

# Summary

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### Letter to Stakeholders

Dear stakeholders,

The economic and geopolitical context of the 2023 – 2024 biennium has made even more evident the need to operate with clarity, flexibility, and strategic vision in a rapidly evolving industry. On one hand, we are going through a phase of structural transformation, driven by international tensions, volatility in the prices of raw materials and energy, and the increasing impact of climate change. On the other hand, the textile sector faces growing regulatory and market expectations related to environmental, social, and governance (ESG) issues, within a rapidly evolving regulatory framework.

In this context, supranational initiatives such as the European Green Deal and the EU Strategy for Sustainable and Circular Textiles are outlining a clear path towards lower-impact and more regenerative production models, placing companies in the sector in front of complex but necessary challenges.

Without indulging in statements of principle, we believe that environmental, social, and governance (ESG) themes are now central to the definition of corporate strategies. This is not an accessory approach but a concrete lever for effectively addressing market and regulatory challenges, starting with compliance with the new requirements set by the European CSRD Directive.

During the biennium, we began a process of revising and strengthening our measurement and reporting tools to increase transparency towards stakeholders and identify areas of real improvement, beyond mere declarations.

We remain aware that our sector, by its very nature complex and interconnected, requires a systemic approach based on the construction of transparent, traceable, and virtuous value chains throughout the entire supply chain, in line with recent European regulations currently being defined and implemented, including those related to environmental and social due diligence. In this perspective, the contribution of all actors in the chain – employees, customers, suppliers, partners, and institutions – remains crucial for achieving a solid, resilient, and value-generating development model in economic, social, and environmental terms over the medium to long term.

We are convinced that the path we have taken, although marked by significant challenges, is a necessary choice consistent with our industrial vision.

Lisa, Paolo e Matteo Uliassi



## History

The story of Achille Pinto S.p.A. began in 1933, when Achille Pinto, driven by initiative and passion for his craft, reactivated three disused looms in his basement, giving rise to a small textile business in the heart of Casnate con Bernate, in the province of Como. Within a few years, the Company gained recognition in the production of printed and jacquard fabrics for ties, immediately embodying the combination of craftsmanship and industrial vision.

After the interruption due to the Second World War, the resumption in 1946 marked the start of structural expansion: new departments – dyeing, printing, finishing, photoengraving – were integrated into an increasingly vertical production process. In 1948, screen printing was introduced, symbolizing growth sustained by know-how and attention to quality.

In the following years, the entry of the second generation and, from 1969, of Mario Uliassi, strengthened family continuity and accelerated modernization. From the 1990s, his children Paolo, Matteo and later Lisa took the lead, further driving a profound change led by a strong spirit of innovation.

It was during this phase that the Company chose to pursue digital inkjet printing, anticipating industry transformations and later standing out by introducing twin printing technology. Thanks to this vision, Achille Pinto became a point of reference for the most prestigious Maisons, consolidating its international reputation.

Since 2002, Achille Pinto S.p.A. has consolidated its growth path through a targeted acquisition strategy aimed at integrating excellent skills, strengthening the production chain, and establishing a presence in two of Italy's main textile districts, Como and Biella. This approach enhanced product quality, increased production capacity, and made processes more efficient and sustainable, contributing to the construction of a highly verticalized structure, from warping to the finished product.

Today, Achille Pinto S.p.A. is organized into two main operating areas: the **Clothing Division**, dedicated to producing fabrics for the most prestigious international

fashion houses, and the **Finished Product Division**, specialized in creating textile accessories for luxury brands and the proprietary brands Pierre-Louis Mascia, Franco Ferrari, and Alonpi. With sites and production units located across Como, Biella, and Milan, a workforce of 385 employees, a fully integrated supply chain, and a global commercial presence, the Company continues to evolve through a dynamic organizational model guided by innovation, a commitment to sustainability, and a focus on enhancing its manufacturing heritage.



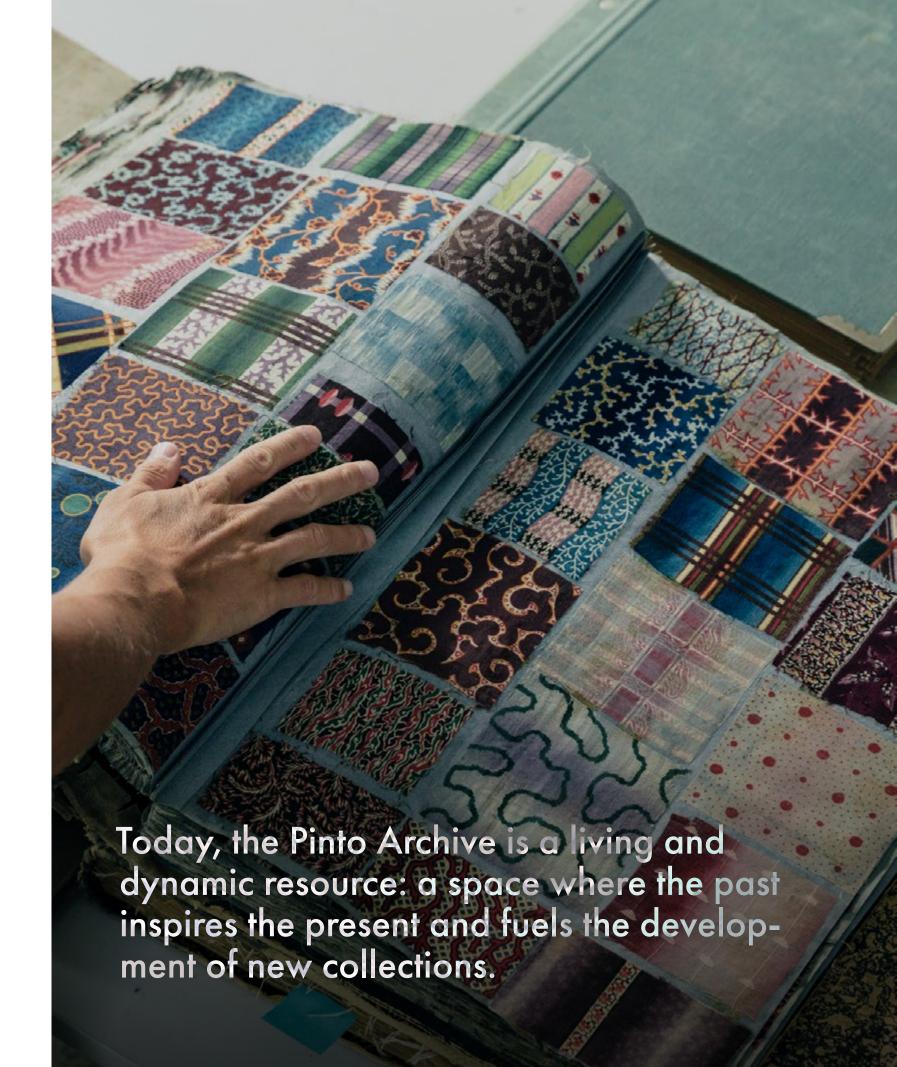
### Archive

The Archive of Achille Pinto S.p.A. is much more than a historical collection: it is a laboratory of ideas, a bridge between memory and the future. Born from the Uliassi family's desire to preserve and enhance nearly a century of textile experience, it gathers over **260,000 items** including swatches, printed panels, scarves, original designs, and garments, both vintage and contemporary. Added to these are **390 volumes of historical design**, some dating back to the 19th century, offering valuable testimony to techniques and trends that have evolved over time.

Thanks to the introduction of a sophisticated **digitization** system, the Archive has become an interactive platform accessible to clients and visitors, who can explore over **150,000 digitized prints** and assess their visual impact on virtual prototypes. This technology not only makes the heritage accessible but also accelerates and enriches communication with the market, blending tradition and innovation.

In recent years, the Archive has further grown through strategic acquisitions, including that of **Giuseppe Menta**, a key figure in Italian textile printing, known for the originality of his designs and his environmental sensitivity already in the 1970s. His brand "Menta Veste Natura" anticipated the concept of ecological production, using natural dyes and clean processes. Similar added value also comes from the **Jermi** archive, which contributed its know-how to consolidate the Company's technical and creative heritage.

Today, the Pinto Archive is a living and dynamic resource: a space where the past inspires the present and fuels the development of new collections, according to a vision that integrates the value of time, the power of imagination, and attention to a more sustainable future.



### **Brands**

#### **ALONPI**

Acquired in 2020, Alonpi represents the essence of sophisticated craftsmanship deeply rooted in the Biella textile tradition. Specialized in the processing of high-quality wool and cashmere, the brand combines textile savoir-faire with technological research, creating collections that blend naturalness, elegance, and performance. The use of cutting-edge technologies enhances the qualities of natural yarns, resulting in garments that are lightweight, soft, and durable over time. Alonpi's product range includes luxurious cashmere plaids and cushions as well as ready-to-wear garments, always characterized by meticulous care and timeless aesthetics. The brand also stands out for its selective distribution, aimed at the most exclusive boutiques worldwide.

alonpi.com



#### FRANCO FERRARI

Founded in 1973 and acquired by Achille Pinto S.p.A. in 2002, **Franco Ferrari** embodies the excellence of discreet and sophisticated craftsmanship. Originally established as a maison specializing in the artisanal production of scarves, stoles, and textile accessories, the brand has since expanded its offering to include apparel. With extensive experience in manual processing, the brand merges the mastery of Made in Italy with contemporary design, maintaining a recognizable and internationally appreciated stylistic coherence. The synergy with Achille Pinto S.p.A. has enabled Franco Ferrari to evolve while preserving its identity, integrating innovative processes without compromising the authenticity of its DNA.

francoferrari.it



#### PIERRE-LOUIS MASCIA

Founded in 2007 in collaboration with Achille Pinto S.p.A., the Pierre-Louis Mascia brand is distinguished by a strong visual identity, marked by overlays, contrasts, and surprising color combinations. From silk scarves to prêt-à-porter and homewear collections, each creation reflects the eclectic vision of its founder, a French illustrator with a strong graphic sensibility. In recent years, the brand has strengthened its presence with monobrand boutiques in Milan and Portofino, and a pop-up store in Cannes, as part of an increasingly international distribution strategy. A symbol of the brand's environmental commitment is the 'Memories' collection, entirely made with organic silk and FSC-certified packaging—a clear expression of a conscious and responsible aesthetic.

#### pierrelouismascia.com



### Accreditations and Certifications

Throughout its development, Achille Pinto S.p.A. has consistently paired production excellence with a responsible vision of the supply chain. The adoption and maintenance of internationally recognized certifications serve as strategic tools to ensure quality, transparency, traceability, and environmental responsibility, thus meeting the expectations of demanding partners and the challenges of ongoing transformation

#### MANAGEMENT SYSTEM CERTIFICATIONS

In 2023, the Company obtained the **UNI/PDR 125:2022** certification, promoting a fair, inclusive work environment focused on employees' well-being. For over twenty years, it has also held **ISO 9001** certification, confirming a solid organizational approach oriented toward continuous improvement. Beginning in 2024, it started implementing the **ISO 14001** and **ISO 50001** systems, enabling integrated management of environment and energy, in line with sustainable growth goals.

#### **PRODUCT CERTIFICATIONS**

Commitment to quality and sustainability is reflected in the careful selection of raw materials—natural, artificial, and recycled—and in numerous certifications obtained: GOTS, GRS, RCS, FSC, RWS, SFA, European Flax, OEKO-TEX® Standard 100, FOR TEXTILE®, and since 2023, also NATIVA certification. This latter emphasizes the value of premium natural fibers within an ethical and responsible framework. These certifications ensure that every stage of production complies with high environmental and social standards, reducing overall impact on both the planet and people.

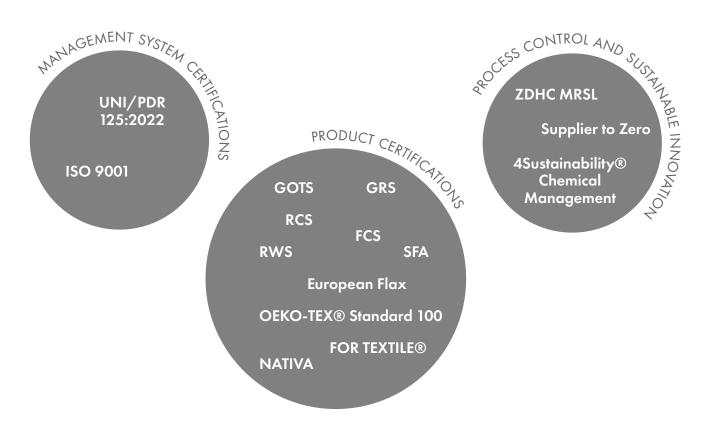
#### PROCESS CONTROL AND SUSTAINABLE INNOVATION

Achille Pinto S.p.A. adheres to the international **ZDHC** program, committing to eliminating hazardous substances throughout the entire supply chain. This commitment

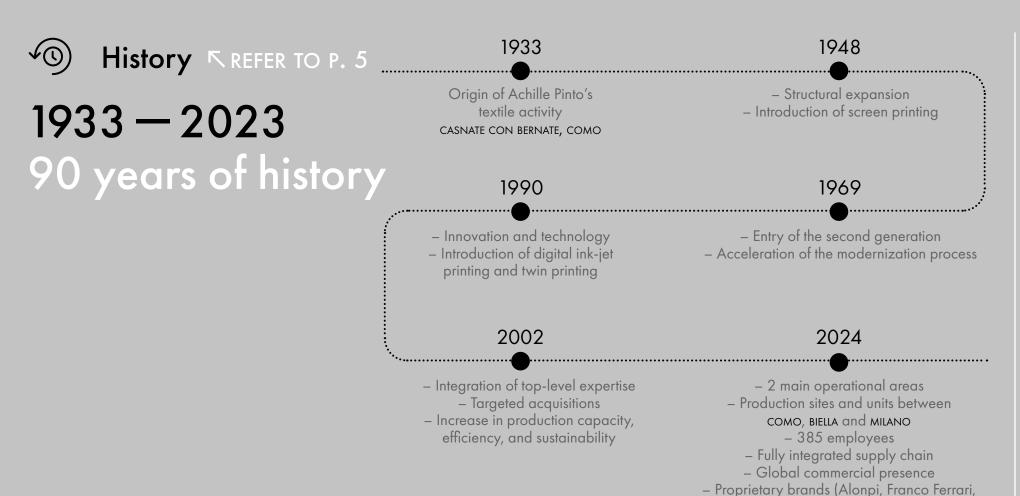
is realized through adoption of the **ZDHC MRSL**, participation in the **Supplier to Zero** program, and implementation of the **4Sustainability® Chemical Management** protocol, all integrated within a structured and traceable system. The activities include:

- Management and mapping of chemical products;
- Selection of low environmental impact substances;
- Safe storage and controls on wastewater and finished products;
- Regular audits on suppliers, processes, and achieved goals.

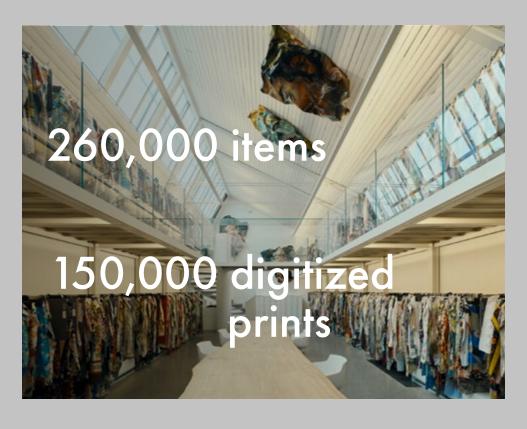
**Workers' health and safety** are integral parts of this model, reinforced by training initiatives and awareness programs. This approach goes beyond mere regulatory compliance, expressing a concrete intention to innovate responsibly and generate a positive, lasting, and measurable impact.



## KEYPOINTS — INTRODUCTION















Pierre-Louis Mascia)



**Accreditations and Certifications** 

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UNI PdR 125:2022 (since 2023)

# SUSTAINABILITY REPORTING

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## BP — Basis for preparation

# BP-1: General basis for preparation of the sustainability statement

In light of the ongoing climate and social changes, the decision to publish a Sustainability Report aligns with the major international issues addressed by the United Nations through the Sustainable Development Goals (SDGs) to be achieved by 2030. These goals serve as reference points for all organizations that aim to face the environmental and socioeconomic challenges of our planet with determination.

As in previous years, Achille Pinto S.p.A. (hereinafter also referred to as "the Company") has decided to disclose its ESG (Environmental, Social and Governance) initiatives and results.

The following Sustainability Report has been prepared autonomously and voluntarily, in order to present the Company's environmental, social, and governance performance for the 2023–2024 period to all stakeholders.

This report has been drafted for the first time with reference to the principles developed by EFRAG, as provided by the European Directive 2022/2464 (Corporate Sustainability Reporting Directive, CSRD), and adopted by the European Commission through Delegated Regulation (EU) 2023/2772.

It should be noted that, contrary to paragraph 110 of ESRS 1, this report is not integrated into the management report attached to the financial statements of Achille Pinto S.p.A., but is instead published as a separate document.

The data and information reported herein pertain solely to Achille Pinto S.p.A. and, consequently, this Sustainability Report is not consolidated. All operational sites of Achille Pinto S.p.A. have been included in the reporting scope and are listed below:

- HQ, digital printing facility and warehouse Via Roma 9, 22070 Casnate con Bernate (CO);
- Preparation for printing and greige warehouse Via Adige 3, 22070 Casnate con Bernate (CO);
- Cut and sew facility Via G. Marconi 3, 22079 Villa Guardia (CO);
- Weaving mill Via D. G. Ostinelli 89, Colverde (CO);
- Offices and warehouse for yarns and finished products Via della Libertà Snc, 13856 Vigliano Biellese (BI);
- Warping mill Via del Mosso 16, 13894 Gaglianico (BI);
- Weaving mill Via Fratelli Cairoli 142, 13894 Gaglianico (BI).

In accordance with ESRS 1 – General Requirements, paragraph 132, the Company has exercised the option, available during the first three years of CSRD implementation, to temporarily limit value chain disclosures to only internally available or public data.

While recognizing the importance—per paragraph 3.4 of ESRS 1—of including relevant impacts, risks, and opportunities associated with the entire value chain (both upstream and downstream), this report focuses on internal data and direct commercial relationships.

