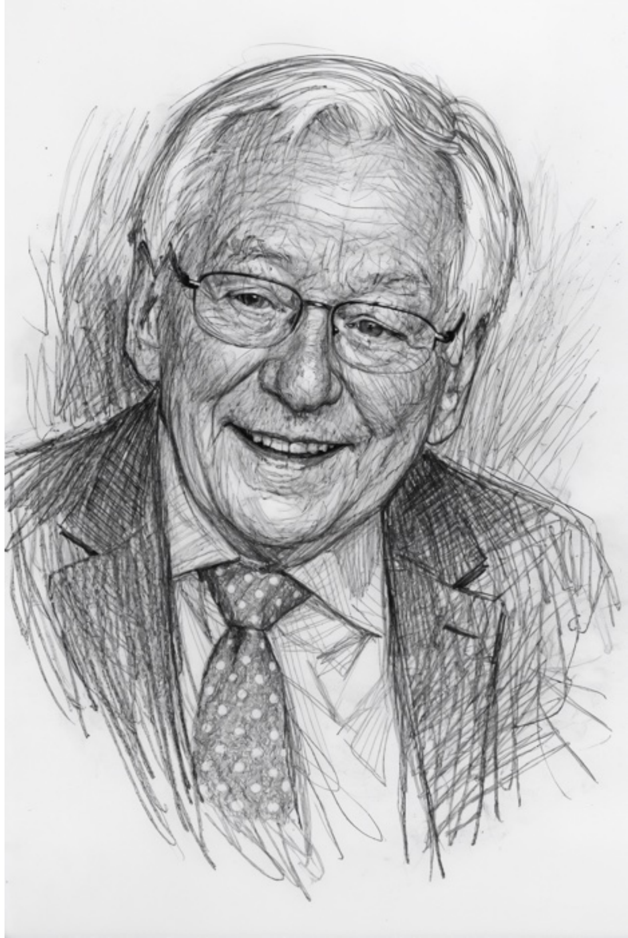
GENTILI MOSCONI

SUSTAINABILITY REPORT 2025



The 2025 Sustainability Report devotes a monographic in-depth study to the entrepreneur ***Hans-Georg Sasse-Vosswinckel****. An aesthete and a profound connoisseur of the Como textile supply chain, he has been able to interpret the market and anticipate evolving trends. He specialised his company in creating top-quality scarves and foulards. Tracing his origins and vision also means rediscovering an important chapter in the history of European fashion. This Report presents a selection of C&P Vosswinckel scarves, now kept in the Gentili Mosconi Archive.*

Coming from a family with a strong entrepreneurial tradition, **Hans-Georg Sasse-Vosswinckel**, remembered by everyone in Como as "Mr Sasse", led C&P Vosswinckel until 2009, a company founded in Germany in 1873 by the Councillor of Commerce Carl Vosswinckel together with his cousin Paul. Initially, the company worked in close collaboration with the most important Parisian couture houses: the patterns and fabrics needed for production were purchased, and then the company supplied the "Modesalons", the exclusive ateliers of the time, where garments were made exclusively to order and tailored for customers. The success was overwhelming. Thanks to the growing expansion – to the rest of Europe and as far as Russia – embroidery and trimming workshops were also opened.

During the twentieth century, after overcoming the catastrophes of the two world wars, the family's resilience ensured the generational handover, guiding the company towards a new era after the Second World War.

During the recovery phase, the business shifted its focus to the production of scarves and shawls in Italy. Then, in the 1960s, the rise of prêt-à-porter radically transformed the logic of the market. So, when Mr Sasse took over the management of the company, he decided to specialise exclusively in the production of collections of high-fashion scarves and foulards under the Renard brand. He drew on the expertise of the two leading centres for silk production in Europe, Lyon and Como. In particular, he established a close collaboration with the Como supply chain, a city that was already internationally renowned at that time for its excellence in silk printing and processing.

Mr Sasse had a highly personal approach to his work; he took great pleasure in closely overseeing every stage of the collections' production and, over time, had built up a close-knit network of collaborators comprising entrepreneurs, technicians and artisans from the district.

Each collection reflected the relentless stylistic research, from the conception of the themes to the definition of the variants, and each scarf came to life under his supervision. His presence in Como, where he resided for more than three months a year, testifies to his absolute dedication and meticulous attention to detail. It is precisely thanks to this approach and the synergy with the Como textile supply chain that the Renard collection achieved high quality standards, establishing itself in Germany and progressively in international markets, particularly in Austria, Switzerland, the Netherlands, the Scandinavian countries and the United States.

In 2009, after more than 136 years in business, the company was closed "for reasons of age", as Mr Sasse himself ironically recalled. Subsequently, the entrepreneur gradually reduced his presence in Como, returning to live permanently in Germany, where he now spends his retirement years.

His experience is intertwined with the history of the company and testifies to how the development of European fashion was made possible by a network of relationships built over time through the great commitment of certain key figures.

We are deeply grateful to Mr Sasse for sharing such a valuable testimony with us. In an era in which the fashion system has become the paradigm of speed, his journey reminds us of the urgency of rediscovering the "product culture", the importance of knowing every stage of creation up close.

1

INTRODUCTION

LETTER TO THE *STAKEHOLDERS* FROM THE CEO

The 2025 Sustainability Report affirms our identity as a Benefit company, which has never stopped believing in the productive, cultural, human and ethical value of its work.

In a complex year for the fashion industry, marked by global uncertainty and a contraction in consumer spending, we reaffirmed our strategy: to counter the crisis through investment and innovation, fragmentation through unity, and to pessimism with resilience and a vision that always looks beyond the obstacle.

2025 marked the completion of an essential strategic plan, which began with the listing on the Euronext Growth Milan Stock Exchange in 2023. The acquisition of Manifatture Tessili Bianchi 1981 and the creation of the newco Cesare Gatti were not just mere financial transactions, but acts of deep responsibility towards the local area.

For us, entering a new district like Biella, where Cesare Gatti operates, means respecting its history, safeguarding local jobs and relaunching its potential. We are convinced that Gentili Mosconi's competitiveness stems from respect for our values, from our know-how and from safeguarding the community and the local area in which we operate, because every artisan skill that is lost is a loss for the entire national economy.

This ethical vision rests on solid economic foundations, which are the result of prudent but ambitious management. The results for the 2025 financial year, with a consolidated increase in revenues of 30.3% compared to 2024, confirm the return to a growth path, despite the dynamics linked to consolidations and new acquisitions reflecting their effect on the final result for the year.

Our sustainable development strategy for the three-year period 2024-2026 has set targets on environmental, social and governance aspects, pushing us beyond the Group's corporate boundaries to embrace the concept of partnership. The projects developed by Gentili Mosconi ETS Foundation and Fili di Innovazione are a clear example of this: through them, textile heritage and culture create shared value for the benefit of people and the local area, while competition among district players evolves into sustainable, shared innovation, helping to safeguard the future of the fashion industry.

We close this year with the confidence that comes from having kept the promises made to our investors and local community, and we are ready to continue our path of sustainable growth in 2026 together with all our stakeholders, despite the significant uncertainties of the current geopolitical landscape.

I thank all stakeholders for the trust they have placed in Gentili Mosconi, and in particular all the employees and collaborators who are by my side in this ongoing challenge, aware that their commitment and dedication are a fundamental element in transforming challenges into results.

Francesco Gentili
President and Chief Executive Officer

HIGHLIGHTS

ENVIRONMENT

4 photovoltaic **systems**

98,802 kWh self-produced from **renewable sources**

37,4% of the Group's electricity requirements from **renewable sources** (self-generated or purchased)

4,301 t Co2eq of Organisation's Carbon Footprint **Scope 1, 2, 3**

74% of the Group's waste sent to **recovery activities**

445 training hours on **Quality/Environment/ Sustainability**

Free in-company electric charging stations

SOCIAL

Certification for **gender equality** according to the UNI PdR 125:2022 standard

95% of employees with **permanent contracts**

Administration of a questionnaire on satisfaction **with Welfare services**, to which **197** employees responded

103 employees involved in a **screening and awareness** project on the risks of diabetes

2,235 hours of **training** provided to staff

+126% compared to 2024 in contributions to **community** projects

5 new programmes from the **Gentili Mosconi Foundation** with a total in-person audience of **18,200** people

GOVERNANCE

2 new companies acquired

Updated **Sustainability** Policy

Updated **Code of Ethics**

200 stakeholders involved in the **Materiality Analysis**

15 suppliers assessed according to **ESG** criteria

3 group companies with a **4Chem Excellence** rating

3,735,000 invested in tangible fixed assets in **buildings, plant and machinery**

93.9% of suppliers based in **Italy**

ABOUT US

> Gentili Mosconi has been operating in the textile sector for 37 years, creating exclusive "Made in Italy" products for the world's leading luxury brands with passion, creativity and responsibility.

For over thirty years, the Gentili Mosconi Group has established itself as a benchmark in the Italian textile sector, thanks to its ability to combine craftsmanship, aesthetic care and continuous innovation.

Its fabrics, appreciated by international luxury brands, are used not only in haute couture, but also in high-end home furnishings and in the nautical sector.

The quality of the workmanship, the attention to detail and the commitment to responsible production have consolidated the Group's image as an ambassador for Made in Italy.

The heart of the company is located in the Como district, an area historically and culturally linked to silk, where Gentili Mosconi Spa, Emme Srl and Tintoria Comacina Srl are based.

In 2025, the Group further acquired Manifatture Tessili Bianchi 1981 S.r.l., which specialises in the production of high-end plain fabrics for women's fashion, and Cesare Gatti S.r.l., a historic company renowned for the processing of noble fibres and high-end fabrics, based in the Biella area.

These companies are complemented by a showroom in New York, to develop direct relationships with US customers.

The production process is managed internally at every stage: from the definition of the creative proposal to the creation of the fabric or the finished accessory.

This enables swift decision-making, great flexibility and close collaboration with our brand partners.

Internal research activities aim to integrate aesthetics, performance and sustainability, keeping the local textile culture alive.

The Group favours certified materials and processes, responsible management practices and partnerships that promote inclusion, knowledge-sharing and responsible supply-chain relations.

Since 2023, Gentili Mosconi has been formally a Benefit company, a choice that reflects its commitment to generating social and environmental value.

In 2024, Gentili Mosconi ETS Foundation was also established with the aim of supporting culture, creativity, and sustainability-oriented projects, thereby strengthening the Group's role as a responsible organisation with a strong commitment to the common good.

OUR LOGO

GENTILI MOSCONI

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.

THE STORY

1980 1990 2000

1988

Francesco Gentili and Patrizia Mosconi found the company, based in the centre of Como

1990

Relocation to the new headquarters in Casnate con Bernate

1999

Creation of the women's clothing fabrics line, which complements the long-standing accessories line

2005

Creation of "Gentili Mosconi Home" thanks to the entrepreneurial spirit of Patrizia Mosconi

2011

Creation of the company Archive, which brings together all of Gentili Mosconi's *know-how* – a treasure trove of creativity and craftsmanship

2012

Inauguration of the site in Via Arno, powered by photovoltaic and geothermal energy.

2015

Acquisition of the Emme srl printing mill

2017

Opening of the first *showroom* of Gentili Mosconi Home

2023

Conversion to a Benefit company and Listing on the Euronext Growth Milan Stock Exchange

2024

Establishment of the Gentili Mosconi ETS Foundation

2024

Acquisition of Tintoria Comacina srl and certain shareholdings in Creazioni Digitali and "Fili di Innovazione"

2010

2020

2030

2016

Acquisition of a stake in the chemical-textile analysis laboratory Elle.A.Ci.Ti

2019

Launch of "Gentili Mosconi New York", based in the *7th Street* area known as the *"Fashion District"*

2025

Acquisition of Manifatture Tessili Bianchi and Cesare Gatti srl

VISION, MISSION AND VALUES

> We look to the future driven by a desire to innovate and a commitment to creating value, transforming beauty into a responsible pledge to people, local communities, and the environment.

VISION | WHAT DO WE WANT TO DO?

Our Group's long-term vision is to contribute to positive change in the fashion industry by promoting the sustainable development of the supply chain, safeguarding the health and well-being of employees, and protecting the natural environment and textile cultural heritage.

MISSION | HOW DO WE DO IT?

"Creating the most beautiful scarf ever": we make fine, unique and high-quality haute couture accessories and fabrics, investing in the creation of an ecosystem of sustainable and innovative companies, promoting tradition and craftsmanship, in order to meet the demands of luxury customers.

VALUES | WHAT PRINCIPLES GUIDE US?

RESPONSIBILITY
towards colleagues, customers, suppliers and the environment

TRADITION
as a heritage inherited from the Como area and from Made in Italy

WELL-BEING
of the wearer of our fabrics, those who produce them and the environment around us

BEAUTY
as an inspiration and goal in everything we do

COURAGE
facing new challenges that require innovation and change


GENTILI MOSCONI

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.

It is a system structured like a mosaic, made up of many pieces. Creatives, students, designers and clients can draw inspiration from the Archive for new ideas, thanks to the dedication of our staff who work tirelessly every day to research, digitise and preserve our heritage. The value of the Archive lies in its heritage, which is constantly growing:

- over 90,000 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
- 2,000 fabrics from all over the world, an atlas that guides us to an understanding of the different processes
- 5,000 books from the Gentili Mosconi library
- historical and prestigious archival collections including the archive of Rue d'Anjou 3 - Maison Abraham, Gustav Zumsteg
- signature art collections including those of Beppe Spadacini and Alvaro Molteni

In 2025, after several months of planning, a new 700-square-metre pavilion was opened, entirely dedicated to the Gentili Mosconi Archive, expanding the Casnate con Bernate business centre.

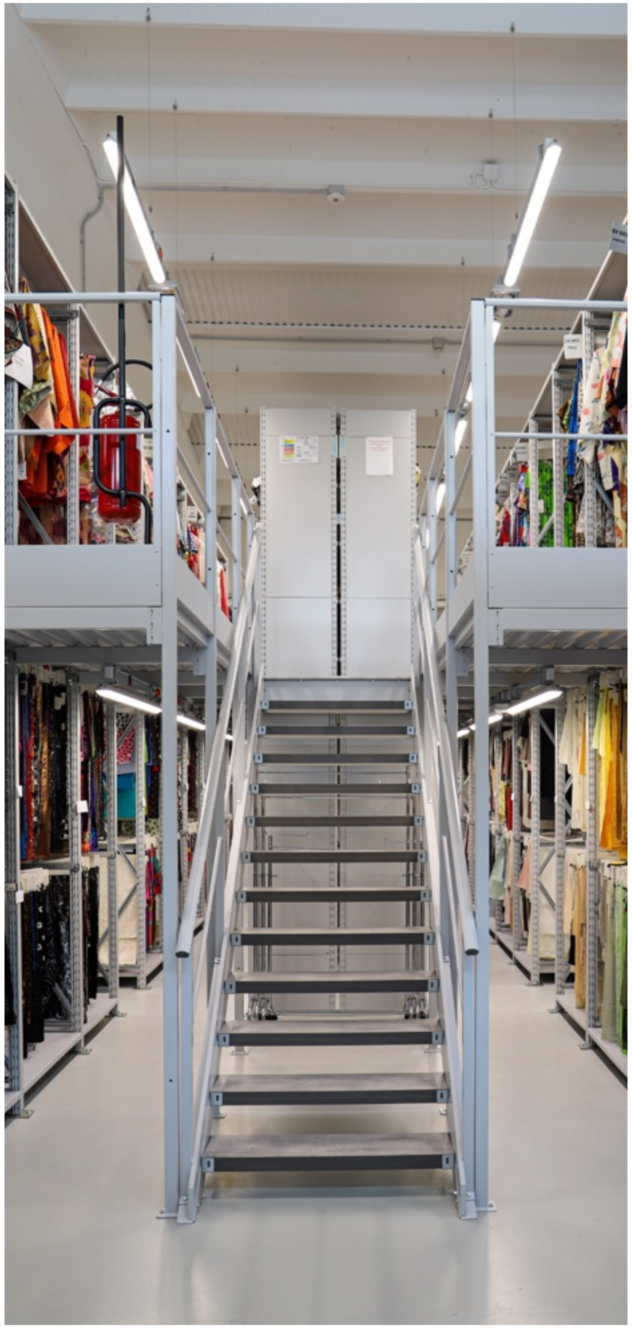
Located directly opposite the building that houses the collection of all the Group's production from 1988 to the present day, the new pavilion has an area dedicated to digitisation, to support the processes of cataloguing, study and access to materials.

The facility features prestigious collections acquired over time: from the Olmetto, Pentagono and Punto Como collections, which bring together designs, accessories and samples from the district, to the famous Parisian archive at 3 Rue d'Anjou, the historic headquarters of Maison Abraham.

The latter, in particular, represents a priceless heritage that traces the legacy of the founder Gustav Zumsteg and his key role in the history of fashion.

"Our Archive is an infinite mosaic. Each piece is different, irreplaceable and necessary to build the product culture. For a long time, we have been committed to acquiring "pieces" 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. In the new pavilion, this approach translates into a structured research path, supported by a tailor-made service, in which inspiration takes shape in a dedicated space."

Francesco Gentili



OUR CREATIONS

Gentili Mosconi stands out in the luxury fashion sector for its ability to create unique fabrics, developed in collaboration with customers. Innovation is combined with a deep respect for textile tradition.

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, viscose and acetate.
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.

HAUTE COUTURE

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

MEN'S ACCESSORIES

Handkerchiefs, bandanas, bow ties and evening accessories, ascots and ties both yarn-dyed and printed, custom-made, personalised or with logo

TESTING SERVICES

Elle.a.ci.ti, an ISO 17025-certified and ZDHC-recognised affiliated laboratory, offers technical assistance services and chemical-physical analysis

PRÊT-À-PORTER

Creative and innovative fabrics for men and women, distinctive of the Gentili Mosconi and Manifatture Tessili Bianchi 1981 styles

HOME COLLECTION

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

PRINTING SERVICES

Emme performs traditional screen printing, digital and double-sided printing, garment printing, washing and steaming services. Creazioni Digitali provides sublimation printing services, Green Drop pigment printing, and overprinting on special fabrics

WOMEN'S ACCESSORIES

Iconic scarves, stoles, foulards and shawls, stoles and plaids made with fine materials

CREATIVE SERVICES

Development of designs made exclusively for the customer

DYEING SERVICES

Tintoria Comacina provides scouring, dyeing and finishing services for fabrics for furnishings and clothing

GENTILI MOSCONI HOME

Gentili Mosconi Home is the division dedicated to haute couture applied to interior design and the nautical sector, founded in 2005 on the initiative of Patrizia Mosconi.

In 2024, the Gentili Mosconi Home showroom moved from the Como site to the fully renovated Casnate con Bernate site.

The division specialises in the production of fabrics and accessories for interior design and caters to different categories of customers: luxury brands, the nautical sector, boutique hotels and prestigious resorts, or private customers who value luxury and the excellence of Made in Italy.

In line with the Group's values, the Home division favours quality materials produced in Italy and seeks the best sustainable production standards.

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.

THE GENTILI MOSCONI FOUNDATION: A CONTRIBUTION TO TRADITION

Established at the end of 2024, Gentili Mosconi ETS Foundation aims to serve as a point of reference for the protection and enhancement of the textile, artistic, and creative heritage that lies at the heart of Made in Italy. The Foundation encourages creativity in all its forms, supports young talent, and promotes initiatives focused on responsible fashion, fostering greater cultural awareness and responsibility.

GENTILI MOSCONI FONDAZIONE

THE FIGURES FOR THE YEAR 2025

5 PROGRAMMES

15 INITIATIVES CARRIED OUT IN 12 MONTHS

34 ORGANISATIONS INVOLVED

18,200 PEOPLE REACHED IN WORKING GROUPS, WORKSHOPS, EXHIBITIONS AND EVENTS

THE 5 PROGRAMMES

CALL FOR PARTNERSHIPS... FOCUS ON

January 2025 saw the launch of a series of four travelling events entitled “Call for Partnerships... Focus On”, held at venues symbolic of the cultural and economic fabric of the city of Como, with the aim of promoting collaboration between organisations, institutions, cultural operators, professionals and associations.

- **Textiles as cultural heritage** at the former Church of San Pietro in Atrio as part of the 33rd edition of Miniartextil
- **Sustainable fashion and social inclusion** hosted at the Gentili Mosconi Home headquarters
- **Beauty, Made in Italy and landscape** in the prestigious setting of the Teatro Sociale in Como
- **Expanding the network: connections between training, craftsmanship and textile tradition** at the Cometa training centre in Como

SILK BRIDGE: FASHION AND DESIGN REVIVE INTERGENERATIONAL DIALOGUE

The Foundation was involved in the creation of the first edition of "Silk Bridge", a programme promoted by the Fondazione della Seta, dedicated to intergenerational dialogue and creative skills in the fashion and design sectors.

