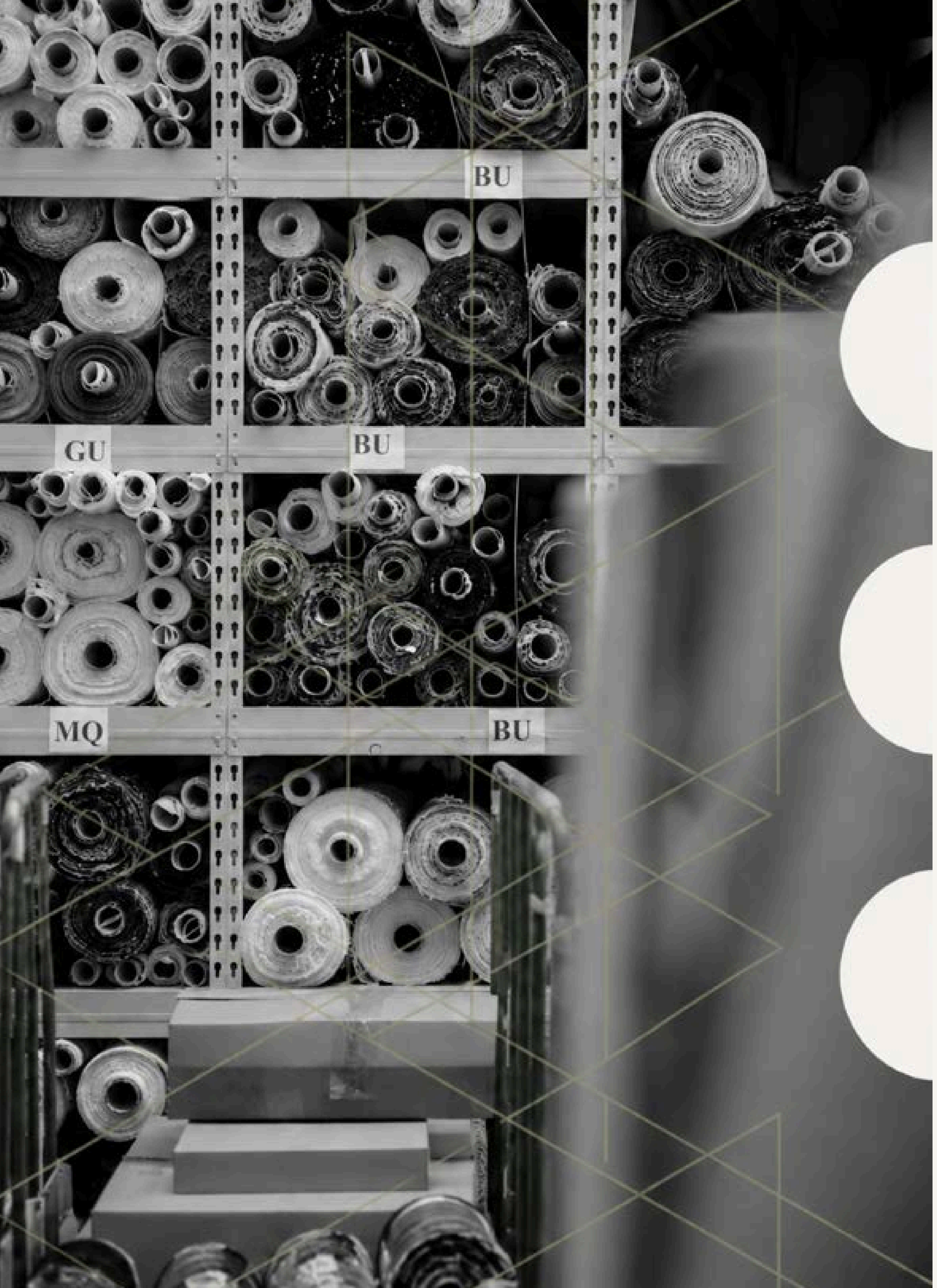
Achille Pinto S.p.A.

Sustainability Report 2025



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Company overview

Letter to Stakeholders

Dear stakeholders,

2025 proved to be both a transformative and strategically significant year for Europe's textile and manufacturing industries. The sector continued to operate against a backdrop of geopolitical instability, market volatility, pressure on energy costs and an increasingly complex regulatory environment. At the same time, expectations from customers, brands and institutions regarding environmental, social and governance matters continued to rise, making ESG considerations an increasingly important driver of competitiveness across the international fashion and textile value chain.

Against this backdrop, sustainability remains an integral part of the way Achille Pinto S.p.A. operates and develops its business. It informs every aspect of our activities, from resource use and product quality to the management of production processes, value chain relationships and long-term strategic decisions. Quality, manufacturing expertise, creativity and careful consideration of environmental and social impacts are now essential to operating responsibly and competitively in a constantly evolving market.

European initiatives linked to the Green Deal, together with evolving legislation on ecodesign, traceability and environmental and social due diligence throughout the supply chain, are reshaping the regulatory and operational framework of our industry. In particular, instruments such as the Digital Product Passport (DPP) and the new Ecodesign for Sustainable Products Regulation (ESPR) are accelerating demand for greater transparency, higher-quality data and stronger supply chain monitoring capabilities, both from a regulatory perspective and in our relationships with customers and stakeholders.

Throughout 2025, we continued to strengthen our governance, management, measurement and reporting systems, with the aim of embedding ESG factors more systematically into our business processes and value chain management. Particular attention was devoted to developing collaborative, long-term relationships throughout the supply chain, based on the understanding that today's most significant environmental and social challenges require shared responsibility and an integrated approach.

We also remain firmly committed to developing skills, promoting quality employment and maintaining strong ties with the local community. These principles have always formed part of Achille Pinto S.p.A.'s industrial identity and, in our view, are essential to sustaining resilience, innovation and adaptability over time.

We recognise that the transition towards increasingly sustainable production models requires consistency, a structured approach and ongoing investment. At the same time, we believe that sustainability, quality, transparency and innovation should not be treated as separate areas of activity, but as interconnected elements of the way we design, manufacture and create value.

It is with this approach that we continue to move forward, building on the wealth of expertise, relationships and manufacturing culture that has always defined our Company.

We would like to thank all our employees, partners and stakeholders who contribute to this commitment every day, sharing responsibility, objectives and a common vision for the future.

Lisa, Matteo e Paolo Uliassi

TRADITION & INNOVATION

Our story

The history of Achille Pinto S.p.A. is one of progressive industrial development, firmly rooted in the Como textile district and shaped from the outset by a commitment to process quality and the ability to evolve while remaining true to its manufacturing heritage.

Founded in Casnate con Bernate in 1933, the Company began with three looms brought back into operation by Achille Pinto. What started as a small-scale artisanal venture soon developed into a structured manufacturing business.

The post-war recovery marked the beginning of a more systematic expansion, with the introduction of screen printing in 1948 and the gradual strengthening of the Company's in-house production departments.

In the years that followed, the arrival of new generations and the contribution of the Uliassi family accelerated a broader transformation. Early investment in digital inkjet printing, followed by the adoption of twin printing technology, anticipated major developments in the industry and further strengthened the Company's reputation among leading international fashion houses. From the early 2000s onwards, the Company expanded through a series of targeted acquisitions across the Como and Biella textile districts, with the aim of integrating specialist expertise and maintaining direct control over the key stages of the value chain.

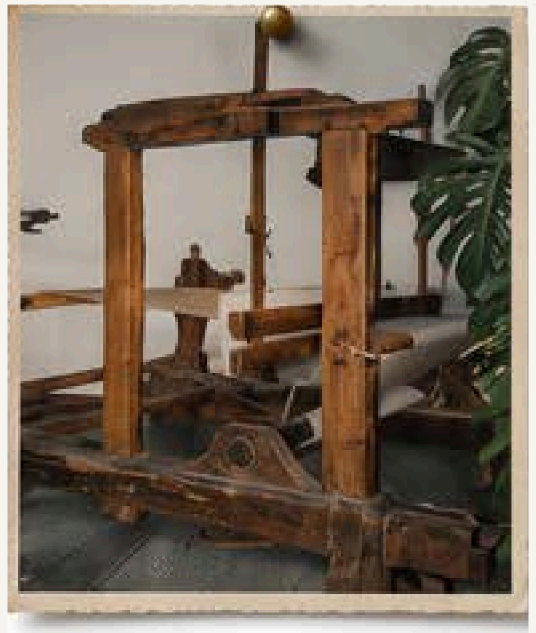
Today, Achille Pinto S.p.A. operates through two divisions: the Apparel Division, dedicated to the production of fabrics for international fashion houses, and the Finished Products Division, specialising in the manufacture of textile accessories for luxury brands and for the Company's own brands, Pierre-Louis Mascia, Franco Ferrari and Alonpi.

With operational and administrative sites located across Como, Biella and Milan, the Company retains direct oversight of its manufacturing expertise, from weaving and printing through to the production of finished goods.

During 2025, the Villa Guardia site, which housed a dedicated manufacturing workshop, was incorporated into the Company's main facility at Via Roma 9 in Casnate con Bernate. This reorganisation was designed to optimise production processes and support greater operational integration.

To respond proactively to the challenges of a constantly evolving market, increasingly driven by sustainability, innovation and quality, Achille Pinto S.p.A. also began operating within MagnoLab in May 2025. MagnoLab is a network of leading Italian companies established to develop practical and sustainable solutions for the textile industry through collaboration among highly specialised businesses.

These developments further strengthen the Company's commitment to a textile industry that is increasingly efficient, responsible and focused on sustainable innovation. They build on a manufacturing tradition that continues to evolve while keeping expertise and quality at its core, and confirm the Company's openness to assessing new opportunities for growth and development in response to changing market conditions.



MagnoLab

Collaboration & innovation for the future of textiles

MagnoLab is a network of leading Italian companies established to develop practical, sustainable solutions for the textile industry by harnessing synergies among highly specialised businesses.

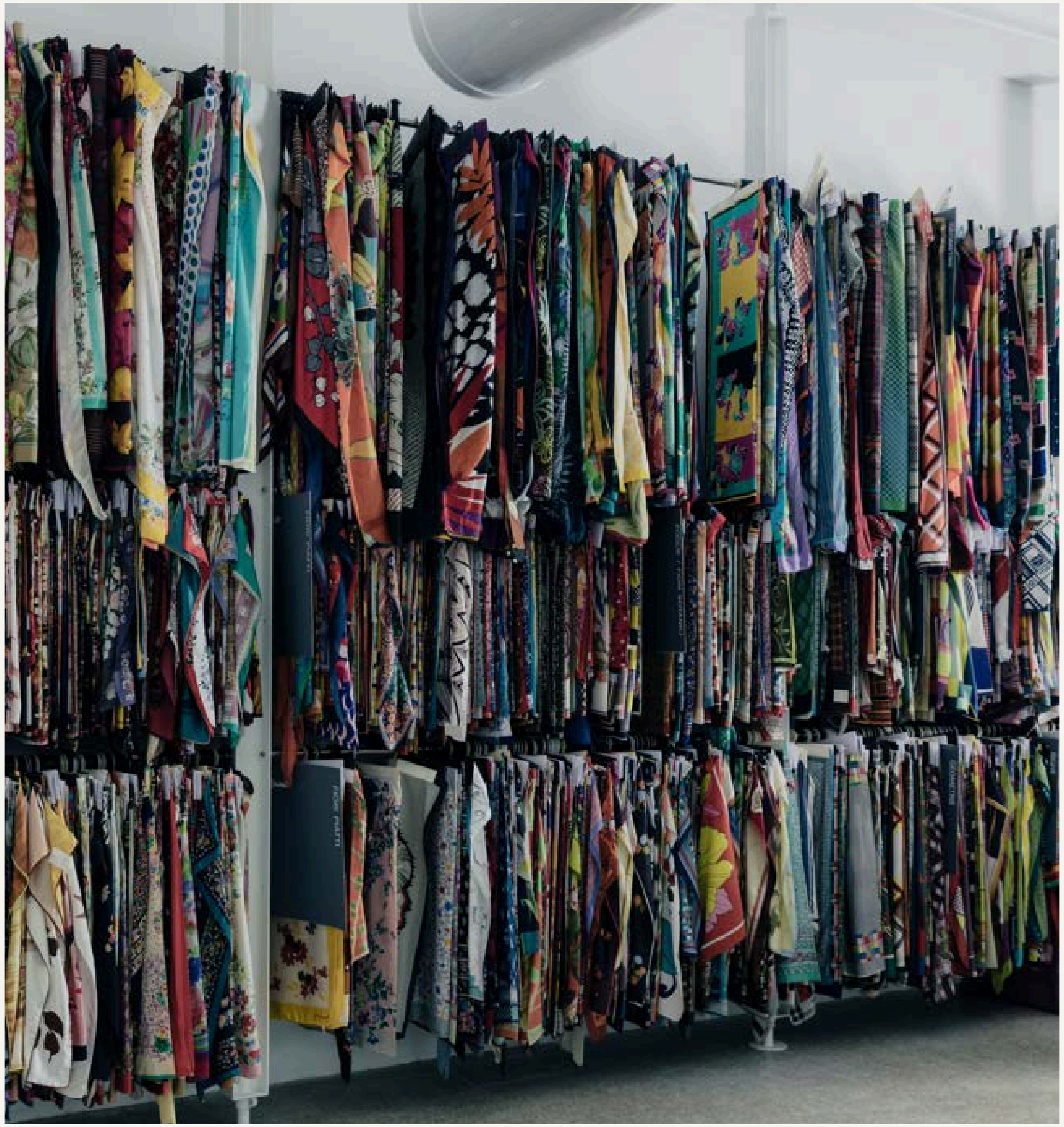
The initiative operates as a textile innovation laboratory, bringing together applied research, continuous experimentation and rapid prototyping across an integrated micro-supply chain, from fibre to finished garment. MagnoLab's mission is to promote a new industrial culture founded on Research & Development, eco-design, specialised training and process circularity, supporting the development of increasingly innovative, efficient and sustainable production models.

Within this framework, Achille Pinto S.p.A.'s facilities in Gaglianico, in the Biella textile district—located at Via F.lli Cairoli 142, dedicated to weaving, and Via del Mosso 16, dedicated to warping—have been integrated into the project, creating a new applied research hub.

Through targeted investment in advanced technology, the site has been equipped with state-of-the-art machinery, including a Karl Mayer automated warping system and new-generation Picanol looms, some of which incorporate materials sourced from recovery processes.