The Company is committed to gradually expanding the scope of reporting in future periods, incorporating value chain information as it becomes reasonably available, in line with the principle of proportionality.

In line with ESRS disclosure requirements, the Company has provided all other required information to ensure the **overall relevance** of the report. Where possible, **aggregated and segmented data** has been included in accordance with applicable standards.

#### **BP-2:** Disclosures in relation to specific circumstances

#### TIME HORIZONS

In accordance with principle ESRS 1, section 6.4 "Definition of short-, medium-, and long-term for reporting purposes", the Company defines the following time horizons:

- Short-term: the period corresponding to the reference period of its financial statements;
- Medium-term: the period corresponding to the five financial years following the reporting year of this document;
- Long-term: the period exceeding five financial years following the reporting year of this document.

#### **VALUE CHAIN ESTIMATION**

This report does not include estimates related to the value chain, as the Company has exercised the option provided in paragraph 132 of ESRS 1, as previously indicated in the section "BP-1 – General basis for preparation of the sustainability statement".

#### SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY

Achille Pinto S.p.A. declares that, for the current reporting period, no monetary amounts or quantitative metrics subject to a high level of measurement uncertainty were used. Consequently, no significant elements of uncertainty have been identified that could compromise the reliability or comprehensibility of the reported results.

Should any significant estimates or assumptions be adopted for reporting purposes, they will be clearly identified, along with the sources of uncertainty, the assumptions made, and the evaluation techniques used, as required by ESRS 1, section 7.2 and ESRS 2, paragraph 11.

### CHANGES IN PREPARATION OR PRESENTATION OF SUSTAINABILITY INFORMATION

Unlike previously prepared reports, the current report refers to the ESRS – European Sustainability Reporting Standards, in accordance with the CSRD –

Corporate Sustainability Reporting Directive, and no longer to the GRI Sustainability Reporting Standards published by the Global Reporting Initiative.

#### REPORTING ERRORS IN PRIOR PERIODS

During the preparation and drafting of this report, the Company reports that no errors were identified in the data measured in previous financial years.

### DISCLOSURES STEMMING FROM OTHER LEGISLATION OR GENERALLY ACCEPTED SUSTAINABILITY REPORTING PRONOUNCEMENTS

In addition to the ESRS, the Company has applied regulations in force in the territory where it is based.

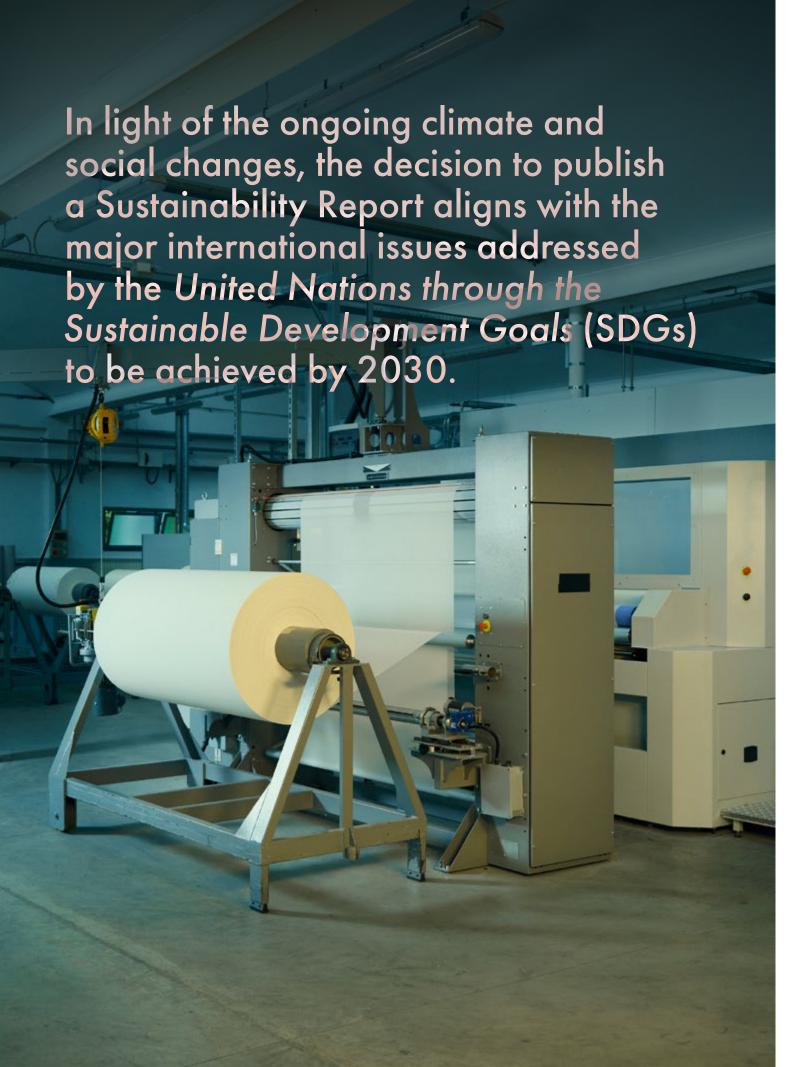
#### **INCORPORATION BY REFERENCE**

This sustainability report does not include information referenced from other documents, as defined in section 9.1 of ESRS 1.

### USE OF PHASE-IN PROVISIONS IN ACCORDANCE WITH APPENDIX C OF ESRS 1

As of December 31, 2024, Achille Pinto S.p.A. employs fewer than 750 people and has therefore benefited from the exclusion of information covered by the following principles:

- ESRS 2 SBM-1, paragraph 40 letters b) and c) regarding the break down of total revenues by significant ESRS sector and the list of additional significant ESRS sectors;
- ESRS 2 SBM-3, paragraph 48 letter e) regarding expected financial effects;
- ESRS E1-6 regarding Scope 3 emission disclosures and total greenhouse gas emissions;
- ESRS E1-9 regarding expected financial effects from climate-related financial and transition risks and opportunities;
- ESRS **E3-5** regarding expected financial effects from risks and opportunities related to water and marine resources;
- ESRS **E5-6** regarding expected financial effects from risks and opportunities related to resource use and circular economy.



### GOV - Governance

# GOV-1: The role of the administrative, management and supervisory bodies

The corporate structure of **Achille Pinto S.p.A.** is as follows:

- **56.69**%: CABECO S.R.L.

- 43.31%: UNIONE FIDUCIARIA S.P.A.

The company's organizational structure is based on a traditional governance model, characterized by the presence of three main bodies: the Shareholders' Meeting, the Board of Directors (BoD), and the Board of Statutory Auditors. This configuration ensures a clear distinction between decision-making and supervisory functions, promoting efficient and transparent management. Supporting this system is a Supervisory Body responsible for ensuring compliance with applicable regulations and adherence to ethical and legal principles.

The **Board of Directors**, whose members are appointed by the Shareholders' Meeting, is responsible for the ordinary and extraordinary management of the Company, with the exception of matters reserved by law to the Shareholders' Meeting. **ESG** (*Environmental, Social, and Governance*) decisions are made by delegated directors in coordination with the **Sustainability Office**. The composition of the Board of Directors for the 2022–2024 term, appointed in May 2022, is as follows:

• Matteo Uliassi: Chairman and CEO

• Paolo Uliassi: Vice Chairman and CEO

• Lisa Uliassi: Director

Ms. Giuliana Pinto was also appointed Honorary Chairwoman.

#### **GOVERNANCE COMPOSITION BY GENDER AND AGE**

	2024	2023
Women Under 45	1 (33.33%)	1 (33.33%)
Men Under 45		
Women Over 45		
Men Over 45	2 (66.67%)	2 (66.67%)
TOTAL	3	3
TOTAL of which women	3 1 (33.33%)	3 1 (33.33%)

#### GOVERNANCE COMPOSITION BY EDUCATION LEVEL

	2024	2023
Members with University degree	3 (100%)	3 (100%)
Members with high school diploma		
TOTAL	3 (100%)	3 (100%)

Achille Pinto S.p.A. has defined a sustainability governance system that assigns clear roles and responsibilities to the administrative, management, and control bodies.

The Board of Directors and senior management actively participate in defining and approving ESG goals, as well as in periodically monitoring the progress made through specific KPIs and internal reporting. They also oversee the sustainability-related impacts, risks, and opportunities (IRO). Supporting and coordinating with the Board, General Management — which includes the directors — has established the APE Committee (Achille Pinto Equa), with the objective of ensuring constant and transversal oversight of all company policies, including those related to sustainability.

The APE Committee is composed of one or more members for each representative area of Achille Pinto S.p.A.'s management and appointed by the General Management, which ensures that the number of members is sufficient to meet the thematic requirements and ensure proper representation.

The Committee meets and is updated — at least once a year — by the Sustainability Office on impacts, risks, opportunities, policy results, and achieved objectives. This ensures alignment and coherence at all decision-making levels, fostering a shared and integrated approach to ESG strategy.

The Sustainability Office, composed of four employees, is responsible for the operational implementation of the company's sustainability strategy, also through stakeholder engagement. Its activities include drafting the sustainability report, coordinating ethical-social and environmental audits, managing product certifications, ensuring product traceability, and monitoring the supply chain. These activities are carried out in coordination with various business functions through an integrated governance mechanism.

Sustainability responsibilities are defined and communicated through corporate documents and policies (e.g., Code of Ethics, Sustainability Policy, Procedures...), reflecting the company's commitment to integrating environmental, social, and governance aspects into its decision-making processes and strategic vision. Sustainability is recognized as a central element for long-term value creation and for the responsible management of business activities.

The Board of Directors, as a whole, possesses both direct ESG expertise (through members with experience in environmental, social, or governance fields) and indirect knowledge, supported by external experts, in both goal-setting and the verification of published information.

# GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

At Achille Pinto S.p.A., sustainability issues are an integral part of the company's daily and strategic management. The administrative, management, and

supervisory bodies are well-informed and actively involved in these areas, contributing directly to the implementation of projects.

The Board of Directors, in addition to its institutional role, continuously monitors sustainability matters, supporting the development, oversight, and integration of environmental, social, and governance initiatives in strategic and operational decisions.

These corporate bodies are regularly informed by the APE Committee regarding material impacts, risks, and opportunities, the implementation of sustainability due diligence, and the results and effectiveness of policies, actions, metrics, and objectives adopted to address them. They are also informed of any other matters related to corporate sustainability.

Specifically, in 2023 and 2024, the governance bodies addressed the following sustainability themes and related IROs:

- Facilitated the Company's entry into the MagnoLab project a network of Italian companies collaborating to develop innovative solutions in the textile sector, with a focus on applied research, process sustainability, and material traceability;
- Monitored projects, also in collaboration with key clients, focused particularly on reducing water and energy consumption and improving chemical management in production processes;
- Promoted the PdR 125 certification process, confirming a commitment to a fair and inclusive work environment in 2023, and led the ISO 14001 and ISO 50001 certification processes, completed successfully at the beginning of 2025;
- Initiated activities for the recovery and valorization of textile waste,
   with a focus on wool and cashmere;
- Approved projects to improve supply chain traceability, aiming to strengthen supply chain control and implement the **Digital Product Passport** in the future.



Finally, confirming the Company's commitment to its core values, on **June 14, 2023**, the Board of Directors approved a new **Code of Ethics**, based on key principles for the Company such as: industriousness, honesty, ingenuity, respect for people, transparency, environmental responsibility, commitment, belonging, creativity, and innovation.

# GOV-3: Integration of sustainability-related performance in incentive schemes

Currently, the Company does not yet have formal mechanisms in place linking variable remuneration or other incentive systems to environmental, social, or governance performance — either for members of the administrative, management, and control bodies or for senior executives with significant sustainability responsibilities. However, Achille Pinto S.p.A. closely monitors the evolution of regulations and market practices, evaluating potential future integrations that could further strengthen the alignment between corporate objectives and ESG criteria.

#### GOV-4: Statement on due diligence

The company's administrative body acknowledges its duty of care in ensuring that sustainability factors are properly considered in strategic decision-making processes, in line with principles of good governance and the creation of long-term value for the organization and its stakeholders.

To date, the evaluation and management of environmental, social, and governance impacts are mainly conducted through the double materiality analysis, which enables the identification of relevant issues both in terms of external impacts and in terms of risks and opportunities for the company.

Although a formal ESG due diligence policy has not yet been adopted, the company has begun a process aimed at its development, with the goal of strengthening the systematic integration of these themes into corporate processes and into the oversight carried out by the administrative body.

To the right is the mapping of sustainability-related risk areas:

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
Embedding due diligence in governance, strategy and business model	<ol> <li>Information provided and sustainability matters addressed by the company's administrative, management, and supervisory bodies (ESRS 2 GOV-2);</li> <li>Integration of sustainability-related performance into incentive schemes (ESRS 2 GOV-3);</li> <li>Material impacts, risks, and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3)</li> </ol>
Engaging with affected stakeholders in all key steps of the due diligence	<ol> <li>Information provided and sustainability matters addressed by the company's administrative, management, and supervisory bodies (ESRS 2 GOV-2);</li> <li>Interests and views of stakeholders (ESRS 2 SBM-2);</li> <li>Description of the processes to identify and assess material impacts, risks, and opportunities (ESRS 2 IRO-1);</li> <li>Thematic ESRS standards reflecting the stages and purposes of stakeholder engagement: ESRS E1, ESRS E3, ESRS E5, ESRS S1, and ESRS G1</li> </ol>
Identifying and assessing adverse impacts	<ol> <li>Description of the processes to identify and assess material impacts, risks, and opportunities (ESRS 2 IRO-1);</li> <li>Material impacts, risks, and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3)</li> </ol>
Taking actions to address those adverse impacts	<ol> <li>Transition plan for climate change mitigation (ESRS E1-1); Actions and resources in relation to climate change policies (ESRS E1-3)</li> <li>Actions and resources related to water and marine resources policies (ESRS E3-2)</li> <li>Actions and resources related to resource use and circular economy (ESRS E5-2)</li> <li>Channels for addressing negative impacts and mechanisms allowing own workers to raise concerns (ESRS S1-3); Actions on material impacts on own workforce and approaches to managing material risks and pursuing material opportunities related to own workforce, as well as effectiveness of such actions (ESRS S1-4)</li> <li>Culture of corporate conduct and business conduct policies (ESRS G1-1)</li> </ol>
Tracking the effectiveness of these efforts and communicating	<ol> <li>Targets related to climate change mitigation and adaptation (ESRS E1-4); Energy consumption and mix (ESRS E1-5); Scope 1 and Scope 2 emissions (ESRS E1-6)</li> <li>Targets related to water and marine resources (ESRS E3-3); Water consumption (ESRS E3-4)</li> <li>Targets related to resource use and circular economy (ESRS E5-3); Inflow of resources (ESRS E5-4); Outflow of resources (ESRS E5-5)</li> <li>Targets related to managing material negative impacts, promoting positive ones, and managing material risks and opportunities (ESRS S1-5); Characteristics of the company's employees (ESRS S1-6); Characteristics of non-employee workers in the group's workforce (ESRS S1-7); Diversity indicators (ESRS S1-9); Persons with disabilities (ESRS S1-12); Training and skills development indicators (ESRS S1-13); Health and safety indicators (ESRS S1-14); Work-life balance metrics (ESRS S1-15); Remuneration metrics (pay gap and total compensation) (ESRS S1-16); Incidents, complaints, and severe impacts related to human rights (ESRS S1-17)</li> </ol>

# GOV-5: Risk management and internal controls over sustainability reporting

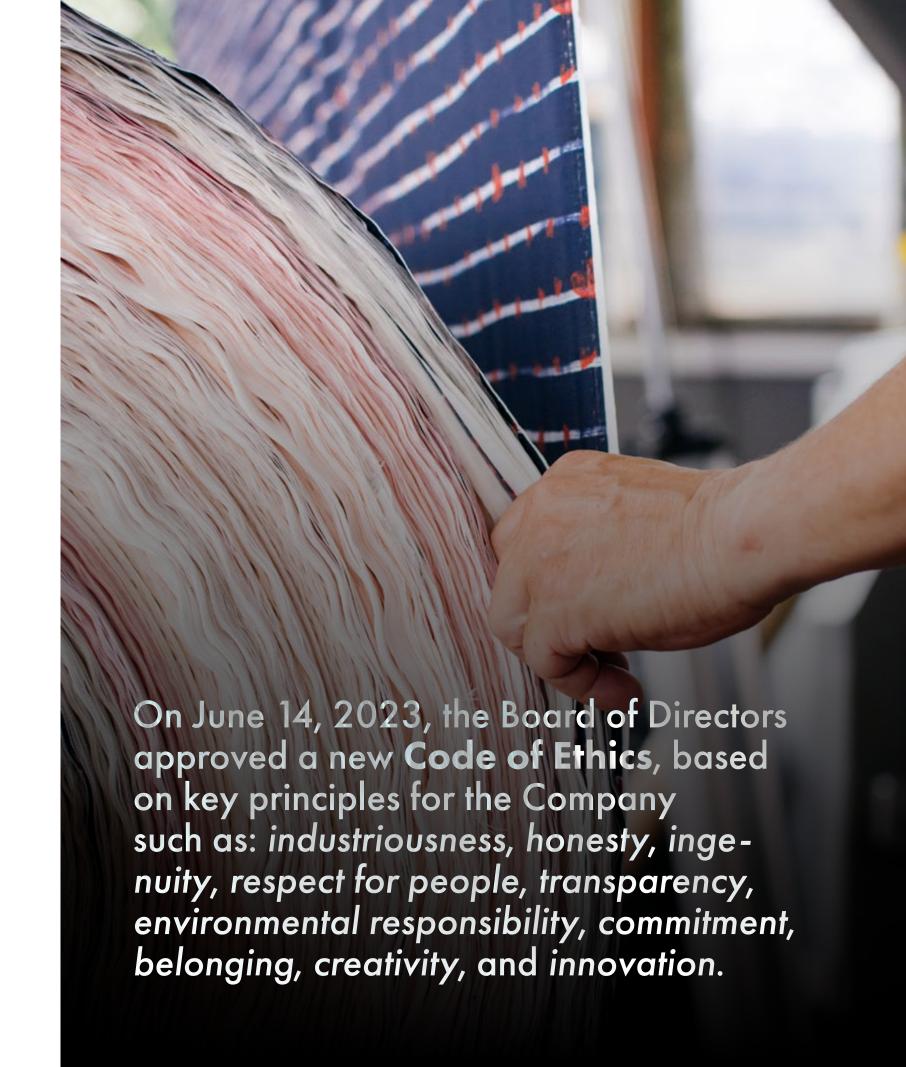
In managing the risks related to sustainability reporting, Achille Pinto S.p.A. has initiated a gradual process to consolidate data collection, verification, and validation activities, also through strengthened synergies among the involved business functions. Although a formalized internal control system has not yet been established, the Company has already introduced operational practices aimed at ensuring the consistency, reliability, and traceability of the reported information.