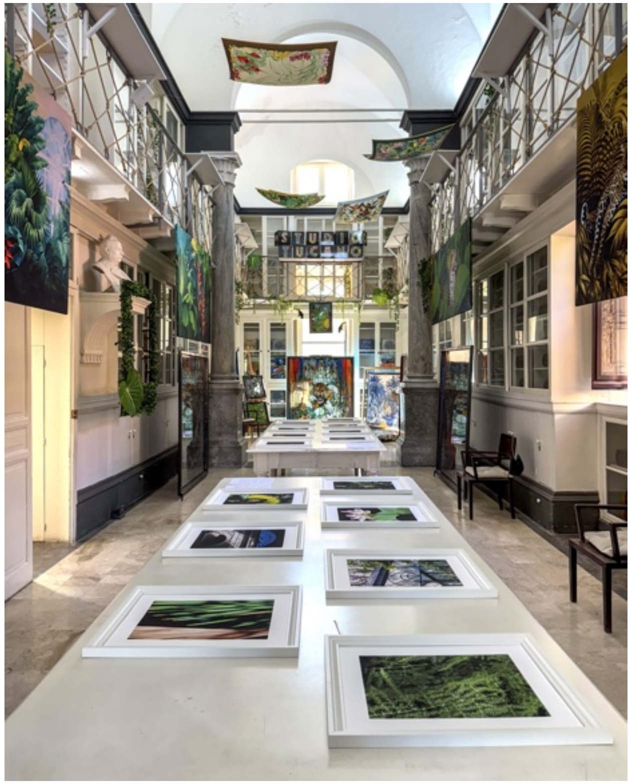
The Gentili Mosconi Foundation ran an educational programme at the "Paolo Carcano" School in Como, and also participated in the organisation of the final event, which hosted an intergenerational round table attended by prominent figures and students.

The programme involved numerous partners: the Fondazione della Seta ETS as the lead organisation, together with the Gentili Mosconi ETS Foundation, Confindustria Como, Confartigianato Imprese Como and the "Paolo Carcano" Institute.

LAKE COMO CREATIVITY WEEK 25

The Foundation took part in the "Lake Como Creativity Week (LCCW)", an initiative that brings together the organisations of the Governance of Como, a UNESCO Creative City, with the aim of promoting talent, creativity and participation in the Como district.

In 2025, at the instigation of the Gentili Mosconi Foundation, the LCCW paid tribute to the artist and textile designer Alvaro Molteni on the tenth anniversary of his passing. The Foundation contributed to the creation of the exhibition "Alvaro Molteni/Trame astratte" at the Museo della Seta in Como. Thanks to the collaboration with local artisans, the Foundation created four giant prints of iconic scarves, showcasing Molteni's designs preserved in the Gentili Mosconi Archive. The giant prints were used as a set for the "Radici" fashion show, organised by the Anticamera association.



TRAME DI TRASFORMAZIONE

The workshop, dedicated to raising awareness about gender equality and the fight against violence against women, was developed in collaboration with: the Telefono Donna Como Association, AsLiCo - Teatro Sociale, the Italian Youth Association for UNESCO (AIGU) and Anticamera. The Gentili Mosconi Group provided financial support for the project.

The initiative led to the creation of an installation made from textile waste, which was exhibited in the foyer of the Teatro Sociale on the occasion of the event "Un teatro tutto per noi. Together against violence against women".

L'ARCHIVIO GENERATIVO: STUDIO TUCANO

L'Archivio Generativo is the Foundation's flagship programme and includes several interdependent projects: from educational workshops to artist residencies and site-specific exhibitions. The exhibitions of L'archivio Generativo are experimental workshops that stimulate the creative process, exploring new expressive possibilities through a multidisciplinary approach.

Studio Tucano is the first in a series of site-specific exhibitions by L'archivio Generativo, through which the Foundation intends to consolidate and make systemic the link between Made in Italy – with particular reference to textiles, art, fashion and design – and the enhancement of Italy's cultural and territorial heritage.

The initiative was selected by the University of Palermo as a major cultural project in the official calendar of celebrations for the 230th anniversary of the Palermo Botanical Garden.
The exhibition took place at the beginning of autumn and was accessible to visitors to the Botanical Garden.

In just over a month since it opened, more than 16,000 people have visited the "Atelier Tropicale", confirming the project's ability to reach a broad, diverse and cross-cutting audience.

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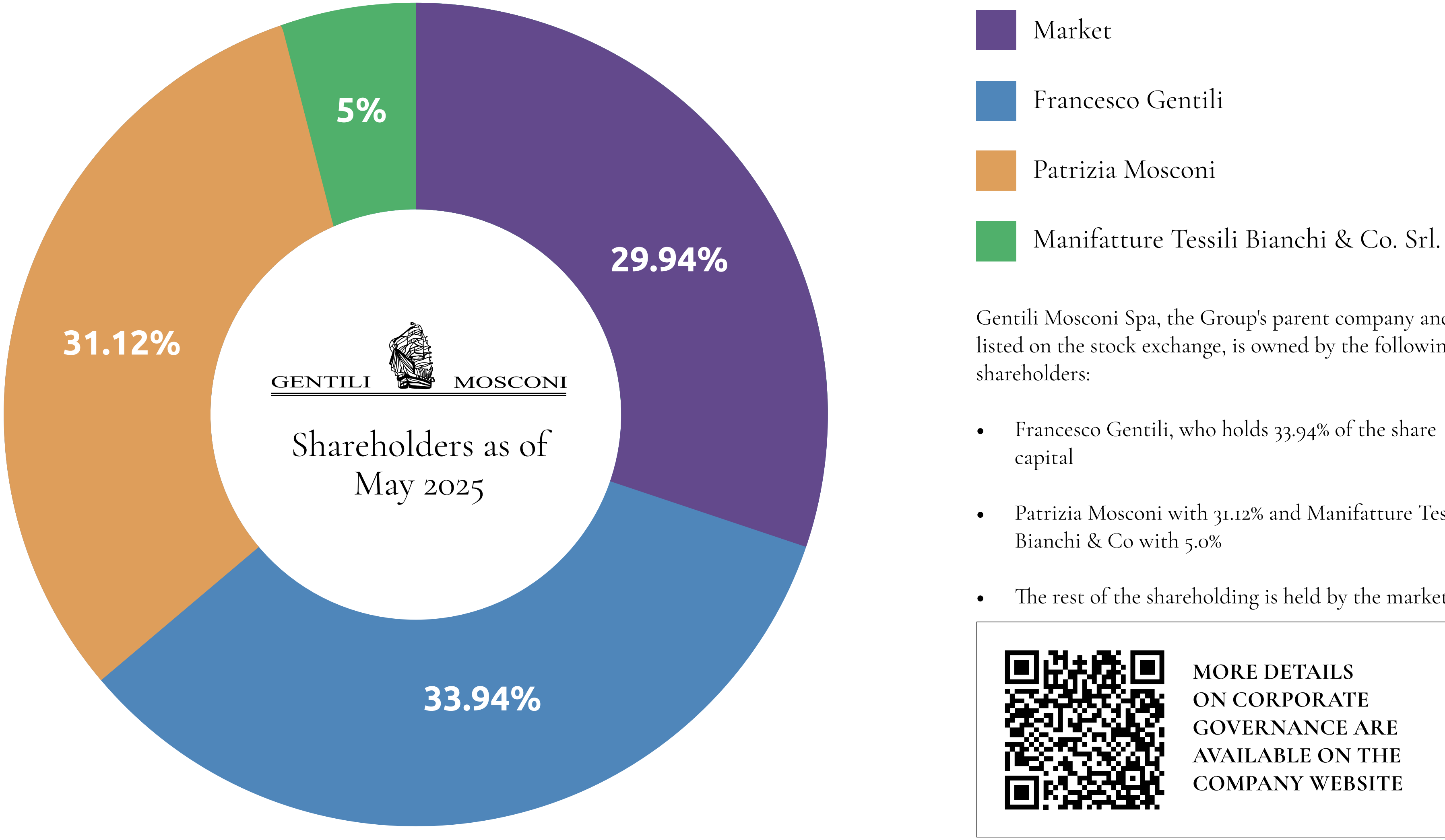
GOVERNANCE

Structured and transparent governance is the driving force that guides the Gentili Mosconi Group in its strategic choices, with an eye always on the future.

SHARE OWNERSHIP STRUCTURE



Gentili Mosconi Spa, the Group's parent company and listed on the stock exchange, is owned by the following shareholders:

- Francesco Gentili, who holds 33.94% of the share capital
- Patrizia Mosconi with 31.12% and Manifatture Tessili Bianchi & Co with 5.0%
- The rest of the shareholding is held by the market

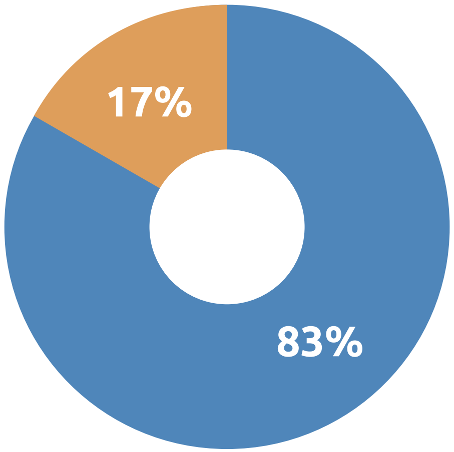
MORE DETAILS ON CORPORATE GOVERNANCE ARE AVAILABLE ON THE COMPANY WEBSITE

BUSINESS ORGANISATION

The corporate governance structure was expanded during 2025 following the inclusion of Luca Bianchi, CEO of Manifatture Tessili Bianchi 1981, on the Board of Directors.

The Board of Directors is the company's main governing body. It is responsible for guiding the Group's strategic choices and overseeing all major decisions.

Among its duties are the approval of operational guidelines, and the establishment of investment policies.

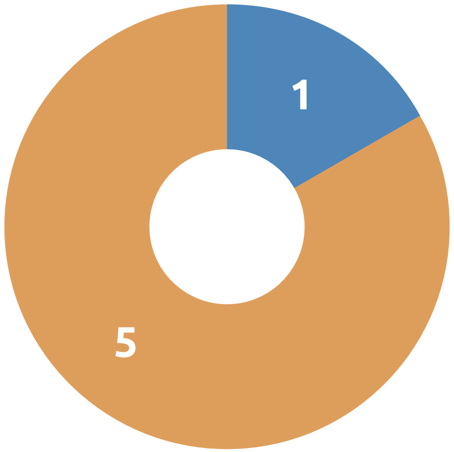


DISTRIBUTION OF THE BOARD OF DIRECTORS BY GENDER

Men

Women

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



AGE GROUPS OF THE BOARD OF DIRECTORS MEMBERS

30 - 50 years

Over 50

THE BUSINESS MODEL: THE GENTILI MOSCONI ECOSYSTEM

> Gentili Mosconi is an ecosystem of companies that constantly strives for quality, innovation and responsibility.

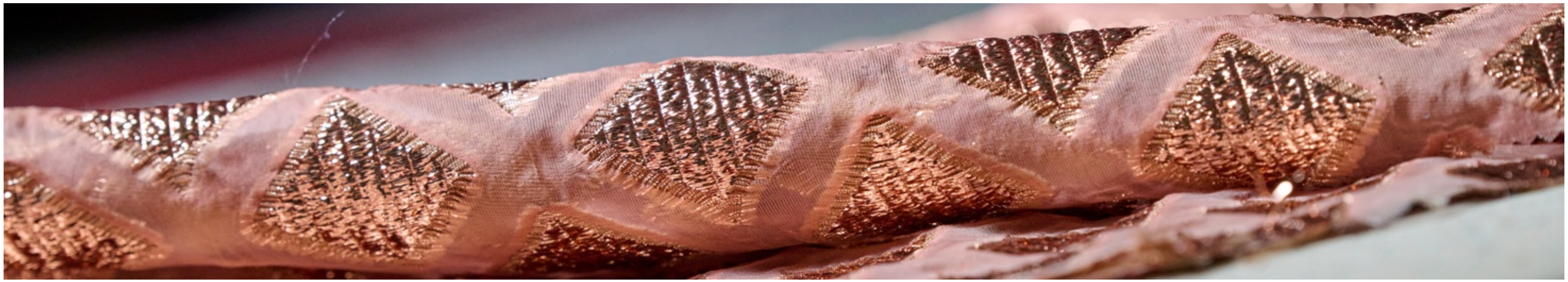
The Gentili Mosconi Group includes five companies, two of which were acquired in 2025. Together, they contribute to enriching Gentili Mosconi's offering and maintaining high quality standards, pursuing the same sustainability objectives defined by the Parent Company.

All the Group's corporate integrations have the ultimate objective of consolidating the textile supply chain, with a view to sustainable economic growth, creating a synergistic hub of excellence that enhances the resilience and competitiveness of the Group itself.

The value chain is divided into the procurement of yarns and fabrics, the development of the style and the industrialisation of the product on a partially verticalised supply chain, up to the marketing of the fabric or accessory and the final sale to the customer.

UPSTREAM | **DIRECT** | **DOWNSTREAM**

- **PROCUREMENT OF RAW MATERIALS (YARNS, RAW/SEMI-FINISHED FABRICS)**
- **DESIGN**
- **PRODUCTION OF FINISHED FABRICS AND ACCESSORIES**
- **COMMERCIALISATION**
- **SALE OF THE PRODUCT TO THE CUSTOMER**



GENTILI MOSCONI S.P.A.

CESARE GATTI S.R.L.
70%

Acquired in December 2025, it will undergo a relaunch plan focused on the production of high value-added yarns, scarves, and fabrics, with the recovery of raw materials to meet the luxury supply chain's growing ecodesign requirements. The remaining 30% of the capital is owned by the Camozzi Group.

MANIFATTURE TESSILI BIANCHI 1981 S.R.L.
100%

Acquired in April 2025 and founded in 1981, it is a leader in the creation and production of high-quality plain fabrics for women's fashion, serving the main players in the world of luxury. The company manages and coordinates all stages of the production process, from warping to finishing, guaranteeing high standards and authentic Made in Italy production.

TINTORIA COMACINA S.R.L.
100%

Acquired in March 2024, a company with more than 40 years of history specialising in the scouring, dyeing and finishing of classic silk fabrics such as silk crepe, satin and chiffon; blends with cashmere, wool, lurex, cotton and nylon.

EMME S.R.L.
98%

Acquired in 2015, a long-established company specialising in the traditional and digital printing of the highest quality fabrics, which leverages tradition and the capacity for technological innovation.

CREAZIONI DIGITALI S.R.L.
36%

With 18 years of history, it is recognised as a leader in the Como area, specialising in pigmented digital sublimation printing on fabrics and garments, without the use of water.

ELLEA.CI.TI. S.R.L.
15%

Company based in Lurate Caccivio (CO), a chemical, physical and ecological analysis laboratory, certified by Accredia UNI CEI EN ISO/IEC 17025 and accredited by ZDHC.

FILI D'INNOVAZIONE S.R.L.
30%

A company established in partnership with Open Advisory and the competitors Ostinelli Seta and ISA with the aim of promoting Open Innovation for the competitiveness of Made in Italy on global markets.

GENTILI MOSCONI N.Y. INC.
100%

US company that owns the showroom located in New York, serving foreign customers.

Textile production and finishing

Services

BUSINESS ETHICS

Gentili Mosconi has renewed its Code of Ethics, the document that defines how the Group manages relations with its stakeholders. This is not merely a formal document, but a shared guiding principle, available to the public on the company's website.

The Code covers all aspects of corporate activity. In terms of fundamental values, the Group is committed to respecting national and international laws, protecting human rights, with explicit reference to the ILO Conventions and the UN Declaration, and protecting the environment.

In terms of external relations, it establishes clear rules for relations with shareholders, customers, suppliers and the Public Administration: transparency, fairness, and zero tolerance towards any form of corruption.

Internally, it guarantees a working environment based on meritocracy, equal opportunities and safety, with no room for discrimination or harassment.

At the operational level, it guides production choices towards sustainability, protects personal data in compliance with the GDPR and safeguards intellectual property.

The Whistleblowing procedure allows anyone to report unlawful conduct in a confidential manner, through the dedicated channel on the website. From 2024, the channel has also been available for reporting issues relating to gender equality, in line with the UNI PDR 125 certification.

MORE DETAILS ABOUT THE CODE OF ETHICS ARE AVAILABLE ON THE COMPANY WEBSITE

CYBERSECURITY AND DATA PROTECTION

Gentili Mosconi protects sensitive data and ensures business continuity by investing in digital innovation.

In an increasingly digital and rapidly changing landscape, cybersecurity and data protection have become essential priorities for any organisation.
Protecting this data means not only safeguarding valuable information, but also ensuring the continuity and efficiency of business processes.
In response to these needs, Gentili Mosconi places great importance on cybersecurity, adopting a reliable protection system with a particular focus on safeguarding client data.

3

GROUP SUSTAINABILITY

GROUP SUSTAINABILITY

Sustainability is at the heart of Gentili Mosconi's strategy, where excellent craftsmanship, innovation and environmental and social responsibility come together.

SUSTAINABILITY GOVERNANCE

Gentili Mosconi's commitment to environmental, social and governance (ESG) sustainability objectives is overseen by a dedicated Committee and a Sustainability Manager, who are responsible for integrating the principles of sustainability into every operational area of the Group. This commitment refers to the 17 UN Sustainable Development Goals (2030 Agenda), the European Strategy for Sustainable Textiles and related legislative developments, and takes the form of a three-year strategic plan aimed at continuous improvement.

ENVIRONMENT AND RESPONSIBLE CHEMISTRY

Since 2018, the Group has been following a structured approach to reduce the environmental impact of its production processes, involving the entire supply chain. The actions implemented include the elimination of hazardous chemicals, compliance with regulatory limits on harmful substances, and the adoption of the MRSL ZDHC programme and the CHEM 4sustainability® Protocol. The adoption of the PLANET 4sustainability® protocol also allows us to take a structured approach to measuring and reducing our environmental impact, by analysing water and energy consumption and CO_2 emissions in order to define concrete efficiency plans.

VERIFIED AND TRANSPARENT SUPPLY CHAIN

Against a backdrop in which the luxury sector has been shaken by serious scandals involving supply chain irregularities, Gentili Mosconi has demonstrated the strength of its model. In 2025, the Group underwent several supply chain audits, passing them all with excellent results, confirming responsible and transparent management that has been consolidated over time.

PEOPLE AND COMMUNITIES

The Group promotes the well-being of its employees, supports the development of skills and collaborates with local organisations to foster inclusion. The Gentili Mosconi Foundation, a Third Sector Organisation active since 2024, is now a point of reference for the promotion of the textile, artistic and creative heritage of the Como area.

SUSTAINABILITY POLICY

With its renewed Sustainability Policy, Gentili Mosconi has defined a clear and consistent direction, integrating environmental, social and economic responsibility into every aspect of its business.

These are the main commitments that form part of our sustainability policy, published on the company website.

MORE DETAILS ON THE SUSTAINABILITY POLICY ARE AVAILABLE ON THE COMPANY WEBSITE

ENVIRONMENT

Reduction of chemical risk through the implementation of the ZDHC MRSL and the CHEM 4sustainability® Protocol

Monitoring and reduction of energy and

Water consumption and CO_2 emissions, in line with the ISO 14064 and GHG Protocol methodologies (PLANET 4sustainability® Protocol)

Responsible waste management, with priority given to reuse and recycling

Selection of certified raw materials with a lower environmental impact (GOTS, GRS, RWS, FSC®)

Integration of ecodesign criteria from the collection design phase

PEOPLE AND CULTURE

Training and information for employees and supply chain partners on ESG issues

Investment in the professional growth and well-being of employees

Promotion of gender equality, diversity and inclusion

Promotion of the Made in Italy textile and craft culture, including through the Gentili Mosconi ETS Foundation

GOVERNANCE

Economic growth oriented towards the generation of shared value

Operations in compliance with legality, ethics and transparency throughout the supply chain

Qualification and evaluation of suppliers according to environmental and social criteria, with preference for local partners

Process innovation and traceability of production batches

Regular dialogue with stakeholders through the Sustainability Report, newsletters and questionnaires

DIALOGUE WITH THE *STAKEHOLDERS*

For Gentili Mosconi, dialogue with stakeholders is not a formal obligation, but a strategic choice consistent with its nature as a Benefit company. Listening to the various stakeholders, employees, suppliers, customers, communities and institutions means making more informed decisions and building trust over time that goes beyond a mere business relationship. Engagement takes place on an ongoing basis, through different Engagement tools and methods depending on the stakeholders.