The production areas have also been upgraded with advanced extraction and cooling systems, supporting both manufacturing quality and energy efficiency.
Achille Pinto S.p.A.'s participation in MagnoLab represents a significant opportunity for collaboration and development, aimed at strengthening technical expertise and testing innovative solutions for the textile industry.

In 2026, following the relocation of the Vigliano offices, the consolidation of the Company's Biella-based operations into a single operational hub will also be completed.



CREATIVE HERITAGE & RESEARCH

Our archive

Nearly a century of textile manufacturing has created not only an extensive body of fabrics, but also a wealth of documentary and creative material that now represents one of Achille Pinto S.p.A.'s most distinctive assets.

The Archive contains more than 260,000 items, including mounted fabric samples, printed panels, scarves, original designs, and vintage and contemporary garments, alongside 390 volumes of historical designs, some dating back to the nineteenth century. Far from being a static collection, it is a living resource that is continuously revisited throughout the product development process and in response to evolving market needs.
Through an extensive digitisation programme, more than 150,000 prints have been made available on an interactive platform accessible to clients and creative partners.
This tool has transformed the role of the Archive within the production process. It enables faster research, facilitates dialogue with clients and allows the visual impact of designs to be assessed on virtual prototypes, reducing the need for physical sampling during the preliminary development stages.

Over time, the collection has continued to grow through targeted acquisitions and the integration of archives of particular historical, creative and technical significance, further strengthening the Company's position as a custodian and promoter of Italian textile culture.

These include the acquisition of materials associated with Giuseppe Menta—a prominent figure in Italian textile printing, known for the originality of his designs and for an environmental awareness that was already evident in the 1970s—as well as the integration of the Jermi Archive. Both have broadened the documentary, artistic and design value of the collection. The Company intends to continue developing this legacy by assessing further opportunities to integrate and enhance archival collections that are consistent with its identity and strategic vision.

Throughout 2025, the Archive continued to play a central operational and cultural role within the Company. As part of this commitment, Achille Pinto S.p.A. participated in the 2025 edition of ApritiModa, opening its Archive to the public and sharing a significant part of its manufacturing and creative heritage.

The Company also welcomes groups of students from Italian and international schools and universities, including institutions from Switzerland and the United States. These visits provide valuable opportunities to explore textile archives and gain a deeper understanding of the creative and manufacturing processes associated with the industry. Together, these activities help bring the Company's existing creative resources back into circulation, preserve and pass on specialist knowledge, and support a more informed and conscious approach to design.

ApritiModa 2025

Bringing textile culture closer to the public

ApritiModa is a nationwide initiative dedicated to promoting the Italian fashion supply chain. It was created to open normally inaccessible places to the public—including companies, workshops, manufacturing sites and archives—and to showcase the wealth of expertise, creativity and industrial culture that defines the sector.

For the 2025 edition, held on 25 and 26 October, Achille Pinto S.p.A. opened the doors of its corporate Archive, offering visitors the opportunity to discover first-hand the history, creative processes and textile heritage built over almost a century of activity. A selection of original designs, prints, scarves, historical volumes and archival materials illustrated the ongoing dialogue between textile tradition, creative research and manufacturing innovation.

Particular emphasis was placed on the Menta Archive, one of the most representative and distinctive collections within the Company's holdings. It gave visitors the opportunity to explore the historical, artistic and design significance of Giuseppe Menta's work and his contribution to the development of Italian textile printing culture.

Participation in ApritiModa represented an important opportunity to share and enhance the Company's cultural heritage, while making the skills, knowledge and daily work that support the textile supply chain and Italian manufacturing excellence more accessible to a wider audience.

VISION & IDENTITY

Our brands

Achille Pinto S.p.A.'s proprietary brands are an important part of the Company's industrial and creative model.

Through Alonpi, Franco Ferrari and Pierre-Louis Mascia, the Company brings together a range of distinct yet complementary capabilities: from the processing of fine fibres and expertise in textile accessories to printing, finished-product manufacturing and the development of creative languages for international markets.

These brands are not simply standalone product lines. They are platforms through which the Company combines material research, technical expertise, craftsmanship and the ability to respond to different aesthetic and functional needs.

ALONPI	FRANCO FERRARI	Pierre-Louis Mascia
Home / Ready To Wear / Accessories	Ready To Wear / Accessories	Home / Ready To Wear / Accessories

ALONPI

Home / Ready to wear / Accessories

Acquired in 2020, Alonpi represents one of Achille Pinto S.p.A.'s expressions in the home, interiors and ready-to-wear segments. Rooted in the textile heritage of the Biella district, the brand offers a distinctive vision built on the quality of its fibres, precision craftsmanship and an understated aesthetic defined by restraint rather than excess.

Wool, cashmere and other fine materials form the basis of collections spanning throws, cushions, accessories and garments. Each product is shaped by close attention to its tactile qualities, softness, durability and finishing details.

Throughout 2025, Alonpi continued to strengthen its presence in the home and interiors sector by taking part in two leading international events: Maison&Objet Paris, dedicated to decoration, design, lifestyle and hospitality, and Salone del Mobile.Milano, one of the world's foremost platforms for furniture and interior design.

Participation in these events positioned Alonpi within environments where textiles engage directly with space, furnishings and the experience of living.

Throws, cushions and home accessories thus become expressions of an understated, tactile language, grounded in the quality of the fibres, meticulous craftsmanship and enduring product value.

Fine fibres
Precision craftsmanship
Understated aesthetics

FRANCO FERRARI

Ready to wear / Accessories

Part of Achille Pinto S.p.A. since 2002, Franco Ferrari embodies a distinctive textile culture that brings together accessories and ready-to-wear, combining design, printing, tailoring expertise and a contemporary creative sensibility.

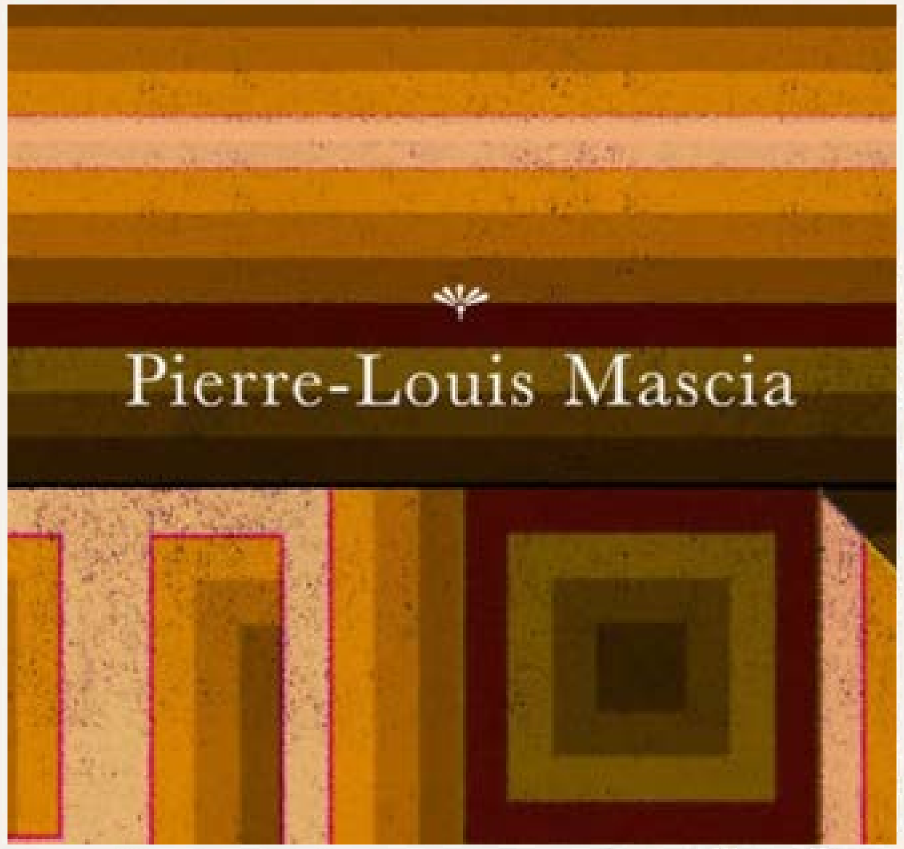
Scarves, stoles and silk scarves become surfaces for experimentation, where colour, graphic composition and fabric quality come together to create a recognisable visual language.

Its integration into Achille Pinto has enabled the brand to evolve while preserving its distinctive character: an understated sophistication rooted in Made in Italy and supported by manufacturing expertise, aesthetic research and meticulous attention to product construction.

In recent years, the brand has also strengthened its presence in the ready-to-wear segment, progressively expanding its offering across two seasonal collections. This development remains consistent with the aesthetic identity of its accessories while reflecting a broader vision of the contemporary wardrobe.

To support its international positioning, Franco Ferrari regularly takes part in Première Classe Paris, one of the leading trade shows dedicated to fashion accessories and high-end ready-to-wear. Held twice a year during the main Paris Fashion Weeks, the event is a key meeting point for buyers, concept stores and industry professionals, providing an international platform for visibility, business development and dialogue around emerging trends in contemporary luxury.

Colour as language
Material and composition
Elegance in motion



Pierre-Louis Mascia

Home / Ready to wear / Accessories

Established in 2007 in collaboration with Achille Pinto S.p.A., Pierre-Louis Mascia expresses an eclectic vision of the printed product. Its distinctive language emerges from the interplay of illustration, collage, graphic layering, chromatic contrasts and unexpected combinations of patterns.

Scarves, ready-to-wear, accessories and homewear form part of a coherent and instantly recognisable visual universe, in which print is not merely decorative, but a defining structural element of the product itself.

In recent years, the brand has consolidated its international growth through retail development and projects in selected locations including Milan, Romazzino, Portofino, Cannes and Gstaad, as well as a pop-up in Bellagio, further strengthening a positioning that remains closely aligned with its creative identity.

In 2025, the brand further enhanced its presence on the international fashion scene with the FW25 "Bright Star" runway show, presented during Milan Fashion Week.

Illustration & collage
Print as structure
International identity

“Bright Star” FW25

PIERRE-LOUIS MASCIA'S Milan Fashion week debut

Pierre-Louis Mascia made its Milan Fashion Week debut with the FW25 collection “Bright Star”, presented through a runway show with a strong visual and narrative identity.
Inspired by Jane Campion’s film of the same name, which portrays the final years of John Keats, the collection unfolds through a poetic universe in which romanticism and modernity exist in carefully balanced harmony.

The project explores an aesthetic shaped by visual layering, contrasts and overlapping textures, translating literary and cinematic references into a distinctive textile language.

Fluid silhouettes, layered styling and the intensity of the prints create a narrative centred on the expressive potential of fabric.

The show also reaffirms the central role of the collaboration with Achille Pinto S.p.A., both in experimenting with new printing techniques and in supporting the continued evolution of the brand’s creative language.

AWARDS & CERTIFICATIONS

A journey of quality & sustainability

Throughout its development, Achille Pinto S.p.A. has progressively established a structured framework of internationally recognised certifications and standards, supporting both product quality and the responsible management of processes across the value chain.

System certifications are a central part of this journey, reflecting the Company's commitment to the continuous improvement of its organisational, environmental and energy performance.

ISO 9001 has provided the framework for the management of production quality for more than twenty years, while UNI/PdR 125:2022 certification confirms the Company's focus on gender equality and inclusion.

A significant milestone in the Company's sustainability journey was reached in 2025, when Achille Pinto S.p.A. obtained ISO 14001 and ISO 50001 certifications, further strengthening its environmental and energy management systems.

Alongside its management system certifications, the Company has developed an extensive portfolio of product certifications covering raw material traceability and the sustainability of the materials used.

These include internationally recognised schemes such as GOTS, GRS, RCS, FSC®, RWS, SFA, EUROPEAN FLAX™ and OEKO-TEX® STANDARD 100, which support compliance with high environmental and social standards throughout the supply chain.

In 2025, the Company also underwent an audit under the Better Cotton Initiative programme, with the relevant certification awarded in 2026. This further reflects Achille Pinto S.p.A.'s commitment to sourcing raw materials that are increasingly sustainable and traceable.

The Company's responsible approach to production processes is also reflected in its participation in international chemical and supply chain sustainability programmes, including ZDHC and the implementation of the 4Sustainability® Chemical Management protocol.

These initiatives involve structured activities for the mapping and management of chemical substances, process control and supply chain monitoring, with the aim of progressively reducing the environmental impact of manufacturing operations.

Overall, the Company's framework of certifications and recognised standards represents not only a means of ensuring compliance, but also a strategic driver of continuous improvement, supporting quality, environmental responsibility and transparency throughout the value chain.

Advancing our management systems

ISO 14001 & ISO 50001

In 2025, Achille Pinto S.p.A. achieved ISO 14001 and ISO 50001 certification, marking a significant milestone in the continued development of its environmental and energy management systems.

ISO 14001 strengthens the Company's structured approach to managing environmental impacts through the ongoing monitoring, control and improvement of environmental performance across its manufacturing operations.

ISO 50001 establishes a comprehensive energy management system designed to optimise energy consumption and improve the energy efficiency of industrial processes.

The integration of these two standards enhances the Company's ability to measure and systematically improve its performance, embedding environmental sustainability and energy efficiency more deeply within its operating model.

PART 2

Sustainability reporting

General Disclosures [ESRS 2]

BASIS FOR PREPARATION [BP]

General basis for preparation of the sustainability statement [BP-1]

Against a global backdrop of profound climate, environmental and social change, the decision to prepare a Sustainability Report is fully aligned with the main challenges facing the international community, as also reflected in the United Nations Sustainable Development Goals (SDGs) to be achieved by 2030. These goals provide an essential framework for all organisations committed to addressing the planet's environmental and socioeconomic challenges responsibly.

Achille Pinto S.p.A. (hereinafter also referred to as the "Company") confirms its long-standing commitment to reporting and communicating its initiatives and performance in relation to environmental, social and governance matters.

This Sustainability Report has been prepared voluntarily and independently, with the aim of providing all stakeholders with a transparent overview of the Company's environmental, social and governance performance for the 2025 financial year.

The document has been prepared in accordance with the principles developed by EFRAG in implementation of Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive – CSRD), adopted through Commission Delegated Regulation (EU) 2023/2772, as amended by Commission Delegated Regulation (EU) 2025/1416.