The analysis of data collection and processing procedures has helped identify specific control points to address risks related to the accuracy, completeness, and consistency of information. Notably, the main risks identified concern potential errors in processing or consolidating data from primary sources. To mitigate these risks, operational and managerial measures have been introduced, including specific controls to monitor data quality and detect anomalies in reporting processes, while also ensuring consistency with previous reporting cycles.

In this context, important internal alignments have been activated to strengthen oversight of risks related to reporting, particularly:

- with the Accounting Department, to ensure consistency between economicfinancial information in the sustainability report and in the statutory financial statements;
- with the HR Department, for validation of data related to workforce, training, and HR policies;
- with the Environment and Safety (HSE) Department, for collecting and checking environmental data, supported by established procedures within the scope of recently obtained ISO 14001 and ISO 50001 certifications.

Mitigation actions also include the direct involvement of operational functions, data reconciliation with certified or accounting sources, and the initiation of a process to standardize information sources. The outcomes of these activities are incorporated into the sustainability report through coordinated work among departments, while any issues and critical points are shared with General Management and the Board of Directors during the report's preparation and validation phases.



## SBM - Strategy

#### SBM-1: Strategy, business model and value chain

Achille Pinto S.p.A. is structured into two main divisions:

#### **Apparel**

dedicated to producing fabrics for leading fashion brands;

#### **Finished Product**

which manufactures textile accessories and garments for luxury clients and owns the brands: Pierre-Louis Mascia, Franco Ferrari, and Alonpi.

With production units located in Como, Biella, and Milan, and a workforce of 385 employees, Achille Pinto S.p.A. operates with a vertically integrated supply chain, international commercial presence, and a constantly evolving organizational model.

Approximately 90% of Achille Pinto S.p.A.'s production takes place in Italy, where all key stages—from weaving and printing to product assembly—are carried out. This strategy stems from a firm commitment to preserving and enhancing the prestige of Made in Italy while promoting innovation within its facilities.

The Company enjoys a solid presence in both domestic and international markets. The European market remains the most profitable, contributing 80% of total revenue, followed by the United Kingdom with 13%. As part of its global visibility strategy, the Company has also strategically invested in its brands. In 2023, it inaugurated the Pierre Louis Mascia boutique in Portofino, a brand in which Achille Pinto S.p.A. holds the majority share. The wholly-owned brands Franco Ferrari and Alonpi are also widely distributed, with each present in over 100 multi-brand stores worldwide.

Besides managing its proprietary brands, Achille Pinto S.p.A. supplies exclusive fabrics and garments to prestigious international luxury brands, contributing to the creation of high-end collections globally.

Over the years, innovation has become a cross-cutting driver guiding both new product development and the evolution of internal processes—including participation in collaborative initiatives such as the MagnoLab project. In 2024, Achille Pinto S.p.A. joined the MagnoLab business network to actively contribute to innovation, research, and development projects oriented toward sustainability. This involvement reflects the Company's commitment to addressing the increasing demands of the textile sector, particularly in circularity, responsible resource management, and ecodesign.

Achille Pinto S.p.A. focuses especially on weaving, warping, and product development stages in collaboration with other network partners. To support these shared supply chain activities, the Company invested in a dedicated production area and acquired new looms and a warping machine.

In parallel, there is a strong emphasis on people: from skill development and employee involvement in improvement processes to talent enhancement through dedicated initiatives. The Company's success is rooted in a human capital that brings ideas, processes, and shared values to life.

Strengthening proprietary brands—backed by expansion in retail and digital channels—represents a strategic lever for the Company's growth and differentiation in both domestic and international markets.

At the same time, sustainability has increasingly become a central focus and one of the Company's long-term strategic pillars.

With a deep awareness of sustainability's essential role in its business model, Achille Pinto S.p.A. has adopted a strategic plan aimed at ensuring alignment among the diverse needs of its key stakeholder. **ARMONIA 2030** is the Company's new sustainability strategy that frames environmental, social, and governance (ESG) initiatives in the short, medium, and long term (2024–2030). The plan is structured around four pillars, each with specific sub-themes and objectives to be achieved within the 2024-2030 timeframe, as outlined below:

#### **ARMONIA 2030**



#### **Environment and Circularity**

includes actions to progressively reduce energy consumption and emissions, implement ISO 14001 and ISO 50001-compliant management systems, and adopt circular production models by valorizing textile waste.



#### People

includes organizational well-being measures, youth talent development programs, training projects, and maintenance of UNI/PdR 125:2022 gender equality certification.



#### **Product and Value Chain**

includes strengthening product certifications, expanding sustainable offerings, and promoting traceable and responsible supply chain management, anticipating the future adoption of the Digital Product Passport (DPP).



#### **Partnership**

fosters collaboration with local stakeholders, schools, universities, and joint development of research and innovation projects, including those within the Magnolab network.

The specific goals related to each ARMONIA 2030 pillar are detailed in the respective sections of this sustainability report.

Corporate strategy and ESG decisions influence each other. Future challenges will require integrated solutions: greater transparency in the supply chain, investment in circular innovation, process digitalization, and cultural consolidation. At the same time, integrating financial and ESG data, attention to production resource use, and a collaborative value chain will be key to reinforcing a resilient, responsible business model.

Achille Pinto S.p.A. adopts a business model based on transparency, innovation, and enhancement of operational areas, with an integrated view of ESG sustainability. This model encompasses internal and external processes involving stakeholders to ensure consistent and coherent management of corporate activities.

Main operational areas include:

- Product research and development, also in collaboration with clients;
- Production planning and scheduling, including procurement, internal logistics, and management of manufacturing processes (warping, weaving, digital printing, finishing, cut and sew), involving external suppliers and partners;
- Integrated management of quality, sustainability, and compliance systems;
- Customer relations and support.

The value chain reflects a commitment to high sustainability and quality standards, supported by certified processes and a supplier qualification and control system to ensure human rights, labor conditions, environmental impact, and regulatory compliance.

Achille Pinto S.p.A. holds a strategic and intermediate position in the textile value chain, known for producing printed and jacquard fabrics for the luxury and high-end segments. The Company combines historic expertise in silk and wool with cutting-edge technologies, acting as a bridge between raw material sourcing and the distribution of finished products to top global fashion brands.

Its suppliers are numerous and mainly based in Italy, with some international presence. The Company sources from SMEs specialized in yarn production, chemical treatments, dyeing, printing, and finishing, as well as large enterprises —

particularly for machinery and advanced technologies. Supplier selection is based on strict criteria regarding quality, ethics, and environmental performance, favoring local partners for greater traceability and production control. Clients are mainly large luxury and fashion firms operating in key European markets—especially Italy, France, Spain, the UK, and Germany. Commercial relationships are structured and long-term, often characterized by product customization and strong design collaboration.

Achille Pinto S.p.A. distributes mainly through direct sales managed by an internal commercial network. In some cases, specialized agents are used for specific markets. For proprietary brands, products are sold through the Company's retail stores.

Final users are mid- to high-end consumers purchasing luxury garments, where fabric quality and craftsmanship represent a key differentiator.

The map below illustrates the full internal and external value chain and production flow of Achille Pinto S.p.A., highlighting key operational stages and distinguishing between internal and outsourced activities. This visual representation helps understand the vertical integration and network of specialized suppliers and partners supporting outsourced operations.

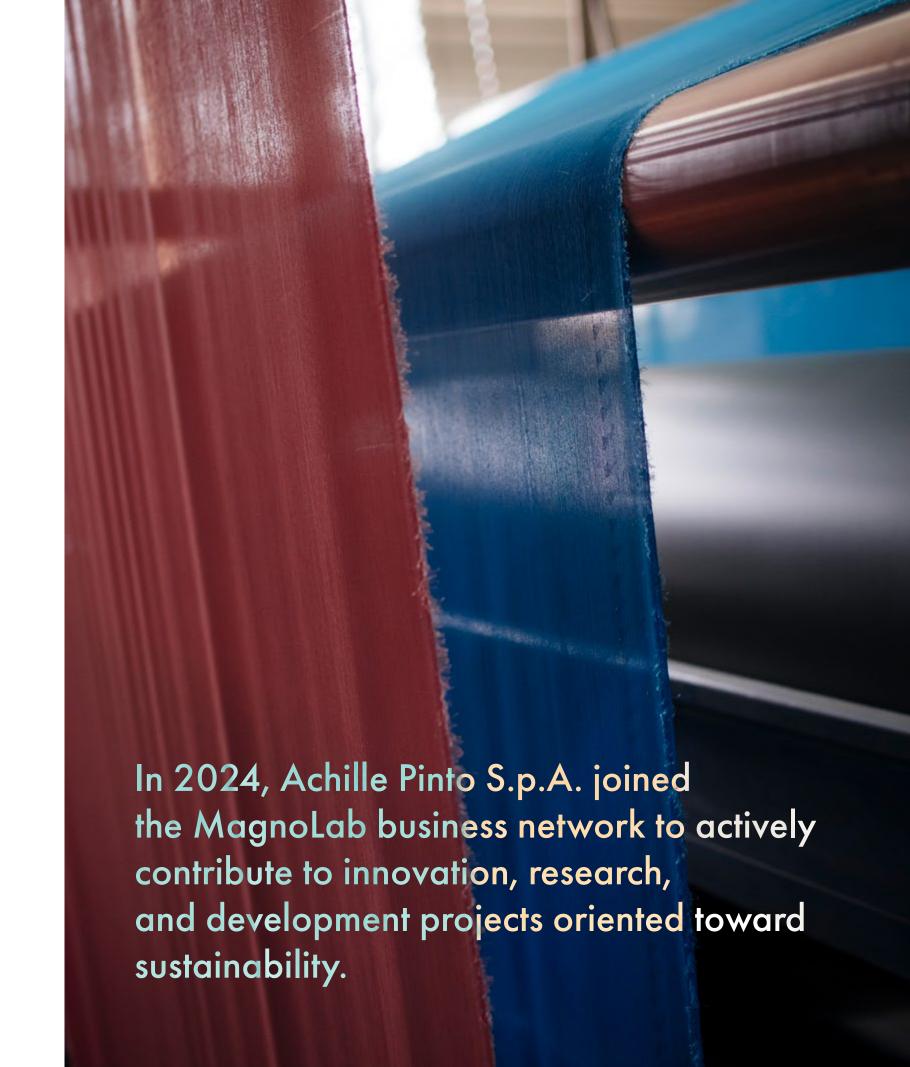
The process begins with textile design development—managed entirely inhouse—where technical, aesthetic, and functional characteristics are defined based on customer needs and market trends.

Raw materials come from three main categories:

- Cashmere staple, requiring spinning, twisting, and dyeing by specialized external suppliers;
- Yarn, used for yarn-dyed fabrics;
- Greige fabric, used as a base for printing processes.

Greige fabric undergoes preparation for various printing technologies (digital, traditional, transfer, or pigment), while yarn is processed through warping and weaving.

These stages involve a mix of in-house and outsourced operations, depending on process specifics or production needs.

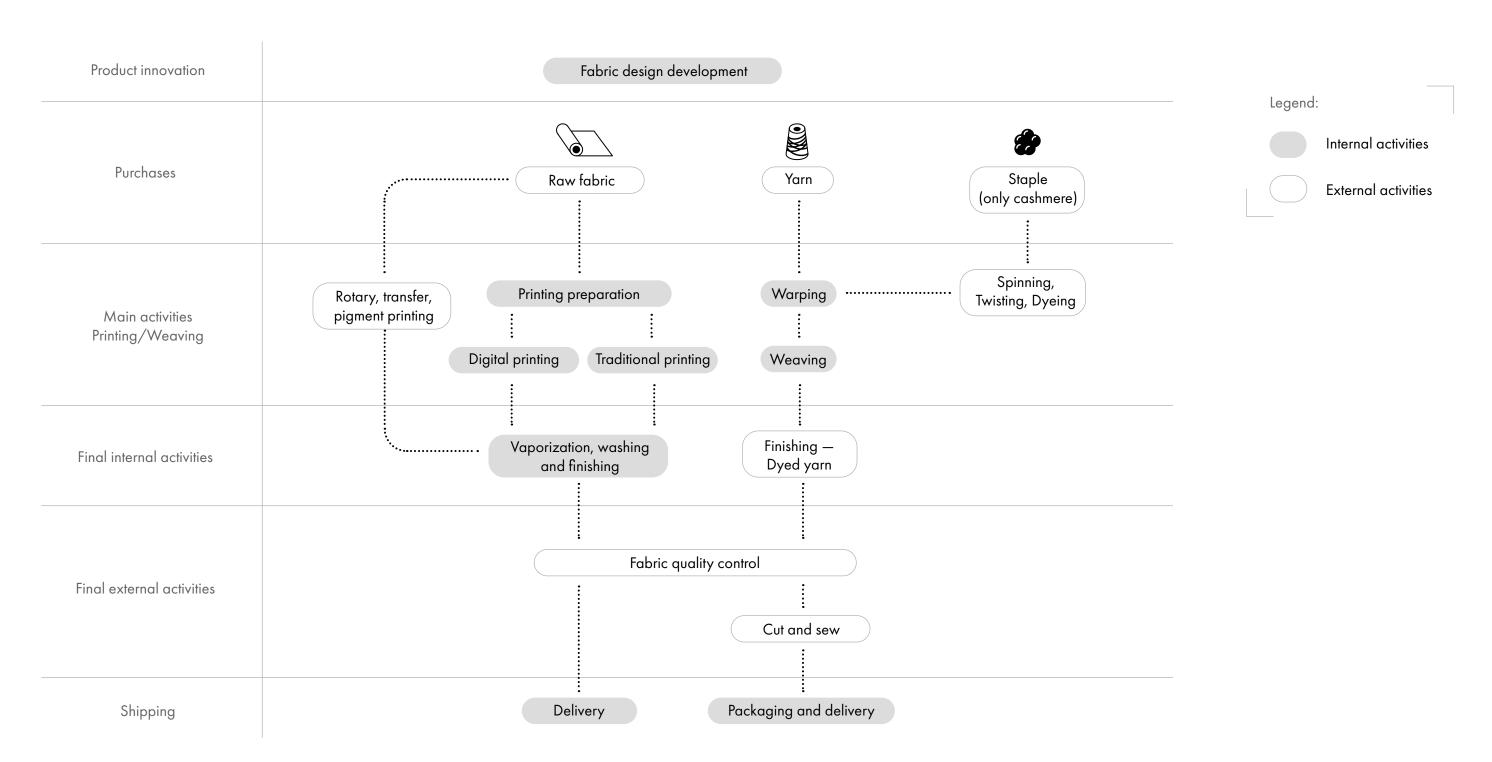


After production, fabrics go through steaming, washing, and finishing to stabilize and refine them, followed by strict quality control checks. Finished fabrics then proceed to packaging and shipping, customized per order and final destination.

This value chain highlights how Achille Pinto S.p.A. internally manages a significant part of the production process, ensuring direct control over quality, innovation, and sustainability.

At the same time, collaboration with specialized external partners enables the Company to leverage artisanal expertise and promote a flexible, responsible, and traceable supply chain.

Thanks to this integrated structure, Achille Pinto S.p.A. efficiently and creatively meets client needs while upholding high-quality standards throughout the value chain.



#### SBM-2: Interests and views of stakeholders

The Company, in defining its strategy and business model, takes into account and actively involves its stakeholders.

In particular, the stakeholders identified by the Company are listed in the following table, along with the methods of engagement, the objectives, and the results achieved.

Stakeholder category	Engagement methods	Objectives	Results
		- Strengthen the relationship with employees;	- Consolidation of the employee relationship;
EMPLOYEES	Dialogue, surveys, newsletters, onboarding activities, training, corporate intranet	- Ensure gender equality, enhance diversity, and support female empowerment;	- Ensure equal opportunities in hiring, development, and career advancement;
		- Ensure business continuity and attract new workforce	- Improve performance
	- Dialogue through on-site visits, video calls, emails,		- Strengthen relationships with current strategic clients;
CLIENTS	surveys, projects, participation in trade fairs and events, social media channels, publication of the	<ul> <li>Create strong bonds, increasing customer loyalty and satisfaction;</li> </ul>	- Achieve stable growth in the client portfolio, enhancing long-term collaborations;
CLILINIS	sustainability report, second-party audits;	- Share the process of developing and refining products and services	- Increase the visibility of owned brands;
	- Dedicated meetings for co-design of collections		- Enhance the company's reputation
		- Collaborate with suppliers to find innovative solutions;	
SUPPLIERS AND SUBCONTRACTORS	Visits at company sites or at suppliers/ subcontractors, ethical-social and environmental audits, surveys,	- Establish solid relationships to mitigate supply chain risks;	- Build long-term, collaborative relationships with suppliers;
	emails, projects on sustainability topics	- Optimize costs and secure favorable negotiations	- Ensure transparent management of relationships
		- Align sustainability goals;	
BANKS AND INSURANCE COMPANIES	Surveys, meetings	- Manage risk and resilience;	Easier access to credit and improved financial conditions
		- Integrate sustainability into financial strategy	
EDUCATIONAL AND RESEARCH	Collaborations, theses, projects, surveys, social media	- Attract new talent through dedicated programs (e.g., Pinto Print Academy);	<ul> <li>Research and development activities and innovation in production techniques;</li> </ul>
INSTITUTIONS	channels	- Promote corporate innovation	- Mutual exchange of knowledge
		- Support the local community;	- Consolidate local presence;
LOCAL COMMUNITIES AND PUBLIC INSTITUTIONS	Press releases, surveys, initiatives and events, on-site meetings	- Promote sustainable regional development;	- Improve reputation;
		- Strengthen the bond with the local community	- Expand the network

Future challenges will require integrated solutions: greater transparency in the supply chain, investment in circular innovation, process digitalization, and cultural consolidation.