GENTILI MOSCONI

SUPPLIERS
Regular meetings and inspections, training sessions on certifications at our headquarters, questionnaires, focus groups on material ESG issues, company website, collaboration with certification bodies

EMPLOYEES
Internal meetings, training and refresher courses, company website, questionnaires, newsletters

CUSTOMERS
Meetings, gatherings, questionnaires, interviews, Media communications, company website

SCHOOLS AND UNIVERSITIES
School visits to company premises
Internships and placements, Projects in collaboration with Gentili Mosconi ETS Foundation

SHAREHOLDERS
Shareholders' meeting, Company visits
Media communications

SOCIAL ORGANISATIONS
Cultural events
Sponsorships and donations
Questionnaires and Focus Groups

TRADE ASSOCIATIONS
Questionnaires and Focus Groups

LOCAL COMMUNITY
Collaborations with Non-Profit Associations
ESG Questionnaires and Focus Groups

FINANCIAL WORLD
Euronext Stock Exchange communications

PUBLIC ADMINISTRATIONS
Legislative compliance
Issuance of authorisations

MEDIA
Press releases, interviews and articles in the main newspapers

ESG MATERIALITY ANALYSIS

> Building a credible sustainability strategy starts with understanding what truly matters. In 2025, Gentili Mosconi engaged 193 stakeholders to identify the priorities on which to focus concrete actions.

Not all issues carry the same weight. The materiality analysis serves precisely this purpose: to identify which issues, whether environmental, social or governance-related, have a real impact on the company and the world around it, and on which ones it is worth focusing resources and energy.

Following the GRI Standards, Gentili Mosconi has mapped the positive and negative impacts that the Group generates, or could generate, on the economy, society and the environment. Each topic was assessed according to its severity and probability, leading to the definition of priorities on which to build concrete actions and transparent reporting.
But the analysis went beyond the company itself. To verify that the priorities identified also reflected the expectations of those who interact with the Group on a daily basis, 193 stakeholders were involved, including managers, employees, suppliers, customers, credit institutions and Third Sector organisations, through an online survey. Seven key stakeholders also participated in a Focus Group, and four priority clients responded to dedicated qualitative in-depth interviews.
The result is a shared priority map, which guides the Group's strategic choices and informs the reporting you find in the pages of this report.

193
STAKEHOLDERS INVOLVED IN THE MATERIALITY ANALYSIS

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 internal evaluation.

	Material topics	Main impacts	Positive/Negative	Potential/Actual	Impact priority
Environmental	**Certified raw materials**	Increased use of certified raw materials for a reduced environmental and social impact	+	Actual	●●○
		Higher raw material procurement costs	−	Actual	●●○
		Environmental and social impact of using non-certified raw materials	−	Actual	●●○
	Chemical management	Reduction of chemical risk for workers and for the environment	+	Actual	●●●
		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	+	Actual	●●○
		Emission of climate-changing gases from fossil fuel use	−	Potential	●●○
	Eco-friendly product design	Research and development of durable products with recycled and certified raw materials	+	Actual	●●○
		Limited range of products with Ecodesign requirements	−	Potential	●●○
	Water management and discharge monitoring	Reduction of normalised water consumption per metre of the Group (EMME)	+	Actual	●●○
		Improvement of the Group's wastewater quality (EMME)	+	Actual	●●○
		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	+	Actual	●●○
		Optimisation of warehouse stock and packaging	+	Potential	●●○
		Increase in textile waste	−	Potential	●○○
Social	**Professional growth and training**	Development of human capital and enhancement of skills	+	Actual	●●●
		Lack of policy and tools to measure the valorisation of skills and professional growth paths	−	Actual	●●●
		Employee satisfaction	+	Potential	●●○
		Lack of employee satisfaction	−	Potential	●●○
		Fulfilment of the company's human resources needs	+	Potential	●●○
		Haemorrhage of human resources	−	Potential	●●○
		Recruitment of people in the local area	+	Actual	●●○

	Material topics	Main impacts	Positive/Negative	Potential/Actual	Impact priority
Social	**Well-being, Corporate Welfare and Work-Life Balance**	Well-being for the employee	+	Actual	●●●
		Poor employee well-being	–	Potential	●●○
		Lack of matching between the employees' needs and the welfare services offered	–	Potential	●●○
		Protection of employees' health and safety	+	Actual	●●○
		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	+	Actual	●●○
		Pass on Como's textile culture in schools and the local area	+	Actual	●●○
		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	+	Actual	●●●
		Business Continuity	+	Actual	●●●
		Lack of investment in business development and common benefit	–	Potential	●○○
	Quality and innovation	Continuous improvement of product quality and capacity for product innovation	+	Actual	●●●
		Not very distinctive products on the market	–	Potential	●○○
	Responsible supply chain management	Improved socio-environmental impact of products along the supply chain	+	Actual	●●●
		High socio-environmental risks in the supply chain	–	Potential	●○○
	Traceability and digitisation of information	Ability to obtain and manage product traceability information	+	Actual	●●○
		Inability to obtain and manage product traceability information	–	Actual	●●○
	Relations with stakeholders	Anticipation of needs and openness to dialogue with stakeholders	+	Actual	●●●
		Loss of stakeholder trust	–	Potential	●○○
	Business ethics and integrity	Fair and lasting relations with stakeholders	+	Actual	●●●
		Loss of credibility with stakeholders	–	Potential	●○○
	Data protection and cybersecurity	Security of information assets, privacy, and data protection	+	Actual	●●○
		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	–	Actual	●●●

MATERIALITY MATRIX

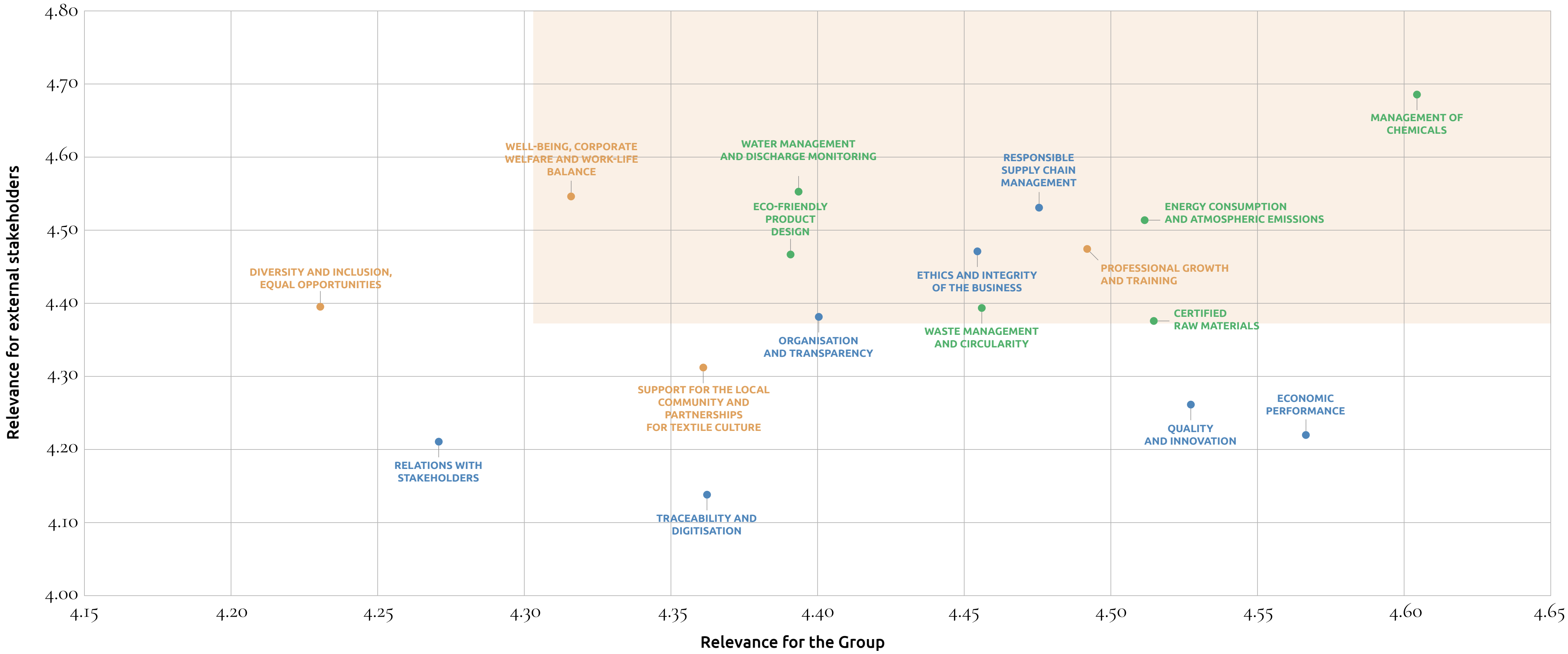
Thanks to the contribution of the stakeholders involved, it was possible to create a materiality matrix: a visual tool that provides an immediate overview of the material topics considered priorities by external stakeholders, as well as those prioritised by the Group.

Environmental priorities: the issue of chemical management emerges among others. In the textile sector, the use of chemicals is an integral part of production processes, with direct repercussions on the health of workers, the quality of wastewater and the safety of finished products.
As for the remaining environmental topics, they are all priorities for internal and external stakeholders.

Social Priorities: the most relevant material topics are Wellbeing, Corporate Welfare and Work-Life Balance, and Professional Growth and Training. This trend reflects Gentili Mosconi's commitments and desire to create a workplace that values human capital and corporate social responsibility.

Governance priorities: these mainly concern the responsible management of supply chains, business ethics and integrity, and organisational transparency, all areas on which the Group is already focusing its efforts.

Gentili Mosconi Group Materiality Matrix (including internal impact analysis)



STAKEHOLDER OPINIONS

Following the development of the materiality matrix, interviews were conducted with a selected sample of Gentili Mosconi clients, and a meeting was organised with seven key stakeholders to gain deeper insight into perceptions of the Group's sustainability profile and identify areas for future improvement.
All the interviewees recognise the value of the Group's constant commitment to Sustainability and emphasise how Gentili Mosconi stands out for sharing both technical and qualitative information and operational practices throughout the supply chain. The most relevant ESG aspects that emerged from the discussion are the following:

ENVIRONMENTAL PILLAR

Stakeholders recognise Gentili Mosconi's commitment to energy efficiency, water management and circularity as well-established and highly valued initiatives.

The indications for future development focus on the **ecodesign of products as a supply chain project**: the complexity of material recycling makes a collaborative network approach essential, also involving suppliers, supported by specific LCA studies.

The issue of **certified raw materials** is highlighted as a priority for guiding purchases in a sustainable direction. On the chemical front, there is a need to maintain the ZDHC commitment and to increase **transparency on the management of chemical substances**, in response to the new European regulatory obligations.

SOCIAL PILLAR

The most frequently mentioned topic was **professional growth and training**, considered strategic both for attracting young talent and for developing in-house skills on DEI (Diversity, Equity and Inclusion) issues.

Corporate well-being and work-life balance are identified as essential areas for investment.

The Group's role in supporting the **local community and textile culture** is valued: stakeholders suggest the creation of meeting spaces in the area and appreciate shared projects capable of spreading awareness throughout the supply chain, including to designers and brands.

GOVERNANCE PILLAR

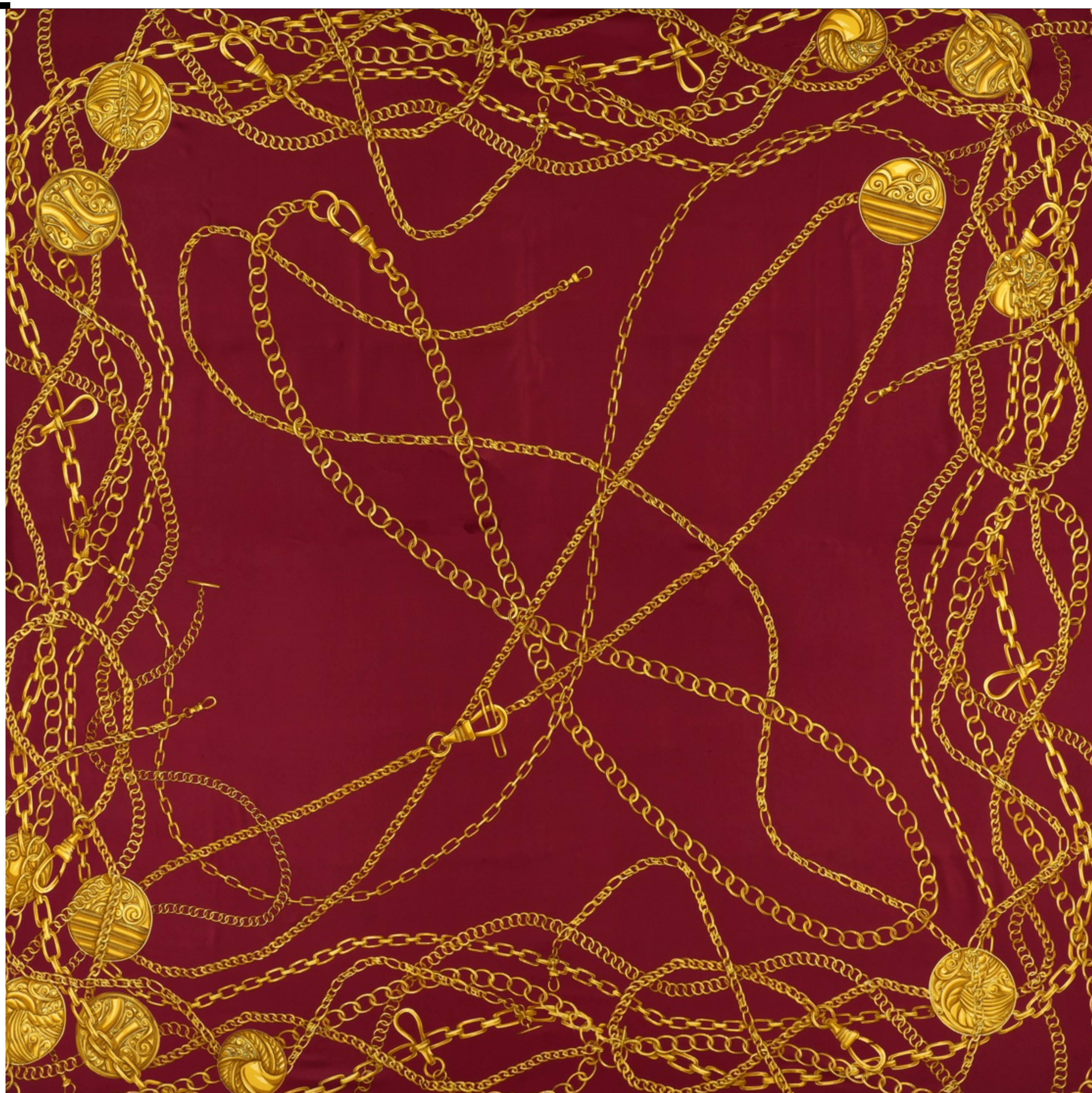
The topic of **traceability and digitisation of information** dominates this area. Stakeholders emphasise its central importance both in meeting regulatory expectations (Digital Product Passport) and in enhancing the recovery and reuse of waste.

The topic of **economic performance** emerges as a reminder of the need to balance sustainability and competitiveness, avoiding excessive pressure on the supply chain.

Data protection and **cybersecurity** are cited as an area for urgent reinforcement, where the Group can act as a reference for smaller partners.

4

GENERATE ECONOMIC VALUE



ECONOMIC PERFORMANCE

> Revenues up 30%, two strategic acquisitions and a solid financial position: the Group confirms its development path.

2024 and 2025 were years of transformation for the world of fashion and luxury. Consumers, especially at the high end, have started looking for something more than just a product: storytelling, craftsmanship, authenticity. The brands and their suppliers that have been able to respond to this demand have found themselves in an advantageous position. And 2026 looks set to be the year of recovery, with the sector expected to grow by around 5%.

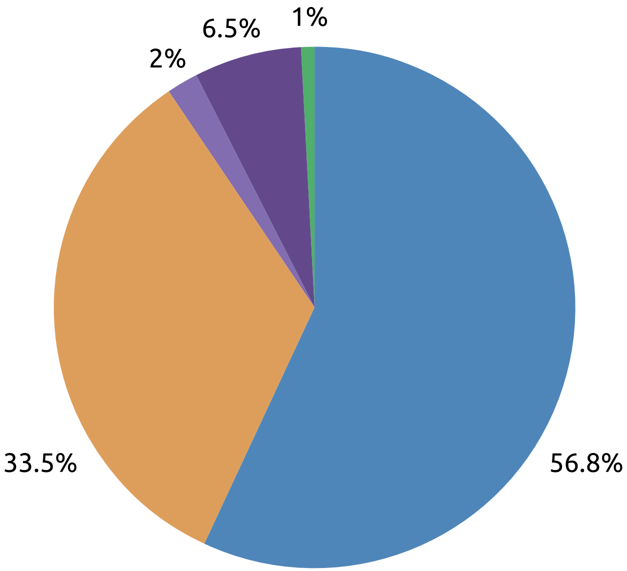
In this context, the Gentili Mosconi Group closed 2025 with growing results: net revenues exceeded EUR 54 million, an increase of more than 30% compared to the previous year. This was a significant leap, made possible in part by the strategic acquisition of Manifatture Tessili Bianchi 1981, which expanded the Group's production capacity in the production of fine fabrics.

In terms of profitability, EBITDA stood at around EUR 4.3 million, with a stable margin of 8% on revenues: a sign of solidity, considering that the Group was in the midst of integrating the newly acquired companies. The net result was slightly negative (-EUR 0.7 million), due to an extraordinary and non-recurring financial write-down, a figure that does not, however, affect the Group's overall solidity.

BASIC ECONOMIC AND FINANCIAL INDICATORS	Units of Measurement	2024	2025
Net sales revenue	€/1,000	41,503	54,118
Gross operating margin (EBITDA)	€/1,000	3,354	4,305
Net operating margin (EBIT)	€/1,000	604	957
Net financial expenses	€/1,000	-635	1,179
Profit before tax	€/1,000	1,240	-222
Net profit	€/1,000	794	-733
Net equity	€/1,000	-36,196	-36,446

In 2025, the composition of the Group's turnover underwent a significant change. The Fashion Accessories and Home Accessories lines recorded a decline, while the Fabrics line almost doubled its value thanks to the entry of Manifatture Tessili Bianchi 1981, which specialises in the production of high-quality plain fabrics. Printing and dyeing processes are also growing.

% OF REVENUE IN 2025 BY PRODUCT LINE



Textiles
Fashion Accessories
Home Accessories
Printing and dyeing processes
Other revenues

DISTRIBUTION OF ADDED VALUE

> Every company, through its activities, creates value – not only for itself, but for everyone and everything around it.

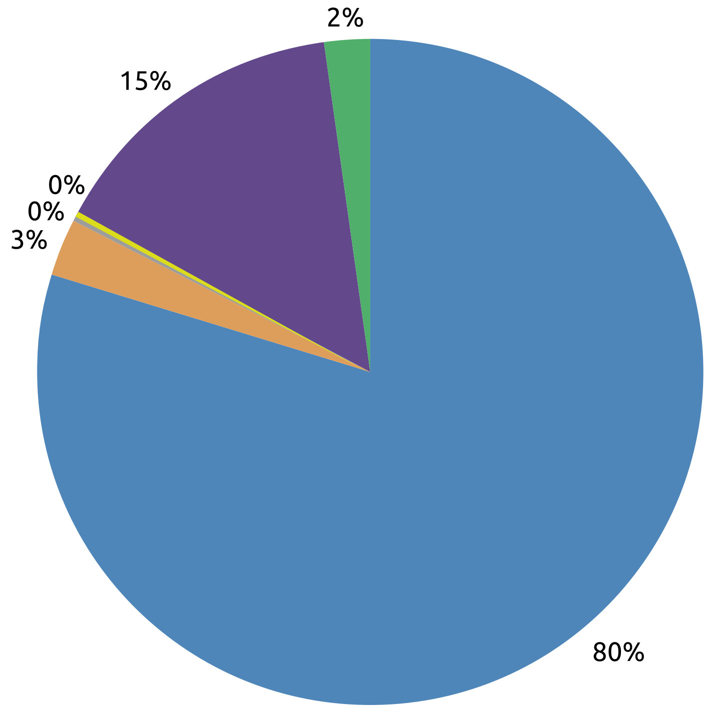
Value Added is the tool that allows us to measure and describe this capacity: how much wealth is created and, above all, how it is distributed.