By way of derogation from paragraph 110 of ESRS 1, it should be noted that this Report is not included in the management report accompanying the Company's financial statements, but is published as a standalone document.

The information presented in this Report relates solely to Achille Pinto S.p.A. as an individual entity.

Accordingly, the sustainability information has not been prepared on a consolidated basis.

All of the Company's operating sites were included in the data collection and validation process:

- Head office, digital printing facility and warehouse – Via Roma 9, 22070 Casnate con Bernate (CO);
- Print preparation facility and greige fabric warehouse – Via Adige 3, 22070 Casnate con Bernate (CO);
- Garment-making workshop – Via G. Marconi 3, 22079 Villa Guardia (CO);
- Weaving facility – Via D. G. Ostinelli 89, Colverde (CO);
- Offices and yarn and finished-product warehouse – Via della Libertà snc, 13856 Vigliano Biellese (BI);
- Warping facility – Via del Mosso 16, 13894 Gaglianico (BI);
- Weaving facility – Via Fratelli Cairoli 142, 13894 Gaglianico (BI);
- Research and Development facility – Via Alcide De Gasperi 26, 13882 Cerrione (BI).

The garment-making workshop located in Villa Guardia was transferred to and incorporated into the Company's main site at Via Roma 9, Casnate con Bernate, between October and November 2025.

The two Gaglianico sites dedicated to warping and weaving were also closed in May 2025, and the related operations were transferred to the Cerrione facility within the MagnoLab network.

The operating unit located at the Cerrione site within the MagnoLab network is occupied under a lease agreement.

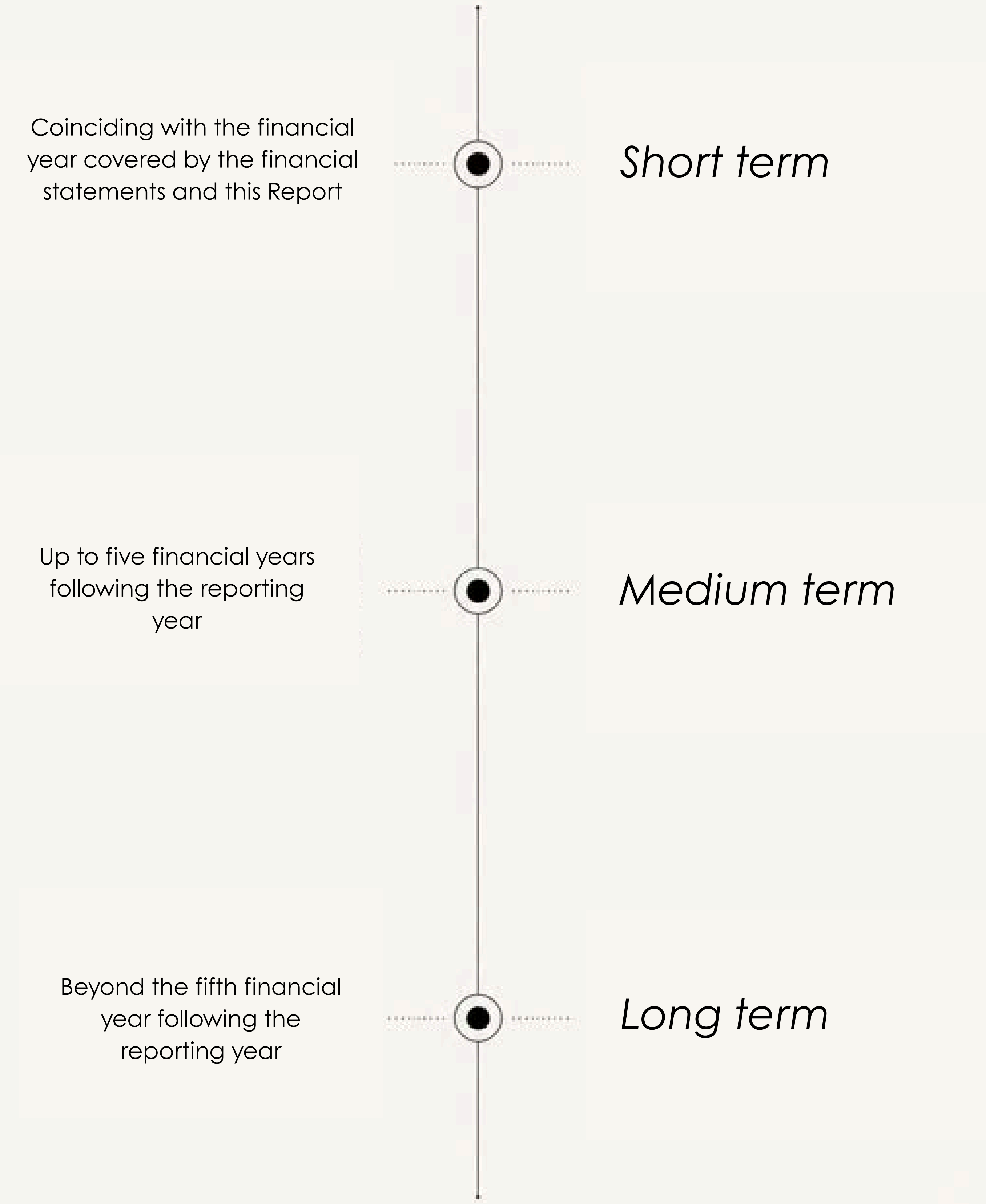
Consequently, environmental data relating to the Cerrione site are not collected through energy-monitoring systems directly managed by the Company, but are processed using the measurement systems operated by the lessor.

In accordance with paragraph 132 of ESRS 1, the Company has made use of the transitional provision available during the first three years of application of the CSRD, limiting value-chain reporting to information that is available internally or already publicly accessible.

Although the Company recognises the importance, pursuant to paragraph 3.4 of ESRS 1, of considering impacts, risks and opportunities throughout the entire upstream and downstream value chain, this Report focuses on internally available information and direct business relationships.

The Company is committed to progressively extending the reporting scope over the coming financial years, with the aim of covering the value chain more comprehensively as information becomes reasonably available through the monitoring systems currently under development, in accordance with the principle of proportionality.

The Company also confirms that it has fulfilled the disclosure requirements established by the ESRS, ensuring the overall completeness and relevance of the reported information and, where possible, providing both aggregated and disaggregated data in accordance with the applicable standards.



Disclosures in relation to specific circumstances [BP-2]

Definition of time horizons

In accordance with ESRS 1, section 6.4, the Company applies the following definitions to the reporting time horizons:

- Short term: the financial year covered by the financial statements and by this Report;
- Medium term: up to five financial years following the reporting year;
- Long term: beyond the fifth financial year following the reporting year.

Value chain estimation

No estimates relating to the value chain have been used in this Report, consistently with the information provided in the section “BP-1 – General Basis for Preparation of the Sustainability Statement” and with the application of the transitional provision set out in paragraph 132 of ESRS 1.

Sources of estimation and outcome uncertainty

Achille Pinto S.p.A. confirms that, during the reporting period, no monetary amounts or quantitative metrics were used that were subject to significant levels of measurement uncertainty.

Accordingly, no factors have been identified that could affect the reliability or clarity of the information disclosed.

Should material estimates be used in future reporting periods, they will be clearly identified, together with the nature of the uncertainty, the underlying assumptions and the methodologies applied, in accordance with ESRS 1, section 7.2, and ESRS 2, paragraph 11.

Changes in preparation or presentation of sustainability information

This Report has been prepared with reference to the European Sustainability Reporting Standards (ESRS), in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Reporting errors in prior periods

The Company reports that an error was identified in the sustainability reports relating to previous financial years concerning the use of the FSC® certification designation, which had not always been presented in accordance with the applicable trademark requirements.

This issue has been corrected in the present Report to ensure the accuracy and full compliance of the sustainability information disclosed.

In addition, as part of the reporting of resource inflows under ESRS E5-4 for the current financial year, the Company expanded the scope of the materials reported compared with the Sustainability Reports for 2023 and 2024 to include packaging materials.

The comparative figures have therefore been restated to reflect this change. The main impact concerns an increase in the total volume of materials used and the resulting change in the percentages of biological and recycled materials.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

In addition to the ESRS, the Company complies with the applicable legislation in force in the countries in which it operates.

Incorporation by reference

This Report does not incorporate information by reference, as defined in section 9.1 of ESRS 1.

Use of phase-in provisions in accordance with Appendix C of ESRS 1

As at 31 December 2025, Achille Pinto S.p.A. had fewer than 750 employees and applied the transitional provisions allowing the omission of the disclosures required under the following standards:

- ESRS 2 SBM-1, paragraph 40(b) and (c): the breakdown of total revenue by significant ESRS sector and the list of additional significant ESRS sectors;
- ESRS 2 SBM-3, paragraph 48(e): anticipated financial effects;
- ESRS E1-6: disclosures relating to Scope 3 emissions and total greenhouse gas emissions;
- ESRS E1-9 anticipated financial effects arising from material physical and transition risks and potential climate-related opportunities;
- ESRS E3-5 anticipated financial effects arising from material water- and marine-resources-related risks and opportunities;
- anticipated financial effects arising from material resource-use and circular-economy-related risks and opportunities.

Governance [GOV]

The role of the administrative, management and supervisory bodies [GOV-1]

Achille Pinto S.p.A.'s shareholding structure is as follows:

- 56.69%: CABECO S.R.L.
- 43.31%: UNIONE FIDUCIARIA S.P.A.

The Company adopts a traditional governance model comprising the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors.
This structure ensures a clear separation between management and oversight responsibilities, supporting transparency, balanced decision-making and effective risk governance. The governance system is also supported by a Supervisory Body responsible for monitoring compliance with applicable legislation and the Company's ethical principles.

The Board of Directors, appointed by the Shareholders' Meeting, is responsible for the ordinary and extraordinary management of the Company, within the limits of the powers reserved by law to the Shareholders' Meeting. ESG-related decisions are taken by the Chief Executive Officers in coordination with the Sustainability Department.

For the 2025–2027 term of office, following its appointment in May 2025, the Board of Directors is composed as follows:

- Paolo Uliassi: Chair and Chief Executive Officer
- Matteo Uliassi: Deputy Chair and Chief Executive Officer
- Lisa Uliassi: Director

Mrs Giuliana Pinto was also confirmed in her role as Honorary Chair.

Governance composition by gender and age

	2025
Women under 45	1 (33.33%)
Men under 45	
Women over 45	
Men over 45	2 (66.67%)
Total	3 (100.00%)
Of whom women	1 (33.33%)
Of whom men	2 (66.67%)

Governance composition by educational level

	2025
Members with a University Degree	3 (100.00%)
Members with a High School Diploma	
Other	
Total	3 (100.00%)

The Company has established a sustainability governance system that assigns structured roles and responsibilities to its administrative and management bodies.
The Board of Directors and management are involved in defining, approving and monitoring ESG objectives, including through dedicated KPIs and regular internal reporting, with oversight of relevant impacts, risks and opportunities (IROs).

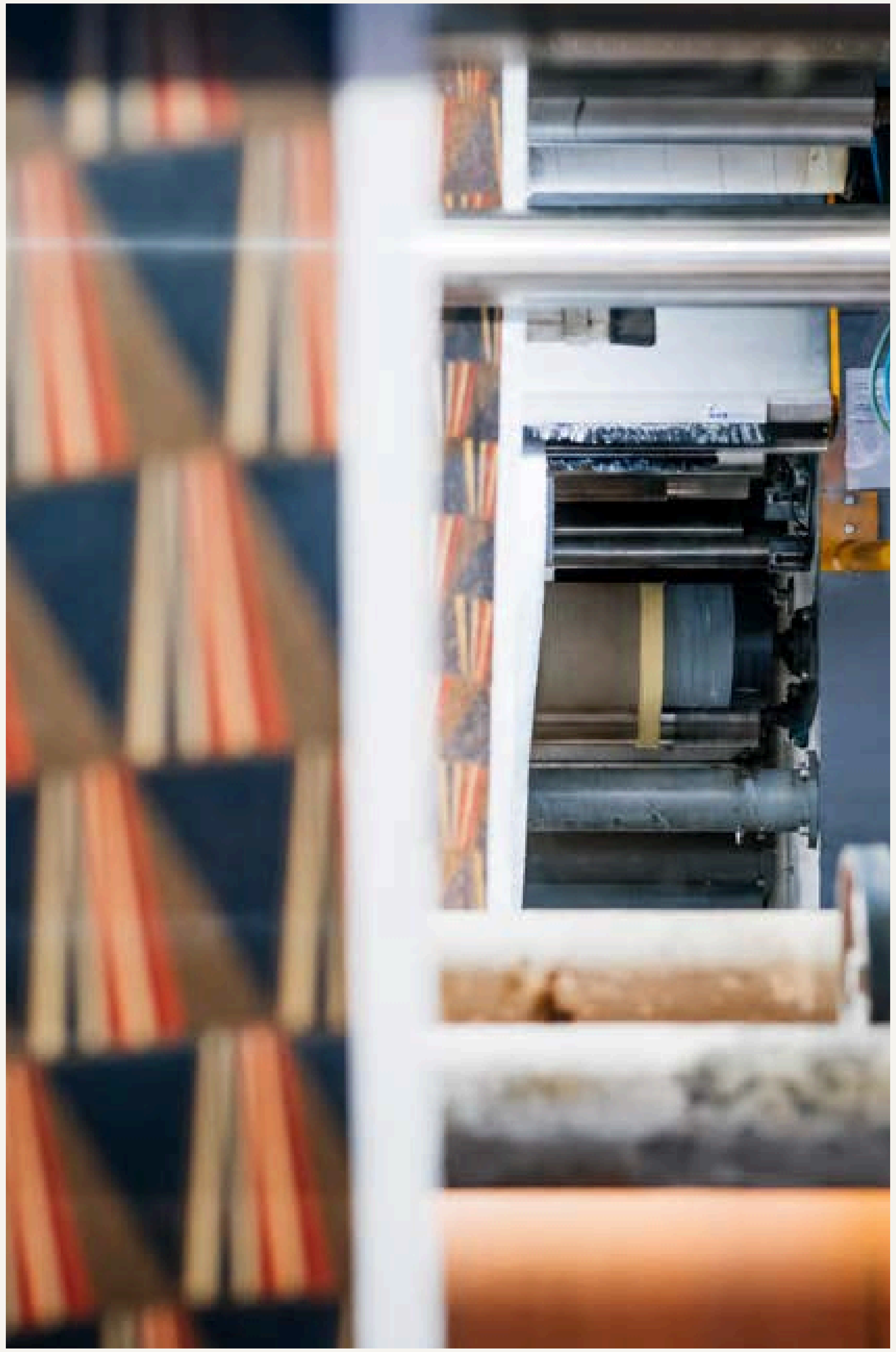
to support the Board of Directors, the APE Committee (Achille Pinto Equa) has been established under the coordination of General Management, with cross-functional oversight of corporate matters, including sustainability-related issues.