It is also important to highlight that the Company takes stakeholder opinions into account as part of its sustainability due diligence and materiality assessment processes.

Considering stakeholders' priority issues, the Company did not plan any changes to its strategy or business model for the reporting years.

The opinions and interests of the stakeholders regarding the sustainability-related impacts of the business are known to the administrative, management, and supervisory bodies, thanks to the sharing of the materiality analysis results. Furthermore, the outcomes of stakeholder engagement are communicated to the governance bodies during meetings of the APE Committee – Achille Pinto Equa.

# SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business mode

Below (→ REFER TO PP. 24-26) is an overview of the main material impacts, **risks** (×) and **opportunities** (✓) for Achille Pinto S.p.A. resulting from the double materiality assessment.

Achille Pinto S.p.A. has included in its sustainability report a detailed analysis of the impacts, risks, and opportunities arising from the materiality assessment. These aspects have been integrated into the company's strategy and business model, influencing decision-making and resource allocation.

The company has identified and described the impacts, risks, and opportunities concentrated in specific areas of its business model and operations. For each of these areas, current and expected effects on the business model, strategy, and decision-making process have been assessed. In addition, the responses adopted or planned to address these effects have been outlined, including any changes made or planned to the strategy or business model.

Specific and measurable objectives have been defined for each area, along with key performance indicators (KPIs) to monitor progress. Detailed information on each topic is available in the relevant section of the sustainability report.

ESRS	TOPIC	SUB-TOPIC	RELEVANCE	TYPE OF IMPACT (POSITIVE + / NEGATIVE )	TIME HORIZON	DESCRIPTION (R/O DESCRIPTION)	NATURE (RISK × / OPPORTUNITY ✓)		
	ENVIRONMENT								
	Climate change mitigation  Climate change  E-1  Climate change		Potential	Decarbonisation of the production process	medium-long term	Improvement of the Company's environmental performance	<b>✓</b>		
F-1			Potential	Technical-operational difficulty in reducing GHG emissions	medium-long term	Increase in energy consumption and costs	×		
			Actual	+) Procurement of renewable energy	medium term	Improvement of the Company's environmental performance	<b>✓</b>		
			Energy	Actual	+ Promoting energy efficiency practices in facilities	short term	Reduction in consumption and maintenance costs of the systems	<b>✓</b>	
E-3	Water and marine	Water and marine	Water consumption  Water and marine	Water consumption	Actual	Inefficient water use management in industrial processes	short term	Increase in water costs due to waste and/or inefficiencies	×
	resources	Water discharges	Actual	Chemical pollution in wastewater	short term	Reputational risk	×		
		Resource inflows, including resource use	Actual	Encouraging the use of recycled raw materials both internally and externally	medium term	Increase in sustainable product alternatives in the offering for new business opportunities	<b>✓</b>		
E-5	Circular economy	Resource outflows related to products and services	Actual	Production of articles with sustainable characteristics certified through international standards	medium term	Increase in market opportunities	<b>✓</b>		
		Waste	Actual	Lack of reuse, recycling and recovery practices for generated waste	medium term	Increase in waste disposal costs	×		

ESRS	TOPIC	SUB-SUBTOPIC	RELEVANCE	TYPE OF IMPACT (POSITIVE + / NEGATIVE -)	TIME HORIZON	DESCRIPTION (R/O DESCRIPTION)	NATURE (RISK × / OPPORTUNITY ✓)
				SOCIAL			
		Work-life balance	Actual	Adoption of welfare policies to better balance work-life	medium-long term	Improvement in employee retention and reduction in company turnover	<b>✓</b>
		Training and skills development  Own workforce	Actual	Supporting professional growth of staff	medium term	Optimization of business processes thanks to better trained personnel	<b>✓</b>
S-1			Potential	Difficulty in finding highly skilled personnel	medium term	Poor retention capacity and deterioration of the company's reputation	×
	S WII WOIRIOICE	Gender equality and equal pay for work equal value  Diversity  Employment and inclusion of persons with disabilities  Measures against violence and harassment in the workplace	Actual	Lack of policies protecting against gender, sex, ethnicity, and religious discrimination	short term	Poor retention capacity and deterioration of the company's reputation	×

ESRS	TOPIC	SUB-TOPIC	RELEVANCE	TYPE OF IMPACT (POSITIVE + / NEGATIVE -)	TIME HORIZON	DESCRIPTION (R/O DESCRIPTION)	NATURE (RISK × / OPPORTUNITY √)
				GOVERNANCE			
		Corporate culture	Actual	Failure to comply with corporate conduct policies	short term	Loss of customers and decrease in revenue	×
	Management	Actual	Supplier effectiveness in meeting client sustainability requirements	short term	Increase in market opportunities by relying only on responsible suppliers	<b>✓</b>	
G-1	Business conduct	of relationships with suppliers including payment practices	Potential	Failure to sign binding agreements on ethical and environmental principles	short term	Deterioration of commercial relationships with customers and suppliers	×
		Corruption and bribery	Potential	Instances of corruption in company management	medium term	Loss of credibility and internal transparency	×

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This reporting provides a clear and transparent view of how significant impacts, risks, and opportunities influence Achille Pinto S.p.A.'s strategy and business model, and how the company is responding to these challenges to create long-term sustainable value.

The definition of the Company's material impacts derives both from its strategic choices and from the requirements of leading fashion brands with which it maintains commercial relationships.

The double materiality analysis identified issues that are relevant both in terms of the Company's impact on the environment and people (impact materiality) and in relation to the financial effects arising from risks or opportunities affecting the Company itself (financial materiality).

In this regard, after careful analysis, Achille Pinto S.p.A. has determined that these factors do not require substantial changes to the current strategy or business model. Therefore, no significant changes are planned in relation to these aspects.

In conclusion, the double materiality analysis developed and presented in this chapter is fully covered by the principles used in the sustainability reporting framework.

SUB-TOPIC/ SUB-SUBTOPIC	IMPACT MATERIALITY	FINANCIAL MATERIALITY	RELATED ESRS PRINCIPLES	RELATED SDGs
Climate change mitigation	<b>~</b>	<b>✓</b>	E1-2; E1-3; E1-9	13 sheet
Energy	<b>~</b>	<b>✓</b>	E1-5	7 MINIMALI ME
Water consumption	<b>✓</b>	<b>✓</b>	E3-4	6 ADS EASTERNS
Water discharges	<b>~</b>	<b>✓</b>	E3-4	6 AD SANTANIAN
Resources inflows, including resource use	<b>✓</b>	<b>✓</b>	E5-4	12 convenies con
Resource outflows related to products and services	<b>✓</b>	<b>✓</b>	E5-5	12 convenies con
Waste	<b>~</b>	<b>✓</b>	E5-5	12 REPRODUCTIVE AND PRODUCTIVE AND P
Work-life balance	<b>~</b>	<b>✓</b>	\$1-15	10 MODICIO
Gender equality and equal pay for work of equal value	<b>✓</b>	<b>~</b>	S1-16	5 mount
Training and skills development	<b>~</b>	<b>✓</b>	\$1-13	4 courts
Employment and inclusion of persons with disabilities	<b>✓</b>	<b>✓</b>	S1-12	10 monos
Measures against violence and harassment in the workplace	<b>✓</b>	<b>✓</b>	\$1-3; \$1-4; \$1-17	5 mour
Diversity	<b>✓</b>	<b>✓</b>	\$1-9	5 cooler
Corporate culture	<b>~</b>	<b>✓</b>	G1-1	8 IECONY MOR AND
Protection of whistle-blowers	<b>✓</b>	<b>~</b>	G1-2	11 SECTIONAL CITIS  ACCOMMENTS
Management of relationships with suppliers including payment practices	<b>✓</b>	<b>✓</b>	G1-2; G1-6	9 MODIFICATION OF THE PROPERTY
Corruption and bribery	<b>✓</b>	<b>~</b>	G1-3; G1-4	16 Mar. Berton.

# IRO – Impact, risk and opportunity management

# IRO-1: Description of the process to identify and assess material impacts, risks and opportunities

As part of the sustainability reporting process, a double materiality analysis was conducted to identify and assess the environmental, social and governance (ESG) topics relevant to Achille Pinto S.p.A.

The analysis process was structured into the following phases:

- Establishment of a mapping of issues and significant IROs (Impacts, Risks, Opportunities) for Achille Pinto S.p.A. – based on reference market analyses, industry reports, and the ESRS standards for each specific topic – with input from different corporate departments;
- Engagement of external stakeholders through a digital questionnaire to gather feedback regarding the accuracy and completeness of the IRO mapping;
- Integration of stakeholder feedback into the mapping;
- Engagement of internal stakeholders to assess the relevance of each IRO;
- Identification of the final list of material topics and IROs to be included in the report.

The double materiality analysis involved 140 internal stakeholders and 51 external stakeholders.

For stakeholder engagement, an online questionnaire was distributed to all relevant parties – including employees, key customers, major suppliers, banks and insurance companies, local authorities and public institutions, and educational/research institutions. Respondents were asked to prioritize different topics for

each of the three ESG pillars from both an impact materiality and financial materiality perspective.

Each stakeholder was asked to express their opinion and assess the importance of each topic by considering: "How crucial is it for me (and the stakeholder I represent) that Achille Pinto S.p.A. engages/invests/cares about these topics?". The survey results revealed strong alignment between the organization's and stakeholders' views on material topics.

For each issue, its relevance was first indicated based on actual, potential, positive and negative impacts. For actual negative impacts, the degree of magnitude, scope and irremediability was quantified, while for positive impacts, irremediability was not assessed. For potential impacts, in addition to the aspects highlighted, probability was also assessed.

For the financial materiality analysis, the risks and opportunities associated with sustainability issues were identified and assessed in terms of probability and magnitude of financial impact.

By combining the analysis carried out by the Company with the responses received from stakeholders, it was possible to identify the material issues to be considered in the preparation of this report.

# IRO-2: Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Following the process of identifying and assessing impacts, risks, and opportunities described in section IRO-1, the company will report its sustainability performance using the following principles and sections:

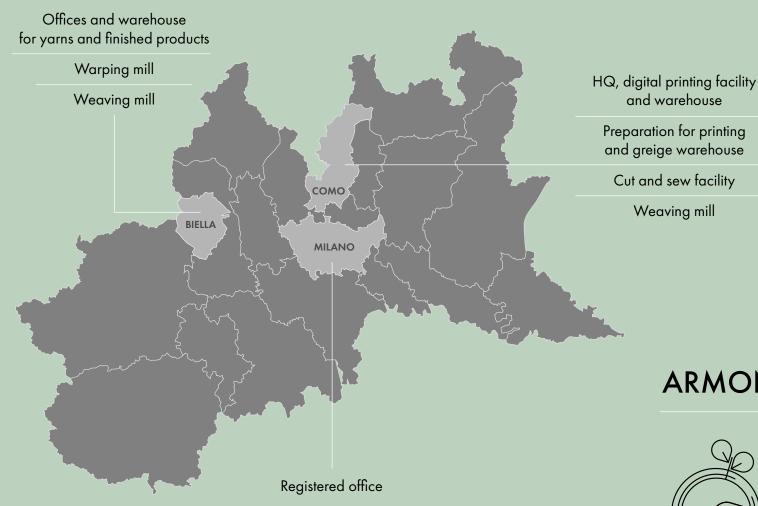
- ESRS **E1** Climate change;
- ESRS **E3** Water and marine resources;
- ESRS **E5** Circular economy;
- ESRS **S1** Own workforce;
- ESRS G1 Business conduct.

RELATED ESRS PRINCIPLES	PAGE
E1-1 Transition plan for climate change mitigation	p. 32
E1-2 Policies related to climate change mitigation and adaptation	р. 33
E1-3 Actions and resources in relation to climate change policies	р. 33
E1-4 Targets related to climate change mitigation and adaptation	p. 35
E1-5 Energy consumption and mix	р. 36
E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	р. 39
E1-7 GHG removals and GHG mitigation projects financed through carbon credits	р. 40
E1-8 Internal carbon pricing	p. 40
E3-1 Policies related to water and marine resources	p. 41
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E3-3 Targets related to water and marine resources	p. 42
E3-4 Water consumption	p. 42
E5-1 Policies related to resource use and circular economy	p. 44
E5-2 Actions and resources related to resource use and circular economy	p. 44
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E5-4 Resource inflows	p. 46
E5-5 Resource outflows	p. 46
\$1-1 Policies related to own workforce	p. 50
\$1-2 Processes for engaging with own workers and workers' representatives about impacts	p. 50
\$1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	p. 51

\$1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	p. 51
\$1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 52
\$1-6 Characteristics of the undertaking's employees	p. 54
\$1-7 Characteristics of non-employee workers in the undertaking's own workforce	p. 55
\$1-8 Collective bargaining coverage and social dialogue	p. 56
\$1-9 Diversity metrics	p. 56
\$1-10 Adequate wage	p. 56
\$1-11 Social protection	p. 57
\$1-12 Persons with disabilities	p. 57
\$1-13 Training and skills development metrics	p. 57
S1-14 Health and safety metrics	p. 58
\$1-15 Work-life balance metrics	p. 59
\$1-16 Compensation metrics (pay gap and total compensation)	p. 59
\$1-17 Incidents, complaints and severe human rights impacts	p. 59
G1-1 Corporate culture and business conduct policies and corporate culture	p. 62
G1-2 Management of relationships with suppliers	p. 62
G1-3 Prevention and detection of corruption and bribery	p. 64
G1-4 Confirmed incidents of corruption or bribery	p. 64
G1-5 Political influence and lobbying activities	p. 64
G1-6 Payment practices	p. 64

# KEYPOINTS — CHAPTER 1

#### Achille Pinto S.p.A. Operational Sites REFER TO P. 11



### Stakeholders REFER TO P. 22



### ARMONIA 2030 Strategy REFER TO P. 19



#### **ENVIRONMENT AND CIRCULARITY**

Use natural resources responsibly and rethink the business model with a circular approach.



#### PRODUCT AND VALUE CHAIN

Develop products with sustainable features through the commitment of a responsible and transparent supply chain.



#### **PEOPLE**

Promote better working conditions to enhance employee well-being and encourage young talent to join Achille Pinto S.p.A.



#### **PARTNERSHIP**

Face future challenges by creating virtuous connections and collaborations through the combination of skills and expertise.

# SUSTAINABILITY REPORTING

# Chapter 2:

Environmental information

ESRS 1 – Climate change p. 32

ESRS 3 – Water and marine resources p. 41

ESRS 5 – Resource use and circular economy

## ESRS E1 – Climate change

Related SDGs:





#### E1-1: Transition plan for climate change mitigation

For the reporting periods, Achille Pinto S.p.A. has not adopted yet a formal transition plan for climate change mitigation. However, the Company is aware of the importance of implementing appropriate measures to reduce its environmental impact and contribute to sustainability goals. Starting from 2025, the Company commits to developing and implementing a transition plan that defines concrete actions to reduce greenhouse gas (GHG) emissions, improve energy efficiency, and integrate sustainable solutions into its industrial operations.

Although a formal transition plan is not yet in place, the Company has already set voluntary emission reduction targets aligned with the Science Based Targets initiative (SBTi), as reported in section ESRS E1-4. These targets represent an initial concrete step in Achille Pinto S.p.A.'s climate strategy.

## Material impacts, risks and opportunities and their interaction with strategy and business model [SBM-3]

Although the Company is not currently located in areas of high climate vulnerability, it has identified physical risks associated with its locations, such as heatwaves, tornadoes, water stress, variations in water availability, and heavy rainfall. These risks are monitored through ongoing updates of available environmental information.

The Company has also examined transition risks related to the shift to a low-carbon economy, considering a climate scenario aligned with the 1.5°C global warming target. The evaluated transition events include regulatory and policy changes, stricter climate reporting obligations, and shifts in consumer preferences toward sustainable products. These constitute the main identified gross transition risks.

In this context, in-house renewable energy production—thanks to photovoltaic system installations at three production sites—represents a strategic lever to reduce emissions and increase operational resilience in the medium to long term. Currently, the Company has not yet conducted a resilience analysis of its strategy and business model in relation to climate change.

## Description of the process to identify and assess material climate related impacts, risks and opportunities [IRO-1]

Achille Pinto S.p.A. has initiated a process to identify and assess the impacts, risks, and opportunities related to climate change, with the goal of progressively integrating them into its corporate strategy and decision-making mechanisms. The Company has conducted an evaluation of the direct and indirect impacts of its production processes on climate change, with particular focus on its greenhouse gas (GHG) emissions. This analysis is based on the information provided in Chapter E1-6, which outlines the type and magnitude of GHG emissions generated by the company's operations, including Scope 1 and Scope 2 emissions.

The main sources of emissions identified are related to the use of natural gas in production processes, while the electricity purchased is fully covered by Guarantees of Origin (GO) from renewable sources, contributing to the reduction of the indirect impact associated with Scope 2 emissions. At present, the Company does not report Scope 3 emissions.

For a description of the process of identifying and assessing climate-related impacts, risks, and opportunities, please refer to paragraph ESRS 2 IRO-1 in the introduction.

# E1-2: Policies related to climate change mitigation and adaptation

During the reporting periods, the Company had in place both a sustainability policy and an energy policy that include aspects related to climate change mitigation and energy efficiency. These policies are supported by managerial and operational procedures.

Through these tools, the Company addresses several relevant climate change areas, including:

#### 1. Climate Change Mitigation

The Company pursues general objectives aimed at reducing environmental impacts, including:

- Reducing GHG emissions, with a particular focus on reducing fossil energy consumption in production activities;
- Choosing lower-impact materials, such as recycled or certified fibers.

#### 2. Energy Efficiency

The Company adopts a structured and systematic approach to energy efficiency, in line with its corporate mission and sustainability objectives.

The Company's commitment is reflected in the following points:

#### - Energy Management System

Implementation of a system compliant with UNI EN ISO 50001, integrated into company processes and managed by a dedicated Energy Team;

#### Monitoring and Continuous Improvement

Ongoing monitoring of energy performance through regular energy reports to reduce consumption, costs, and environmental impacts;

#### - Training and Engagement

Awareness-raising and training of personnel to foster a company culture oriented toward efficiency;

#### - Innovation and Responsible Choices

Evaluation of processes and technologies to adopt renewable energy sources and/or increase efficiency;

#### - Compliance and Transparency

Compliance with energy regulations, including communication of energy results to stakeholders (as required by Legislative Decree 102/2014 via data submission to ENEA), and transparent dissemination of information through the sustainability report.