Behind every euro generated, there is a network of relationships: the employees who contribute to the Group's growth every day, the suppliers in the supply chain, public institutions, shareholders and the local community.

All of them play a part, directly or indirectly, in a process that goes beyond the balance sheet and translates into shared value.

BREAKDOWN OF THE DISTRIBUTION OF ADDED VALUE 2025

Staff Remuneration
Remuneration of the public administration
Remuneration of credit capital
Remuneration of equity capital
Remuneration of the company
Remuneration of the collectivity



SELECTION OF SUPPLIERS

Our suppliers are essential partners in the Group's identity

Suppliers are selected on the basis of criteria such as product quality, safety, care for the environment and respect for people.
93.9% of suppliers are based in Italy and more than three quarters operate within the region, with 81% of total expenditure concentrated on them. A local presence that strengthens the Como textile district and supports the local economy. The raw material, produced mainly abroad, particularly in China, is then processed and enhanced right in the Como area, in the heart of one of Italy's manufacturing centres of excellence.
The Group actively monitors the practices of its suppliers on two fronts.

On the environmental front, Gentili Mosconi adheres to the 4sChem® chemical protocol, a tool for the responsible management of chemicals throughout the supply chain. Training, audits and periodic checks support suppliers on a path of continuous improvement, with the aim of progressively reducing the impact of production processes on the environment and health.

On the social level, the results of audits conducted by second- or third-party auditors on working conditions, the health and safety of workers and respect for fundamental rights throughout the supply chain have confirmed compliance with current legislation and the Code of Ethics.

The 2025 results confirm the effectiveness of this approach: of the 15 suppliers assessed, which cover 81% of the fabric purchased, 5 more than in the previous year achieved an average sustainability rating, a sign of measurable improvement. Process suppliers, for their part, have maintained a high and stable level of sustainability.

EVALUATION OF SUPPLIERS WITH ESG CRITERIA

Suppliers evaluated by Gentili Mosconi	Type of data analysis	2024				2025			
		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	1	5	9	15	1	10	4
	Percentage based on quantity purchased	81.4%	9.9%	38.9%	32.6%	81%	10.9%	54.8%	15.3%
Suppliers of outsourced processes	based on the number of suppliers	6	6	0	0	6	6	0	0
	Percentage based on the quantity processed	82.30%	82.30%	0.0%	0.0%	82.20%	82.20%	0.0%	0.0%

SUPPLY CHAIN TRACEABILITY

The digitisation of data for a clear goal in 2030: the Digital Product Passport.

Knowing where a fabric comes from, who processed it and under what working conditions is not only an obligation to be fulfilled, but a value to be invested in.

Each product is uniquely identifiable by batch and according to its certifications and manufacturing processes. Suppliers are required to document the traceability of fabrics and yarns from the raw fibre to the final processing, because transparency in the supply chain is an integral part of the way the Group works.

In 2024, Gentili Mosconi began collecting supply chain data in an organised manner through a dedicated portal. In 2025, the collaboration with the strategic suppliers involved in the project was further strengthened, with targeted support and opportunities for discussion that reinforced operational integration on the platform.

The goal towards which all this converges is to obtain all the information that will be required for the Digital Product Passport: a mandatory "digital identity card", which will track the entire life cycle of the product. Accessible via QR code/chip, it will certify the origin of materials, production processes, sustainability and authenticity, ensuring transparency against counterfeiting.

A step towards more transparent, more responsible and more credible fashion.

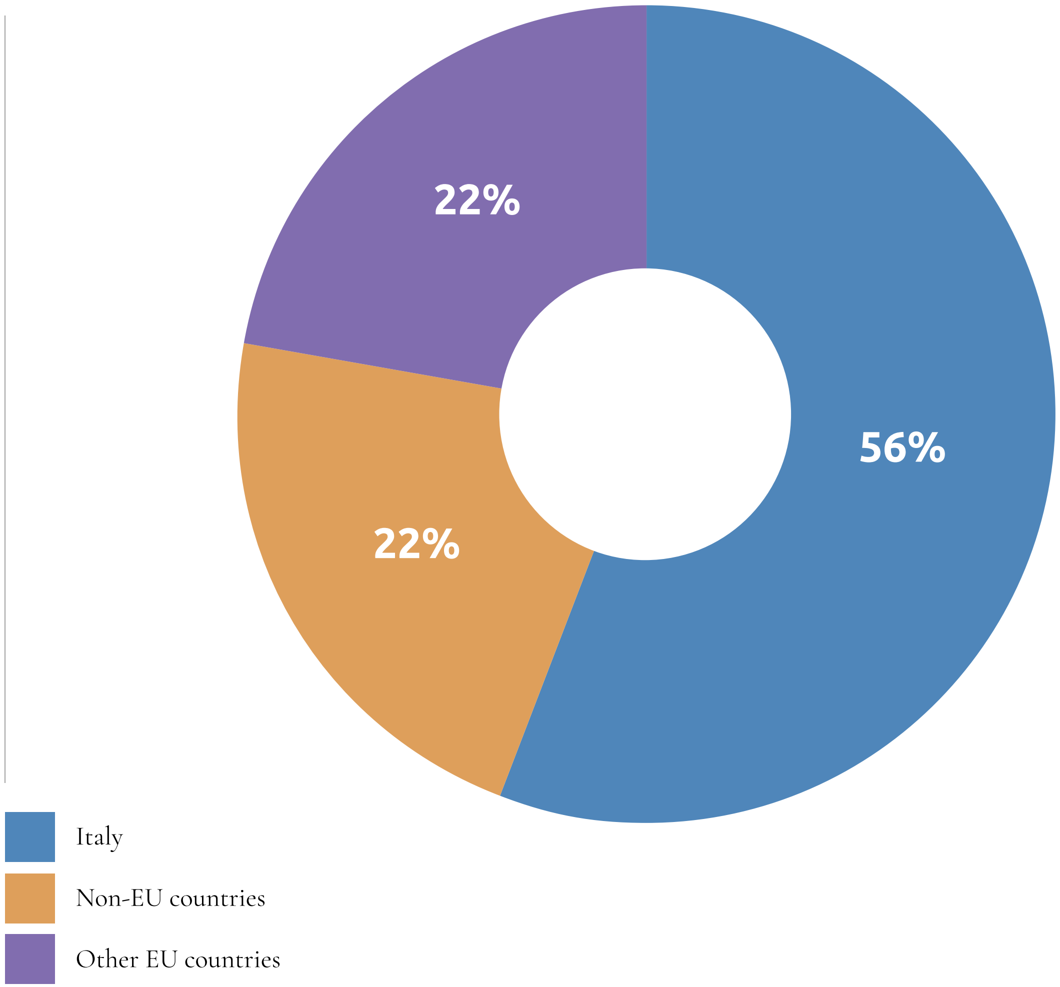
OUR CUSTOMERS

> 78% of our sales are in Europe, but we operate all over the world: a global network built on quality and trust.

The network of relationships that the Gentili Mosconi Group has been able to build over time speaks many languages. Europe remains the main market, with 459 customers, but dialogue with the rest of the world is an integral part of the Group's identity. The United States and the United Kingdom, in particular, confirm year after year a solid and growing interest in the Group's fabrics and workmanship.

An international presence that is not accidental, but the result of patient and consistent work: the work of those who have chosen to focus on quality as a universal language. Being chosen by the most prestigious names in global fashion is not only a recognition, it is an incentive to never lower the bar, taking the excellence of the Como textile district to every corner of the world.

GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS BASED ON % OF REVENUES



INNOVATION AND DEVELOPMENT

Innovation, supply chain partnerships and responsibility as a compass to face the challenges of the future.

INNOVATION FOR LUXURY (I4L)

In 2025, Gentili Mosconi continued to invest in supply chain collaboration through the Innovation for Luxury project by Fili di Innovazione, a network of companies created to strengthen the competitiveness of the Italian textile-fashion district, combining skills, technologies and talent at the service of the luxury supply chain.

The project, promoted together with ISA Spa, Ostinelli Seta and Open Advisory, focuses on three areas:

- making production processes more efficient and less expensive
- introducing traceability and advanced quality control thanks to artificial intelligence
- investing in people training

WEBSITE INNOVATION FOR LUXURY

DIGITAL PRINTING ON ACETATE WITH KONICA MINOLTA

In 2025, Gentili Mosconi developed an innovative project in the field of digital printing on acetate in partnership with Konica Minolta and Creazioni Digitali, enabling the Group to achieve results that were previously considered impossible using traditional technologies.

INVESTMENTS AND INFRASTRUCTURE: BUILDING THE FOUNDATIONS FOR GROWTH

2025 was also a year of strategic investments: around EUR 3.7 million were spent to increase production capacity, modernise facilities and make spaces more efficient.

The most important chapter concerned Tintoria Comacina: the Senna Comasco site was acquired, renovated and equipped with new dyeing machinery, while at the same time a process of improving operational efficiency was initiated.

At the Emme printing works, the decommissioning of the old purifier was completed and the inkjet department was upgraded.

Finally, a new archive was created at Gentili Mosconi in Via Tevere 6, where the entire heritage of the Group's historical collections is housed.

5

MINIMISING OUR ENVIRONMENTAL FOOTPRINT

ENERGY CONSUMPTION AND DECARBONISATION

To be aware of its impacts, the Group is committed to continuously monitoring consumption

To reduce their environmental impact, Gentili Mosconi and Emme apply the 4S Planet protocol 4Sustainability®, a structured path towards decarbonisation that guides the Group's choices regarding energy, water and waste.

On the energy front, the Group directly produces part of the energy it consumes: four photovoltaic systems, the last one activated in 2025, reach a total power of 367.2 kW, while a geothermal system, active since 2012, is a unique case in the Como district.

The electricity purchased includes a share certified from renewable sources through Guarantees of Origin.

Corporate mobility is also part of this strategy: in 2025, four electric or hybrid vehicles were added to replace the same number of more polluting vehicles, while the free charging stations available to employees and visitors make sustainable choices more accessible in everyday life.

ENERGY CONSUMPTION BY SOURCE		Group	
Energy sources	**Units of Meas-urement**	**2024**	**2025**
Natural gas	m³	1,410,598	1,329,710
LPG*	l	12,207	3,800
Diesel for vehicle fleet	l	23,348	33,663
Petrol for vehicle fleet	l	16,035	16,440
Total grid electricity (with and without GO)	kWh	2,292,134	2,446,895
Self-produced electricity from renewable sources	kWh	90,223	98,802
Electricity purchased with GO	kWh	743,927	853,363

ENERGY CONSUMPTION BY SOURCE		Group	
Energy sources	**Units of Meas-urement**	**2024**	**2025**
Natural gas	GJ	55,578	52,390
LPG*	GJ	305	95
Diesel for vehicle fleet	GJ	1	1
Petrol for vehicle fleet	GJ	0.5	0.5
Grid electricity (with and without GO)	GJ	8,252	8,809
Self-produced electricity from renewable sources	GJ	325	356
Electricity purchased with GO	GJ	2,678	3,072
Total	**GJ**	**64,461**	**61,652**
Energy intensity	GJ/m	0.0238	0.0150

* Compared to the 2024 Sustainability Report, this new item was introduced following a recalculation of LPG consumption.

In 2025, the Group consumed a total of 61,652 GJ of energy, down from the previous year.
The lower use of LPG and natural gas was the main contributor to this reduction.

On the other hand, the share of clean energy is growing: our own photovoltaic production reached 98,802 kWh, while the energy purchased with Guarantees of Origin rose to 853,363 kWh. Together, these cover 37.4% of the Group's electricity needs, a concrete result of the journey towards more sustainable sources.

Perhaps the most significant figure concerns energy intensity, i.e. how much energy is needed for production: in 2025, it decreased by 37%. Behind this improvement, there are two dynamics that add up: the entry of a new production facility has increased overall volumes, while absolute consumption has nevertheless decreased by 4.4%. In other words, the Group produced more while consuming less, which is the most concrete measure of energy efficiency.

The measurement of emissions is at the heart of the decarbonisation process: Gentili Mosconi calculates the Group's Carbon Footprint according to the three areas provided for by international standards, namely Scope 1 for direct emissions, Scope 2 for indirect emissions and Scope 3, which includes emissions from the value chain, commuting and business travel, and waste disposal. For the calculation of the organisation's Carbon Footprint, the Group has adopted the methodology provided by the GHG Protocol.

To understand the results of the Carbon Footprint, it is useful to bear in mind that Gentili Mosconi is a growing Group: the company's scope changes over time, new sites enter the scope, and others have been divested. In addition, the calculation methods are progressively refined and the emission factors updated.

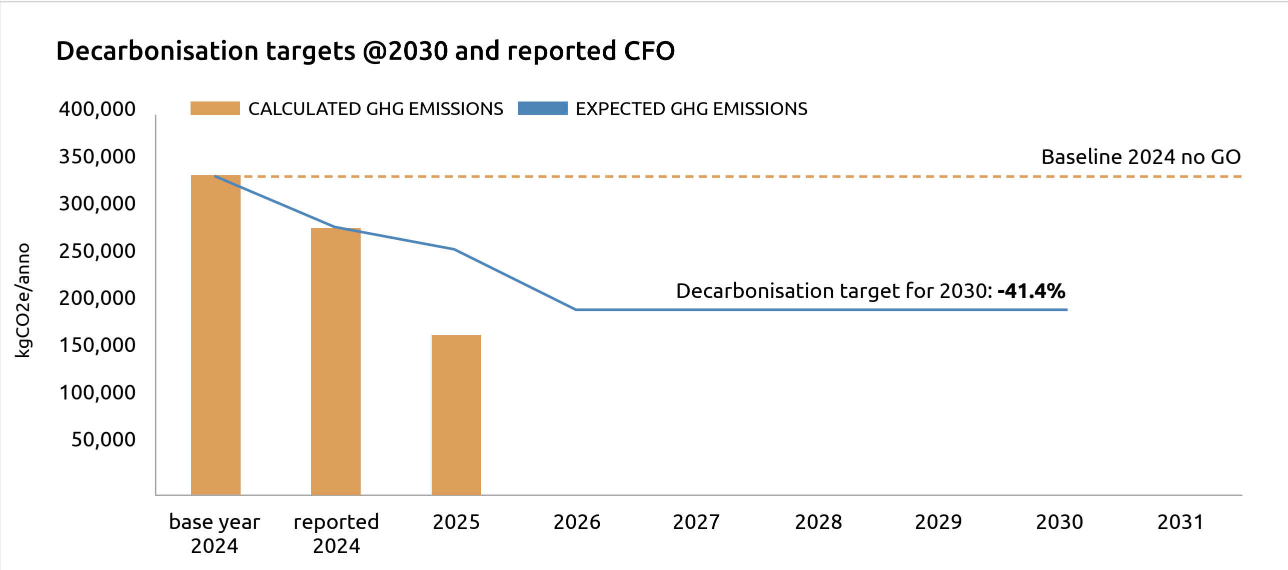
This makes the data difficult to compare from one year to the next. The 2025 figures are therefore not directly comparable with those of the previous year: they do not indicate a deterioration in environmental performance, but rather reflect a broader calculation base and an increasingly accurate and comprehensive measurement approach.

CLIMATE-CHANGING EMISSIONS INTO THE ATMOSPHERE

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Emissions	**Units of Measurement**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Direct (Scope 1)*	tCO2eq/anno	200.97	102.56	1,666.61	1,484.27	1,301.65	1,292.12	/	29.62	**3,169.23**	**2,908.57**
Indirect (Scope 2) - market based*	tCO2eq/anno	86.03	68.57	289.32	309.12	186.97	319.35	/	6.02	**562.32**	**703.06**
Indirect (Scope 2) - location based*	tCO2eq/anno	50.84	76.73	314.00	292.36	144.11	156.28	/	2.95	**508.83**	**528.32**
Scope 3	tCO2eq/anno	176.10	165.51	155.10	211.15	232.29	307.84	/	5.08	**563.49**	**689.58**
Totals (Scope 1 and 2 and 3) - market based	tCO2eq/anno	**463.11**	**336.64**	**2,111.03**	**2,004.54**	**1,720.91**	**1,919.30**	/	**40.73**	**4,295.05**	**4,301.21**
Carbon intensity of the organisation	tCO2eq/m	0.00055	0.00042	0.0031	0.0026	0.0014	0.00139	/	0.00004	0.0016	0.0010

* Compared to the 2024 Sustainability Report, the CFO of Gentili Mosconi has been updated, including the Via Pannilani site in the scope

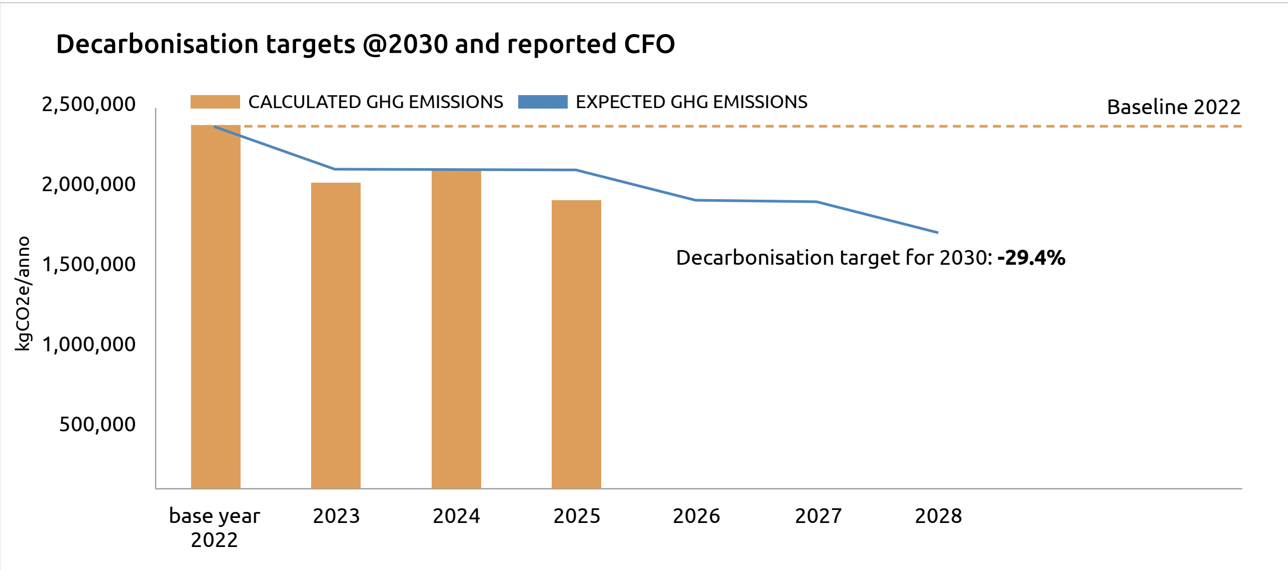
DECARBONISATION PATHWAY | MARKET-BASED APPROACH | GENTILI MOSCONI



Gentili Mosconi has drawn up a decarbonisation plan for the Parent Company and for Emme.

Specifically, this year Gentili Mosconi achieved the goal of reducing Scope 1 and Scope 2 emissions by 41% by 2030, thanks to investments in photovoltaics and electricity from renewable sources. The company will strive to maintain this positive trend in the years to come, consolidating the integration of responsible practices in the supply chain.

DECARBONISATION PATHWAY | MARKET-BASED APPROACH | EMME



A decarbonisation plan has also been defined for Emme, undertaken in 2022, with the aim of reducing emissions by 29% by 2030. Like Gentili Mosconi, Emme has also demonstrated the ability to anticipate its environmental commitments, having already exceeded the reduction threshold set for 2030 in 2025.

CHEMICAL MANAGEMENT

Safer chemicals, a more transparent supply chain. Gentili Mosconi has chosen the international ZDHC programme to progressively eliminate hazardous substances from production, protecting workers, consumers and the environment.

Gentili Mosconi has joined the ZDHC — Zero Discharge of Hazardous Chemicals — programme, an international point of reference for safer, more transparent textile chemistry, built on prevention, precaution, and the adoption of innovative solutions across the entire supply chain.