The Committee comprises representatives from the Company's main business functions and is appointed by General Management, which ensures that it has an appropriate balance of expertise and representation.

The Committee meets at least once a year and receives updates from the Sustainability Department on ESG impacts, risks, opportunities, performance and progress towards established targets, ensuring alignment across the Company's decision-making levels.
The Sustainability Department, which consists of five team members, is responsible for the operational implementation of the ESG strategy.
Its activities include preparing the Sustainability Report, managing ethical, social and environmental audits, coordinating product certifications, collecting and disclosing corporate metrics and information requested by customers, ensuring supply chain traceability and monitoring suppliers.

ESG responsibilities are formally defined through internal policies and procedures, including the Code of Ethics, the Sustainability Policy and Company procedures, which embed sustainability considerations into business decision-making processes. Sustainability is regarded as a core element of long-term value creation.

The Board of Directors possesses both direct ESG expertise, through specific experience in environmental, social and governance matters, and indirect expertise, supported by external advisers during the strategic planning process and the assurance of reported information.



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

Sustainability matters are integrated into Achille Pinto S.p.A.'s management and strategic processes and form an established part of the Company's decision-making framework.

The Board of Directors plays an active role in defining, monitoring and integrating ESG initiatives into strategic and operational decisions, ensuring ongoing oversight of their implementation.

The administrative, management and supervisory bodies receive periodic updates from the APE Committee concerning:

- material impacts, risks and opportunities (IROs);
- progress in ESG due diligence activities;
- the metrics and targets adopted;
- the effectiveness of policies and actions;
- other relevant sustainability matters.

During 2025, these bodies reviewed and supervised the Company's main ESG developments and the related impacts, risks and opportunities, including the following:

- In May 2025, the Company joined MagnoLab, a network of Italian businesses committed to developing innovative solutions for the textile industry, with a focus on applied research, process sustainability and material traceability. As part of this initiative, the relocation of the Vigliano Biellese site, including its offices and warehouse, is expected to be completed by the end of 2026.
- The Company continued to develop projects in collaboration with customers and partners aimed at reducing water and energy consumption and improving the management of chemical substances.
- Strengthening the Company's Certification Framework:
    - The Company further strengthened its certification framework by successfully completing the second surveillance audit for UNI/PdR 125:2022 certification, confirming the continued implementation of policies aimed at promoting a fair and inclusive working environment.
    - Its commitment to environmental sustainability was also reinforced through the achievement of ISO 14001 certification, which establishes a systematic approach to the management of environmental impacts while enhancing transparency and accountability towards stakeholders.
    - The achievement of ISO 50001 certification demonstrates the Company's commitment to monitoring and analysing energy consumption, identifying opportunities for improved efficiency, implementing targeted improvement measures and reducing greenhouse gas emissions.
    - The continued maintenance of product certifications reflects the Company's commitment to upholding high standards of sustainability, quality and traceability over time, while responding effectively to market expectations.
- The project for the recovery and valorisation of textile waste was further developed, with particular focus on wool and cashmere, in line with circular economy principles and the objective of reducing environmental impacts.
- The Company also launched and progressively implemented projects aimed at improving supply chain traceability, with the objective of strengthening supply chain oversight and enabling the adoption of the Digital Product Passport over the medium term.
- A structured programme of ethical and social audits across the value chain was further enhanced, supported by a dedicated internal team, with the aim of strengthening ESG risk monitoring and management activities.
- The Company expanded its employee training offering by increasing the number of training programmes available, with the aim of developing skills aligned with its values and sustainability priorities.
- As part of its initiatives to support organisational well-being and work–life balance, the Company launched a project entitled "Bee-lieve in Us". The initiative includes a series of psychologist-led psychoeducational sessions addressing cross-cutting topics such as stress management, emotional awareness and the balance between professional and personal life. From November 2025, a dedicated psychological counselling service was also made available to employees, with the aim of providing ongoing support and further strengthening the Company's employee welfare initiatives.

Integration of sustainability-related performance in incentive schemes [GOV-3]

Achille Pinto S.p.A. has not yet implemented formal financial or variable incentive schemes linked to ESG targets for members of the administrative bodies, senior executives or individuals with significant sustainability-related responsibilities.

However, the Company continues to monitor regulatory developments and market best practices and may introduce incentive mechanisms aligned with its environmental, social and governance objectives in the future.

Statement on due diligence [GOV-4]

The administrative body acknowledges its duty of care in integrating sustainability factors into strategic decision-making processes, in accordance with sound governance principles and the objective of creating long-term value.

ESG impacts are currently managed through a double materiality approach, which enables the Company to identify both the impacts it generates on people and the environment and the risks and opportunities affecting the business.

Although a structured ESG due diligence policy has not yet been formally adopted, the Company is continuing to develop its approach with a view to its progressive implementation. The aim is to strengthen the systematic integration of sustainability matters into business processes and into the oversight exercised by the administrative body.

The mapping of sustainability-related risk areas is presented below:

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY REPORT
Embedding due diligence in governance, strategy and business model	• Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (ESRS 2 GOV-2); • Integration of sustainability-related performance in incentive schemes (ESRS 2 GOV-3); • Material impacts, risks and opportunities and their interaction with strategy and the business model (ESRS 2 SBM-3).
Engaging with affected stakeholders in all key steps of the due diligence	• Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (ESRS 2 GOV-2); • Interests and views of stakeholders (ESRS 2 SBM-2); • Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1); • Topical ESRS reflecting the key stages and purposes of stakeholder engagement: ESRS E1, ESRS E3, ESRS E5, ESRS S1 and ESRS G1.
Identifying and assessing adverse impacts	• Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1); • Material impacts, risks and opportunities and their interaction with strategy and the business model (ESRS 2 SBM-3).
Taking action to address those adverse impacts	• Transition plan for climate change mitigation (ESRS E1-1); Actions and resources in relation to climate change policies (ESRS E1-3) • Actions and resources related to water and marine resources (ESRS E3-2) • Actions and resources related to resource use and the circular economy (ESRS E5-2) • Processes to remediate negative impacts and channels for own workers to raise concerns (ESRS S1-3); 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 (ESRS S1-4) • Corporate culture and business conduct policies and corporate culture (ESRS G1-1).
Tracking the effectiveness of these efforts and communicating	• Targets related to climate change mitigation and adaptation (ESRS E1-4); Energy consumption and mix (ESRS E1-5); Gross Scope 1, 2, 3 and total GHG emissions (ESRS E1-6) • Targets related to water and marine resources (ESRS E3-3); Water consumption (ESRS E3-4) • Targets related to resource use and circular economy (ESRS E5-3); Resource inflows (ESRS E5-4); Resource outflows (ESRS E5-5) • Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (ESRS S1-5); Characteristics of the undertaking's employees (ESRS S1-6); Characteristics of non-employee workers in the undertaking's own workforce (ESRS S1-7); Diversity metrics (ESRS S1-9); Persons with disabilities (ESRS S1-12); Training and skills development metrics (ESRS S1-13); Health and safety metrics (ESRS S1-14); Work–life balance metrics (ESRS S1-15); Compensation metrics (pay gap and total compensation) (ESRS S1-16); Incidents, complaints and severe human rights impacts (ESRS S1-17).

Risk management and internal controls over sustainability reporting [GOV-5]

Achille Pinto S.p.A. has initiated a gradual process to strengthen its sustainability data collection, control and validation system, with the aim of ensuring the reliability, consistency and traceability of ESRS disclosures.

Although a specific internal control system for ESG reporting has not yet been formally established, operational and organisational safeguards have been introduced to manage the main information-related risks, particularly with regard to data accuracy, completeness and consistency.

The principal risk areas identified concern potential errors in the collection or consolidation of information provided by the various corporate functions.

To address these risks, the Company has implemented operational controls and verification procedures, while maintaining methodological consistency with previous reporting cycles.

Collaboration and information flows between the corporate functions involved have also been strengthened:

- with the Administration and Accounting Department, to ensure the reconciliation of ESG data with the statutory financial statements;
- with the Human Resources Department, to validate data relating to the Company's own workforce, training activities and employment policies;
- with the Environment and Safety Department, to collect and verify environmental data, supported by the ISO 14001 and ISO 50001 management systems.

With reference to the activities carried out within the MagnoLab project, the Company notes that electricity consumption data for the operating unit included in the network are not collected directly by Achille Pinto S.p.A.

The primary collection and management of this information are the responsibility of the central entity in charge of coordinating and governing the network of companies.

Measures adopted to mitigate the risk of errors in sustainability reporting include:

- the involvement of the relevant department managers in collecting and processing data within their respective areas of responsibility;
- reconciliation with accounting records or certified sources;
- the initiation of a process to standardise information sources.

The information is incorporated into the Sustainability Report through a coordinated process involving the relevant corporate functions, with final review by General Management during the validation stages.

Achille Pinto is progressively strengthening its ESG data collection, verification and validation system. The involvement of the various corporate functions, reconciliation with accounting records and certified sources, and the standardisation of information all contribute to ensuring increasingly reliable, consistent and traceable data.

Strategy [SBM]

Strategy, business model and value chain [SBM-1]

Achille Pinto S.p.A. operates through two main business divisions:

- Apparel, dedicated to the production of fabrics for leading brands in the fashion industry;
- Finished Products, focused on the manufacture of textile accessories and garments for both luxury brands and the Company's proprietary brands: Pierre-Louis Mascia, Franco Ferrari and Alonpi.

The Company operates through a network of sites across the Como, Biella and Milan areas and employs a total workforce of 372 people. Its operating model is characterised by a highly integrated value chain, an international commercial presence and an organisational structure that continues to evolve.

Approximately 90% of manufacturing activities are carried out in Italy, where the main stages of the value chain are concentrated, from weaving and printing through to the manufacture of finished products.

This approach reflects the Company's strategic commitment to promoting Made in Italy while maintaining high levels of technological and process innovation.

The Company operates in both domestic and international markets. Italy accounts for 52% of revenue, the rest of Europe for 31%, followed by the United Kingdom at 12%.
Throughout 2025, the Company continued to invest in strengthening and enhancing its proprietary brands, combining geographical expansion with the progressive development of its retail and digital channels.

Building on its presence in Portofino, the Company continued its retail expansion with the opening of a pop-up store in Bellagio and a mono-brand store in Gstaad.

It also launched a project to develop the digital channels and dedicated website of Pierre-Louis Mascia, in which the Company holds a majority interest.

At the same time, Franco Ferrari and Alonpi, both wholly owned by the Company, began their own digital development programmes and are currently distributed through more than 100 multi-brand retailers each.

Alongside production for its proprietary brands, the Company manufactures fabrics and finished products for international luxury brands and globally recognised designers, contributing to the development of collections for markets worldwide.
Innovation has long represented a cross-cutting driver of the business model, both in product development and in the evolution of manufacturing processes.

Within this framework, Research and Development activities are also carried out at the Cerrione operating unit, located within the MagnoLab network.

The Company's growth is closely linked to the development of human capital through skills enhancement, employee engagement and initiatives designed to foster talent and active participation in continuous improvement processes.

The continued strengthening of the Company's proprietary brands remains a strategic driver of growth and differentiation in both domestic and international markets.

Sustainability plays a central role in shaping the Company's strategy and has become a key component of long-term value creation.

In this context, the full integration of sustainability into the business model and corporate management systems guided the update of ARMONIA 2030, Achille Pinto S.p.A.'s sustainability strategy, building on the framework established in the previous reporting period.

The update also involved a revision of the strategic architecture, which has expanded from four to five pillars through the introduction of Structure & Governance. This new pillar strengthens the oversight of internal control systems, regulatory compliance and the integration of ESG principles into corporate decision-making processes.

The strategy is consistently embedded within the Company's certified management systems, including ISO 9001, ISO 14001, ISO 50001 and UNI/PdR 125:2022. This ensures structured alignment between strategic direction, operational activities and performance-monitoring mechanisms.

ARMONIA 2030 is therefore structured around five pillars—Environment & Circularity, People, Product & Value Chain, Partnerships, and Structure & Governance—and sets out updated and progressively more ambitious objectives to be achieved by 2030, supported by interim targets and annual monitoring systems.

Through ARMONIA 2030, we integrate sustainability, innovation and long-term value creation across five strategic pillars that guide our ESG journey:

1. *Environment & Circularity*
2. *People*
3. *Product & Value Chain*
4. *Partnerships*
5. *Structure & Governance*

In particular:

- within the Environment & Circularity pillar, the Company strengthened its approach to the efficient management of natural resources and the reduction of adverse environmental impacts through initiatives aimed at improving water and energy efficiency, increasing the use of energy from renewable sources and advancing circular economy practices;

- under the People pillar, initiatives supporting organisational well-being, health and safety, and human capital development were further consolidated through employee welfare programmes, the monitoring of occupational accident indicators, policies designed to attract young talent and continuous training;

- within Product & Value Chain, the Company strengthened its product certification framework and the responsible management of its value chain by maintaining existing standards and developing increasingly structured traceability systems, also in preparation for the introduction of the Digital Product Passport;

- the Partnerships pillar is reflected in the development of relationships with local communities and stakeholders through collaboration with schools and universities, initiatives supporting the local community, and communication and reporting activities;

- the new Structure & Governance pillar integrates and strengthens the Company's governance safeguards through the maintenance of certified management systems, audit and regulatory compliance activities, and the progressive enhancement of internal control and supplier qualification processes.

The updated objectives, described in the relevant chapters of this Report, are fully integrated into the Company's business processes and performance management systems, ensuring continuous monitoring of progress and alignment with European sustainability requirements. Corporate strategies directly influence ESG-related decisions and are, in turn, shaped by them.
Future challenges will require the adoption of integrated solutions, particularly with regard to enhancing transparency across the supply chain, investing in circular innovation, digitalising processes and strengthening the Company's internal culture. In this context, the integration of financial and ESG data, greater attention to resource efficiency within production processes and the development of an increasingly collaborative value chain are essential to consolidating a resilient business model focused on long-term sustainability.