#### 3. Renewable Energy

In line with its energy policy, the Company promotes the adoption of renewable energy sources, particularly through:

- On-site installation of photovoltaic systems;
- Purchasing electricity from GO-certified renewable sources.

#### 4. Other Areas

The Company's policies promote the following across all areas:

- Management of environmental and operational risks in emergency situations, although not explicitly referencing extreme climate scenarios;
- An annual monitoring system to control relevant environmental aspects, including GHG emissions and energy consumption.

# E1-3: Actions and resources in relation to climate change policies

As part of its sustainability strategy and in response to climate change mitigation objectives, Achille Pinto S.p.A. has initiated a range of concrete actions to reduce climate-altering emissions and prepare for potential environmental impacts.

During the reference years, the Company adopted and planned the following measures:

- Energy efficiency improvements through the implementation and maintenance of an ISO 50001-compliant Energy Management System, along-side targeted interventions to optimize energy consumption in facilities and production processes;
- Partial replacement of fossil-fuel-powered equipment with more efficient and lower-emission electric technologies;
- Use of renewable energy through the purchase of electricity from certified renewable sources (GO) since 2020;
- Installation of photovoltaic systems at three production sites:
  - 2021: Installed at the Via Adige facility;
  - 2022: Installed at the Via Roma facility
  - 2023, June: Following the incorporation of Franco Ferrari S.r.l., located within the Via Roma site, the photovoltaic system was extended to this facility as well, expanding renewable coverage across the entire operational perimeter.

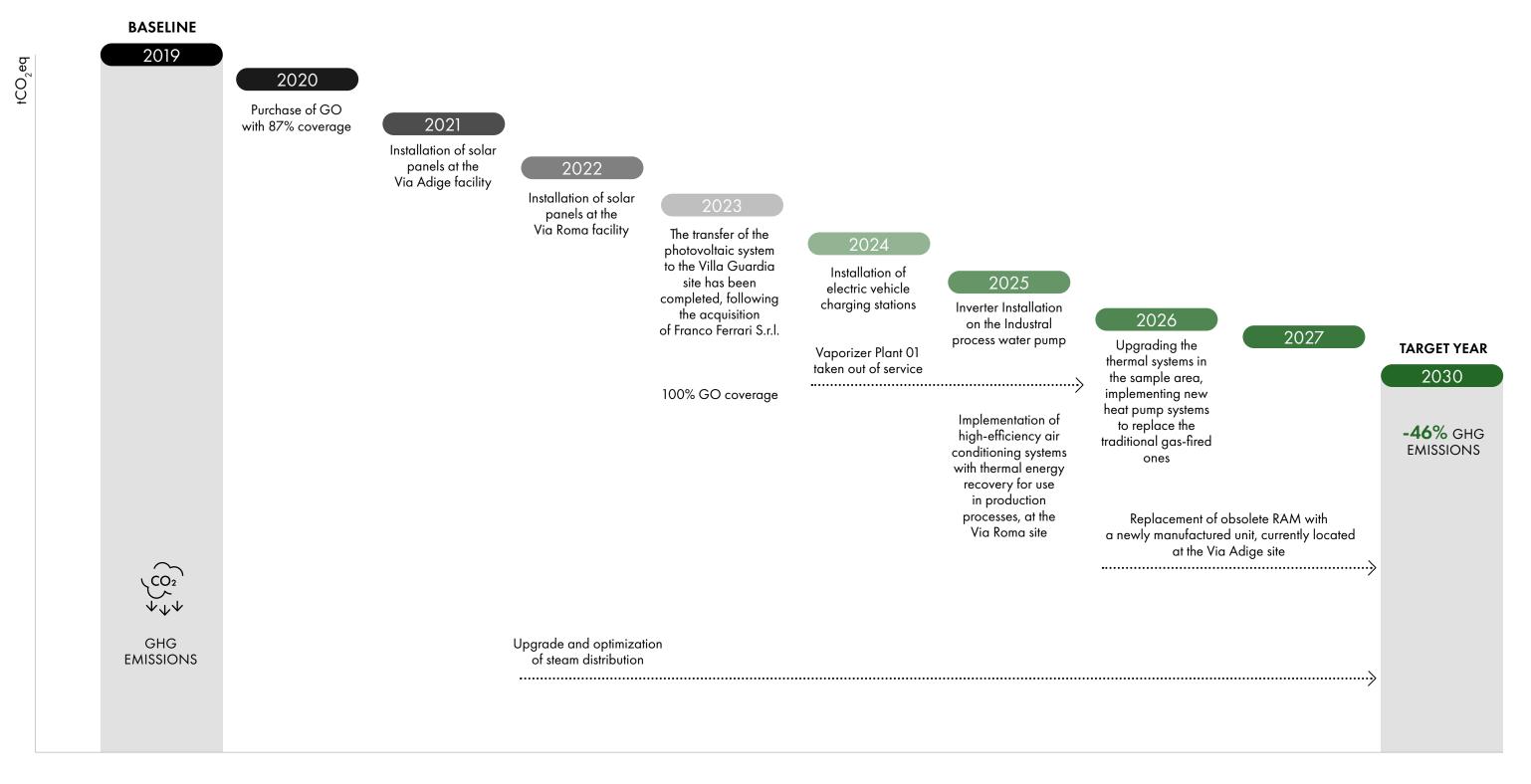
No specific actions have been taken during the reporting years in relation to climate change adaptation. Physical and climate risks remain under observation and are monitored as part of overall enterprise risk management.



# E1-4: Targets related to climate change mitigation and adaptation

To support its climate change mitigation and adaptation policies, the Company has identified specific targets.

In particular, and more generally, the Company's targets refer to the following pathway:





Achille Pinto S.p.A. has set emission reduction targets in line with the scientific standards of the Science Based Targets initiative (SBTi), thereby contributing concretely to climate change mitigation in accordance with the Paris Agreement goals.

SBTi (Science Based Targets initiative) is a non-profit organization that supports companies and financial institutions in reducing emissions in line with the Paris Agreement goals. SBTi partners include the Carbon Disclosure Project (CDP), the World Resources Institute (WRI), the United Nations Global Compact, and WWF. SBTi develops standards, tools, and guidelines to help companies set greenhouse gas (GHG) emissions reduction targets to keep global warming within manageable levels and achieve Net-Zero by 2050. The number of companies committed to achieving net-zero emissions has grown rapidly; by the end of 2023, over 4,000 companies had validated their Net Zero target with SBTi.

Achille Pinto S.p.A.'s climate target, validated according to SBTi criteria, is to reduce **Scope 1** (direct emissions from company-controlled energy sources) and **Scope 2** (indirect emissions from purchased electricity) emissions by 46% by 2030, compared to the 2019 baseline year.

To achieve this target, the Company has launched and planned various actions, as detailed in previous paragraphs. Progress toward the target is monitored annually through internal indicators and energy audits.

#### % CHANGE IN ENERGY CONSUMPTION FROM FOSSIL SOURCES



#### % CHANGE IN RENEWABLE ENERGY CONSUMPTION



#### % CHANGE IN TOTAL ENERGY CONSUMPTION



## E1-5: Energy consumption and mix

In the most recent fiscal year, the company recorded the following energy consumption levels:

TYPE OF CONSUMPTION	2024	2023	% CHANGE
NON-RENEWABLE SOURCES (MWh)			
Coal and derivatives consumption	-	-	0.00
Crude oil and petroleum products consumption	671.56	735.21	-8.66
Natural gas consumption	16,892.64	21,419.83	-21.14
Other non-renewable sources	-	0.00	-100
Electricity, heat, steam, and cooling from non-renewable sources	0.72	0.28	158.02
Total fossil energy consumption	17,564.92	22,155.31	-20.72
Fossil energy (% of total consumption)	<b>79</b> %	80%	-1.93
Nuclear energy consumption	-	-	0.00
Nuclear energy (% of total consumption)	-	-	0.00
RENEWABLE SOURCES (MWh)			
Renewable fuels including biomass	-	-	0.00
Electricity, heat, steam, and cooling from renewable sources	4,396.69	5,057.91	-13.07
Self-produced non-combustible renewable energy	338.59	371.21	-8.79
Total renewable energy consumption	4,735.28	5,429.12	-12.78
Renewable energy (% of total consumption)	21%	20%	7.89
TOTAL ENERGY CONSUMPTION	22,300.20	27,584.43	-19.16

In 2024, Achille Pinto S.p.A. recorded an overall energy consumption decrease of 19.16% compared to 2023, from 27,584.43 MWh to 22,300.20 MWh, aligned with the slowdown in production volumes. This reduction, while mainly influenced by lower production activity, also benefited from corporate policies promoting energy efficiency and renewable sources, helping contain the environmental impact that would otherwise have been more substantial.

Electricity needs are mainly met through purchases from the grid, with full coverage ensured by Guarantees of Origin (GO). Additionally, a growing share of energy is self-produced via photovoltaic systems installed at the Company's sites in Casnate con Bernate (via Roma 9 and via Adige 3) and Villa Guardia. Moreover, the Villa Guardia site benefits from thermal energy from a biomass district heating plant (99%) managed by La Grande Stufa S.r.l., contributing to the reduction of emissions linked to thermal consumption.

In 2024, the company reaffirmed its commitment to renewable energy self-production:

- The total self-produced energy share (including both self-consumed and grid-fed energy) over total available energy (purchased + selfproduced) slightly increased from 8.85% in 2023 to 8.93% in 2024;
- The share of self-consumed energy over the total company energy need rose from 6.87% in 2023 to 7.26% in 2024.

Although absolute photovoltaic production slightly declined, the drop in purchased energy improved the share of energy covered by internal sources, boosting energy autonomy and resilience.

Despite lower energy production, the Company enhanced its energy independence. Its continuous focus on renewable energy and efficiency technologies remains a strategic objective to reduce indirect emissions and strengthen corporate energy resilience.

However, it's important to note that alongside the overall reduction in energy use, specific consumption per meter of fabric produced increased. This is due to various mostly external and uncontrollable technical-production factors:

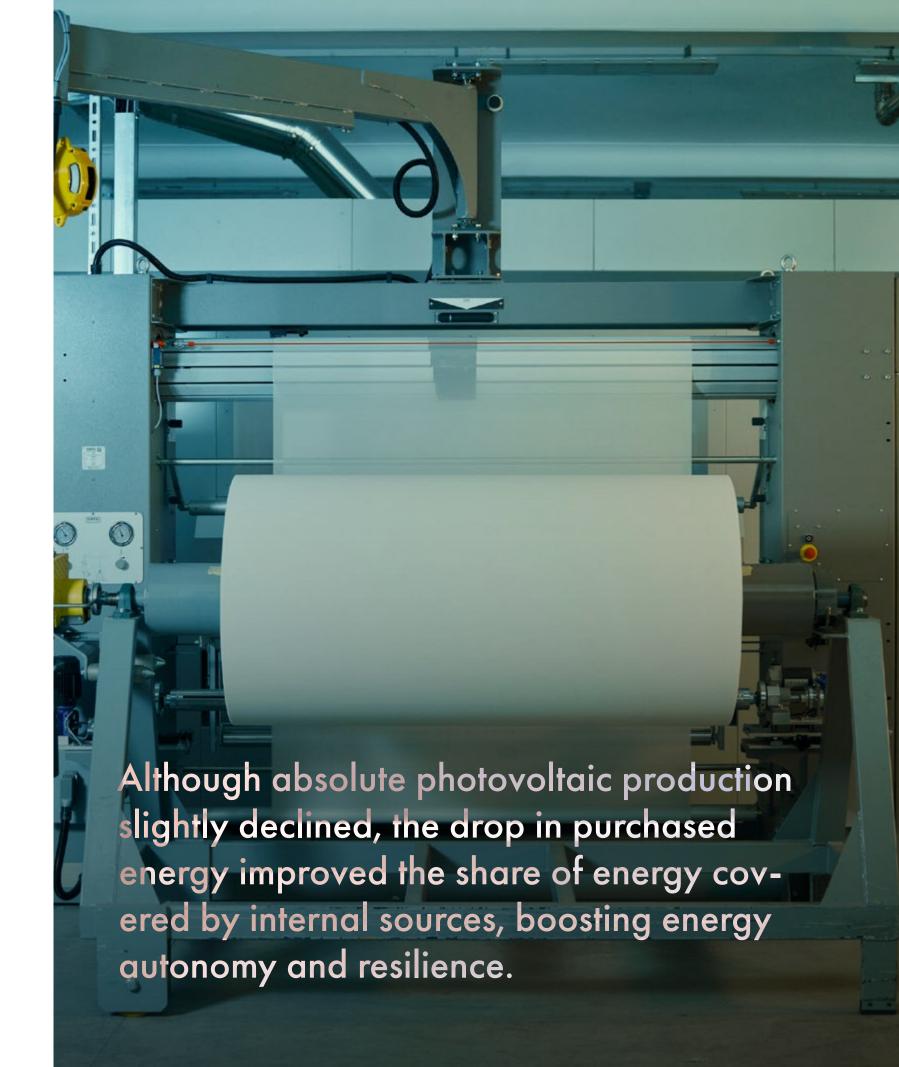
- Decreased overall production limited scale economies, raising energy per product unit;
- Shorter average order lengths led to increased machine setup time per meter;
- Higher frequency of preparatory stages reduced energy efficiency per lot;
- Introduction of technically complex products requiring energy-intensive treatments.

These dynamics temporarily affected specific energy efficiency, emphasizing the need to supplement absolute consumption analysis with performance indicators per product unit. This approach allows a more complete evaluation of efficiency strategies and forms the basis for continuous improvement and resilient energy transition.

#### **ENERGY INTENSITY BASED ON NET REVENUES**

In relation to activities with a high climate impact, the Company consumed:

ENERGY INTENSITY BASED ON NET REVENUE	2024	2023	% CHANGE
Total energy consumption (MWh)	22,300.20 MWh	27,584.43 MWh	
Net Sales Revenue (€)	111,600,462.00€	136,909,854.00€	
Energy consumption per EUR revenue (MWh/€)	0.000199822 MWh/€	0.000201479 MWh/€	-0.82



## E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions

Achille Pinto S.p.A., based on its emissions boundaries, defines the following:

### - Scope 1:

direct GHG emissions from sources owned or controlled by the organization (stationary like heaters, generators, or industrial processes; or mobile like forklifts);

### - Scope 2:

indirect GHG emissions from purchased energy (not owned/controlled by the organization).

As outlined in the report introduction (section BP-2), according to ESRS 1 Appendix C, the Company has decided to omit Scope 3 and total GHG emissions reporting.

Data was calculated following the Greenhouse Gas Protocol (<u>GHG Protocol Corporate Standard</u>, <u>GHG Protocol Scope 2 Guidance</u>) using ISPRA 2023–2024 conversion factors.

**Scope 1** includes emissions from stationary and mobile combustion, production processes, fugitive emissions, and fossil fuel use.

**Scope 2** includes emissions from purchased electricity and district heating (99% biomass, 1% diesel).

$CO_2$	RETROSPI	ECTIVE		ARGETS ARGET YEARS		
	Baseline	2024	2023	% CHANGE	2030	target % baseline
SCOPE 1 GHG EMISSIONS						
Gross Scope 1 GHG emissions (tCO2eq)	5,580.23	3,731.35	4,651.35	-19.35%	-46%	3,013.32
Share of Scope 1 GHG emissions under regulated emission trading systems (%)	0.00	0.00	0.00	0%		
SCOPE 2 GHG EMISSIONS						
Gross scope 2 GHG emissions – location based (tCO2eq)	1,509.25	1,198.72	1,278.42	-6.23%	-46%	815.00
Gross scope 2 GHG emissions – market based (tCO2eq)	27.77	0.00	0.00	0%	-46%	148.92
TOTAL GHG EMISSIONS						
Total GHG emissions – location based (tCO2eq)	7,089.48	4,930.06	5,929.77	-16.86%		
Total GHG emissions – market based (tCO2eq)	5,856.00	3, <i>7</i> 31.35	4,651.35	-19. <i>7</i> 8%		

GHG INTENSITY BASED ON NET REVENUE	2024	2023	% CHANGE
Total GHG emissions – location based (tCO2eq)	4,930.06 tCO2eq	5,929.77 tCO2eq	
Total GHG emissions – market based (tCO2eq)	3,731.35 tCO2eq	4,651.35 tCO2eq	
Revenue from Sales and Services (Income Statement item A1) (€)	111,600,462.00€	136,909,854.00€	
GHG emissions – location based per net revenue (tCO2eq/€)	0.000044 tCO2eq/€	0.000043 tCO2eq/€	2.33
GHG emissions – market based per net revenue (tCO2eq/€)	0.000033 tCO2eq/€	0.000034 tCO2eq/€	-2.94

# E1-7: GHG removals and GHG mitigation projects financed through carbon credits

During the reporting period, Achille Pinto S.p.A. declares that it has not engaged in any activity aimed at removing greenhouse gases from the atmosphere. Should opportunities in this area be evaluated in the future, the Company is committed to providing the required information in line with the ESRS E1-7 standard.

For the financial years covered by this report, the Company has neither financed nor promoted GHG mitigation projects through the purchase or support of carbon credits. Therefore, no information is available to report regarding the use of carbon credits, including quantity, type of projects supported, standards applied, or external verifications.

## E1-8: Internal carbon pricing

The Company does not apply any internal carbon pricing system.



# ESRS E3 – Water and marine resources



#### E3-1: Policies related to water and marine resources

Achille Pinto S.p.A. pays great attention to the protection of water, a vital resource for life and a key element for industry, particularly in the textile sector. Responsible and efficient water management is fundamental to ensuring sustainable development.

In this context, the Company is committed both to mitigating and gradually reducing the environmental impact of its activities and to raising internal awareness on the issue. This commitment is outlined in the general Sustainability Policy and specifically within the Water Resources Management Policy (Water Policy), which includes the following points:

- Mitigation and gradual reduction of the water impact of company activities through consumption measurement, monitoring, and waste reduction;
- Definition of measurable and realistic objectives for the progressive reduction of water consumption;
- Internal and external awareness through informational initiatives on these issues.