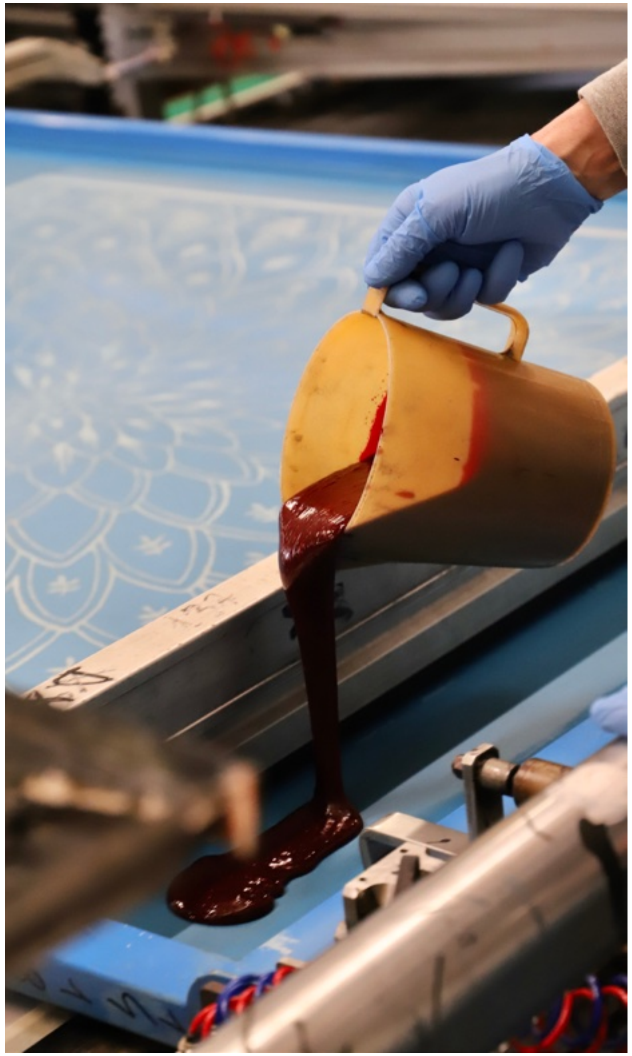
These processes are overseen by a ZDHC-certified Chemical Manager, supported by the ISO 17025-accredited Elle.A.Ci.Ti laboratory.

All the Group's production companies also apply the chemical protocol of the 4sustainability® framework, which guides compliance with the MRSL ZDHC — the list of substances prohibited in textile production processes for clothing.

Responsible chemicals management extends beyond the company's internal boundaries: each year, an audit plan is defined that actively involves suppliers, requiring them to comply with regulatory standards, align with ZDHC protocols, ensure batch traceability, and take part in ZDHC Academy training programmes. A control system that transforms the supply chain into a network of shared responsibility.
The main stages of chemical management include:

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

Gentili Mosconi, Emme and, this year, Tintoria Comacina have reached the Excellence level, which is the highest achievable level of implementation of the protocol, certified annually by independent auditors. The newly acquired Manifatture Tessili Bianchi 1981 also adheres to the protocol and has obtained the Advanced score.



WATER MANAGEMENT

> Since 2022, Gentili Mosconi has been measuring, monitoring and reducing its water consumption along the supply chain.

Water is an essential resource in the Group's production processes: it is used in processing, steam production and sanitary facilities, and wastewater is constantly monitored.

In 2022, Gentili Mosconi and Emme launched the Planet 4sustainability® protocol, with the aim of measuring and analysing the impacts of processes and building an action plan to progressively reduce consumption along the supply chain. From 2022 to 2025, the overall reduction for Emme stands at 15%. To identify and monitor water risks along the value chain, Gentili Mosconi uses the WWF's Water Risk Filter, an internationally recognised tool for mapping critical areas.

WATER WITHDRAWALS BY SOURCE

		Group	
Source	**Units of Measurement**	**2024**	**2025**
Groundwater	m³	63,694	65,953
Water supplied by public aqueducts	m³	86,303	88,562
Total	m³	**149,997**	**154,515**
Index of m³ per m of fabric	mc/m	0.055	0.038

WATER DISCHARGE AND WATER CONSUMPTION

		Group	
Destination	**Units of Measurement**	**2024**	**2025**
Discharge to sewerage treatment entity	m³	136,603	143,121
Water consumption	m³	**13,394**	**11,394**

CERTIFIED RAW MATERIALS

> The choice of raw materials is an act of responsibility: 22% certified fabric, 84% FSC® certified yarn.

In 2025, for the first time, the procurement of fabric also involved Manifatture Tessili Bianchi 1981, which joined the Group in April. For its creations, Gentili Mosconi favours raw materials certified according to GOTS, GRS, RWS, and FSC® standards and is committed to progressively increasing their use, thereby ensuring greater respect for the environment and human rights across the entire supply chain. The selection of materials is, however, determined by the customer's wishes and market logic. Overall, in 2025 the Group purchased certified fabrics for 22% of the total. Compared with the 36% recorded in 2024, the percentage is down, partly due to the expansion of the scope to include Manifatture Tessili Bianchi 1981, which has affected the overall percentage.

RAW MATERIALS PURCHASED

	Units of Measurement	2024	2025
Fabric purchased	m	764,814	1,334,896
of which certified/green labels	m	279,074	297,320
Incidence of certified/sustainable label fabric on the total	**%**	**36%**	**22%**
Yarn purchased	kg	0	40,884
of which certified/green labels	kg	0	34,277
Incidence of certified/sustainable label yarn on the total	**%**	**0**	**84%**

Chemical products used at the Emme and Tintoria Comacina facilities complete the overview of raw material purchases: in 2025, a total of 479,682 kg of dyes and chemicals were purchased. Their use is managed through the dedicated protocols described in the chapter on responsible chemistry.

CERTIFICATIONS

Product Certifications	
Certified by ICEA GOTS-10578	**GOTS - GLOBAL ORGANIC TEXTILE STANDARD** 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 and silk.
GENTILI MOSCONI SPA is GRS certified Certified by ICEA ICEA-TX- 886 **"Only the products which are covered by a valid Transaction certificate are GRS certified"**	**GRS - GLOBAL RECYCLED STANDARD** Products certified according to the Global Recycled Standard (GRS) contain recycled material that has been independently verified at every stage of the supply chain, from source to finished product. In addition, social, environmental and chemical criteria relating to the processes are required.
Gentili Mosconi SPA is RWS certified Certified by ICEA ICEA-TX- 886 **"Only the products which are covered by a valid Transaction certificate are RWS certified"**	**RWS - RESPONSIBLE WOOL STANDARD** The Responsible Wool Standard ensures compliance with animal welfare and land management requirements for wool fibre and verifies its traceability from farm to finished product.
www.fsc.org FSC® C164480 The mark of responsible forestry	**FSC® - FOREST STEWARDSHIP COUNCIL** 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.

Other management system certifications, protocols, and standards for the textile sector	
Supplier to Zero	**SUPPLIER TO ZERO** Supplier to Zero is an implementation system for the management of chemicals reserved for the supply chain. The companies in the group have achieved LEVEL 2
ID Nr. 4S-100179	**4S CHEM** 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. **4S PLANET** The 4s Planet protocol by 4Sustainability® is a protocol that promotes the responsible use of resources to reduce environmental impact.

WASTE CIRCULARITY

> Waste and end-of-production materials are converted into new resources through recycling and creative reuse initiatives, fostering strategic partnerships within the local area.

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:

Reuse of collection scraps, end-of-production fabrics or second-choice fabrics and accessories, adopting an Upcycling approach, i.e. creative reuse, in collaboration with cooperatives and third-sector organisations such as:

- Cooperativa Sociale Quid for the production of their creations
- The cultural organisation Anticamera for the Radici fashion show held during "Lake Como Creative Week"
- Banco di Solidarietà for the Bags for the 2025 Christmas Campaign, made by Bric's®

Collaboration with consortia or specialised companies dealing with textile waste recovery with the guarantee of transparency and legality.

We continue to collaborate with the Retex Green consortium, to which we entrust the textile waste from our production processes.

The total amount of textile waste in 2025 was 10,197 kg. 56% of this (6,797 kg) is sent for recovery: 50.4% is used by the automotive sector for vehicle upholstery and by the felt industry, 4.81% is used for the spinning of recycled fibres, and 44.8% was permanently disposed of as non-recoverable waste.

In 2025, the Group produced 187,202 kg of waste, of which only 4% is hazardous. Compared to the previous year, the ratio between the waste generated and the metres of fabric processed decreased from 0.10 to 0.05 kg/m. This decrease is due partly to the reduction in sludge disposal by Emme, which has no longer produced sludge since the second half of 2025 following the decommissioning of its internal treatment plant, and partly to the absence in 2025 of extraordinary disposal activities involving obsolete iron and steel printing frames, unlike in the previous year.

74% of the waste produced, including most of the hazardous waste, was sent to specialised operators for storage for recovery, while only 26% was sent for final disposal.

WASTE INDICES

Type	Units of Measure-ment	Group	
		2023	2024
Hazardous waste	kg	4,781	4,772
non-hazardous waste	kg	165,254	263,525
Total	**kg**	**170,035**	**268,297**
Total waste on the total metres of processed fabric	kg/m	0.09	0.10
Total hazardous waste on the total metres of processed fabric	kg/m	0.003	0.002
Total non-hazardous waste on the total metres of processed fabric	kg/m	0.092	0.097

6

CONTRIBUTE TO PEOPLE'S WELL-BEING

WORKING AT GENTILI MOSCONI

> 239 people, over 95% with permanent contracts. Working at Gentili Mosconi means being part of a growing Group.

Working at Gentili Mosconi means becoming part of a company that guarantees a stable job. Permanent contracts exceed 95% of the total, while full-time employment accounts for 94% of the workforce. These figures reflect a solid working environment, in which the Group's growth translates into concrete opportunities for the people who are part of it.

In 2025, the number of Group employees grew from 217 to 239, an increase mainly linked to the entry of Manifatture Tessili Bianchi 1981. The increase particularly concerned the white-collar category, in line with the commercial nature of Manifatture Tessili Bianchi 1981's activities.

Gentili Mosconi regards people's well-being as an integral part of its identity, a commitment that has also been formalised through its conversion into a Benefit company. Gentili Mosconi invests in the professional growth of its employees and is committed to promoting inclusion and equal opportunities through the UNI PDR 125 gender equality certification.

EMPLOYEES BY AGE AS AT 31.12 OF THE GROUP

Age Classes	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Under 30	n.	16	7	**23**	15	10	**25**
30 to 39 years old	n.	12	15	**27**	13	19	**32**
40 to 49	n.	17	39	**56**	16	37	**53**
50 and Over 50	n.	56	55	**111**	60	69	**129**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**

EMPLOYEES BY JOB CLASSIFICATION OF THE GROUP

Age Classes	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Managers	n.	0	1	**1**	0	1	**1**
Middle managers	n.	4	3	**7**	7	2	**9**
Employees	n.	33	79	**111**	34	95	**129**
Blue-collar Workers	n.	64	33	**98**	63	37	**100**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**

EMPLOYEES BY TYPE OF CONTRACT AND EXTERNAL COLLABORATORS OF THE GROUP

Age Classes	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Permanent contract	n.	93	113	**206**	98	131	**229**
Fixed-term contract	n.	1	2	**3**	1	2	**3**
Apprenticeship	n.	7	1	**8**	5	2	**7**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**
Full-Time	n.	100	109	**209**	103	124	**227**
Part-Time	n.	1	7	**8**	2	10	**12**
Total	**n.**	**101**	**116**	**217**	**105**	**134**	**239**
Self-employed workers (internships, temporary workers)	n.	0	1	**1**	0	1	**1**

CORPORATE WELFARE

We promote initiatives to protect the health and well-being of our employees

EMPLOYEE HEALTH AND WELL-BEING

Since 2022, the Gentili Mosconi Group has been a member of the "Workplaces that Promote Health - WHP Lombardy Network" programme, promoted by the World Health Organization and nationally recognised. The programme is based on a simple principle: the company is a privileged environment for promoting healthy behaviour, thanks to the time people spend there every day. In 2025, the collaboration with ATS Insubria, the Health Protection Agency, was further strengthened through a series of live webinars on the screening and prevention initiatives promoted by the Lombardy Region. These were shared internally to promote a stronger culture of prevention among employees.

SMOKING POLICY

In 2025, the “Smoking Policy” was formalised and communicated to all staff. Gentili Mosconi is a smoke-free company, as it has imposed a ban on smoking in all company premises, including outdoor spaces, to protect employees from the harm caused by smoking and passive smoking.
To encourage staff to quit smoking, the company has informed all employees that they can contact one of the Smoking Treatment Centres (CTT) managed by the Lariana Territorial Social and Health Authority.
At the same time, it has developed a programme to cover the costs of the first session, should employees wish to go to a private centre for smoking cessation.

ACTIVE BREAKS

To improve the health and well-being of those who perform mostly sedentary tasks, a course on "Active Breaks" was organised with a kinesiologist from ATS Insubria. Employees have been informed of the benefits of active breaks, which involve doing some light physical exercises, in order to prevent musculoskeletal disorders.

PREVENTION AND SCREENING

During 2025, the Group also promoted a prevention initiative dedicated to the topic of diabetes, aimed at raising employee awareness of risk factors and correct lifestyles. The initiative involved 103 Group employees, confirming a corporate culture in which people's health is perceived as a real priority and not as a formal obligation.
Alongside these new initiatives, the activities launched in previous years to promote the health and well-being of employees are continuing:

- **Psychological support**: free psychological counselling service with a professional.
- **Organisational well-being**: the Cohesion Team project came to an end in 2025; it had enabled the introduction of new management approaches to improve communication, as well as fostering a shift in the perception of roles and operational dynamics. An internal survey has shown that, although the project and the tools proposed are perceived as useful, they have only partially improved communication and stress management.
- **Work-life balance**: most employees at Gentili Mosconi are able to take advantage of flexible working hours to balance their personal commitments with their working life.
- **Physical activity**: agreements with 5 local gyms have been renewed, with the aim of encouraging a healthy lifestyle.
- **Healthy eating**: the Group has maintained its initiative of offering fresh fruit to its employees every week in the refreshment areas, except for the Manifatture Tessili Bianchi 1981 site.

OTHER WELFARE SERVICES

For Gentili Mosconi, corporate welfare is a strategic lever for valuing people and improving the quality of professional and daily life.

To better align the Group's welfare services with employees' actual needs, an internal questionnaire on the Welfare Plan was distributed, receiving a total of 197 responses from employees of Gentili Mosconi, Emme, and Tintoria Comacina. The various objectives included assessing the level of awareness and use of the welfare services and initiatives currently available, evaluating staff satisfaction with the existing tools, identifying emerging needs, and gathering useful suggestions to improve corporate welfare.
The results of the survey will be used to consolidate and possibly expand the Group's Welfare initiatives, which currently include:

The findings revealed that the services most frequently requested by staff fall mainly into 6 categories.

- **Canteen services/Meal vouchers**
- **Supplementary health services**
- **Indoor and outdoor relaxation areas**
- **Wellness and Health Services**
- **Company Butler**
- **Training**

- **Tax assistance**: through the agreement with Assocaaf, employees can access discounted rates for the management of the main tax-related paperwork.

- **Language training**: an agreement with an English school allows employees and their families to access courses on favourable financial terms.

- **Monetary benefits**: during the year, Shopping Passes were distributed for a total value of EUR 61,402.80. For employees of Comacina and Emme, meal vouchers supplement the amount provided under the National Collective Labour Agreement with an additional voluntary contribution from the company; for Manifatture Tessili Bianchi, coverage is entirely contractual.

- **Sustainable mobility**: the charging stations for electric vehicles installed at the company's premises are accessible free of charge to all employees, customers and suppliers visiting the premises.

SKILLS DEVELOPMENT

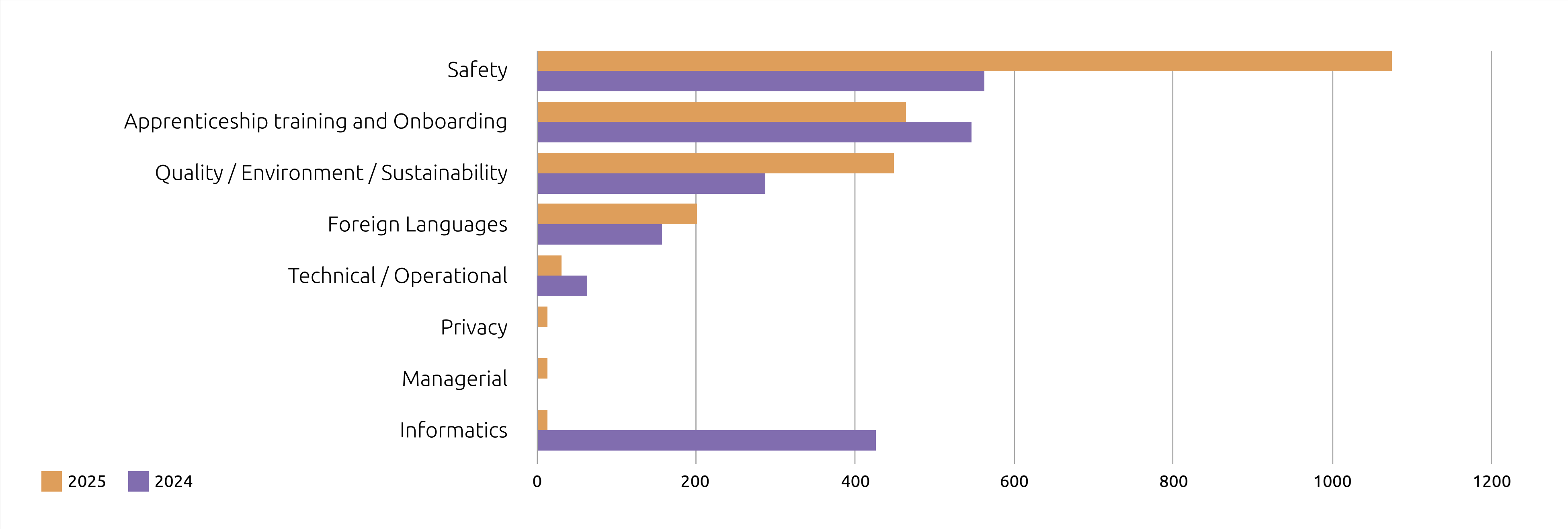
2,235 hours of training in 2025. The Gentili Mosconi Group invests in the skills of its staff

For Gentili Mosconi, training is a strategic tool: keeping employees' skills up to date means ensuring quality and competitiveness, while also strengthening their sense of belonging.

At Group level, 2,235 hours of training were provided to employees, 229 more than in 2024, confirming a strategy focused on people's professional growth and on strengthening a corporate culture geared towards continuous improvement.
Compared to 2024, the hours of training on occupational safety have almost doubled, and training on Quality, Environment and Sustainability has been enhanced through a training programme that addressed various topics: from specific training as an Internal Auditor for PDR 125, to courses on Ecodesign and the circular economy.
Product certifications were the focus of the 2025 training: the certification manager provided 111 hours of in-house training. In addition, specific training was organised for the main suppliers in the supply chain, with 9 companies participating, for a total of 13 people.

Training in this area will continue in 2026 to enhance everyone's skills in the key area for the Group's business model.

HOURS OF TRAINING BY THEMATIC AREA



WORKPLACE SAFETY

Occupational health and safety is a non-negotiable priority for Gentili Mosconi, further reinforced by its status as a Benefit company.

In 2025, the hours of training dedicated to safety reached 1,079, almost double the number in 2024: a concrete sign of a commitment that is growing over time.

In terms of accidents, 2025 saw fewer cases than 2024 – a year that had already been positive – with an accident rate of 8.34.