The Company's business model is founded on transparency, innovation and the development of its operational capabilities, supported by an integrated approach to environmental, social and governance sustainability.

This model is implemented through internal and external processes involving relevant stakeholders, ensuring the consistent and integrated management of business activities.

The main activities include:

- product research and development, also carried out in collaboration with customers;

- production planning and management, including procurement, internal logistics and all key manufacturing stages—warping, weaving, digital printing, finishing and garment-making—carried out through a combination of in-house and outsourced activities.

- the integrated management of quality, sustainability and regulatory compliance systems, together with customer relationship and support activities.

The value chain reflects the Company's commitment to maintaining high standards of quality and sustainability and is supported by certified processes and a structured supplier qualification and monitoring system.

This system is designed to ensure compliance with environmental, social and ethical criteria, including human rights, working conditions, environmental impacts and regulatory requirements.
The Company occupies a strategic position within the textile industry value chain, with an established role in the production of printed and jacquard fabrics, primarily for the luxury and high-end market segments.

It combines long-standing expertise in the silk and wool sectors with advanced technologies, acting as a link between raw material sourcing and the supply of finished products to leading international fashion brands.

The Company has a broad supplier base, predominantly located in Italy, with an additional international component.

It includes both specialised SMEs operating in yarns, chemical treatments, dyeing, printing and finishing, and larger companies, particularly for the supply of machinery and advanced technologies.

Suppliers are selected on the basis of quality, ethical and environmental criteria. Where possible, preference is given to local suppliers in order to enhance traceability and oversight throughout the production process.

Customers primarily comprise large fashion and luxury groups operating across the main European markets, with a particular concentration in Italy, France, Spain, the United Kingdom and Germany.

Commercial relationships are generally long-standing and structured, and are characterised by a high degree of customisation and close collaboration throughout the product development process.

Distribution is mainly managed directly through an in-house sales network, which maintains tailored relationships with customers.
In certain markets, distribution is also supported by specialised agents.

For its proprietary brands, the Company markets its products directly through dedicated retail stores.

The end users of the Company's products are consumers in the upper-middle and high-end market segments, for whom quality, aesthetics and product value are key distinguishing factors.
The production process begins with fabric design, which is managed internally and represents the creative core of the Company's offering.

During this phase, the technical and aesthetic characteristics of the product are defined in accordance with customer requirements and market trends.

Raw materials include cashmere fibre, yarns and greige fabrics.

Cashmere fibre requires specific processing stages—including spinning, twisting and dyeing—which are entrusted to specialised external suppliers.

Yarns are used to produce yarn-dyed fabrics, while greige fabrics provide the base material for printing processes.

Greige fabric is subsequently prepared for printing, which may be carried out using digital, conventional, transfer or pigment-printing technologies.

Yarns undergo warping and weaving processes. Depending on the relevant technical and production requirements, the various manufacturing stages may be carried out either internally or by external partners.

Following processing, fabrics undergo steaming, washing and finishing, followed by quality control, making-up, packaging and shipment, all tailored to the customer's requirements and the final destination of the product.

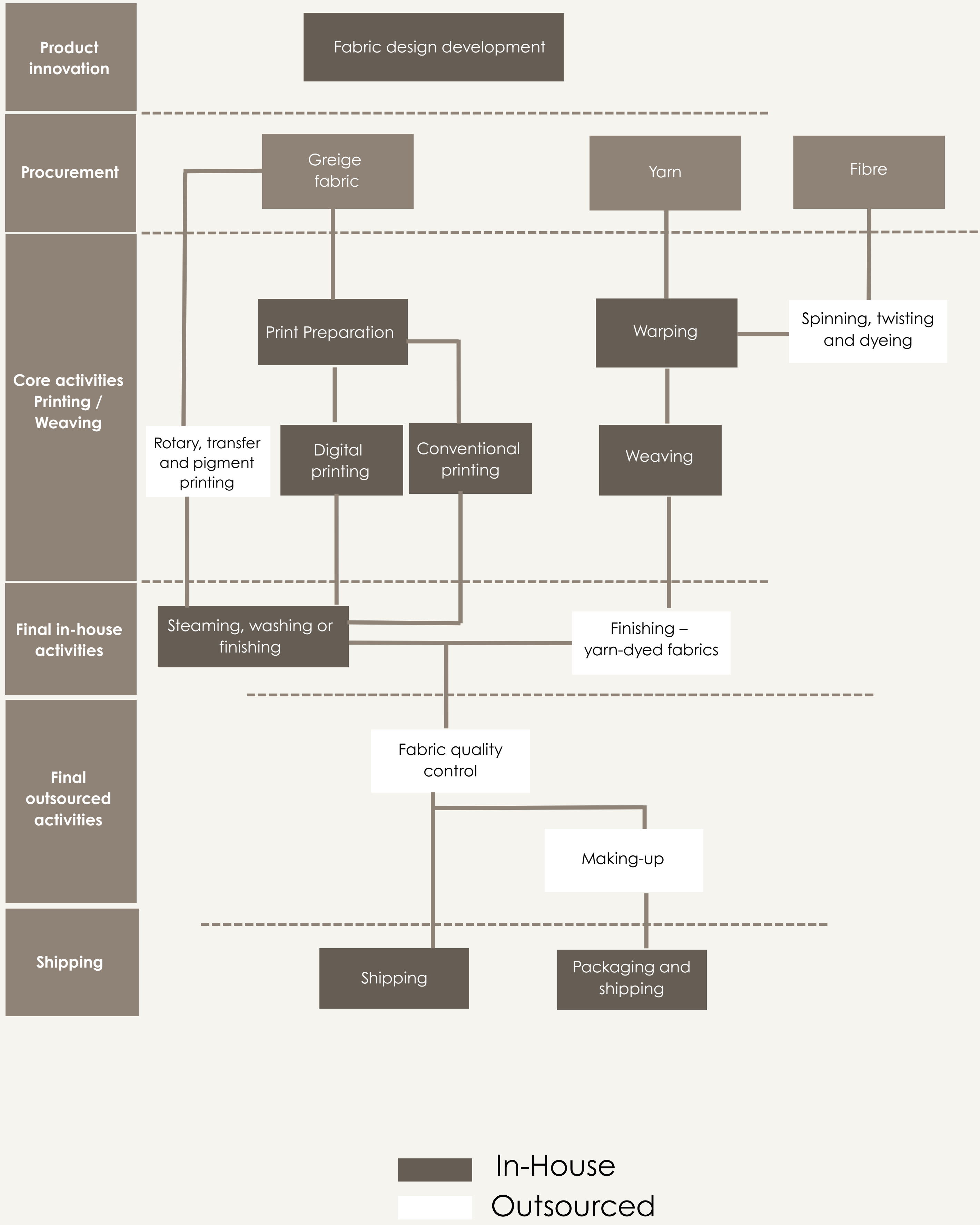
This production model enables the Company to maintain a high level of control over quality, innovation and sustainability, while preserving operational flexibility through collaboration with highly specialised external partners.

The integration of in-house and outsourced activities allows the Company to draw on local and artisanal expertise while ensuring an efficient, traceable and quality-driven value chain.

The representation provided offers an overall summary of Achille Pinto S.p.A.'s production process and internal and external value chain.

It highlights the principal operating stages and distinguishes between activities performed directly by the Company and those entrusted to external parties, in line with the integrated, quality-focused model that characterises its operations.

This representation provides insight not only into the structure of the Company's activities, but also into the degree of vertical integration within its operating model and the role played by the network of specialised suppliers and partners supporting outsourced processes.



Interests and views of stakeholders [SBM-2]

In defining its strategy and business model, the Company takes into account and actively engages with its relevant stakeholders.

The stakeholders identified by the Company are presented in the table below, together with the engagement methods adopted, their purpose and the outcomes of the engagement processes.

The Company also incorporates stakeholder views into its sustainability due diligence process and materiality assessment.

Taking into account the matters identified as priorities by stakeholders, no changes were made to the Company's strategy or business model during the reporting period.

Stakeholder views and interests relating to the Company's sustainability impacts are communicated to the administrative, management and supervisory bodies through the sharing of the results of the materiality assessment.

In addition, the outcomes of stakeholder engagement activities are reported to the governance bodies during meetings of the APE Committee.

STAKEHOLDER CATEGORY	ENGAGEMENT METHODS	OBJECTIVES	RESULTS
EMPLOYEES	Dialogue, surveys, newsletters, onboarding activities, training and the corporate intranet.	Strengthen employee relations; Ensure gender equality, value diversity and support women's empowerment; Ensure business continuity and attract new talent.	Research and development activities and innovation in production techniques; Mutual exchange of expertise. Strengthen employee relations; Ensure equal opportunities in recruitment, professional development and career progression; Improve performance.
CLIENTS	Dialogue through on-site visits, video calls, emails, surveys, projects, participation in industry events and trade fairs, social media channels, publication of the Sustainability Report and second-party audits; dedicated meetings for the joint development of collections.	Build strong relationships, increasing customer loyalty and satisfaction; Share and collaborate throughout the development and refinement of products and services.	Strengthen relationships with existing strategic customers; Achieve steady growth in the customer portfolio by fostering long-term partnerships, particularly with leading fashion and luxury brands; Increase the visibility of the Company's proprietary brands; Enhance the Company's reputation through collaborations with prestigious brands.
SUPPLIERS & SUBCONTRACTORS	Visits to the Company's or suppliers' and subcontractors' premises, ethical, social and environmental audits, surveys, emails and projects focusing on specific sustainability matters.	Collaborate with suppliers to develop innovative solutions for new products and improve existing ones; Build strong supplier relationships to identify and mitigate risks across the supply chain; Optimise costs and secure favourable commercial terms.	Establish a long-term, collaborative relationship with suppliers; Manage supplier relationships transparently.
BANK & INSURANCE COMPANIES	Surveys and meetings.	Align sustainability objectives; Manage risk and strengthen resilience; Integrate sustainability into financial strategy.	Facilitate access to credit and secure more favourable financing terms.
EDUCATIONAL & RESEARCH INSTITUTIONS	Collaborations, dissertations, projects, surveys and social media channels.	Attract new talent through dedicated programmes, such as the Pinto Print Academy, and curricular internships; Promote business innovation.	Research and development activities and innovation in production techniques; Mutual exchange of expertise.
LOCAL COMMUNITIES & PUBLIC INSTITUTIONS	Collaborations, dissertations, projects, surveys and social media channels.	Support the community; Promote the sustainable development of the local area; Strengthen ties with the local community.	Strengthen the Company's presence in the local area; Enhance its reputation; Expand its network.

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

The following tables present the main material impacts, risks and opportunities identified for Achille Pinto S.p.A. through the double materiality assessment.

ESRS	TOPIC	SUB-TOPIC / SUB-SUB-TOPIC	RELEVANCE	TYPE OF IMPACT	TIME HORIZON	DESCRIPTION	NATURE (R/O)
ENVIRONMENT							
E1	CLIMATE CHANGE	Climate change mitigation	Potential	**Positive Impact** Decarbonisation of the Production Process	MEDIUM/ LONG TERM	Improvement in the Company's environmental performance	O
			Potential	**Negative Impact** Technical and Operational Challenges in Reducing GHG Emissions into the Atmosphere	MEDIUM/ LONG TERM	Increase in energy consumption and costs	R
		Energy	Actual	**Positive Impact** Sourcing Energy from Renewable Sources	MEDIUM	Improvement in the Company's environmental performance	O
			Actual	**Positive Impact** Promoting Energy Efficiency Practices Across Production Facilities	SHORT TERM	Reduction in consumption and plant maintenance costs	O
E3	WATER AND MARINE RESOURCES	Water consumption	Actual	**Negative Impact** Inefficient Management of Water Use in Industrial Processes	SHORT TERM	Increase in water-related costs due to waste and/or inefficiencies	R
		Water discharges	Actual	**Negative Impact** Chemical Pollution in Wastewater Discharges	SHORT TERM	Reputational Risk	R
E5	RESOURCE USE AND CIRCULAR ECONOMY	Resource inflows, including resource use	Actual	**Positive Impact** Promoting the Use of Recycled Raw Materials in Both In-House and Outsourced Processes	MEDIUM	Expansion of the Range of Products with Sustainability Attributes, Creating New Business Opportunities	O
		Resource outflows related to products and services	Actual	**Positive Impact** Production of Products with Sustainability Attributes Certified to International Standards	MEDIUM	Increase in Market Opportunities	O
		Waste	Actual	**Negative Impact** Failure to Promote the Reuse, Recycling and Repurposing of Generated Waste	MEDIUM	Increase in Waste Disposal Costs	R

ESRS	TOPIC	SUB-TOPIC / SUB-SUB-TOPIC	RELEVANCE	TYPE OF IMPACT	TIME HORIZON	DESCRIPTION	NATURE (R/O)
SOCIAL							
S1	OWN WORKFORCE	Work–life balance	Actual	Positive impact Implementation of employee welfare policies designed to improve work–life balance	SHORT/ MEDIUM TERM	Improved employee retention and reduced staff turnover	O
		Training and skills development	Actual	Positive impact Fostering Employees' Professional Development	MEDIUM	Greater efficiency in business processes through a more highly trained workforce	O
			Potential	Negative impact Difficulty in Recruiting Highly Specialised Personnel	MEDIUM	Poor employee retention and deterioration of the Company's reputation	R
		Equal treatment and opportunities for all 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	Negative impact Failure to adopt policies protecting workers from discrimination on the grounds of gender, sex, ethnicity or religion.	SHORT TERM	Poor employee retention and deterioration of the Company's reputation	R
GOVERNANCE							
G1	BUSINESS CONDUCT	Corporate culture	Actual	Negative impact Failure to Comply with Business Conduct Policies	SHORT TERM	Loss of customers and decline in revenue	R
		Management of relationships with suppliers, including payment practices, and Protection of Whistle-blowers	Actual	Positive impact Suppliers' Ability to Meet Customers' Sustainability Requirements	SHORT TERM	Increase in market opportunities through the exclusive use of responsible suppliers	O
			Potential	Negative impact Failure to Enter into Binding Agreements on Compliance with Ethical and Environmental Principles	SHORT TERM	Deterioration of business relationships with customers and suppliers	R
		Corruption and bribery	Potential	Negative impact Incidents of Corruption in Business Operations	MEDIUM	Loss of internal credibility and transparency	R

Achille Pinto S.p.A. has incorporated into its Sustainability Report a structured analysis of the material impacts, risks and opportunities identified through the materiality assessment.
These elements have been integrated into the Company's strategic and management processes, helping to guide business decisions and resource allocation.