Since 2021, Achille Pinto S.p.A. has been participating in a Water Conservation Program promoted by a renowned luxury fashion brand. The program focuses on all production processes, excluding agriculture and fiber production. The core of this initiative lies in wet processing facilities, with the goal of improving partners' responsibility and resilience, as well as reducing the water impact and footprint of the various actors involved. Achieving these objectives requires a broader commitment along the entire supply chain, involving aspects such as awareness, engagement, and information management. Consequently, the program's scope extends to all supply chain actors. Within this context, participants are assessed using the so-called Water Assessment, a tool developed

to estimate water responsibility and resilience of the brand's partners, considering their water risk, water management practices, and, when applicable, both relative and absolute water intensity.

These policies and initiatives demonstrate Achille Pinto S.p.A.'s commitment to integrating sustainability criteria into water resource management, contributing to environmental protection and strengthening its production supply chain.

# E3-2: Actions and resources related to water and marine resources

Water use entails potential environmental impacts, particularly regarding withdrawal volumes, discharge quality, and pressure on local water resources. To effectively address these challenges, Achille Pinto S.p.A. has implemented a series of actions to enforce its environmental policies.

Among the main measures adopted, the Company has implemented water consumption monitoring through dedicated instruments installed at various points in the wet-processing production sites. This enables accurate and continuous control over water usage, helping identify improvement areas and reduce waste.

To further optimize consumption, some rinsing phases have been automated to ensure more efficient use of the resource. Additionally, the pressure of the washing water network in digital printing plants is monitored to keep it within optimal values aligned with operational efficiency.

The Company also conducts periodic monitoring of water quality at both the inlet and outlet, through laboratory analyses that verify compliance with environmental regulations and voluntary protocols, including ZDHC (Zero Discharge of Hazardous Chemicals).

These commitments are reinforced by ongoing training activities for operational staff. The Company organizes internal training courses on sustainable water management and participates in specific ZDHC training programs to ensure that all individuals involved are adequately informed and prepared.

Furthermore, the Company has active water risk assessment processes to identify criticalities related to water availability and quality in the areas where it operates.

To support these activities, the Company relies on a cross-functional internal team (HSE Office with support from the Sustainability Office) responsible for the daily management of water-related issues, monitoring of environmental data, and coordination with other involved departments. The team also actively contributes to defining objectives, actions, and improving operational practices.

## E3-3: Targets related to water and marine resources

Achille Pinto S.p.A. has defined a series of key macro-objectives for water resource management in line with its commitment to environmental protection and supply chain responsibility. The main objectives include:

- 1. Improving water consumption efficiency to reduce waste and optimize water use in industrial processes;
- 2. Maintaining compliance with ZDHC wastewater discharge limits to ensure environmental regulation compliance and protect local ecosystems;
- 3. Creating a water management system integrated with ISO 14001 certification:
- 4. Providing annual training courses on responsible water management for all involved personnel;
- 5. Gradually engaging and raising awareness among key supply chain actors within the Water Conservation Program.

These objectives represent a concrete and measurable commitment by the Company to continuously improve water resource management and contribute positively to environmental sustainability.

## E3-4: Water consumption

At the Casnate con Bernate sites, located in via Roma and via Adige, water is used for both civil and industrial purposes, particularly in printing, washing, and finishing activities. In these sites, water supply is provided by the Industrial Acqueduct S.C. a r.l., which sources water from Lake Como. In the other company locations, where wet processes are not present, water consumption is limited exclusively to civil use.

Below are the reported water consumption figures and water intensity based on net revenue for the reporting years:

	2024	2023
WATER CONSUMPTION (m³)	167,129	179,096
Total water consumption in water-stressed and high-risk areas (m³)	0	0
Total recycled and reused water (m³)	0	0
Total water stored (m³)	0	0
% Change in water storage	0.00	0.00
WATER INTENSITY BASED ON NET REVENUE (m³/€)	0.001497	0.001308
Water consumption (m³)	167,129	179,096
Total net revenue (€)	111,600,462	136,909,854

In the context of water resource management, the Casnate production site, located in via Roma, represents the facility with the greatest impact, as it houses the main wet processing operations.

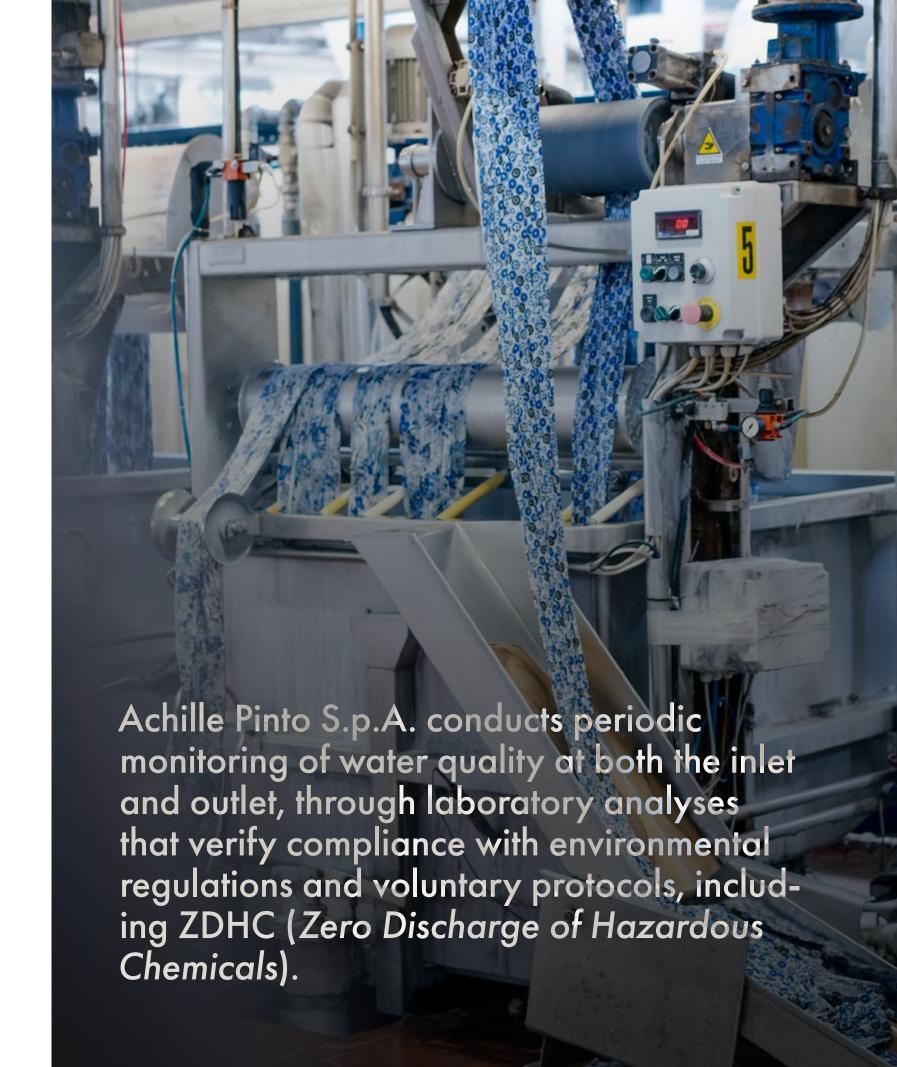
Despite the fragmentation of production, total water consumption remained substantially stable during the reporting periods. This trend reflects the effectiveness of monitoring activities and measures for better water resource management that have been launched and implemented over the years, allowing for the optimization of water use and reduction of waste, thus contributing to more responsible management.

All of the Company's water withdrawals involve only fresh water from local sources. To assess the potential risks related to water supply, the Aqueduct Water Risk Atlas tool, developed by the World Resources Institute, was used. This tool allows for the analysis of water stress levels in the areas where the facilities are located.

The analysis showed that the Colverde site is located in a low water stress area (below 10%), while the Casnate and Villa Guardia sites are located in medium-low water stress zones (between 10% and 20%). The Vigliano Biellese and Gaglianico sites, on the other hand, are located in medium-high stress areas (between 20% and 40%); it should be noted that water use at these sites is limited to civil use only. Based on this assessment, it is confirmed that none of the company's sites operate in areas classified as high-water risk or subject to severe water stress.

Regarding wastewater management, Achille Pinto S.p.A. does not have an internal treatment plant. Wastewater from the two Casnate con Bernate facilities is therefore directed to the Alto Seveso consortium plant, located in the municipality of Fino Mornasco and managed by Lariana Depur S.p.A.

The quality of wastewater is a priority issue for the Company, which adheres to the goals of the ZDHC program. To ensure compliance with environmental requirements, periodic analyses of wastewater are conducted to verify conformity with regulatory parameters. In addition, biannual monitoring is carried out to check for the presence of substances included in the ZDHC Manufacturing Restricted Substances List (MRSL). The results are compiled in a report published on the ZDHC Gateway portal, making them accessible to all actors in the value chain.



# ESRS E5 – Resource use and circular economy

# Related SDGs: 12 RESPONSELE CONSUMPTION AND PRODUCTION

# E5-1: Policies related to resource use and circular economy

Achille Pinto S.p.A., aware of the potential and need for a lower environmental impact approach to resource procurement at the ecosystem level, has formalized its commitment in the Sustainability Policy.

This policy defines the guidelines that steer company decisions along the value chain, with the goal of reducing the environmental and social impact associated with the sourcing and management of materials. The main commitments made by the Company include:

- Whenever possible, prioritizing the use of raw materials with a low environmental and social impact, with particular attention to recycled, regenerated, certified, traceable, and/or sustainably sourced materials;
- Properly and responsibly managing waste generated from the production process, promoting actions aimed at reducing waste generation, reusing materials, and recycling.

These principles serve as a strategic reference for all company activities related to procurement, production, and resource management, and are subject to regular monitoring and updates.

# E5-2: Actions and resources related to resource use and circular economy

Achille Pinto S.p.A. has developed operational measures aimed at the responsible and circular management of the resources used and generated throughout its production process, with the goal of minimizing waste and maximizing recovery and valorization.

The Company's approach is structured around the following pillars:

- Obtaining and maintaining product certifications. As confirmation of this commitment, the Company has achieved several voluntary product certifications, including GOTS, GRS, RCS, FSC, RWS, SFA, NPF, OEKO-TEX STANDARD 100, and European Flax; the Company aims to source materials from responsible supply chains, discouraging the use of those derived from unsustainable farming or extraction practices;
- Optimizing and improving production processes to reduce waste;
- Internal valorization, carried out through the garnetting process, which allows textile scraps to be directly reused within the Company, reintegrating them into the production cycle to create new regenerated yarns;
- External valorization of scraps not suitable for internal reuse, so they can be transformed into new resources and used in other production sectors.

The path of obtaining and maintaining product certifications represents a strategic element for the Company in promoting a responsible production model. These certifications not only enhance the credibility of the commitment to sustainable practices but also offer final customers tangible evidence of the environmental and social quality of the products. In this regard, the work plan includes continuous oversight of existing certifications through periodic renewals, alongside systematic analysis of the regulatory and market context.

This activity aims to identify new certifications that can add further value, relevance, and alignment with the developments of Achille Pinto S.p.A.'s business, as well as to evaluate the possible replacement of existing certifications with more advanced or internationally recognized standards.

Since 2022, the Company has launched an internal project for the valorization of noble fibers, particularly wool and cashmere, through garnetting, a mechanical process that reverts textile waste to fiber form, making it reusable for the production of regenerated yarns. This process takes place in multiple phases:

initially, there is a selection and sorting phase of textile waste based on fiber type and color; subsequently, impurities are removed to ensure the quality of the recovered material; and finally, the garnetting phase transforms the scraps into new fibers. This activity is made possible thanks to the involvement and collaboration with partners specialized in spinning and textile recovery.

Regarding external valorization of textile waste, these are sent for recycling through certified and specialized partners in collection and waste management. Thanks to their experience and significant investments in technology, they can transform textile waste into high-performance new resources, reintegrating them into other production cycles.

These initiatives help reduce dependence on virgin raw materials and close the life cycle of high-quality fibers in a circular economy perspective, demonstrating Achille Pinto S.p.A.'s concrete commitment to waste prevention and reduction, and promoting an industrial model based on resource circularity.

Below are the figures relating to waste sent for recycling during the 2023–2024 biennium:

	2024	2023
TOTAL KG OF WASTE DELIVERED	112,534.29	94,975.00
of which of wool and silk fibers trimmed and regenerated into Re-Verso™ yarns and fabrics	10,501.80	400.00
of which kg of blended wool fibers trimmed and regenerated into yarns	22,32.50	8,697.95
of which kg of mixed fibers destined for various recycled products (automotive, felt sector)	62,171.96	73,844.70

# E5-3: Targets related to resource use and circular economy

Achille Pinto S.p.A. has defined a series of objectives aimed at improving resource use efficiency and strengthening the circularity of materials employed within its production cycle.

The medium- to long-term goals are structured as follows:

- Maintaining product certifications and progressively adopting, up to full implementation, packaging solutions with at least one sustainability attribute, such as the use of recycled paper, compostable plastic, or FSC-certified materials;
- Reducing waste generated during weaving and garment production phases through process optimization and the adoption of technical solutions aimed at improving material use efficiency;
- Enhancing internal revalorization, with particular attention to extending the garnetting process to other types of fibers, such as silk;
- Improving external revalorization, contributing to an increase in the percentage of textile waste reused or recycled by specialized partners, and reducing the non-recoverable portion;
- Developing new partnerships and technologies to launch projects focused on circular economy and sustainable process innovation.

These targets represent a significant milestone in the Company's continuous improvement journey and reflect its commitment to integrating sustainability and responsibility principles into daily resource management.

#### E5-4: Resource inflows

During the reporting periods, Achille Pinto S.p.A. monitored data related to resources within its production activities. The materials and products deemed significant for the company's production cycle were identified as inbound resources, including: yarns, fabrics, and chemical products.

The data are reported in the following table:

	2024	2023	% CHANGE
TOTAL WEIGHT OF PRODUCTS AND MATERIALS PURCHASED (T)	1,085.58	1,074.96	0.99%
of which weight of organic products and materials purchased (GOTS certi- fied) (t)	290.03 (27%)	317.31 (30%)	-8.60%
of which weight of recycled products and materials purchased (GRS and/or RCS certified) (t)	238.92 (22%)	148.00 (14%)	61.42%

In addition to the data shown in the table, it should be noted that in 2024, 1% of the weight of incoming resources (10.50 t) related to products and materials recovered internally through the garnetting process. For 2023, this value was 1.43% (15.40 t).

The data in the table referring exclusively to the procurement of yarns, fabrics, and chemical products were obtained by extracting information from the company's management system. It should be specified that, for fabrics, the original unit of measurement was expressed in linear meters (ml). To ensure consistent representation of volumes in terms of mass, in line with the reporting requirements of the ESRS E5-4 standard, a conversion into kilograms (kg) was performed. This conversion was carried out by applying the weight for each textile article, expressed in grams per linear meter (g/ml), as indicated in the internal technical data sheets. This enabled the determination of the total weight of fabrics purchased, later aggregated into tonnes (t), to ensure consistency with other monitored materials and to support structured reporting on the efficient use of resources.

It is also important to highlight that data on the purchase of organic and recycled products and raw materials were collected considering internationally recognized certifications.

For **organic resources**, only fabrics and yarns certified under **GOTS** (*Global Organic Textile Standard*) were taken into consideration. GOTS ensures the use of at least 70% natural fibers from organic agriculture and compliance with environmental and social criteria throughout the production chain.

For **recycled resources**, materials certified under **GRS** (*Global Recycled Standard*) **and RCS** (*Recycled Claim Standard*) were considered. GRS requires a minimum of 20% recycled content and includes environmental and social criteria, while RCS certifies the presence (minimum 5%) and traceability of recycled materials without additional requirements.

The adoption of these standards has enabled the company to quantify low environmental impact incoming resources in a traceable and reliable manner.

#### E5-5: Resource outflows

Currently, the textile sector does not have harmonized or universally recognized metrics for measuring the durability and repairability of products. The complexity of textile manufacturing, combined with the variety of materials used, makes it difficult to adopt standardized technical criteria in this area. Similarly, there is a lack of shared technical guidelines at European or international levels that allow for an objective and comparable approach.

In this context, Achille Pinto S.p.A. recognizes the strategic importance of promoting more circular production models and is committed to actively monitoring the regulatory and methodological evolution regarding durability and repairability, with the aim of progressively integrating these aspects into the design, development, and evaluation processes of products.

Pending the definition of sector-specific standards, the Company applies a quality control system, which includes regular laboratory testing of product performance. These tests are intended to verify compliance with customer-specified standards and to ensure performance reliability throughout the product's useful life cycle.

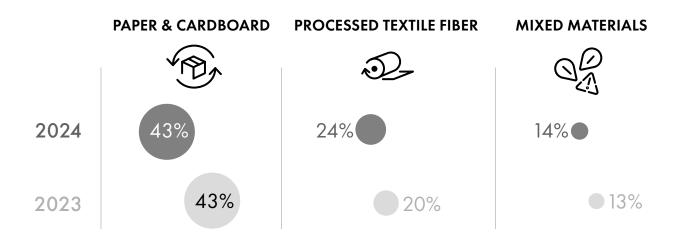
The following section provides data on waste management within the company:

	2024	2023	% CHANG
TOTAL WASTE PRODUCED (kg)	504,754	596,633	-15.40%
TOTAL HAZARDOUS WASTE	2,119	5,422	-60.92%
of which prepared for reuse	0	0	0.00%
of which separated for recycling	0	0	0.00%
other recovery operations	2,059	4,596	-55.20%
of which disposed of by incineration	0	0	0.00%
of which sent to landfill	0	0	0.00%
of which disposed of by other means	60	826	-92.74%
OTAL NON-HAZARDOUS WASTE (kg)	502,635	591,211	-14.98%
of which prepared for reuse	0	0	0.00%
of which separated for recycling	0	0	0.00%
other recovery operations	480,895	518,141	-7.19%
of which disposed of by incineration	0	0	0.00%
of which sent to landfill	0	0	0.00%
of which disposed of by other means	21,740	73,070	-70.25%
TOTAL NON-RECYCLED WASTE (kg)	21,800	73,896	-70.50%
% of non-recycled waste	4.32	12.39	

The data reported in the table (in kg) derive from direct measurements, based on the return of the fourth copy of the Waste Identification Forms (FIR), which traceably and compliantly certify the quantity of waste actually disposed of.