NUMBER OF INJURIES BY GENDER OF THE GROUP

	Units of Measure-ment	2024			2025		
		Men	Women	Total	Men	Women	Total
Total injuries in the year	n.	4	2	**6**	3	1	**4**
Working days lost	n.	54	97	**151**	132	114	**246**
Injuries / total employees	**%**	**3.96%**	**1.72%**	**2.76%**	**2.88%**	**0.74%**	**1.67%**
Workplace injuries	n.	4	1	**5**	3	1	**4**
Injuries while commuting	n.	0	1	**1**	0	0	**0**

GROUP HEALTH AND SAFETY INDICES

	Units of Measure-ment	2024			2025		
		Men	Women	Total	Men	Women	Total
Number of days lost due to illness, injury (including first-aid incidents), public appointments, blood donation permits, and others, disabilities, assemblies/strikes	n.	838	2,253	**3,091**	1,039	1,998	**3,037**
Theoretical working days	n.			**56,964**			**59,943**
Absenteeism rate	%	1.5%	4.0%	**5.4%**	1.7%	3.3%	**5.1%**
Injury rate	n.	8.78	4.39	**13.17**	6.26	2.09	**8.34**
Lost workday rate (severity index)	n.	1.84	4.94	**6.78**	2.17	4.17	**6.33**
Workplace injury rate	n.	8.78	2.19	**10.97**	6.26	2.09	**8.34**
Commuting accident rate	n.	0.00	2.19	**2.19**	0.00	0.00	**0.00**

DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITIES

17 PARTNERSHIP PER GLI OBIETTIVI
12 CONSUMO E PRODUZIONE RESPONSABILI

Gender Equality Certification, salary monitoring, workshops against violence against women. Gentili Mosconi transforms its commitment to gender equality into concrete actions

Gender equality is a journey that Gentili Mosconi embarked on through the Uni PDR 125 certification at the end of 2024, involving a cultural shift and an ongoing commitment that translates into concrete initiatives.

"TRAME DI TRASFORMAZIONE" WORKSHOP

In 2025, Gentili Mosconi provided financial support for a workshop aimed to raising awareness about gender equality and the fight against violence against women, was developed in collaboration with: the Telefono Donna Como Association, AsLiCo - Teatro Sociale, the Italian Youth Association for UNESCO (AIGU) and Anticamera.
The initiative led to the creation of an installation made from textile waste, which was exhibited in the foyer of the Teatro Sociale on the occasion of the event "A theater all for us". Together against violence against women".

TEAM BUILDING ON GENDER EQUALITY

Organised in collaboration with Quid and designed for the people in our Style Department, the event promoted gender equality through a reflection on the ability to recognise conditions of privilege and an experiential tailoring workshop in which each participant created their own jacket, representing aspects related to inclusion and gender equality.

MONITORING OF EQUAL PAY

One year after the UNI PDR 125 Gentili Mosconi certification, the monitoring of equal opportunity conditions continues, with particular focus to the gender pay gap, which has not changed substantially compared to 2024.

As a Group, the 2025 data offer a complex and not very comparable picture, particularly following the acquisition of Manifatture Tessili Bianchi 1981.

For the managers, the ratio cannot be calculated, as the position is held exclusively by a woman. There has been a significant improvement among middle managers, with the pay ratio in favour of women. The trend in the white-collar category is different: although it is predominantly composed of women, the average female salary remains lower than that of men and the gap has slightly increased compared to 2024, a figure that the Group monitors closely. For blue-collar workers, on the other hand, the ratio improved from 0.88 to 0.93, reducing the gap recorded the previous year.

SALARY RATIO WOMEN/MEN BY JOB CLASSIFICATION WITHIN THE GROUP

Job classifications	Units of Measure-ment	2024*	2025
Executives - average monthly RAL	€	/	/
Executives - average monthly RGA	€	/	/
Middle managers - average monthly RAL	€	0.90	1.04
Middle managers - average monthly RGA	€	0.83	1.00
Employees - Average monthly RAL	€	0.86	0.82
Employees - Average monthly RGA	€	0.82	0.80
Blue-collar Workers - Average monthly RAL	€	0.88	0.93
Blue-collar Workers - Average monthly RGA	€	0.83	0.87

*The calculation of the 2024 Group ratio has been updated because it has been corrected with a weighted average of the values of the individual companies.

7

BUILD TIES WITH THE COMMUNITY

The fabric of a company is not only made of threads, but also of the bonds it chooses to build with the community around it.

For Gentili Mosconi, responsibility towards the local community is not a one-off gesture, but a cultural choice deeply rooted in the very way the company does business. Alongside the numerous initiatives promoted by the Gentili Mosconi Foundation, the Group directly expresses its commitment through various collaborations and contributions covering different areas: from social inclusion to culture and disability. This commitment translates into concrete support for local and national organisations that work daily to help the most vulnerable people, promote social cohesion and support the cultural life of the communities in which the Group operates. This choice reflects Gentili Mosconi's identity as a Benefit company: a business that firmly believes that doing business well also means looking after the local community in which it operates.

CONTRIBUTIONS TO THE COMMUNITY BY TYPE OF COMMITMENT

	Units of Measurement	2024	2025
Monetary contributions	€/1,000	87	197
Values of donated goods and services	€/1,000	64	7

DONATIONS AND COLLABORATIONS FOR SOCIAL INCLUSION PROJECTS

Gentili Mosconi promotes numerous initiatives, supporting projects that focus on workplace inclusion and the improvement of social well-being. Through direct donations and strategic collaborations, the Group is committed to generating a tangible positive impact on the local area, as evidenced by the actions taken during the year.

GENTILI MOSCONI FOUNDATION

We have financially supported the numerous projects of the Gentili Mosconi Foundation, already described in the chapter dedicated to the Foundation.

"A TICKET TO THE FUTURE" PROJECT BY QUID IMPRESA SOCIALE

Gentili Mosconi participated in the first stage of Quid's "A Ticket to the Future" fundraising campaign, making a contribution that supported the launch of employment integration and growth programmes for people living in conditions of economic and social vulnerability. Specifically, support for the campaign made it possible to provide 300 hours of vocational training, guidance, and care for two individuals, with the aim of helping them enter the labour market and regain dignity and independence.

AUTUMN GALA

Gentili Mosconi took part in Quid's annual gala, held in the Sala Liberty of the Osteria del Treno in Milan, paying a participation fee to support the event.

"RADICI" 2025

On the occasion of Lake Como Creative Week, Gentili Mosconi collaborated with the cultural association Anticamera by donating obsolete fabrics for the creation of "Radici", a performance that intertwines fashion, theatre, visual arts and music.

COULTURE MIGRANTE

Financial support continues for the three-year project to develop the social tailoring workshop. Gentili Mosconi also took part in the event "Il filo che ci unisce", which offered a reflection on the social value that companies can generate for the benefit of the local area.

BANCO ALIMENTARE

Through a fabric donation, we contributed to the production of bags for Banco di Solidarietà's 2025 Christmas Campaign, made by the Como-based company Bric's. The sale of these bags will help support activities for families in need.

SANT'ANNA HOSPITAL

Thanks to the donation of electroencephalography equipment in 2022, this year 892 patients were able to access the services of the epilepsy clinic.

"HORSE THERAPY MUGELLO"

Gentili Mosconi has renewed its financial support for the horse therapy project, which is based on equine-assisted therapy as a support for people with disabilities or in psychologically complex situations, developing autonomy and promoting socialisation.

TEATRO SOCIALE OF COMO

With a donation, Gentili Mosconi supported the activities of the Teatro Sociale, including the event on 25 November, “A theater all for us”. Together against violence against women".

HAPPY BIRTH+DAY | STELLE TERRESTRI

Through a donation of fabrics and a financial contribution, Gentili Mosconi supported the show Happy Birth+Day | Stelle terrestri by the Pantakin theatre company: a work that explores contemporary female identity through the reflection of three icons of the past — Marilyn Monroe, Jackie Kennedy, and Maria Callas — offering a profound reflection on the universal desire for personal fulfilment and dignity.

"AMICI DI COMETA" ASSOCIATION

Gentili Mosconi has donated a contribution to support the educational and work inclusion activities promoted by Cometa, an organisation dedicated to the care of children in vulnerable situations, and to the education and vocational training of young people. An additional amount was donated to the Mediolanum Foundation, intended to support Cometa's social projects.

“ORTICOLARIO”

Gentili Mosconi contributed with a donation to support the annual event, which celebrates nature by bringing together horticulture, art, design, and landscape culture. The funds raised by Orticolario are allocated to a number of local associations.

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 2025	KPI 2025	New 2026 objective	SDG UN
Environmental	Certified raw materials	Structure employee training on product certifications through a needs analysis and periodic training.	2024-2026	Achieved	125.5 hours of internal training at Gentili Mosconi and Emme. 1 needs analysis questionnaire.	Internal training on the certification management manual and related updates.	4
		Increase the use of certified raw materials by 5% compared to 2024.	2024-2026	Not achieved	Certified raw materials were purchased by Gentili Mosconi at a rate of 31%, compared to 35% in 2024 (-4%).	Achieve 35% certified raw materials out of the total purchase volumes of fabrics and yarns.	12
		Support a dialogue with stakeholders (primarily suppliers and customers), also through questionnaires and surveys to identify risks and opportunities related to the use of sustainable raw materials.	2024-2026	Achieved	11 suppliers were engaged through 1 questionnaire on the opportunities and difficulties related to certifications. In addition, 1 workshop was organised for the 9 suppliers (13 participants) with training dedicated to product certifications.	Listen to the needs of suppliers regarding the updating of certification standards, through surveys and dedicated training sessions.	12
	Chemical management	85% of the volumes in the supply chain come from suppliers verified through audits and KPI collection, according to the chemical management system on the use of water and chemicals.	2024-2026	Achieved	The target of 85.2% of volumes processed by suppliers verified through the collection of KPIs and audits has been achieved.	Maintenance of the 85% KPI.	12
		Increase chemical compliance with the ZDHC programme to ensure verified coverage of purchased raw materials from 12.2% in 2023 to 30% in 2024 and 55% in 2025.	2024-2026	Achieved	The target of 55% (56.7%) of volumes purchased from suppliers verified through the collection of KPIs and Audits was achieved and exceeded.	Maintenance of the 55% KPI.	12
	Energy consumption and atmospheric emissions	Establish an action plan to reduce impacts.	2024-2026	Achieved	A Decarbonisation Plan has been drawn up and implemented for Gentili Mosconi and Emme, with a target date of 2030.	Implement the calculation of Gentili Mosconi's Scope 3.	13
	Eco-friendly product design	Organise training courses on ecodesign, in order to improve the quality of finished or semi-finished products, making them more durable and sustainable.	2024-2026	In progress	Two training courses on Ecodesign and the Circular Economy were organised for employees in the style, product development and sales departments, for a total of 92 hours.	Implement training on ecodesign.	12
	Water management discharge monitoring	Monitoring of water analyses according to the ZDHC programme for suppliers representing 60% of the volumes processed in the supply chain.	2024-2026	Achieved	The figure achieved is 66.8%, surpassing the initial target of 60%.	Maintain monitoring of ZDHC water analyses on 60% of the volumes in the supply chain.	6

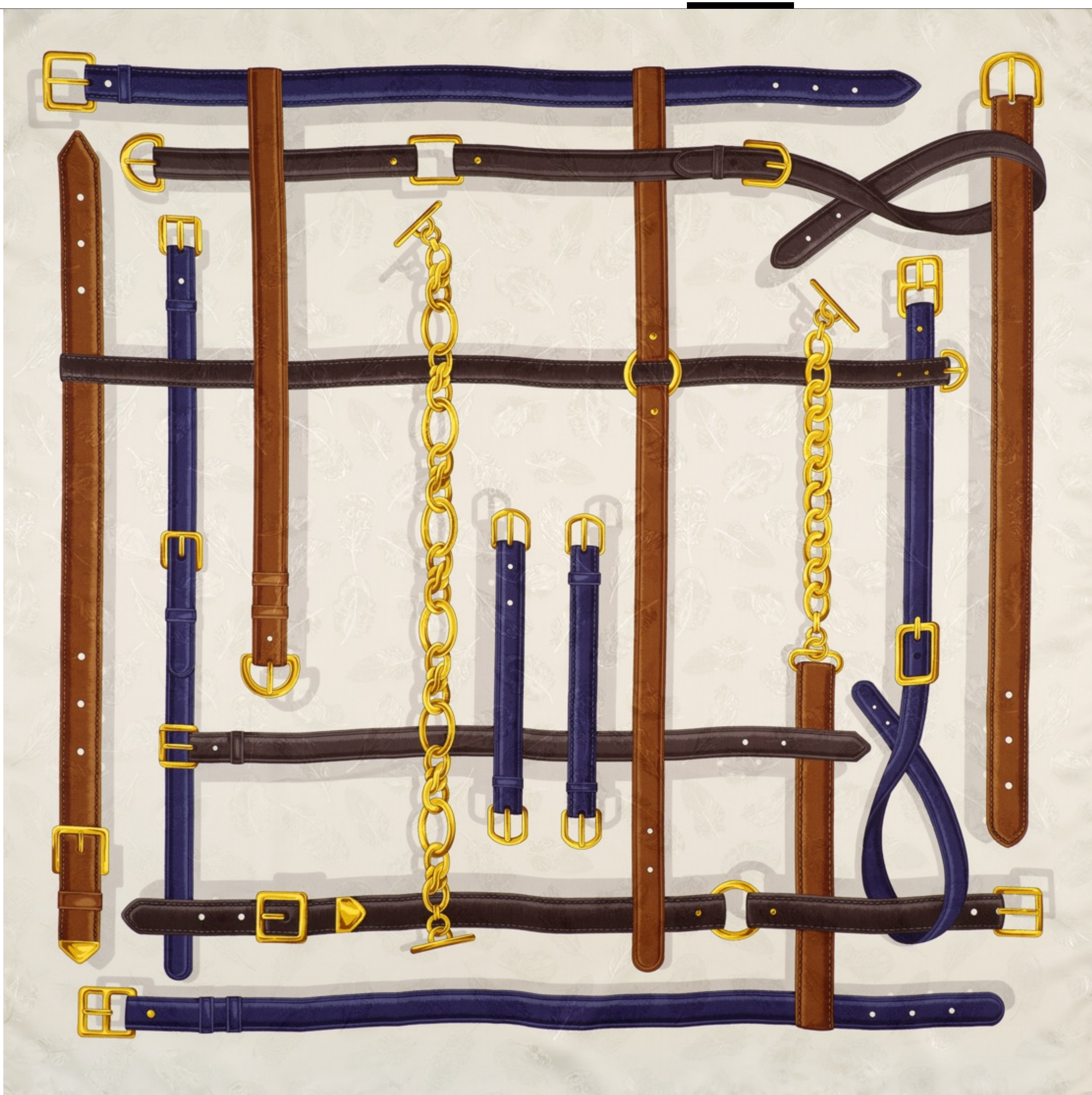
	Material topics	Objectives	Reference period	Progress status 2025	KPI 2025	New 2026 objective	SDG UN
Environmental	**Waste Management and Circularity**	Collaborate with social tailoring workshops for fabric recovery through Upcycling.	2024-2026	Achieved	4 collaborations with social organisations with the donation of obsolete fabrics.	Continue the collaborations that have been initiated.	
		Monitoring of fabric waste in order to reduce waste sent for destruction.	2024-2026	Achieved	67% of textile waste sent for re-cycling/recovery, of which 55.2% was actually recycled.	Maintain monitoring and the 60% recycling target.	
		Training on EPR regulations.	2026	In progress	Objective not planned for 2025.	Organise a course on EPR legislation.	
Social	**Professional growth and training**	Optimise Gentili Mosconi's training plan through a more precise collection of employees' training needs.	2024-2026	In progress	Training needs identified in 2025: 57% of the Group's em-ployees indicated that training in soft skills, digital skills, and leadership would be useful.	Structure a training plan on: soft skills, digital skills, leadership	
	Well-being, Corporate Welfare and Work-Life Balance	Assessment of available spaces for the creation of refreshment and leisure areas for employees.	2025-2026	Partially achieved	Following the assessment, the company management identified an available outdoor company area.	Equip an outdoor area dedicated to employees	
		Carry out an initial analysis of the current state and define a strate-gic Welfare plan.	2024-2026	Partially achieved	A survey was conducted on the satisfaction with the Welfare initiatives, to which 197 employ-ees responded, representing 70.1% of Gentili Mosconi, 16.2% of Emme, and 13.7% of Tintoria Comacina. The Management has not approved a Welfare plan for 2025.	Expand the package of Welfare benefits offered to employees	
		Maintaining the good practices already active in the WHP (Work-place Health Promotion) programme.	2024-2026	Achieved	Obtained the "WHP Companies that promote health" certifica-tion from ATS Insubria.	Maintaining the good practices already active in the WHP programme	
		Organisation of 1 workshop on health and wellbeing issues.	2024-2026	Achieved	1 "Active Breaks" workshop in collaboration with ATS Insubria.	Organisation of 1 workshop on health and wellbeing issues.	
		1 screening in the field of health prevention.	2024-2026	Achieved	1 screening for Diabetes with the sharing of an informative video, in which 103 Group em-ployees participated.	1 screening in the field of health prevention.	
		Internal sharing of the objectives achieved with the "Cohesion Team" project and monitoring of the concrete implementation of the identified strategies.	2024-2026	Achieved	1 Feedback meeting at the end of the project + 1 Project moni-toring questionnaire.		

	Material topics	Objectives	Reference period	Progress status 2025	KPI 2025	New 2026 objective	SDG UN
Social	**Diversity & Inclusion, Equal Opportunities**	In the assessment questionnaire on existing Welfare practices, introduce a specific question to evaluate employees' interest in corporate volunteering.	2024-2026	Partially achieved	In the Welfare questionnaire, the majority of the group's employees stated that they are interested in volunteering for social and environmental causes.	Map the third sector organisations with which to collaborate.	17
		Maintaining gender equality certification and organising workshops on gender equality.	2024-2026	Achieved	Renewed the gender equality certificate according to UNI PdR 125:2022; training for all employees + 2 workshops.	Training and workshops on female leadership.	5
	Support for the local community and partnerships for textile culture	Collaborate with local organisations to promote textile culture	2024-2026	Achieved	5 Gentili Mosconi ETS Foundation programmes on priority issues with 34 local organisations involved.	Continue and structure the Foundation's collaborations through agreements and partnership arrangements with local organisations and entities.	17
Governance	**Economic performance**	Verticalisation of the company through acquisitions of new production partners.	2024-2026	Achieved	2 acquisitions/year.	Harmonisation of information systems, policies, procedures and best practices among the Group's companies.	8
		Investments for the acquisition of new production machinery and/or innovative product or process solutions.	2024-2026	Achieved	8 new machines in Comacina/year.	Innovation and diversification of the processes of the new Group companies.	9
	Quality and innovation	Continue developing the artificial intelligence application project for textile quality control.	2024-2026	Partially achieved	300 hours spent on the project.	Evaluate new innovative solutions for quality control.	9
		Evaluate new projects through the newco "fili di innovazione".	2024-2026	Achieved	1 new project on traceability through the Innovation 4 Luxury hub "I4L".	Evaluation of other innovation projects.	9
	Responsible supply chain management	Assessment of the socio-environmental impact of the supply chain to be implemented by 2026.	2024-2026	Partially achieved	Social assessment of 35 suppliers/year verified by second- or third-party audits.	Maintain monitoring of social audits.	12
	Traceability and digitisation of information	Use the 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, extending this to other suppliers as well.	2024-2026	Partially achieved	3 new suppliers engaged.	Evaluation of other platforms. Collaborate with the "I4L" Hub on supply chain traceability.	9

	Material topics	Objectives	Reference period	Progress status 2025	KPI 2025	New 2026 objective	SDG UN
Governance	**Relations with stakeholders**	Continue with stakeholder listening activities, also through the activities carried out by the Gentili Mosconi ETS foundation.	2024-2026	Achieved	4 GM Foundation "Call for Partnership" events – 4 qualitative interviews with clients – 1 stakeholder consultation focus group.	Continue with stakeholder listening activities, also through the activities carried out by the Gentili Mosconi ETS foundation.	17
		Improve the internal communication system (newsletter, website).	2024-2026	Partially achieved	48 newsletters published in 2025.	Consider creating a communications team.	8
	Business ethics and integrity	Publication of the updated Code of Ethics in 2025.	2024-2026	In progress	The Code of Ethics was drafted in 2025 but not published.	Publication of the new Group Code of Ethics.	12
		Update and publication of the Sustainability Policy.	2024-2026	Achieved	The sustainability policy has been updated.		12
		Publish the code of conduct for suppliers in 2025.	2024-2026	Not achieved		Publish the code of conduct for suppliers.	8
		Adoption of a Contractual Framework for the supply chain.	2026	In progress	The Objective was added and was not previously planned.	Drafting of the supply chain contractual framework.	8
	Data protection and cybersecurity	Maintain and update IT security tools to protect corporate data and archives.	2024-2026	Achieved	No data loss.	1 internal training course for managing the confidentiality of company data; strengthening of disaster recovery.	9
	Organisation and Transparency	Implementation of 1 reorganisation process underway at one of the Group's companies.	2024-2026	In progress	1 process in progress at Tintoria Comacina.	Implementation of 1 reorganisation process in another Group company.	8

9

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 respected.