The Company identified and described the impacts, risks and opportunities associated with specific areas of its business model and operations. For each area, the current and potential effects on the business model, strategy and decision-making processes were assessed, and the relevant management approaches were defined, including any potential strategic or organisational developments.

The assessment process was supported by stakeholder engagement activities, involving the distribution of a structured questionnaire to a broad range of stakeholders.

A total of 42 stakeholders responded to the survey, and their feedback was incorporated into the assessment process in order to reflect the main expectations of the Company's relevant stakeholders.

More specifically, the stakeholders who participated in the survey comprised 52.38% employees, 33.33% suppliers and subcontractors, 9.53% customers, 2.38% education and research institutions, and 2.38% local authorities, communities and public institutions.

The Company considered topics to be material where they achieved an average score of 3.5 or above, on a scale from 1 to 5, in at least one of the two double materiality dimensions—impact materiality or financial materiality.

Topics approaching the threshold were subject to an additional qualitative assessment by management, taking into account the characteristics of the industry, stakeholder expectations and the Company's operating context.

Specific and measurable objectives have been established for each material topic, supported by key performance indicators (KPIs) used to monitor progress.

Detailed information relating to each topic is provided in the relevant sections of the Sustainability Report.

This disclosure provides a transparent overview of how material impacts, risks and opportunities affect Achille Pinto S.p.A.'s strategy and business model, as well as the approaches adopted by the Company to manage them and create sustainable value over the long term.

The identification of material topics reflects both internal strategic priorities and the requirements of the leading fashion brands with which the Company maintains business relationships.
The double materiality assessment identified topics that are material both in terms of their impacts on people and the environment—impact materiality—and in terms of the financial effects of risks and opportunities for the Company—financial materiality.

Following an in-depth assessment, Achille Pinto S.p.A. concluded that these factors do not currently require substantial changes to its strategy or business model. Accordingly, no significant changes relating to these matters are currently envisaged.

In conclusion, the double materiality assessment presented in this chapter is fully integrated into the Company's sustainability reporting process, in accordance with the applicable ESRS principles.

ESRS	IMPACT AREA	IIMPACT MATERIALITY	FINANCIAL MATERIALITY	MATERIALITY CRITERION	RELATED SDGs
E1	Climate change	✓	✓	Sum of scores > 7	
E3	Water and marine resources	✓	✓	Sum of scores > 7	
E5	Resource use and circular economy	✓	✓	Sum of scores > 7	
S1	Own workforce	✓	✓	Average impact and financial materiality score ≥ 4.0 and sum of scores > 7	
G1	Business conduct	✓	✓	Average impact materiality score ≥ 4.0 and sum of scores > 7	

Impacts, risks and opportunities management [IRO]

Description of the processes to identify and assess material impacts, risks and opportunities [IRO-1]

As part of the sustainability reporting process, Achille Pinto S.p.A. conducted a double materiality assessment aimed at identifying the main Impacts, Risks and Opportunities (IROs) associated with its activities and business model.

The methodological framework was developed on the basis of the findings of the double materiality assessment carried out for the 2023–2024 Sustainability Report and an integrated knowledge base combining external sources—including the ESRS, industry analyses and relevant benchmarks—with input from the Company's various functions. This approach was designed to ensure consistent coverage of the main relevant ESG areas.

The process was further supported by consultation with external stakeholders through a digital questionnaire aimed at assessing the relevance of the topics identified. A total of 42 responses were collected and used to support the validation of the IRO mapping.

This phase was complemented by an internal assessment involving the Company's various functions, with the aim of incorporating both operational and strategic perspectives into the materiality assessment.

The combined internal and external evidence confirmed the scope of the material topics and related IROs identified in the 2023–2024 Sustainability Report.

The assessment was conducted using a double materiality approach.

From an impact materiality perspective, the analysis considered actual and potential, positive and negative impacts. For actual negative impacts, scale, scope and irremediable character were assessed, while the likelihood of occurrence was also considered for potential impacts.

From a financial materiality perspective, the topics were analysed in terms of risks and opportunities, assessing both their likelihood and their potential financial effects.

The integration of the various information sources enabled the Company to consolidate a set of material topics aligned with its operating context and the expectations of its relevant stakeholders.

Disclosure requirements in ESRS covered by the undertaking's sustainability statement [IRO-2]

Following the process for identifying and assessing Impacts, Risks and Opportunities described in section IRO-1, the Company prepares its Sustainability Report in accordance with the principles set out below and structures it around the following sections:

- ESRS E1 Climate Change;
- ESRS E3 Water and marine resources;
- ESRS E5 Resource use and circular economy;
- ESRS S1 Own workforce;
- ESRS G1 Business conduct.

Environmental information

Relevant SDGs:

Climate Change [ESRS E1]

Transition plan for climate change mitigation [E1-1]

At the reporting date, Achille Pinto S.p.A. has not yet adopted a formalised transition plan for climate change mitigation.

However, the Company recognises the importance of contributing to global decarbonisation objectives and progressively reducing its climate impact.

Within this framework, a number of initiatives have already been launched and environmental improvement measures have been defined, including through the management systems adopted and the activities carried out in connection with ISO 14001 and ISO 50001. These measures are aimed at improving energy efficiency, monitoring greenhouse gas (GHG) emissions and promoting the use of renewable energy sources.

Although a formal transition plan has not yet been adopted, Achille Pinto S.p.A. has established voluntary GHG emission reduction targets aligned with the standards of the Science Based Targets initiative (SBTi), as set out in section ESRS E1-4.
These targets represent an initial concrete element of the Company's climate strategy.

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

The Company has identified and assessed the main impacts, risks and opportunities related to climate change, considering both physical and transition risks.

With regard to physical risks, although Achille Pinto S.p.A. is not currently located in areas characterised by high climate vulnerability, the Company has identified potential risks associated with the exposure of its production sites to extreme weather events, including heatwaves, windstorms and heavy rainfall, as well as possible water stress and changes in water availability.

These factors are monitored through the analysis of available environmental information and developments in the broader climate context.
The Company has also considered risks associated with the transition to a low-carbon economy.

The analysis was conducted using a climate scenario consistent with the objective of limiting the increase in the global average temperature to 1.5°C above pre-industrial levels.

The main transition risk factors identified include changes in the legislative and regulatory framework, more stringent climate-related reporting requirements and shifts in consumer preferences towards products with a lower environmental impact.

In this context, the in-house generation of energy from renewable sources through photovoltaic systems installed at three production sites represents an important lever for reducing emissions and strengthening the Company's operational resilience over the medium to long term.

As at the reporting date, the Company has not yet conducted a formal resilience analysis of its strategy and business model against different climate scenarios.

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

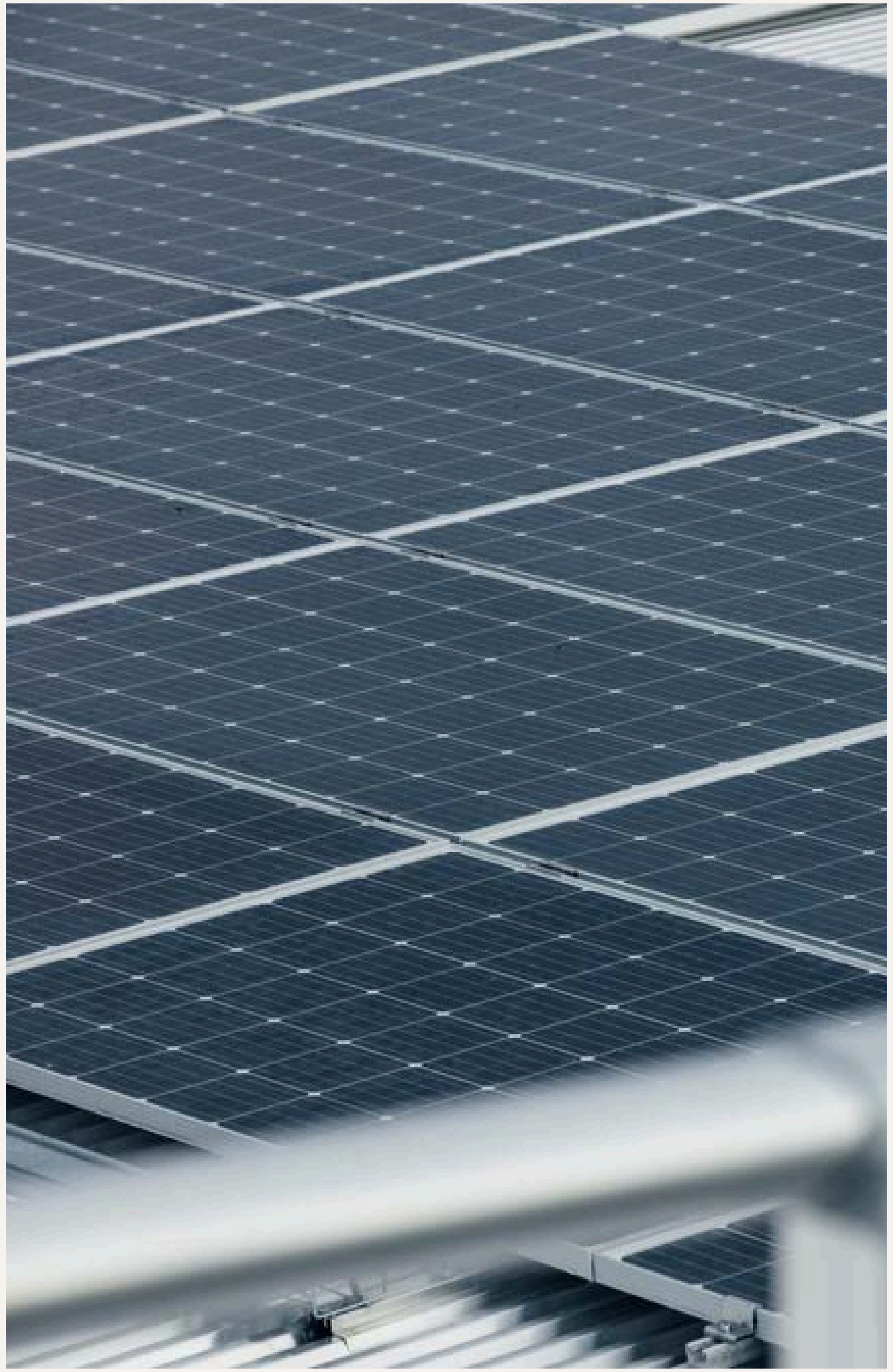
Achille Pinto S.p.A. has initiated a process to identify and assess the impacts, risks and opportunities associated with climate change, with the aim of progressively integrating them into its decision-making and strategic planning processes.

The Company assessed the direct and indirect impacts of its production processes on climate change, with particular focus on its greenhouse gas (GHG) emissions.

This assessment is based on the information provided in section E1-6, which describes the nature and extent of the GHG emissions generated by the Company's operations, including Scope 1 and Scope 2 emissions.
The main emission sources identified relate to the use of natural gas in production processes. Purchased electricity, meanwhile, is almost entirely covered by Guarantees of Origin (GOs) from renewable sources, helping to reduce the indirect impact associated with Scope 2 emissions.

The Company does not currently report Scope 3 emissions.

For further details on the process used to identify and assess sustainability-related impacts, risks and opportunities, please refer to section ESRS 2 IRO-1.



Policies related to climate change mitigation and adaptation [E1-2]

Achille Pinto S.p.A. operates in accordance with its Sustainability Policy and Energy Policy, which integrate environmental considerations into business processes and guide the Company's climate change mitigation and adaptation measures.

During the reporting period, the Company strengthened its management systems by obtaining UNI EN ISO 14001 and UNI EN ISO 50001 certification, further consolidating its environmental management system and energy management system, respectively.

These certifications apply to the production sites with the most significant environmental and energy impacts. ISO 14001 certification covers the Via Roma and Via Adige sites, while ISO 50001 certification is currently limited to the Via Roma site.

These sites have the greatest impact as they host wet-processing operations, including digital printing, washing and finishing at Via Roma, and preparation for digital printing at Via Adige.
The adoption of these standards ensures that, within the certified scope, the Company's policies are embedded in operational processes, supported by structured monitoring systems and focused on the continuous improvement of environmental and energy performance.

Through its Sustainability Policy, Energy Policy and related management and operational procedures, the Company addresses the main issues associated with climate change mitigation and energy efficiency.

<u>1. Climate change mitigation</u>

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

- reducing greenhouse gas (GHG) emissions through initiatives designed to improve the energy efficiency of production processes and reduce the energy consumption associated with business activities;
- selecting materials with a lower environmental impact, giving preference, wherever possible, to recycled or certified fibres, in line with the principles set out in the Sustainability Policy.

<u>2. Energy efficiency</u>

The Company adopts a structured and systematic approach to energy efficiency, developed in accordance with the principles of UNI EN ISO 50001 and the Company's sustainability objectives.

This commitment is reflected in the following areas:

- Energy Management System: implementation of a system compliant with UNI EN ISO 50001 and integrated into the Company's business processes. Although certification is formally limited to the Via Roma site, the system's principles and methodologies also provide the framework for energy management at the Company's other production sites.

- Monitoring and continuous improvement: periodic monitoring of energy performance through dedicated indicators, with the aim of reducing consumption, energy costs and environmental impacts, as well as identifying and implementing improvement measures.

- Training and engagement: awareness-raising and training activities designed to foster a corporate culture focused on energy efficiency and continuous improvement.

- Innovation and responsible decision-making: assessment of measures and technological solutions aimed at improving energy performance and progressively reducing the impacts associated with energy consumption.

- Compliance and transparency: compliance with applicable energy and environmental legislation, including the communication of energy data to the competent authorities, as required by Legislative Decree No. 102/2014, through the submission of information to ENEA, as well as the reporting of performance and initiatives undertaken through the Sustainability Report.

<u>3. Renewable energy</u>

In line with its Energy Policy, the Company promotes the use of energy from renewable sources through initiatives including:

- the installation of photovoltaic systems at its production sites;

- the purchase of electricity from certified suppliers backed by Guarantees of Origin (GOs).

<u>4. Other areas</u>

The Company's policies also promote, on a cross-cutting basis:

- the management of environmental and operational risks, including emergency situations, through control and prevention measures consistent with the management systems in place;

- the periodic monitoring of material environmental aspects, with the aim of assessing the effectiveness of the actions undertaken and supporting the identification of further improvement opportunities.