In 2024, the main types of waste generated by the Company were:

- 1. **Paper and cardboard packaging:** 43% of total waste produced (in line with 43% in 2023);
- 2. **Processed textile fiber waste**: 24%, an increase compared to 20% in 2023;
- 3. **Mixed packaging and materials**: 14%, slightly up from 13% in the previous year.



With regard to hazardous waste, it should be noted that:

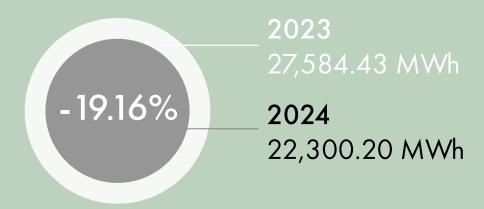
- No radioactive waste was generated, as defined in Article 3, point 7, of Directive 2011/70/EURATOM (0 tonnes);
- Some categories of hazardous waste are present, classified according to European codes: HP4 (irritant), HP5 (toxic), HP6 (acute toxicity), HP8 (corrosive), HP10 (toxic for reproduction), HP14 (ecotoxic). These wastes are managed through dedicated channels and authorized operators, in compliance with current regulations.

The Company continues to implement measures aimed at reducing waste generation upstream and promoting the recovery of outgoing materials, as an integral part of the transition toward a more circular and responsible production model.

# KEYPOINTS — CHAPTER 2



## ESRS E1-5: Total energy consumption REFER TO P. 37





ESRS E3-4: Total water consumption Refer to P. 42

2023	2024	% CHANGE
179,096 m³	167,129 m³	-6.68%



## ESRS E1-6: Total GHG emissions REFER TO P. 39

2023	2024	% CHANGE
4,651.35 tCO2e	3,731.35 tCO2eq	-19.78%



ESRS E5-2: Kg of textile waste sent for recycling REFER TO P. 45

2023	2024	
87.33% recycled	84.42% recycled	



## ESRS S1 - Own workforce

Related SDGs:







#### \$1-1: Policies related to own workforce

During the 2023–2024 reporting period, Achille Pinto S.p.A. consolidated a structured approach to the management of its workforce, which includes both employees and temporary workers. The Company adopts targeted policies to identify, assess, and manage significant impacts, risks, and social opportunities concerning its workers, with particular attention to potentially vulnerable groups. The Company's commitment is reflected in the promotion of a fair, inclusive, and respectful working environment, where equal opportunities are ensured in terms of access to employment, remuneration, career development, and working conditions. Specific measures are implemented to prevent all forms of discrimination, harassment, or abuse, and to promote diversity and inclusion.

In 2023, the Company obtained the UNI/PdR 125:2022 certification on gender equality, enhancing its ability to monitor and improve its performance in terms of equity, work-life balance, and the recognition of women' skills.

Respect for workers' fundamental rights is enshrined in the Code of Ethics, which is inspired by leading international standards (ILO, UN, OECD) and supported by a secure and anonymous whistleblowing system that enables the timely identification and management of non-compliant behavior (see G1-1). Furthermore, the Company has implemented an Organizational, Management and Control Model pursuant to Legislative Decree 231/2001, integrating ethical and social aspects into the corporate governance system.

The Company's human resources management approach is geared toward professional development, organizational well-being, and the prevention of internal social risks. Activities include continuous training, welfare initiatives, organizational flexibility, and programs aimed at the inclusion of young talents. Particular attention is paid to work-life balance and parental support, regardless of gender or role.

Achille Pinto S.p.A. also commits to ensuring safe working conditions in compliance with Legislative Decree 81/08, through periodic risk assessments, mandatory

training, and the adoption of preventive measures to protect the physical and mental health of employees.

Finally, the Company rejects all forms of forced labor, child labor, or non-compliant labor with national and international regulations, applying checks along the value chain to ensure compliance.

This integrated set of policies, practices, and tools reflects the Company's concrete commitment to the protection, enhancement, and engagement of its workforce, in line with ESG principles and the European sustainability reporting standards.

# S1-2: Processes for engaging with own workers and workers' representatives about impacts

To ensure an ongoing due diligence process in sustainability and to understand the actual and potential impacts on its workforce, Achille Pinto S.p.A. has implemented structured policies and practices to encourage direct and regular engagement of employees and their representatives.

The Company ensures that all employees and stakeholders are treated with respect, are actively listened to and engaged, can exercise their rights freely and safely, and that preventive and corrective measures are adopted to manage any violations.

Engagement occurs through various methods, including:

- Periodic administration of questionnaires and surveys to workers;
- Information meetings and discussion sessions between workers and their managers, also supported by the Human Resources Department.

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These activities allow the Company to gather perspectives, reports, and suggestions, which are analyzed and considered by the APE Committee, especially when defining corporate policies on human rights, working conditions, inclusion, and organizational well-being.

Engagement occurs both directly with employees and through their representatives, depending on the topic and organizational dynamics. The frequency of such activities is at least annual but may be intensified in the event of organizational changes, new policies, ESG projects, or other relevant events.

Operational responsibility for ensuring proper workforce engagement lies with Company Management, supported by APE Committee members, the Human Resources Department, and Function Managers. Their role is to promote internal dialogue, ensure effective participation, and monitor the effectiveness of initiatives, reporting results and impacts periodically to the General Management.

As part of its activities, the Company adopts specific measures to better understand the needs and perspectives of potentially vulnerable workers, such as women, persons with disabilities, foreign workers, or those belonging to minorities. Achille Pinto S.p.A. considers ongoing workforce engagement a fundamental tool for the effective management of social impacts, also within the context of continuous corporate improvement.

# S1-3: Processes to remediate negative impacts and channels for own workers to raise concerns

In addition to actively involving its workforce, Achille Pinto S.p.A. is committed to providing effective, secure, and accessible channels through which workers can raise concerns, complaints, or needs regarding potential negative impacts. These tools are an integral part of the Company's human rights due diligence system and are designed to prevent, identify, and promptly address any critical issues.

Specifically, Achille Pinto S.p.A. has adopted a structured whistleblowing procedure that regulates the stages of submitting, receiving, analyzing, and handling complaints or reports, in relation to unlawful conduct under Legislative Decree 231/2001 and the Company's Code of Ethics.

Workers can report at any time:

- Complaints related to company management;
- Reports of misconduct or non-compliance;
- Comments and suggestions for improving the work environment.

Employees at Achille Pinto S.p.A. can submit complaints, reports, comments, or suggestions regarding company management at any time, even anonymously. In addition to traditional channels (contacting their managers or the HR Office), they may submit their input through an online platform, accessible via both the Internet and the Company intranet, making it available to all stakeholders. The Company is committed to providing feedback to the reporting party (if known) within 30 days of receiving the report, indicating the actions taken or planned to address the issue and prevent similar incidents from recurring.

# S1-4: Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Achille Pinto S.p.A. adopts a structured and integrated approach to prevent, mitigate, and, where necessary, address significant negative impacts related to its own workforce, while also enhancing positive ones. This approach is part of a strategy aimed at promoting a fair, safe, inclusive, and human rights—respecting work environment, where the development of people is a central element of organizational growth.

During the reporting period, the Company implemented several HR initiatives, with particular attention to skill development, organizational well-being, and equal treatment. Key actions included:

- Strengthening targeted training programs (e.g. languages, technical certifications, chemical management);
- Adoption of the UNI/PdR 125:2022 certification on gender equality;

# Expansion of welfare measures and progressive digitalization of HR processes.

A particularly significant project was the launch of the Pinto Print Academy in 2024, aimed at transferring technical skills to young talents and facilitating their entry into the Company's production departments. This initiative reinforced the Company's commitment to professional training and generational turnover. The analysis of internal social risks identified critical areas such as turnover, employee satisfaction, and the risk of discrimination. For each area, preventive and corrective measures were defined, also through the **Organizational Model under Legislative Decree 231/01** and an internal whistleblowing system, ensuring confidentiality, protection, and prompt handling of critical issues.

The effectiveness of these measures is monitored using key performance indicators (e.g. training rate, female representation in leadership roles, employee satisfaction index), whose results are reviewed periodically by the APE Committee and Company Management.

To support these activities, Achille Pinto S.p.A. has allocated dedicated resources and entrusted operational management to the Gender Equality Officer, in collaboration with the Human Resources Department. The Company ensures that all management practices align with its ethical principles, preventing even indirect negative impacts stemming from production pressures, procurement policies, or supplier management. Any identified impacts are addressed through a structured process that includes corrective actions, transparent communication, and continuous monitoring.

#### PINTO PRINT ACADEMY

In 2024, Achille Pinto S.p.A. launched the Pinto Print Academy, a training project focused on transferring technical expertise and know-how in traditional and digital printing as well as textile finishing, with the goal of training the professionals of the future. The initiative, carried out at the Company's headquarters with the support of internal tutors and the specialized firm I Am S.r.l., involved over 50 candidates. The selection process included an initial screening by the external partner and a final evaluation conducted directly by the Company.

The program included a theoretical module tailored to the target professional roles and a practical phase in the Company's departments, with the continuous support of expert tutors. At the end of the course, participants received certificates and, for the most outstanding, job offers.

The Pinto Print Academy represented not only a tangible opportunity for young people but also a strategic investment for the Company, reinforcing its commitment to training, skill transfer, and the integration of new talent

# \$1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

As part of its sustainability strategy, Achille Pinto S.p.A. has defined specific social objectives aimed at reducing negative impacts and enhancing positive ones on its workforce, in line with the approach already adopted in the environmental field.

These objectives were developed through a participatory process, which included direct involvement of employee representatives, analysis of survey results,

consultation with social partners (e.g. trade unions), and adherence to national and international standards, including UNI/PdR 125:2022, the UN Guiding Principles on Business and Human Rights, and ILO guidelines.

The objectives are structured around three key purposes:

- Prevention and mitigation of significant negative impacts;
- Promotion of positive impacts for people and the working environment;
- Proactive management of emerging social risks and opportunities.

To ensure transparency, continuity, and measurability, the objectives are organized along a timeline:

#### Short-term (by 2025)

- Train 100% of employees on ethics, human rights, gender equality, and harassment prevention;
- Strengthen listening and reporting channels (e.g. My Whistleblowing) through internal campaigns;
- Launch initiatives to support mental and physical well-being (e.g. WHP program, psychological support service).

#### Medium-term (by 2027)

- Reach at least 40% of women in managerial roles;
- Integrate all actions for organizational well-being (flexibility, hybrid work, parenting) into a single plan;
- Maintain UNI/PdR 125:2022 certification.

#### Long-term (by 2030)

- Achieve gender pay equity, verified by independent audits;
- Reach >90% employee engagement in workplace climate surveys;
- Achieve zero substantiated reports of discrimination or harassment for three consecutive years.

These interconnected objectives include intermediate milestones, clear measurement tools, and periodic reviews to ensure their effectiveness and alignment with the Company's strategic priorities.

#### **PROGRAMMA WHP**

The well-being of people is a cornerstone of Achille Pinto S.p.A.'s corporate culture, which recognizes that a healthy, inclusive, and individually attentive work environment is essential for employee engagement and performance.

In this regard, the Company has confirmed its participation in the WHP – Workplace Health Promotion program for the 2023–2024 period. This initiative is recognized by the Ministry of Health and the European Commission as a best practice for promoting health in the workplace.

Through WHP, Achille Pinto S.p.A. implemented numerous initiatives aimed at prevention and the adoption of healthy lifestyles among employees. The most significant actions include:

- Physical activity and socialization: organization of weekly yoga, Pilates, and walking sessions, as well as company padel tournaments and agreements with local sports facilities, with the goal of promoting physical activity and strengthening team cohesion;
- Safety education: delivery of practical courses on airway obstruction removal, conducted by expert trainers, to increase awareness and emergency response capabilities;
- Healthy eating: revision of the company canteen service in collaboration with a nutritionist, introducing more balanced menus focused on daily well-being.

For its commitment and active participation in the program, the Company was awarded in both 2023 and 2024, reaffirming its position among the most virtuous organizations in the region for promoting a culture of health benefiting the entire workforce.

## \$1-6: Characteristics of the undertaking's employees

Below, Achille Pinto S.p.A. presents key data on its workforce, calculated at the end of the calendar year. Any discrepancies from the data reported in the financial statements stem from differences in reporting methodology (year-end figures vs. averages).

The Company's employment data for 2024 and 2023 are summarized in the following tables:

#### 2023

	No. employees	%	No. of employees on permanent contracts	No. of employees on fixed-term contracts	No. of full-time employees	No. of part-time employees
Women	193	50.92	188	5	180	13
Men	186	49.08	180	6	181	5
TOTAL	379	100	368	11	361	18

#### 2024

	No. employees	%	No. of employees on permanent contracts	No. of employees on fixed-term contracts	No. of full-time employees	No. of part-time employees
Women	195	52.56	188	7	182	13
Men	176	47.44	169	7	172	4
TOTAL	371	100	357	14	354	17

Regarding its workforce, the Company reports that in 2024 there were 195 female employees, accounting for 52.56% of the total workforce; while male employees numbered 176, making up 47.44% of the total workforce. In 2023, the figures were: 193 female employees and 186 male employees.

All employees of Achille Pinto S.p.A. work exclusively in Italy; therefore, there is no need to provide a breakdown of total employees by country.

The workforce relationships at Achille Pinto S.p.A. are structured via the following contract types:

- **Permanent contract**: the worker commits, in return for remuneration, to carry out their work activities without a fixed term.
- **Fixed-term contract**: a subordinate employment contract with a predefined duration, established by specifying an end date.

In 2024, 96.23% of employees were hired under permanent contracts, underscoring the Company's commitment to employment stability. This represents a slight decrease from the previous year, when the proportion of permanent contracts was 97.10%.

Regarding working hours, in 2024 the majority of employees (95.42%) were engaged full-time, while the remaining 4.58% worked part-time—a modality particularly favored by female employees. In 2023, the distribution was very similar: 95.25% full-time and 4.75% part-time.

# \$1-7: Characteristics of non-employee workers in the undertaking's own workforce

Similarly to what was reported in the previous paragraph, Achille Pinto S.p.A. presents the key data on temporary agency (interim) workers employed by the Company.

#### 2023

	No. of temporary agency workers	%	No. of temporary agency workers on permanent contract	No. of temporary agency workers on fixed-term contract	No. of full-time temporary agency workers	No. of part-time temporary agency workers
Women	4	21.05	1	3	3	1
Men	15	78.95	14	1	15	0
TOTAL	19	100	15	4	18	1

#### 2024

	No. of temporary agency workers	%	No. of temporary agency workers on permanent contract	orary temporary No. of full-time temporary ers on workers on agency anent fixed-term workers		No. of part-time temporary agency workers
Women	0	0	0	0	0	0
Men	14	100	13	1	14	0
TOTAL	14	100	13	1	14	0



During the 2024 financial year, the Company engaged 14 temporary workers, supplied by employment agencies, mainly for operational support activities in logistics and production departments. These workers are employed under temporary agency contracts and do not have a direct employment relationship with Achille Pinto S.p.A., but rather work through third parties. In the previous year (2023), the total number of temporary workers employed was 19, indicating a reduction in the use of this contractual form.

The Company selects its non-employee workforce based on the operational needs of the various departments, relying on certified external partners for labor provision. Supplier selection is carried out in accordance with the qualification and evaluation criteria defined by the internal procurement procedure.

# \$1-8: Collective bargaining coverage and social dialogue

All employees of Achille Pinto S.p.A. are fully covered by the National Collective Labour Agreement (CCNL) for the Textile, Clothing, and Fashion sector, applied across all company locations. As of the reference date, there are no employees outside the EEA, thus the collective bargaining coverage rate stands at 100%.

Regarding temporary agency workers, the Company specifies that contractual relationships are regulated by agreements signed with authorized employment agencies, which apply sectoral collective agreements to their own employees.

Employees of Achille Pinto S.p.A. are represented by an internal Works Council (RSU), which maintains a dialogue with the main trade unions in the sector. Industrial relations are conducted through periodic meetings and are regulated by the applicable CCNL.

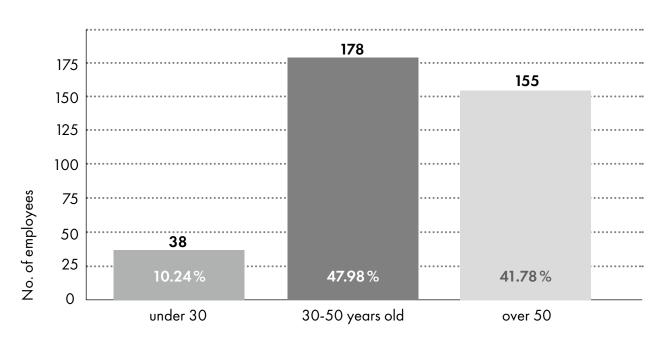
## **S1-9: Diversity metrics**

Achille Pinto S.p.A. reports that during the entire reporting period, the gender composition of the Board of Directors was as follows: 1 woman (33%) and 2 men (66%).

The age distribution of employees in 2024 is as follows:

- 10.24% (38 employees) are under 30;
- 47.98% (178 employees) are between 30 and 50
- 41.78% (155 employees) are over 50.

#### **DISTRIBUTION OF EMPLOYEES BY AGE RANGE**



## S1-10: Adequate wages

Achille Pinto S.p.A. states that all employees directly employed in Italy receive adequate remuneration, in line with the principles enshrined in Article 36 of the Constitution of the Italian Republic, which guarantees the right to remuneration proportionate to the quantity and quality of work performed, and in any case sufficient to ensure a free and dignified existence.

The Company applies the National Collective Labour Agreement for the Textile, Clothing, and Fashion Industry, which provides for minimum wages above the legal minimum wage and aligned with industry standards. The wages paid comply with the parameters established by Directive (EU) 2022/2041 on adequate minimum wages in the European Union, according to which the minimum wage must correspond to at least 50–60% of the national median wage.

Achille Pinto S.p.A. confirms that 100% of its employees receive remuneration at or above the level considered adequate based on international, national, and industry benchmark parameters.

## **S1-11: Social protection**

All employees of Achille Pinto S.p.A. are covered by social protection against income loss due to significant life events, in accordance with national legislation and the National Collective Labour Agreement (CCNL) for the Textile, Clothing, and Fashion sector. Coverage includes the Italian public social security system (INPS, INAIL) and additional measures provided by the CCNL for events such as illness, unemployment, work accidents, disability, parental leave, and retirement.