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 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 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 S.p.a., Emme S.r.l., Tintoria Comacina S.r.l. and Manifatture Tessili Bianchi 1981 S.r.l. Gentili Mosconi N.Y. Inc., however, is not included in the scope as it is a commercial entity with operations outside the national borders considered. Economic information remains consistent with the 2024 Management Report. Cesare Gatti S.r.l. was acquired in December 2025; all data relating to the company will be included in the 2026 Sustainability Report.

CHANGE IN SCOPE COMPARED TO THE PREVIOUS YEAR

Gentili Mosconi acquired the company Manifatture Tessili Bianchi 1981 S.r.l. in April 2025. The environmental data relating to this company are therefore included in this Report from the date of acquisition and refer to the period April–December 2025 (9 months). The 2024 comparative data do not include this company, as it was not yet part of the Group. This change in scope is relevant for the correct interpretation of intensity indicators and year-on-year changes, particularly with regard to energy consumption and production in metres of fabric.

REPORTING PERIOD

The reporting period runs from 1.1.2025 to 31.12.2025. 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. Changes made to the 2024 data have been appropriately indicated.

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 comprises the emissions generated by the four Group companies included in the reporting scope.

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.

CONTACT POINT FOR REPORT INFORMATION

For information relating to this Report:
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Technical and methodological support for the activities related to the Report and for Stakeholder Engagement activities:
Focus Lab srl Benefit - B Corp certified

10

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

11

APPENDICES

ANALYSIS OF IMPACTS, RISKS AND OPPORTUNITIES FROM A CSRD PERSPECTIVE

The Double Materiality analysis, introduced by the European **ESRS** standards as part of the **CSRD**, represented a significant step for Gentili Mosconi.
The exercise, based on the assessment of the impacts, risks and opportunities **(IRO)** generated by the Group, and on an internally defined materiality threshold, yielded the double materiality matrix that identifies the most relevant ESG issues for the company, both from the perspective of impact on people, communities and the environment, and from the financial perspective for the Group itself.
The results of that analysis remain the methodological reference for this Report and continue to guide the strategic priorities in the ESG field.
The company constantly monitors the evolution of the internal and external context, and is ready to update the assessment if there are significant changes in the supply chain, the regulatory framework or the expectations of stakeholders.

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	Actual
	Energy	Energy consumption from non-renewable sources	Negative	Actual
ESRS E2 Pollution	Air pollution	Emissions of pollutants in the atmosphere	Negative	Actual
	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	Actual
	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	Actual
	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	Actual
		Degradation of natural habitats caused by incorrect disposal of end-of-life products	Negative	Actual
	Impacts and dependencies in terms of ecosystem services	Use of raw materials that require land consumption	Negative	Actual
		Use of raw materials that come from living organisms	Negative	Actual
ESRS E5 Circular Economy	Inflows of resources, including the use of resources	Use of certified raw materials with lower environmental impact standards	Positive	Actual
		Consumption of natural resources	Negative	Actual
	Outflows of resources related to products and services	Practices to promote product durability	Positive	Actual
	Waste	Generation of textile waste	Negative	Actual
		Recovery of textile waste and second-quality items	Positive	Actual
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	Actual
	Equal treatment and opportunities for all	Development of human capital and enhancement of skills	Positive	Actual
		Presence of discrimination in the workplace	Negative	Potential
		Ensuring gender equality and rights between men and women	Positive	Actual
	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 Affected communities	Economic, social and cultural rights of communities	Recruitment of people in the local area	Positive	Actual
		Pass on Como's textile culture in schools and the local area	Positive	Actual
		Social promotion in the local area	Positive	Actual
	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	Actual

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	Actual
		Fair and lasting relations with stakeholders	Positive	Actual
		Ability to implement clear policies and shared management procedures, identifying roles and responsibilities	Positive	Potential
	Protection of whistleblowers	Protection of anonymous whistleblowers	Positive	Actual
	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	Actual
	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	Actual
		Creation of partnerships to boost the development and innovation of the sector and the promotion of Como's textile culture	Positive	Actual

FINANCIAL MATERIALITY

ESRS topics	ESRS sub-topics	Main Risks and Opportunities	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	ESRS sub-topics	Main Risks and Opportunities	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 Affected communities	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 Affected communities	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
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 results of the analysis are summarised in the double materiality matrix, which classifies the most significant ESRS topics for the Group into four quadrants, distinguishing whether their relevance arises from an impact perspective — in relation to people, communities, and the environment — from a financial perspective, in terms of risks and opportunities for the Group, or from a combination of both.

The most significant topics, excluding those according to financial materiality, were scrutinised by the company's main stakeholders, who defined, according to their own experience, the priority topics to which efforts and resources should be directed.

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

The following tables show the indicators not included in the thematic chapters.

GOVERNANCE INDICATORS

Company structure as at 31/12/2025	Units of Measure-ment	No. of shares owned	Share capital %
Francesco Gentili	no. %	6,788,000	33.94%
Patrizia Mosconi	no. %	6,224,379	31.12%
Manifatture Tessili Bianchi & Co S.r.l.	no. %	1,000,000	5.00%
Market	no. %	5,987,621	29.94%
Total	**no. %**	**20,000,000**	**100%**

ECONOMIC INDICATORS

Basic economic and financial indicators	Units of Measure-ment	2024	2025
Net sales revenue	€/1,000	41,503	54,118
Gross operating margin (EBITDA)	€/1,000	3,354	4,305
Net operating margin (EBIT)	€/1,000	604	957
Net financial expenses	€/1,000	-635	1,179
Profit before tax	€/1,000	1,240	-222
Net profit	€/1,000	794	-733
Net equity	€/1,000	-36,196	-36,446

REVENUES BY PRODUCT LINE GRI Standards: 2-6

Line	2024 Revenues [€/1,000]	2025 Revenues [€/1,000]
Textiles	17,825	30,742
Fashion accessories	19,246	18,109
Home accessories	1,339	1,095
Printing and dyeing processes	2,328	3,509
Other revenues	765	663
Total	**41,503**	**54,118**

BREAKDOWN OF THE DETERMINATION OF GENERATED ADDED VALUE

GRI Standards: 201

Items	Units of Measure-ment	2024	2025
A. Value of production	€/1,000	**43,079**	**59,437**
Revenues from sales and services	€/1,000	41,503	54,118
Changes in inventories	€/1,000	257	4,265
Other revenues and income	€/1,000	1,319	1,054
B. Costs	€/1,000	**-28,304**	**-42,283**
Costs for raw materials, subsidiary materials, consumables, and goods	€/1,000	-13,915	-22,874
Costs for services	€/1,000	-12,890	-16,620
Provisions for risks	€/1,000	-66	-84
Value adjustments on tangible and intangible assets and trade receivables	€/1,000	0	-1,201
Other operating costs	€/1,000	-1,433	-1,505
C. Income net of bank charges	€/1,000	**666**	**23**
Financial income	€/1,000	777	116
Bank charges	€/1,000	-111	-93
OVERALL GROSS VALUE ADDED (A+B+C)	€/1,000	**15,441**	**17,177**

BREAKDOWN OF THE DISTRIBUTION OF ADDED VALUE

GRI Standards: 201

Items	Units of Measure-ment	2024	2025
A. Staff Remuneration	€/1,000	**11,229**	**13,734**
Cost of personnel	€/1,000	11,229	13,734
B. Remuneration of the public administration	€/1,000	**550**	**546**
Income taxes for the year, current, deferred, advance	€/1,000	520	512
Other taxes and duties (non-deductible VAT)	€/1,000	30	34
C. Remuneration of credit capital	€/1,000	**141**	**94**
Short- and medium- to long-term capital charges	€/1,000	141	94
D. Remuneration of equity capital	€/1,000	**0**	**0**
Distribution of profit for the year	€/1,000	0	0
E. Remuneration of the company	€/1,000	**3,404**	**2,530**
Profit/(loss) for the year allocated to reserves	€/1,000	720	-733
Depreciation	€/1,000	2684	3,263
F. Remuneration of the collectivity	€/1,000	**117**	**273**
Membership fees	€/1,000	29	76
Contributions to Universities and Research Centres	€/1,000	0	0
Donations and gifts	€/1,000	88	197
OVERALL GROSS VALUE ADDED (A+B+C+D+E+F)	€/1,000	**15,441**	**17,177**

SUPPLIERS AND PURCHASES

GRI Standards: 204, 308

Basic economic and financial indicators	Units of Measure-ment	2024	2025
Suppliers	n.	1,084	1,168
National suppliers	n.	1,013	1,097
Regional suppliers	n.	818	879
Share of national suppliers	%	93.5%	93.9%
Share of regional suppliers	%	75.5%	75.3%
Value of the purchased	€/1,000	40,453	46,993
Value of purchases from national suppliers	€/1,000	39,100	43,091
Value of purchases from regional suppliers	€/1,000	35,961	38,070
Share purchased nationally	%	96.7%	91.7%
Regional share purchased	%	88.9%	81.0%

EVALUATION OF SUPPLIERS WITH ESG CRITERIA - GENTILI MOSCONI

GRI Standards: 308.414

Suppliers evaluated	Type of data analysis	2024				2025			
		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	1	5	9	15	1	10	4
	% based on quantity purchased	81.4%	9.9%	38.9%	32.6%	81%	10.9%	54.8%	15.3%
Suppliers of outsourced processes	based on the number of suppliers	6	6	0	0	6	6	0	0
	% based on quantity processed	82.30%	82.30%	0.0%	0.0%	82.20%	82.20%	0.00%	0.00%

EVALUATION OF SUPPLIERS WITH ESG CRITERIA - MANIFATTURE TESSILI BIANCHI*

GRI Standards: 308.414

Suppliers evaluated	Type of data analysis	2024				2025			
		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	/	/	/	/	12	1	1	10
	% based on quantity purchased	/	/	/	/	82.2%	9.4%	4.9%	67.9%
Suppliers of outsourced processes	based on the number of suppliers	/	/	/	/	5	1	0	4
	% based on quantity processed	/	/	/	/	82.40%	13.50%	0.00%	68.90%

* Manifatture Tessili Bianchi, applying the 4sChem module of 4Sustainability, follows the same protocol as Gentili Mosconi and has a rating referring to its production chain composed of yarn and fabric suppliers, as well as third-party processing (mainly dyeing). The figure is only shown in the appendix because the company will be incorporated into Gentili Mosconi during 2026.

GEOGRAPHICAL DISTRIBUTION OF CUSTOMERS

GRI Standard: 2-6

Area	2024		2025	
	customer number [n]	Revenues [€/1,000]	customer number [n]	Revenues [€/1,000]
Italy	297	16,197	459	30,026
EEC	63	13,826	112	12,188
Extra EEC	81	11,480	115	11,904
Total	**441**	**41,503**	**686**	**54,118**

INFRASTRUCTURE INVESTMENTS AND FUNDED INVESTMENTS

GRI Standard: 203-1

	Units of Measure-ment	2024	2025
Significant infrastructure investments	€/1,000	4,642	3,735

ENVIRONMENTAL INDICATORS

UNIT OF FABRIC PRODUCED/PROCESSED	Units of Measurement	2024	2025
Tot fabric processed by COMACINA	m	1,188,959	1,385,169
Tot fabric processed by EMME	m	672,605	770,725
Total fabric processed by MANIFATTURE TESSILI BIANCHI	m	/	1,141,706*
Tot fabric sold by Gentili Mosconi	m	845,908	803,351
*N ULA Gentili Mosconi	no.	115	127
* total hours worked Gentili Mosconi	hours	186,102	210,089

* The figure refers to the reporting period April-December

ENERGY CONSUMPTION BY SOURCE											GRI Standards: 302
		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Energy sources	Units of Measurement	2024	2025	2024	2025	2024	2025	2024	Apr/Dec 2025	2024	2025
Natural gas	m³	17,984	30,442	785,834	687,135	606,780	607,076	/	5,057	**1,410,598**	**1,329,710**
LPG	l	12,207*	3,800**	0	0	0	0	/	0	**12,207**	**3,800**
Diesel for vehicle fleet	l	14,437	15,152	2,935	2,888	5,976	5,587	/	10,036	**23,348**	**33,663**
Petrol for vehicle fleet	l	16,035	16,440	0	0	0	0	/	0	**16,035**	**16,440**
Total grid electricity (with and without GO)	kWh	354,378	355,354	1,328,044	1,354,062	609,712	723,830	/	13,649	**2,292,134**	**2,446,895**
Self-generated renewable electricity	kWh	90,223	94,517	0	0	0	0	/	4,285	**90,223**	**98,802**
Electricity purchased with GO	kWh	139,270	199,940	604,657	653,423	0	0	/	0	**743,927**	**853,363**

*The 2024 figure had not been reported. Refers to the use of LPG at the Pannilani site, which in 2025 is no longer affiliated with Gentili Mosconi
**The 2025 figure has decreased because the premises are no longer rented by GM

ENERGY CONSUMPTION BY SOURCE

GRI Standards: 302

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Energy sources	**Units of Measure-ment**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**Apr/ Dec 2025**	**2024**	**2025**
Natural gas	GJ	709	1,200	30,962	27,073	23,907	23,918	/	199	**55,578**	**52,390**
LPG	GJ	305	95	0	0	0	0	/	0	**305**	**95**
Diesel for vehicle fleet	GJ	0.52	0.54	0.10	0.10	0	0.20	/	0.36	**1**	**1**
Petrol for vehicle fleet	GJ	0.48	0.49	0	0	0	0	/	0	**0.5**	**0.5**
Total grid electricity (with and without GO)	GJ	1,276	1,279	4,781	4,875	2,195	2,606	/	49.14	**8,252**	**8,809**
Self-produced electricity from renewable sources	GJ	325	340	0	0	0	0	/	15.43	**325**	**356**
Electricity purchased with GO	GJ	501	720	2,177	2,352	0	0	/	0	**2,678**	**3,072**
Total	**GJ**	**2,616**	**2,915**	**35,743**	**31,948**	**26,102**	**26,524**	**/**	**264.17**	**64,461**	**61,652**
Energy intensity	GJ/m	0.0031	0.0036	0.05	0.04	0.02	0.02	/	0.0002	**0.0238**	**0.0150**

PURCHASED MATERIALS

GRI Standards: 301

Gentili Mosconi	**Units of Measurement**	**2024**	**2025**	
Fabric purchased	m	764,814	623,753	
of which certified/green labels	m	279,074	190,648	
Incidence of certified/sustainable label fabric on the total	%	36%	31%	
Emme	**Units of Measurement**	**2024**	**2025**	
Chemicals and dyes for printing	kg	138,227	127,226	
Other chemicals (maintenance, purifier)	kg	42,850	71,755	
Tot chemicals	kg	181,077	198,981	
Chemicals index per metre of fabric	kg/m	0.27	0.26	
Comacina	**Units of Measurement**	**2024**	**2025**	
Chemicals and dyes for printing	kg	150,639	157,741	
Other chemicals (maintenance, purifier)	kg	1,835	122,960	
Tot chemicals	kg	152,474	280,701	
Chemicals index per metre of fabric	kg/m	0.13	0.20	
M.T.Bianchi	**Units of Measurement**	**2024**	**Apr-Dec 2025-m**	**Apr-Dec 2025 kg**
Fabric purchased in m	m	/	711,143	
Yarn purchased in kg	m	/		40,884
of which certified/green labels	m	/	106,672	34,277
Incidence of certified/sustainable label fabric on the total	%	/	15%	
Incidence of yarn purchased/from sustainable brands on the total	%	/		84%

WASTE GENERATED

GRI Standards: 306

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Type	Units of Meas-ure-ment	2024	2025	2024	2025	2024	2025	2024	April – Dec 2025	2024	2025
Non-hazardous											
Paper	kg	18,490	20,310	45,760	34,480	18,860	14,740	/	274	**83,110**	**69,804**
Plastic	kg	4,900	7,440	2,720	0	400	150	/	0	**8,020**	**7,590**
Sludge produced by effluent treatment	kg	0	0	75,160	46,590	0	0	/	0	**75,160**	**46,590**
Wood	kg	0	0	3,530	3,520	720	0	/	0	**4,250**	**3,520**
Iron and steel + mixed metals	kg	40,620	2,620	4,960	0	1,580	570	/	0	**47,160**	**3,190**
Mixed packaging	kg	0	0	16,390	10840	15,900	18,930	/	0	**32,290**	**29,770**
Out-of-service electronic equipment	kg	0	0	0	0	0	0	/	0	**0**	**0**
Printer toners	kg	225	155	120	190	0	0	/	0	**345**	**345**
Textile fibre waste	kg	8,580	10,197	660	520	3,620	6,120	/	1,580	**12,860**	**18,417**
Bulky waste	kg	0	0	0	0	330	0	/	295	**330**	**295**
Hazardous											
Printer toners containing hazardous substances	kg	0	0	102	0	0	0	/	0	**102**	**0**
Waste adhesives and sealants containing organic solvents or other dangerous substances	kg	0	0	920	1,445	0	0	/	0	**920**	**1,445**
Mineral oils for engines		0	0	0	0	0	0	/	0	**0**	**0**
Packaging containing residues of or contaminat-ed by dangerous substances	kg	0	0	3,680	3,809	0	0	/	0	**3,680**	**3,809**
Out-of-service equipment containing hazardous substances	kg	0	0	0	00	0	0	/	0	**0**	**0**
Inorganic waste containing hazardous substanc-es	kg	0	0	0	1,267	0	0	/	0	**0**	**1,267**
Other emulsions	kg	70	0	0	0	1,600	1,160	/	0	**1,670**	**1,160**
Packaging containing residues of or contaminat-ed by dangerous substances	kg	**0**	**0**	**0**	**0**	**0**	**0**	/	0	**0**	**0**
Total	kg	**72,885**	**40,722**	**154,002**	**102,661**	**43,010**	**41,670**	**/**	**2,149**	**269,897**	**187,202**

WASTE INDICES

GRI Standards: 306

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Type	**Units of Measure-ment**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**April – Dec 2025**	**2024**	**2025**
Hazardous waste	kg	70	0	4,702	6,521	1,600	1,160	/	0	**6,372**	**7,681**
Non-hazardous waste	kg	72,815	40,722	149,300	96,140	41,410	40,510	/	2,149	**263,525**	**179,521**
Total	**kg**	**72,885**	**40,722**	**154,002**	**102,661**	**43,010**	**41,670**	**/**	**2,149**	**269,897**	**187,202**
Total waste on the total metres of processed fabric	kg/m	0.09	0.05	0.23	0.13	0.04	0.03	/	0.00	**0.10**	**0.05**
Total hazardous waste on the total metres of processed fabric	kg/m	0.00	0.00	0.007	0.008	0.001	0.001	/	0.00	**0.002**	**0.002**
Total non-hazardous waste on the total me-tres of processed fabric	kg/m	0.086	0.051	0.222	0.125	0.035	0.029	/	0.002	**0.097**	**0.044**

GROUP WASTE DISPOSAL METHODS

GRI Standards: 306

	Units of Measurement	2024			2025		
		Hazardous	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**
Recovery	kg	3,782	200,325	204,107	45,586	93,626	139,212
Disposal	kg	990	64,800	65,790	1,445	46,590	48,035
Total	**kg**	**4,772**	**265,125**	**269,897**	**4.7031**	**140,216**	**187,247**

WASTE DISPOSAL METHODS

GRI Standards: 306

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
	Units of Meas-ure-ment	**2024**			**2025**			**2024**			**2025**			**2024**			**2025**			**2024**			**2025**		
		Haz-ardous	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**	**Haz-ardous**	**Non-haz-ardous**	**Total**
Recovery	n.	0	72,815	72,815	0	40,722	40,722	3,782	84,500	88,282	5,076	49,550	54,626	0	43,010	43,010	40,510	1,160.0	41,670	/	/	/	0	2,194	2,194
Disposal	n.	70	0	70	0	0	0	920	64,800	65,720	1,445	46,590	48,035	0	0	0	0	0	0	/	/	/	0	0	0
Total	**n.**	70	72,815	72,885	0	40,722	40,722	4,702	149,300	154,002	6,521	96,140	102,661	0	43,010	43,010	40,510	1,160	41,670	/	/	/	0	2,194	2,194

WATER WITHDRAWALS BY SOURCE

GRI Standards: 303

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Source	**Units of Measurement**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**April – Dec 2025**	**2024**	**2025**
Groundwater	m³	0	0	63,694	65,953**	0	0	/	0	**63,694**	**65,953**
Water supplied by public aqueducts	m³	1,507	1,840*	417	225	84,379	86,465***	/	32	**86,303**	**88,562**
Total	**m³**	**1,507**	**1,840**	**64,111**	**66,178**	**84,379**	**86,465**	**/**	**32**	**149,997**	**154,515**
Index of m³ per m of fabric	mc/m	0.0018	0.0023	0.095	0.086	0.071	0.062	/	0.00003	**0.055**	**0.038**