Actions and resources in relation to climate change policies [E1-3]

The Company has implemented an Energy Management System compliant with ISO 50001, which supports the optimisation of energy consumption across its facilities and production processes and provides the operational framework for its climate change mitigation measures.

In 2025, following the achievement of ISO 14001 certification, environmental actions were further formalised and integrated into decision-making processes, strengthening the monitoring and continuous improvement of environmental performance.
Where technically feasible, the Company's commitment is also reflected in the progressive electrification of equipment and the introduction of high-efficiency technologies.

The main measures implemented at the Via Roma site in 2025 included:

- Water supply system: installation of a new high-efficiency pumping unit with pressure control on the site's internal water distribution line;
- Printing room service-water loop: introduction of systems to control and maintain pressure in the water lines used to wash the printing blankets, in order to optimise and regulate the volume of water consumed;
- Inkjet printing room: installation of a new production unit equipped with a high-efficiency drying system.

Further measures initiated in 2025 at the Via Roma site, which are expected to become operational in 2026, include the installation of an air-conditioning system with heat recovery for the digital printing department and its ancillary equipment, as well as the purchase and installation of a new textile calender equipped with high-efficiency motors.

The refurbishment of the compressor room is also planned for 2026, with the installation of systems designed not only to improve efficiency but also to recover the heat generated.

In 2025, investments were made in advanced technologies for the operating unit located at the MagnoLab site, including the purchase of looms and an automated warping machine to support research and development activities.

The new equipment, characterised by high performance and advanced connectivity, is designed to improve operational efficiency and optimise experimental processes, supporting greater continuity of operations and more effective management of the resources used.

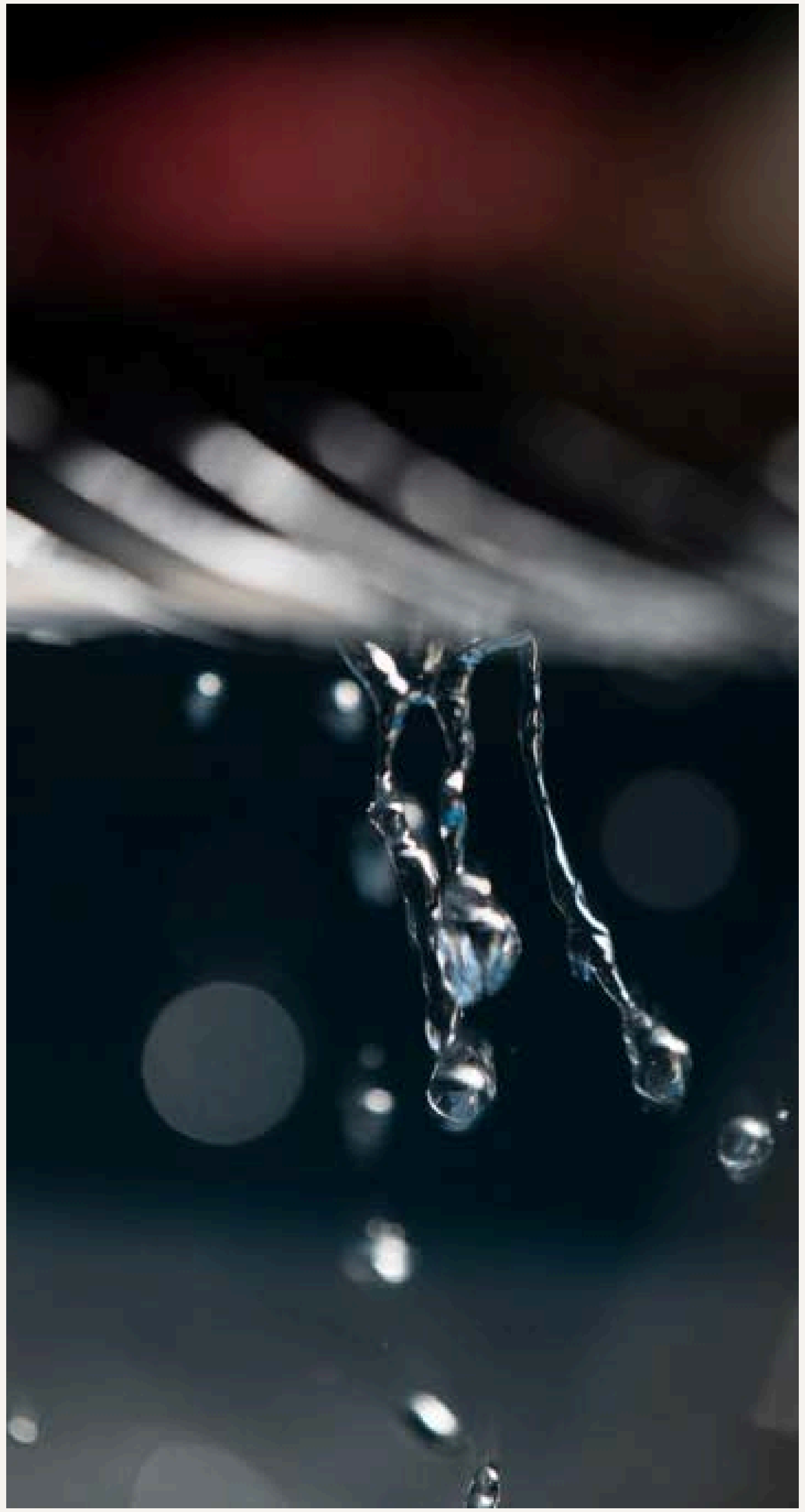
During the reporting period, no specific climate change adaptation measures were initiated. However, physical and climate-related risks are incorporated into the Company's risk management system and are subject to periodic monitoring.

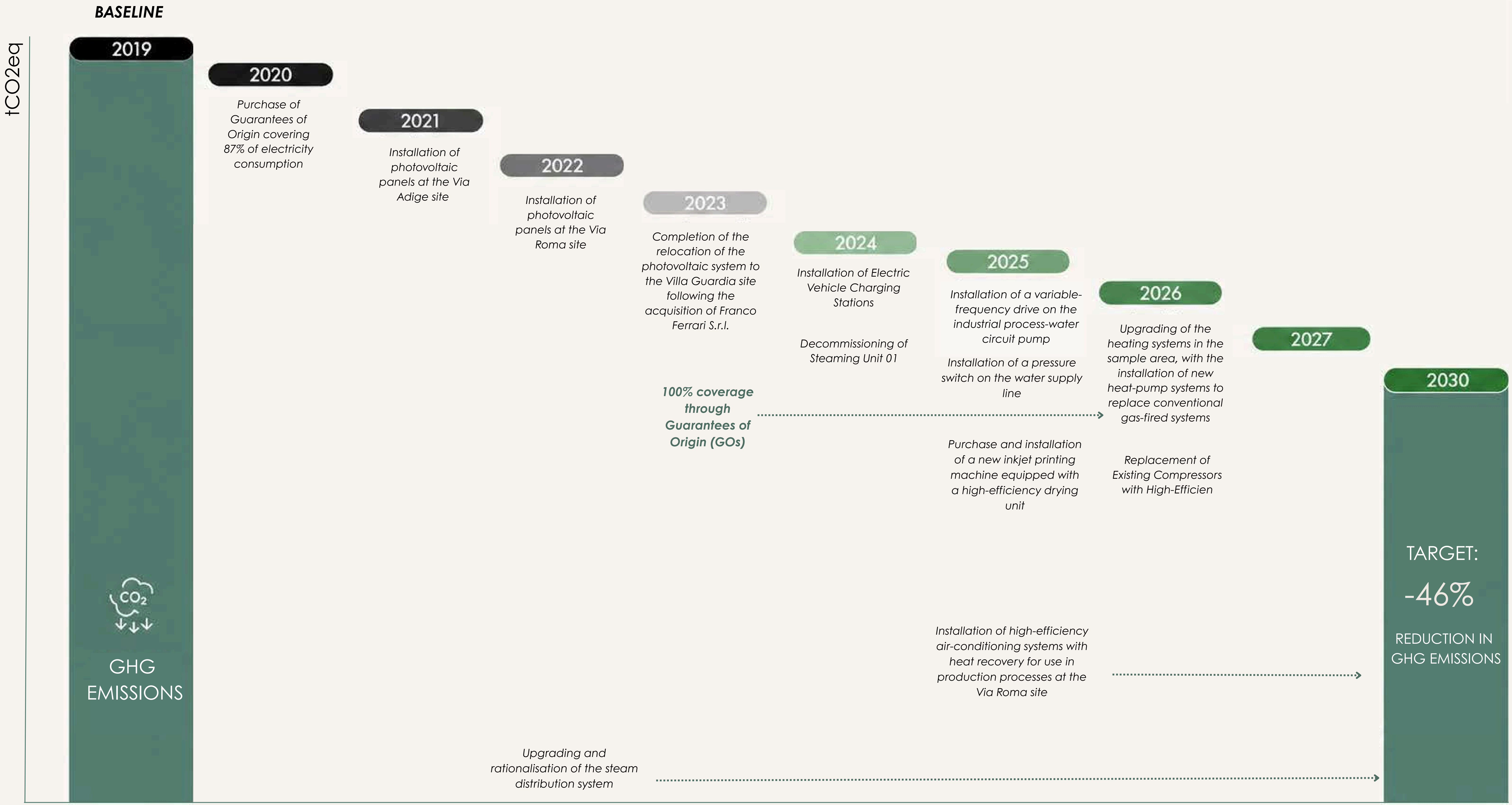
Targets related to climate change mitigation and adaptation [E1-4]

Achille Pinto S.p.A. has established clear emissions reduction targets aligned with the science-based criteria of the Science Based Targets initiative (SBTi), thereby contributing to climate change mitigation efforts and supporting the objectives of the Paris Agreement.

Achille Pinto S.p.A.'s climate target, validated in accordance with SBTi criteria, is to reduce Scope 1 and Scope 2 emissions by 46% by 2030, compared with the 2019 baseline. The actions implemented and planned during 2025 to support the achievement of this target are described in sections E1-2 and E1-3.

Progress towards the target is monitored annually through internal indicators and energy audits. The chart below illustrates the actions implemented to achieve the 2030 target.




BASELINE
tCO2eq
2019
GHG EMISSIONS
2020
Purchase of Guarantees of Origin covering 87% of electricity consumption
2021
Installation of photovoltaic panels at the Via Adige site
2022
Installation of photovoltaic panels at the Via Roma site
2023
Completion of the relocation of the photovoltaic system to the Villa Guardia site following the acquisition of Franco Ferrari S.r.l.
100% coverage through Guarantees of Origin (GOs)
2024
Installation of Electric Vehicle Charging Stations
Decommissioning of Steaming Unit 01
2025
Installation of a variable-frequency drive on the industrial process-water circuit pump
Installation of a pressure switch on the water supply line
Purchase and installation of a new inkjet printing machine equipped with a high-efficiency drying unit
Installation of high-efficiency air-conditioning systems with heat recovery for use in production processes at the Via Roma site
2026
Upgrading of the heating systems in the sample area, with the installation of new heat-pump systems to replace conventional gas-fired systems
Replacement of Existing Compressors with High-Efficien
2027
Upgrading and rationalisation of the steam distribution system
2030
TARGET:
-46%
REDUCTION IN GHG EMISSIONS

Energy consumption and mix [E1-5]

In the 2025 financial year, Achille Pinto S.p.A. recorded total energy consumption of 21,066.53 MWh, representing a 5.53% decrease compared with 22,300.20 MWh in 2024.

The breakdown of energy consumption shows that fossil sources remain predominant, accounting for 78% of the total, compared with 79% in 2024. Renewable sources accounted for the remaining 22%, up from 21% in 2024, reflecting a slight improvement in the energy mix.

The following table presents the Company's total energy consumption in 2025, compared with 2024, and highlights the main energy sources.

	2025	2024	% CHANGE
NON-RENEWABLE SOURCES (MWh)			
Consumption of coal and coal products	-	-	-
Consumption of crude oil and petroleum products	666.48	671.56	-0.76
Consumption of natural gas	15,672.76	16,892.64	-7.22
Consumption from other non-renewable sources	-	-	-
Consumption of purchased electricity, heat, steam and cooling from non-renewable sources	56.14	0.72	7,670.69
Total energy consumption from fossil sources	16,395.37	17,564.92	-6.66
Energy consumption from fossil sources as a percentage of total energy consumption	78%	79%	-1.19
Consumption from nuclear sources	-	-	0.00
Nuclear energy consumption as a percentage of total energy consumption	-	-	0.00
RENEWABLE SOURCES (MWh)			
Fuel consumption from renewable sources, including biomass	-	-	0.00
Purchased electricity, heat, steam and cooling from renewable sources	4,293.38	4,396.69	-2.35
Self-generated non-fuel renewable energy	377.77	338.59	11.57
Total renewable energy consumption	4,671.16	4,735.28	-1.35
%Renewable energy consumption as a percentage of total energy consumption	22%	21%	4.42
TOTAL ENERGY CONSUMPTION	21,066.53	22,300.20	-5.53

More specifically, energy consumption from non-renewable sources amounted to 16,395.37 MWh, representing a 6.66% decrease compared with the previous year.
This reduction was mainly attributable to lower natural gas consumption, which decreased by 7.22%, and, to a lesser extent, to a 0.76% reduction in petroleum product consumption.

The increase in purchased electricity and energy carriers from non-renewable sources, from 0.72 MWh to 56.14 MWh, is attributable to the Company's participation in the MagnoLab business network and the resulting operation of activities at premises not owned by Achille Pinto S.p.A., where utility management is the responsibility of the lessor.

Energy consumption from renewable sources amounted to 4,671.16 MWh, broadly in line with 2024, with a decrease of 1.35%.

The Company's electricity requirements are met primarily through electricity purchased from the grid, with average coverage backed by Guarantees of Origin (GOs).

This is supplemented by electricity generated through photovoltaic systems installed at the operating sites in Casnate con Bernate—Via Roma 9 and Via Adige 3—and Villa Guardia.

In addition, the Villa Guardia unit uses thermal energy supplied by a biomass district heating system operated by La Grande Stufa S.r.l. This covers approximately 99% of the site's thermal energy requirements and contributes to reducing the emissions associated with energy consumption.