Additionally, the Company offers a long-term care welfare policy for all employees. In cases of non-self-sufficiency, this policy provides a monthly contribution of €1,000, further enhancing the social protection offered.

#### \$1-12: Persons with disabilities

During the reporting period, 5% of the workforce at Achille Pinto S.p.A. was composed of workers with disabilities, including 13 women and 8 men.

Achille Pinto S.p.A. has disclosed information on the presence of workers with disabilities within its workforce through a process that complies with Italian legislation and the specific provisions of the Textile, Clothing, and Fashion CCNL. In particular, the Company has implemented a monitoring and data collection system aligned with the provisions of Legislative Decree 151/2015, which promotes the inclusion of people with disabilities in the workplace.

To ensure proper management and disclosure of information, the Company has collected disability-related data through a process that respects the privacy and confidentiality of individuals, in accordance with personal data protection regulations (such as the GDPR). Data is collected anonymously and in aggregate form, avoiding the identification of individuals and in compliance with the specific provisions of the collective agreement.

## S1-13: Training and skills development metrics

Achille Pinto S.p.A. has provided training to its staff, including legally required training, and has conducted performance evaluations. The data below includes training provided to the entire workforce present at the Company during the reference years (including employees who left at year-end).

#### 2024

BUSINESS AREAS	No. C	F EMPLO	OYEES	TRAINING HOURS			AVG. TRAINING HOURS PER
BUSINESS AREAS	Women	Men	TOTAL	Women	Men	TOTAL	EMPLOYEE
Sales	33	10	43	205.5	18,5	224	5.21
Quality control	34	5	39	76.5	29.5	106	2.72
Staff functions	7	13	20	98.5	320.5	419	20.95
Logistics & Shipping	8	22	30	19	96	115	3.83
Production	50	122	172	218.5	<i>7</i> 43	961.5	5.59
Design & Style	45	14	59	285	39.5	324.5	5.50
Planning & Purchasing	33	14	47	200.5	91	291.5	6.20
General Services & Administration	7	7	14	69	23.5	92.5	6.61

In **2024**, 424 workers participated in training activities, for a total of 2,534 hours, corresponding to an average of 5.98 hours per person.

#### 2023

BUSINESS AREAS	No. C	F EMPLO	YEES	TRAINING HOURS			AVG. TRAINING HOURS PER
BUSINESS AREAS	Women	Men	TOTAL	Women	Men	TOTAL	EMPLOYEE
Sales	38	9	47	64.5	12	76.5	1.63
Quality control	34	5	39	77	28.5	105.5	2.71
Staff functions	5	13	18	55	95	150	8.33
Logistics & Shipping	8	23	31	27	178.5	205.5	6.63
Production	61	127	188	148.5	<i>7</i> 16.5	865	4.60
Design & Style	42	15	57	134	80.5	214.5	3.76
Planning & Purchasing	32	14	46	124.5	63.5	188	4.09
General Services & Administration	9	7	16	18.5	31	49.5	3.09

In **2023**, 442 workers participated in training activities, for a total of 1,854.5 hours, corresponding to an average of 4.20 hours per person.

To calculate the average total training hours per person, the total number of training hours used by all workers during the reporting year was considered and divided by the total number of employees who took part in the training activities. The tables include all workers who participated in training during the year (including those who left the company by year-end).

During 2023, the Company launched a structured performance evaluation process, aimed at strengthening a culture of merit and professional development. The initiative, led by the Head of Human Resources and developed in synergy with Department Heads, began at the end of 2023 and is gradually being extended throughout 2024.

The initial phase involved the staff of the Sales Office in the Finished Product Division, and is now being applied to all newly hired employees and progressively to an increasing number of staff.

#### Results achieved:

- **2023**: 0.53% of employees evaluated (2 reviews), with the following gender breakdown:

• Males: 0% - Females: 1.04%

- **2024** (latest data): 6.74% of employees evaluated (25 reviews):

• Males: 3.41% – Females: 9.74%.

The process is undergoing continuous improvement, with the goal of expanding its coverage and strengthening the alignment between individual performance and corporate objectives.

## S1-14: Health and safety metrics

Achille Pinto S.p.A. operates in compliance with Legislative Decree 81/2008 and subsequent amendments, as well as applicable national laws, in order to ensure the protection of health and safety in the workplace for all its workers.

The occupational health and safety management process includes the following main activities: hazard identification and risk assessment, planning of improvement measures, information, training, and instruction of personnel, engagement of workers and their representatives, formalization of operational practices related to significant risks, planning, management, and simulation of emergency conditions, planning and implementation of maintenance and control activities, analysis and management of near misses, accidents, or occupational illnesses, health surveillance; periodic inspections and annual review of health and safety compliance.

In the 2023–2024 period, no deaths occurred as a result of workplace accidents or occupational diseases, confirming the Company's commitment to worker health and safety.

In 2023, there were 6 work-related injuries (including 2 during commuting), representing 1.6% of the workforce, with an injury rate of 9.37 per million hours worked.

In 2024, there were 4 work-related injuries, all during commuting, representing 1% of the workforce, with an injury rate of 6.67 per million hours worked.

Although no cases of occupational diseases have been recorded, the Company continues to closely monitor all risk indicators and strengthen preventive and educational actions in the area of safety.

## \$1-15: Work-life balance metrics

Achille Pinto S.p.A. guarantees all its employees the right to take family leave in accordance with the provisions of the National Collective Labor Agreement (CCNL) for the Textile, Clothing and Fashion Industry.

# \$1-16: Compensation metrics (pay gap and total compensation)

Achille Pinto S.p.A. acknowledges that the gender pay gap is presented in the following table:

	2024	2023	2022
Gender pay gap	12.19629	17.17081	16.92232

The data highlights a general reduction in the gender pay gap, the result of company policies aimed at promoting pay equity. The actions taken include:

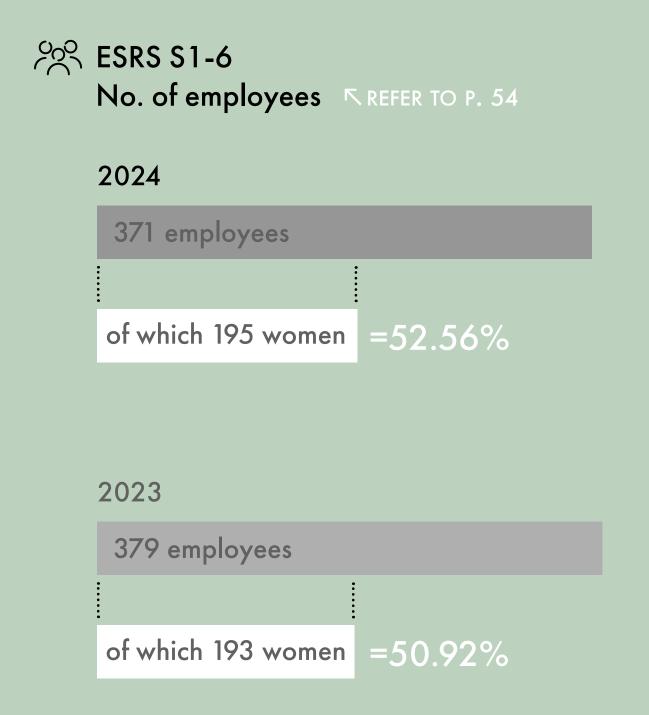
- Periodic pay analysis by role and gender;
- Strengthening of transparency criteria in reward systems;
- Promotion of equal access to professional development opportunities.

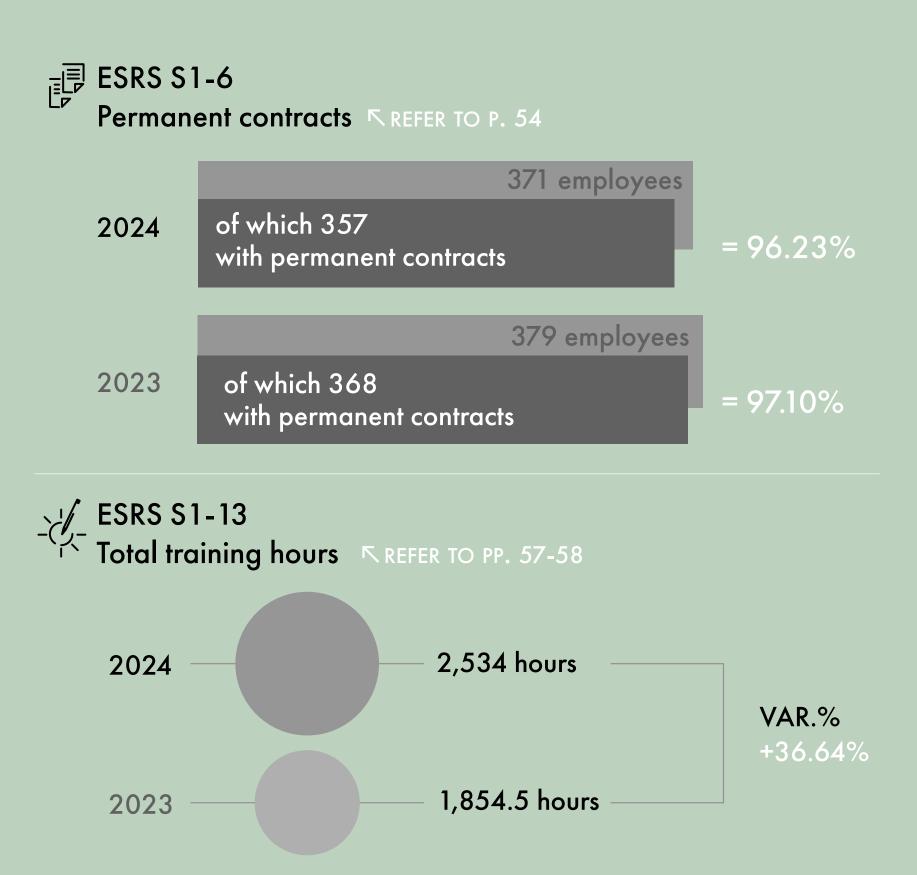
The analysis included all employees (full-time and part-time) and considered gross hourly pay.

# \$1-17: Incidents, complaints and severe human rights impacts

During the reporting period, Achille Pinto S.p.A. did not record any cases of serious human rights violations. Specifically, there were no instances of discrimination or harassment based on gender, ethnicity, nationality, religion, disability, age, or sexual orientation, nor any cases of forced labor, human trafficking, or child labor. No reports of discrimination or other harmful behavior were received through company channels, and no fines, penalties, or compensations were registered in this area. These results confirm the effectiveness of the policies and internal mechanisms adopted by the Company to safeguard the dignity and rights of individuals.

# KEYPOINTS — CHAPTER 3







## **ESRS G1: Business conduct**

Related SDGs:









# G1-1: Corporate culture and business conduct policies and corporate culture

Achille Pinto S.p.A. has adopted an integrated system of policies, tools, and organizational safeguards aimed at identifying, assessing, and managing risks related to business conduct, promoting an approach based on integrity, transparency, and legality.

The company has formalized its ethical values through a Code of Ethics, approved by the Board of Directors on June 14, 2023. The Code defines the fundamental principles that must be respected by all those acting in the name and on behalf of the Company, promoting behaviors based on fairness, legality, transparency, and respect for individuals. It forms the foundation of the Company's identity and corporate culture and serves as a reference point for all internal and external stakeholders.

In 2023, the Company also adopted an Organizational, Management, and Control Model pursuant to Legislative Decree 231/2001, which identifies risk areas and defines specific safeguards to prevent relevant crimes, particularly those against Public Administration. The Model is supported by a specially appointed Supervisory Body, tasked with monitoring the effective implementation of the prescribed measures. The mapping of sensitive processes includes crimes related to corruption, both toward public entities and among private parties.

In line with Legislative Decree 24/2023, which transposes EU Directive 2019/1937 on whistleblowing, Achille Pinto S.p.A. implemented Management Procedure PG 32 "Whistleblowing," which governs the submission, management, and protection of reports regarding unlawful behavior, violations of the Code of Ethics or the 231 Model, as well as conduct potentially harmful to the Company in terms of reputation or assets.

Reports can be submitted through a dedicated digital platform accessible via the "Governance" section of the company website. This tool is designed to ensure

the confidentiality of the whistleblower's identity and of those involved, as well as to protect against retaliation or discrimination. The system includes a structured management process that provides for an acknowledgment of receipt within seven days and a response within three months. It also allows for confidential communication between the whistleblower and the handler and, if necessary, access to the external reporting channel of ANAC.

Achille Pinto S.p.A. adopts a zero-tolerance approach toward corruption, in compliance with international conventions, including the United Nations Convention. Anti-corruption measures are embedded in both the **Code of Ethics**—which prohibits any form, direct or indirect, of corrupt practice—and the **231 Model**, which includes specific controls on company processes most exposed to this risk. Additionally, the Supplier Charter reiterates the Company's commitment to preventing unlawful behavior throughout the value chain.

The culture of legality and integrity is considered by Achille Pinto S.p.A. as a fundamental pillar of long-term sustainability. The synergy between the Code of Ethics, Model 231, and the whistleblowing system contributes to creating a transparent, safe, and ethical working environment, reinforcing a shared sense of responsibility and strengthening trust among all stakeholders.

## G1-2: Management of relationships with suppliers

Achille Pinto S.p.A. manages its supply chain through a formalized and integrated system of supplier qualification, monitoring, and control, as described in the company's management system documentation. Supplier selection is based on a structured pre-evaluation process that includes assessments of technical and quality performance, logistical reliability, economic conditions, and alignment with company policies on quality, environment, social responsibility, and the Code of Ethics.

During onboarding, suppliers are required to provide relevant company documentation (e.g., Chamber of Commerce registration, DURC) and to sign the Supplier Charter, thereby declaring their commitment to Achille Pinto S.p.A.'s Code of Ethics and policies.

The Qualified Supplier Register, integrated into the company management system, is the central tool for tracking and monitoring supplier evaluations. It contains identification data, qualification methods, supply categories, and the outcomes of assessments and monitoring, including specific client requests. Qualification methods include selection based on certifications or accreditations, product/service verification, and inspection audits. In the case of serious or repeated non-conformities, the Company reserves the right to suspend or revoke supplier qualification in accordance with the management system provisions.

Payment terms are defined during qualification and recorded in the company's ERP system. Although no formal policy exists to prevent delays, the Company applies operational practices that promote timely payments, with special attention to smaller suppliers.

Environmental and social criteria are also considered in supplier selection. Qualification includes gathering information on environmental and social certifications, adopted management systems, and ESG-related company policies. Suppliers with significant environmental impacts are subject to additional controls by the HSE function, which assigns an annual qualitative rating based on non-conformities and overall performance.

The qualification and monitoring system helps mitigate the risk of supply chain disruptions and enhances operational resilience. Suppliers considered vulnerable—those exposed to significant economic, environmental, or social risks—are given priority attention, especially when involved in critical production or linked to strategic projects.

Finally, the Company actively promotes the inclusion of local and/or certified suppliers, contributing to the development of the regional production network and strengthening supply chain traceability. Communication with suppliers is ongoing through structured information exchanges, audits, and on-site visits.



# G1-3: Prevention and detection of corruption and bribery

The Company has established its own system for managing risks related to active and passive corruption, including prevention, training, detection, investigation, and response to allegations or incidents.

The management of potential corruption cases is entrusted to the Supervisory Body, which maintains an adequate level of independence from other corporate functions. This body plays a central role in monitoring and preventing unlawful behavior, ensuring continuous oversight of the most sensitive activities. At least once a year, the Supervisory Body reports to the Board of Directors on the activities carried out, highlighting any critical issues, requested opinions, or situations requiring attention from the governing body.

The Company does not currently have a formal and structured anti-corruption training program extended to all personnel. However, awareness-raising activities on integrity, transparency, and anti-corruption compliance are carried out informally, especially for members of the administrative, management, and control bodies, as well as for key senior personnel. Although not part of an official training plan, these sessions help maintain a high level of attention on ethical behavior and monitoring responsibilities. The Company is evaluating the opportunity to strengthen and formalize such initiatives in the future, also in light of regulatory developments and international standards regarding sustainability and governance.

## G1-4: Confirmed incidents of corruption or bribery

During the reporting periods, the Company was not involved in any legal proceedings related to episodes of active or passive corruption. Specifically, no legal actions were initiated, and no ongoing cases related to such crimes are currently reported.

These results confirm the absence of judicial disputes attributable to unlawful conduct in business practices, underscoring the effectiveness of the ethical and compliance safeguards adopted by the Company.

## G1-5: Political influence and lobbying activities

During the reporting periods, Achille Pinto S.p.A. did not engage in lobbying activities nor did it provide direct or indirect political contributions to parties, candidates, elected representatives, or related entities. Specifically, the Company:

- Did not participate in political influence activities through support to lobbyists, charitable organizations, or trade associations linked to political parties or causes;
- Is not registered in either the European Union Transparency Register or the Italian Ministry of Economic Development (MISE) Transparency Register;
- Reported total political and lobbying contributions amounting to EUR O.

During the reporting period, the Company did not engage in lobbying activities nor did it take public positions on political, regulatory, or legislative matters that could generate material impacts on the Company. As a result, no relevant impacts, risks, or opportunities associated with these issues emerged during the double materiality assessment.

Furthermore, none of the current members of the Company's administrative, management, or supervisory bodies have held positions in public administrations, regulatory bodies, or supervisory authorities in the two years preceding their appointment. In the absence of such roles, there are no potential conflicts of interest related to previous institutional positions.

### **G1-6: Payment practices**

Achille Pinto S.p.A. defines and records the agreed payment terms with suppliers, which are included in the supplier master data within the management system.

There are no legal proceedings reported due to late payments.

# KEYPOINTS — CHAPTER 4



ESRS G1-1 REFER TO P. 62

2023

Approval of the Code of Ethics shared with stakeholders



ESRS G1-1 REFER TO P. 62

2023

Implementation of the 231 Organizational Model



ESRS G1-1 REFER TO P. 62

2023

Introduction of whistleblowing procedures



ESRS G1-4 REFER TO P. 64

2023

O cases of active and passive corruption

2024

O cases of active and passive corruption



## **SUSTAINABILITY REPORT 2023 - 2024**

ACHILLE PINTO S.p.A.

A special thanks to all who contributed to this Sustainability Report