*The increase in the figure is linked to a major water leak at one of the Gentili Mosconi sites
**The groundwater data were obtained from the well meter and not from the monitoring system's accounting file
***The figure is the result of an estimate

WATER DISCHARGE AND WATER CONSUMPTION

GRI Standards: 303

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Destination	**Units of Measurement**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**April – Dec 2025**	**2024**	**2025**
Discharge to sewerage treatment entity	m³	N.A.	N.A.	55,062	59,579	81,541	83,542	/	0	**136,603**	**143,121**
Water consumption	m³	1,507	1,840	9,049	6,599	2,838	2,923	/	32	**13,394**	**11,394**

CLIMATE-CHANGING EMISSIONS INTO THE ATMOSPHERE

GRI Standards: 305

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi		Group	
Emissions	**Units of Measurement**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Direct (Scope 1)*	tCO2eq/anno	200.97	102.56	1,666.61	1,484.27	1,301.65	1,292.12	/	29.62	**3,169.23**	**2,908.57**
Indirect (Scope 2) - market based*	tCO2eq/anno	86.03	68.57	289.32	309.12	186.97	319.35	/	6.02	**562.32**	**703.06**
Indirect (Scope 2) - location based*	tCO2eq/anno	50.84	76.73	314.00	292.36	144.11	156.28	/	2.95	**508.83**	**528.32**
Scope 3	tCO2eq/anno	176.10	165.51	155.10	211.15	232.29	307.84	/	5.08	**563.49**	**689.58**
Totals (Scope 1 and 2 and 3) - market based	**tCO2eq/anno**	**463.11**	**336.64**	**2,111.03**	**2,004.54**	**1,720.91**	**1,919.30**	**/**	**40.73**	**4,295.05**	**4,301.21**
Carbon intensity of the organisation	tCO2eq/m	0.00055	0.00042	0.0031	0.0026	0.0014	0.00139	/	0.00004	**0.0016**	**0.0010**

* Compared to the 2024 Sustainability Report, the CFO of Gentili Mosconi has been updated, including the Via Pannilani site in the scope

SOCIAL INDICATORS

EMPLOYEES BY AGE AS AT 31.12 OF THE GROUP

GRI Standards: 2-7, 405

Age Classes	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Under 30	n.	16	7	**23**	15	10	**25**
30 to 39 years old	n.	12	15	**27**	13	19	**32**
40 to 49	n.	17	39	**56**	16	37	**53**
50 and Over 50	n.	56	55	**111**	60	69	**129**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**

EMPLOYEES BY AGE AS AT 31.12 - BREAKDOWN BY GROUP COMPANIES

Age Classes	Units of Measurement	Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
		2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30	n.	2	6	**8**	1	7	**8**	9	1	**10**	8	1	**9**	5	0	**5**	6	0	**6**	/	/	**/**	0	2	**2**
30 to 39 years old	n.	5	12	**17**	5	13	**18**	5	1	**6**	5	2	**7**	2	2	**4**	2	3	**5**	/	/	**/**	1	1	**2**
40 to 49	n.	5	33	**38**	4	31	**35**	9	5	**14**	7	6	**13**	3	1	**4**	2	0	**2**	/	/	**/**	3	0	**3**
50 and Over 50	n.	16	45	**61**	17	52	**69**	21	4	**25**	22	3	**25**	19	6	**25**	19	8	**27**	/	/	**/**	2	6	**8**
Total	**n.**	**28**	**96**	**124**	**27**	**103**	**130**	**44**	**11**	**55**	**42**	**12**	**54**	**29**	**9**	**38**	**29**	**11**	**40**	**/**	**/**	**/**	**6**	**9**	**15**

EMPLOYEES BY JOB CLASSIFICATION OF THE GROUP

GRI Standards: 2-7, 405

Job classifications	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Managers	n.	0	1	**1**	0	1	**1**
Middle managers	n.	4	3	**7**	7	2	**9**
Employees	n.	33	79	**111**	34	95	**129**
Blue-collar Workers	n.	64	33	**98**	63	37	**100**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**

EMPLOYEES BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
Job Classification	Units of Measurement	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	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**	0	0	**0**	/	/	**/**	0	0	**0**
Middle managers	n.	2	3	**5**	2	2	**4**	2	0	**2**	2	0	**2**	0	0	**0**	2	0	**2**	/	/	**/**	1	0	**1**
Employees	n.	19	64	**83**	18	68	**86**	6	9	**15**	6	10	**16**	8	6	**13**	6	8	**14**	/	/	**/**	4	9	**13**
Blue-collar Workers	n.	7	28	**35**	7	32	**39**	36	2	**38**	34	2	**36**	21	3	**25**	21	3	**24**	/	/	**/**	1	0	**1**
Total	**n.**	**28**	**96**	**124**	**27**	**103**	**130**	**44**	**11**	**55**	**42**	**12**	**54**	**29**	**9**	**38**	**29**	**11**	**40**	**/**	**/**	**/**	**6**	**9**	**15**

EMPLOYEES BY TYPE OF CONTRACT AND EXTERNAL COLLABORATORS OF THE GROUP

GRI Standards: 2-7, 405

Agreements	**Units of Measurement**	2024			2025		
				Total	Men	Women	Total
Permanent contract	n.	93	113	**206**	98	131	**229**
Fixed-term contract	n.	1	2	**3**	1	2	**3**
Apprenticeship	n.	7	1	**8**	5	2	**7**
Total	**n.**	**101**	**116**	**217**	**104**	**135**	**239**
Full-Time	**n.**	**100**	**109**	**209**	**103**	**124**	**227**
Part-Time	**n.**	**1**	**7**	**8**	**2**	**10**	**12**
Total	**n.**	**101**	**116**	**217**	**105**	**134**	**239**
Self-employed workers	n.	0	1	1	0	1	1

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

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
Agreements	Units of Measurement	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	n.	26	93	**119**	25	100	**125**	40	11	**51**	39	12	**51**	27	9	**36**	28	11	**39**	/	/	**/**	6	8	**14**
Fixed-term contract	n.	1	2	**3**	1	2	**3**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	/	/	**/**	0	0	**0**
Apprenticeship	n.	1	1	**2**	1	1	**2**	4	0	**4**	3	0	**3**	2	0	**2**	1	0	**1**	/	/	**/**	0	1	**1**
Total	**n.**	**28**	**96**	**124**	**27**	**103**	**130**	**44**	**11**	**55**	**42**	**12**	**54**	**29**	**9**	**38**	**29**	**11**	**40**	**/**	**/**	**/**	**6**	**9**	**15**
Full-Time		28	91	**119**	27	97	**124**	43	10	**53**	40	11	**51**	29	8	**37**	30	9	**39**	/	/	**/**	6	7	**13**
Part-Time		0	5	**5**	0	6	**6**	1	1	**2**	2	1	**3**	0	1	**1**	0	1	**1**	/	/	**/**	0	2	**2**
Total	**n.**	**28**	**96**	**124**	**27**	**103**	**130**	**44**	**11**	**55**	**42**	**12**	**54**	**29**	**9**	**38**	**30**	**10**	**40**	**/**	**/**	**/**	**6**	**9**	**15**
Self-employed workers		0	0	**0**	0	1	**1**	0	1	**1**	0	0	**0**	0	0	**0**	0	0	**0**	/	/	**/**	0	0	**0**

GROUP EMPLOYMENT AND TURNOVER

GRI Standards: 401

Flows	**Units of Measurement**	2024			2025		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Number of new hires	n.	26	25	**51**	17	19	**36**
Former employees	n.	14	11	**25**	20	11	**31**
Total number of employees	n.	**101**	**116**	**217**	**104**	**135**	**239**
Rate of hiring new employees	**%**	**25.7%**	**21.6%**	**23.5%**	**16.3%**	**14.1%**	**15.1%**
Employee turnover rate	**%**	**13.9%**	**9.5%**	**11.5%**	**19.2%**	**8.1%**	**13.0%**

EMPLOYMENT AND TURNOVER - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
	Units of Measurement	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of new hires	n.	7	20	**27**	4	16	**20**	4	2	**6**	2	2	**4**	15	3	**18**	9	1	**10**	/	/	**/**	2	0	**2**
Former employees	n.	6	8	**14**	5	9	**14**	2	0	**2**	4	2	**6**	6	3	**9**	9	0	**9**	/	/	**/**	2	0	**2**
Total number of employees	n.	28	96	**124**	27	103	**130**	44	11	**55**	42	12	**54**	29	9	**38**	29	11	**40**	/	/	**/**	6	9	**15**
Rate of hiring new employees	**%**	**25.0%**	**20.8%**	**21.8%**	**14.8%**	**15.5%**	**15.4%**	**9.1%**	**18.2%**	**10.9%**	**4.8%**	**16.7%**	**7.4%**	**51.7%**	**33.3%**	**47.4%**	**31.0%**	**9.1%**	**25.0%**	**/**	**/**	**/**	**33.3%**	**0.0%**	**13.3%**
Employee turnover rate	**%**	**21.4%**	**8.3%**	**11.3%**	**18.5%**	**8.7%**	**10.8%**	**4.5%**	**0.0%**	**3.6%**	**9.5%**	**16.7%**	**11.1%**	**20.7%**	**33.3%**	**23.7%**	**31.0%**	**0.0%**	**22.5%**	**/**	**/**	**/**	**33.3%**	**0.0%**	**13.3%**

SALARY RATIO WOMEN/MEN BY JOB CLASSIFICATION WITHIN THE GROUP

GRI Standards: 405

Job classifications	Units of Measurement	2024	2025
Executives - average monthly RAL	€	- €	- €
Executives - average monthly RGA	€	- €	- €
Middle managers - average monthly RAL	€	0.90	1.04
Middle managers - average monthly RGA	€	0.83	1.00
Employees - Average monthly RAL	€	0.86*	0.82
Employees - Average monthly RGA	€	0.82*	0.80
Blue-collar Workers - Average monthly RAL	€	0.88*	0.93
Blue-collar Workers - Average monthly RGA	€	0.83*	0.87

*The calculation of the 2024 Group ratio has been updated because it has been corrected with a weighted average of the values of the individual companies

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

GRI Standards: 405

		Gentili Mosconi		Emme		Comacina		M.T .Bianchi	
Job classifications	Units of Meas-ure-ment	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Executives - average monthly RAL	€	-	-	-	-	-	-	/	-
Executives - average monthly RGA	€	-	-	-	-	-	-	/	-
Middle managers - average monthly RAL	€	0.92	0.94	0.00	0.00	-	0	/	0.00
Middle managers - average monthly RGA	€	0.89	0.87	0.00	0.00	-	0	/	0.00
Employees - Average monthly RAL	€	0.86	0.86	0.84	0.95	0.70	0.64	/	0.56
Employees - Average monthly RGA	€	0.81	0.82	0.91	0.78	0.69	0.69	/	0.64
Blue-collar Workers - Average monthly RAL	€	1.03	1.02	0.85	0.80	0.97	1.09	/	0.00
Blue-collar Workers - Average monthly RGA	€	0.95	0.96	0.85	0.83	0.95	0.79	/	0.00

*The lower average monthly gross remuneration compared to the corresponding gross annual salary, recorded in the Female Manual Workers category at Comacina, is due to an employee's prolonged period of injury leave, paid according to INAIL rates

PARENTAL LEAVE AND RETURN RATES BY GENDER OF THE GROUP

GRI Standards: 401

	Units of Measurement	2024			2025		
				Total	Men	Women	Total
Parental leave granted	n.	3	0	**3**	1	3	**4**
Leave ended during the period	n.	3	0	**3**	1	1	**2**
Workers returned to work at the end of parental leave	n.	**3**	**0**	**3**	**1**	**1**	**2**
Return rate	**%**	**100%**	**0**	**100%**	**100%**	**100%**	**100%**

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

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
Flows	Units of Meas-ure-ment	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Parental leave granted	n.	1	0	**1**	0	3	**3**	1	0	**1**	0	0	**0**	1	0	**1**	0	0	**0**	/	/	**/**	1	0	**1**
Leave ended during the period	n.	1	0	**1**	0	1	**1**	1	0	**1**	0	0	**0**	1	0	**1**	0	0	**0**	/	/	**/**	1	0	**1**
Workers returned to work at the end of parental leave	n.	1	0	**1**	0	1	**1**	1	0	**1**	0	0	**0**	1	0	**1**	0	0	**0**	/	/	**/**	1	0	**1**
Return rate	**%**	**100%**	**0**	**100%**	**0**	**100%**	**100%**	**100%**	**0**	**100%**	**0**	**0**	**0**	**100%**	**0**	**100%**	**0**	**0**	**0**	**/**	**/**	**/**	**100%**	**0**	**100%**

HOURS OF TRAINING BY JOB CLASSIFICATION WITHIN THE GROUP

GRI Standards: 404

	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Managers	hours	0	24	**24**	0	3	**3**
Middle managers	hours	30	32	**62**	58	18	**76**
Employees	hours	**220**	**896**	**1,116**	**367**	**891**	**1,258**
Blue-collar Workers	hours	**561**	**244**	**805**	**709**	**190**	**899**
Total	**hours**	**811**	**1,196**	**2,007**	**1,134**	**1,101**	**2,235**

TRAINING HOURS BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
Job Classification	Units of Measurement	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	hours	0	24	**24**	0	3	**3**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	/	/	**/**	0	0	**0**
Middle managers	hours	20	32	**52**	11	18	**29**	10	0	**10**	34	0	**34**	0	0	**0**	14	0	**14**	/	/	**/**	0	0	**0**
Employees	hours	184	837	**1,021**	210	725	**934**	29	40	**69**	57	79	**136**	7	20	**27**	74	39	**113**	/	/	**/**	26.5	49.5	**76**
Blue-collar Workers	hours	61	231	**292**	69	171	**239**	364	1	**365**	418	6	**423**	137	12	**149**	223	14	**237**	/	/	**/**	0	0	**0**
Total	**HOURS**	**265**	**1,123**	**1,388**	**289**	**915**	**1,204**	**403**	**41**	**443**	**508**	**84**	**592**	**144**	**32**	**176**	**311**	**53**	**363**	**/**	**/**	**/**	**26.5**	**49.5**	**76**

HOURS OF TRAINING BY THEMATIC AREA WITHIN THE GROUP

GRI Standards: 404

Thematic scope	**Units of Measurement**	**2024**	**2025**
Informatics	hours	431	8
Technical / Operational	hours	64	21
Managerial	hours	**0**	**8**
Foreign Languages	hours	**147**	**198**
Safety	hours	**556**	**1,079**
Quality / Environment / Sustainability	hours	**278**	**445**
More	hours	**532**	**477**
Total	**hours**	**2,007**	**2,235**
Total training costs	**€**	**€ 56,794**	**€ 44,251**

TRAINING HOURS BY JOB CLASSIFICATION - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi		Emme		Comacina		M.T. Bianchi	
Thematic scope	Units of Measurement	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Informatics	hours	412	0	19	8	0	0	/	0
Technical / Operational	hours	64	13	0	8	0	0	/	0
Managerial	hours	0	5	0	3	0	0	/	0
Foreign Languages	hours	147	159	0	19	0	0	/	20
Safety	hours	333	561	121	229	102	239	/	50
Quality / Environment / Sustainability	hours	184	378	20	29	74	32	/	6
More	hours	248	88	284	297	0	92	/	0
Total	**hours**	**1,388**	**1,204**	**443**	**592**	**176**	**363**	**/**	**76****
Total training costs	**€**	**€ 34,630**	**€ 31,385**	**€ 21,436**	**€ 5,194***	**€ 728**	**€ 6,228**	**/**	**€ 1,443**

*The costs decreased because in 2024 specific training was provided for the technical qualification of 3 employees
**Training hours refer to the entire year

NUMBER OF INJURIES BY GENDER OF THE GROUP

GRI Standards: 403

	Units of Measurement	2024			2025		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Total injuries in the year	n.	4	2	6	3	1	4
Working days lost	n.	54	97	151	132	114	246
Injuries / total employees	**%**	**3.96%**	**1.72%**	**2.76%**	**2.88%**	**0.74%**	**1.67%**
Workplace injuries	n.	4	1	5	3	1	4
Injuries while commuting	n.	0	1	1	0	0	0

NUMBER OF INJURIES BY GENDER - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
	Units of Measurement	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	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	2	**2**	1	0	**1**	3	0	**3**	1	0	**1**	1	0	**1**	1	1	**2**	/	/	**/**	0	0	**0**
Working days lost	n.	0	97	**97**	55	0	**55**	51	0	**51**	69	0	**69**	3	0	**3**	8	114	**122**	/	/	**/**	0	0	**0**
Injuries / total employees	%	0.00%	2.08%	**1.61%**	3.70%	0.00%	**0.77%**	6.82%	0.00%	**5.45%**	2.38%	0.00%	**1.85%**	3.45%	0.00%	**2.63%**	3.45%	9.09%	**5.00%**	/	/	**/**	0.00%	0.00%	**0.00%**
Workplace injuries	n.	0	1	**1**	1	0	**1**	3	0	**3**	1	0	**1**	1	0	**1**	1	1	**2**	/	/	**/**	0	0	**0**
Injuries while commuting	n.	0	1	**1**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	/	/	**/**	0	0	**0**

GROUP HEALTH AND SAFETY INDICES

GRI Standards: 403

	Units of Measurement	2024			2025		
		Men	Women	Total	Men	Women	Total
Number of days lost due to illness, injury*	n.	838	2,253	3,091	1,039	1,998	3,037
Theoretical working days	n.			56,964			59,943
Absenteeism rate	%	1.5%	4.0%	5.4%	1.7%	3.3%	5.1%
Injury rate	n.	8.78	4.39	13.17	6.26	2.09	8.34
Lost workday rate (severity index)	n.	1.84	4.94	6.78	2.17	4.17	6.33
Workplace injury rate	n.	8.78	2.19	10.97	6.26	2.09	8.34
Commuting accident rate	n.	0.00	2.19	2.19	0.00	0.00	0.00

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

HEALTH AND SAFETY INDICES - BREAKDOWN BY GROUP COMPANIES

		Gentili Mosconi						Emme						Comacina						M.T. Bianchi					
Flows	Units of Meas-ure-ment	2024			2025			2024			2025			2024			2025			2024			2025		
		Men	Women	Total	Men	Women	Total	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.	242	1,456	**1,698**	213	1,166	**1,379**	431	706	**1,137**	652	589	**1,241**	165	91	**256**	174	229	**403**	/	/	**/**	0	14	**14**
Theoretical working days	n.			**31,248**			**32,760**			**13,860**			**13,608**			**11,856**			**9,840**	/	/	**/**			**3,735****
Absenteeism rate	%	0.8%	4.7%	**5.4%**	0.7%	3.6%	**4.2%**	3.1%	5.1%	**8.2%**	4.8%	4.3%	**9.1%**	1.4%	0.8%	**2.2%**	1.8%	2.3%	**4.1%**	/	/	**/**	0.0%	0.4%	**0.4%**
Injury rate	n.	0.00	8.00	**8.00**	3.82	0.00	**3.82**	27.06	0.00	**27.06**	9.19	0.00	**9.19**	10.54	0.00	**10.54**	12.70	12.70	**25.41**	/	/	**/**	0.00	0.00	**0.00**
Lost work-day rate (severity index)	N.	0.97	5.82	**6.79**	0.81	4.45	**5.26**	3.89	6.37	**10.25**	5.99	5.41	**11.40**	1.74	0.96	**2.70**	2.21	2.91	**5.12**	/	/	**/**	0.00	0.47	**0.47**
Workplace injury rate	N.	0.00	4.00	**4.00**	3.82	0.00	**3.82**	27.06	0.00	**27.06**	9.19	0.00	**9.19**	10.54	0.00	**10.54**	12.70	12.70	**25.41**	/	/	**/**	0.00	0.00	**0.00**
Commuting accident rate	N.	0.00	4.00	**4.00**	0.00	0.00	**0.00**	0.00	0.00	**0.00**	0.00	0.00	**0.00**	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
**the number of theoretical working days refers to the reporting period April-December

CONTRIBUTIONS TO THE COMMUNITY BY STAKEHOLDER CATEGORY

GRI Standards: 403

Organisation	Units of Measurement	2024	2025
Foundations	€/1,000	99	203
More	€/1,000	52	1
Total	**€**	**151**	**204**











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