In 2025, considering only the Company's actual energy requirements—comprising purchased energy and self-generated energy consumed on site—self-generated energy covered approximately 8.10% of total demand, up from 7.26% in 2024, also reflecting the contribution of the unit located within MagnoLab.

Although photovoltaic generation increased in absolute terms, the reduction in overall energy consumption resulted in a higher percentage contribution to the Company's energy mix.

While this contribution still represents a limited share of the Company's total energy requirements, it reflects the gradual increase in the use of self-generated renewable energy.

At the same time, greater production complexity and evolving market demands are placing upward pressure on energy consumption, making it necessary to further strengthen the analysis of energy performance indicators and specific consumption levels.

More specifically, the most recent period saw a deterioration in the relationship between production volumes and the number of order lines, due to greater fragmentation of production batches, increased variability in the weights processed and growing diversification of production activities.

This resulted in an increase in activities that are not directly proportional to production volumes, with a corresponding impact on performance indicators, including those relating to energy.
These effects are not attributable to plant inefficiencies, but rather to changes in operating conditions and a different production mix, both of which have a structural impact on specific energy consumption.

ENERGY INTENSITY BASED ON NET REVENUE	2025	2024	% CHANGE
Total energy consumption (MWh)	21,066.53	22,300.20	
Revenue from sales and services — Item A1 of the Income Statement (EUR)	108,870,956.96	111,600,462.00	
Total energy consumption from activities in high climate-impact sectors relative to net revenue from those activities (MWh/EUR)	0.000193500	0.000199822	-3.16

In 2025, we continued to improve the energy efficiency of our production processes, further strengthening this commitment through the achievement of ISO 14001 and ISO 50001 certification. These standards reinforce our approach to the continuous improvement of environmental and energy performance.

Gross scopes 1, 2, 3 and total GHG emissions [E1-6]

Following the identification of its emissions boundary, Achille Pinto S.p.A. provides the following definitions of Scope 1 and Scope 2 to clarify the reporting scope:

- Scope 1: direct greenhouse gas (GHG) emissions from sources owned or controlled by the Company, including both stationary and mobile sources.
- Scope 2: indirect GHG emissions arising from the consumption of purchased energy, such as electricity or heat, generated by sources not directly controlled by the Company.

As stated in the introductory section (BP-2), in accordance with ESRS 1 and Appendix C, the Company has elected to omit information relating to Scope 3 emissions and total GHG emissions, as these disclosures are not required for the 2025 reporting period.

For the calculation of emissions, the Company applied the methodologies set out in the GHG Protocol Corporate Standard and Scope 2 Guidance and used updated ISPRA conversion factors for 2024 and 2025.

Scope 1 emissions include:

- stationary and mobile combustion;
- production processes;
- fugitive emissions and the consumption of non-renewable fuels.

Scope 2 emissions include:

- purchased and consumed electricity;
- thermal energy supplied through district heating, comprising 99% biomass and 1% diesel fuel.

The 2025 reporting results, compared with those for 2024, are presented in the following table, together with the emissions reduction targets approved in line with the SBTi.

	BASELINE	2025	2024	% CHANGE	2030	TARGET % SU BASELINE
SCOPE 1 GHG EMISSIONS						
Gross Scope 1 GHG emissions (tCO_2e)	5,580.23	3,447.30	3,731.35	-7.61	-46%	3,013.32
Share of Scope 1 GHG emissions covered by regulated emissions trading schemes (%)	0.00	0.00	0.00	0%		
SCOPE 2 GHG EMISSIONS						
Gros Scope 2 GHG emissions location-based (tCO_2e)	1,509.25	1,007.66	1,198.72	-15.94	-46%	815.00
Gross Scope 2 GHG emissions market-based (tCO_2e)	275.77	12.7	0.00	n.a.*	-46%	148.92
TOTAL GHG EMISSIONS						
Total GHG emissions location-based (tCO_2e)	7,089.48	4,454.95	4,930.06	-9.64%		
Total GHG emissions market-based (tCO_2e)	5,856.00	3,459.47	3,731.35	-7.29%		

**The percentage change cannot be calculated, as the 2024 value was zero. In absolute terms, the value recorded in 2025 represents an increase of 12.17 tCO_2e.*

These results confirm the positive impact of the energy-related measures implemented and the progressive improvement in the Company's emissions profile, in line with its 2030 reduction targets.

GHG intensity based on net revenue

GHG INTENSITY BASED ON NET REVENUE	2025	2024	% CHANGE
Total GHG Emissions – location-based (tCO_2e)	4,454.95	4,930.06	
Total GHG Emissions – market-based (tCO_2e)	3,459.47	3,731.35	
Revenue from sales and services (Income statement item A1) (EUR)	108,870,956.96	111,600,462.00	
GHG emissions - location-based per net revenue (tCO_2e/EUR)	0.000041	0.000044	-7.35
GHG emissions - market-based per net revenue (tCO_2e/EUR)	0.000032	0.000033	-5.11

GHG removals and GHG mitigation projects financed through carbon credits [E1-7]

For the 2025 financial year, Achille Pinto S.p.A. did not undertake any activities aimed at removing greenhouse gases from the atmosphere.

During the same period, the Company neither financed nor promoted any GHG emission mitigation projects through the purchase or use of carbon credits.

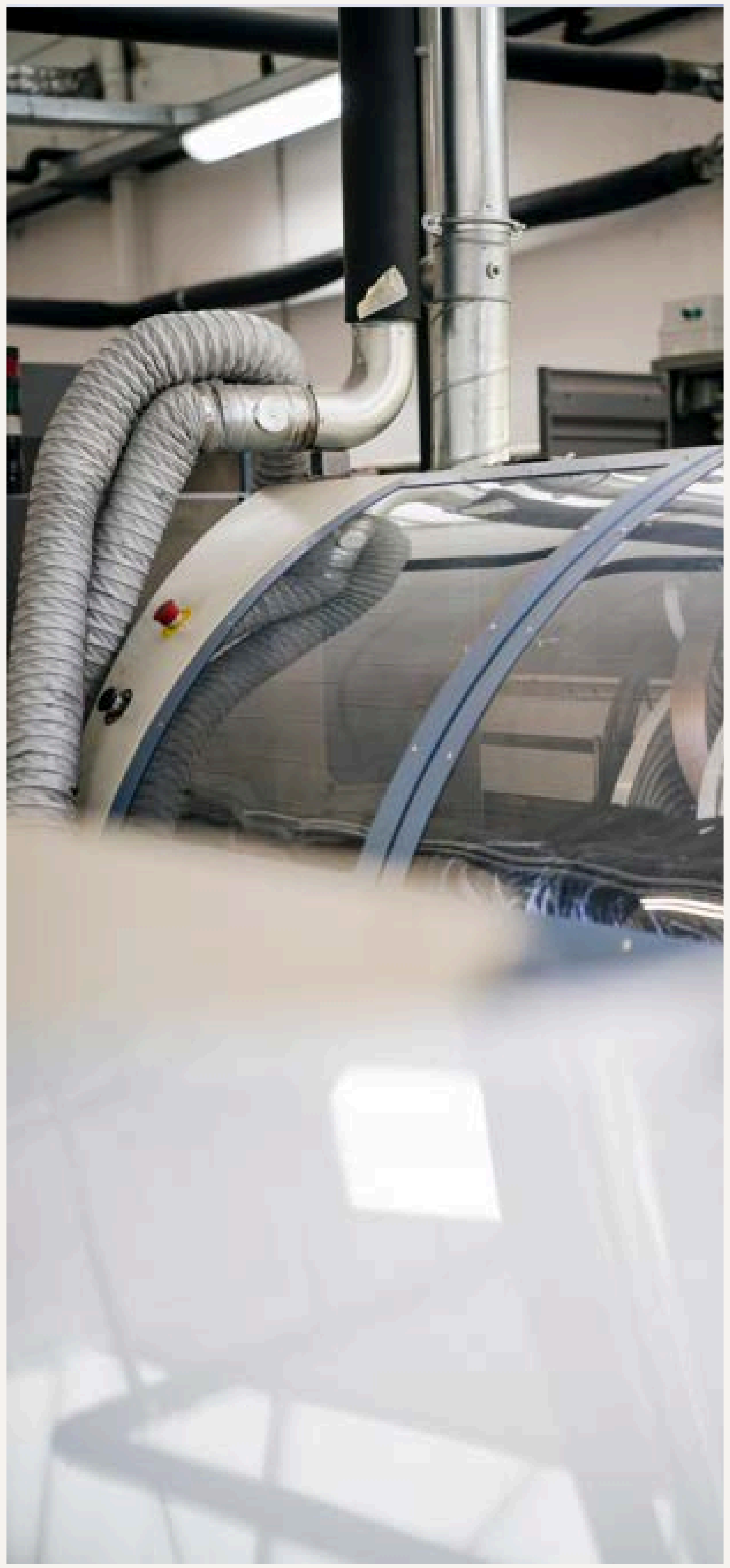
Accordingly, there are no data to report regarding the use of carbon credits, including the quantities used, the types of projects supported, the applicable standards or any independent verification procedures.

The Company will assess potential future initiatives in this area and, should any such initiatives be undertaken, will provide the required information in accordance with ESRS E1-7.

Internal carbon pricing [E1-8]

For the 2025 financial year, Achille Pinto S.p.A. did not apply an internal carbon pricing scheme.

The Company will assess potential future initiatives in this area and, should an internal carbon pricing mechanism be introduced, will provide the required information in accordance with ESRS E1-8.



Relevant SDGs:

Water and marine resources [ESRS E3]

Policies related to water and marine resources [E3-1]

Achille Pinto S.p.A. considers the responsible management of water to be a strategic component of its sustainability approach, both to ensure efficient production processes and to protect the environment.

The Company incorporates the principles of water protection and efficient water use into its Sustainability Policy and, more specifically, its Water Policy. It promotes the gradual reduction of the water-related impacts of its activities, taking into account technical and production constraints and customer requirements, together with the continuous monitoring of consumption and the prevention of waste.

Through this integrated approach, Achille Pinto S.p.A. also promotes awareness of water-related issues both within and outside the Company through dedicated information initiatives.
Since 2021, the Company has participated in a water conservation programme covering all wet-processing stages across the production value chain.

The initiative aims to strengthen the responsibility and resilience of partners throughout the supply chain by encouraging efficient water management practices and reducing the overall water footprint.

As part of the programme, an assessment is carried out to estimate water-related risks, management practices and the water intensity of processes, in both absolute and relative terms.

Actions and resources related to water and marine resources [E3-2]

To address issues related to water consumption and wastewater quality, the Company has implemented a series of targeted measures aimed at optimising water use and monitoring the effects of its operations on local water systems.
During the reporting period, the Company further strengthened its water management tools and practices, including the detailed monitoring of consumption at production sites where wet-processing operations are carried out.

In particular, a pressure switch was installed on the water supply line. This measure optimises the electricity required to maintain pressure in the printing blanket washing line, while also helping to regulate specific water consumption during operations.

At the same time, the rinsing cycles of the digital printing equipment were reviewed and adjusted to ensure more efficient use of water.
The Company also carries out periodic laboratory testing of incoming water and wastewater to verify compliance with applicable legislation and voluntary protocols, including the Zero Discharge of Hazardous Chemicals (ZDHC) standards.

These activities are supported by dedicated training for operational personnel, delivered through both internal programmes and specific ZDHC courses, to ensure the proper and responsible management of water resources.

To coordinate these initiatives, Achille Pinto S.p.A. relies on a cross-functional team comprising the HSE Department, the Sustainability Department and the Chemical Manager. The team is responsible for monitoring data, supporting production departments and contributing to the definition of targets and continuous improvement measures.

Targets related to water and marine resources [E3-3]

Achille Pinto S.p.A. has established a series of strategic targets to ensure the responsible management of water resources, in line with its commitment to sustainability and environmental protection throughout the production value chain.

The Company aims to reduce waste and optimise water use in its production processes, while maintaining wastewater quality and raising awareness among employees and business partners.

Its main water-related targets include the progressive reduction of water consumption, particularly in industrial processes, supported by the periodic monitoring of internal indicators measuring water consumption per metre of printed fabric.

Achille Pinto S.p.A. is committed to complying with the limits established by the ZDHC wastewater guidelines, integrating water management into its ISO 14001-certified management system, providing annual training on responsible water management, and progressively involving suppliers and partners through water conservation programmes.

These targets reflect a practical and measurable approach focused on the continuous improvement of water resource management, the reduction of environmental impacts, and the strengthening of the efficiency and resilience of the Company's processes.

Water consumption [E3-4]

At the Via Roma and Via Adige sites in Casnate con Bernate, water is used both for domestic purposes and in industrial processes, particularly printing, washing and finishing operations.

Water supply at these sites is provided by Acquedotto Industriale Soc. Coop. a r.l., which draws water from Lake Como.

At the Company's other sites, where no wet-processing operations are carried out, water is used exclusively for domestic purposes and consumption is limited.

The following table presents water consumption and water intensity based on net revenue for the reporting year and for 2024:

	2025	2024
WATER CONSUMPTION (M³)	152,875.00	167,129.00
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/EUR)	0.001404	0.001497
Water consumption (m³)	152,875.00	167,129.00
Total net revenue (EUR)	108,870,956.96	111,600,462.00

Among the Company's production sites, the Via Roma facility in Casnate con Bernate has the greatest water-related impact, as it hosts the main wet-processing operations.

Despite the fragmentation of production, overall water consumption has remained broadly stable over time, reflecting the effectiveness of the Company's strategies for monitoring consumption, optimising water use and reducing waste.

All water withdrawals consist of freshwater sourced locally.

To assess potential water supply risks, the Company used the World Resources Institute's Aqueduct Water Risk Atlas.

The analysis shows that the Colverde site is located in an area of low water stress, below 10%, while the Casnate and Villa Guardia sites are situated in areas of low-to-medium water stress, between 10% and 20%.

Although the Vigliano Biellese, Gaglianico and Cerrione sites are located in areas of medium-to-high water stress, between 20% and 40%, water at these locations is used exclusively for domestic purposes.

Overall, none of the Company's facilities operates in areas classified as being at high water risk or subject to severe water stress, supporting the sustainability of the Company's water resource management approach.

With regard to wastewater, Achille Pinto S.p.A. does not operate an on-site treatment plant. Wastewater from the Casnate con Bernate sites is conveyed to the Alto Seveso shared treatment plant in Fino Mornasco, operated by Lariana Depur S.p.A.

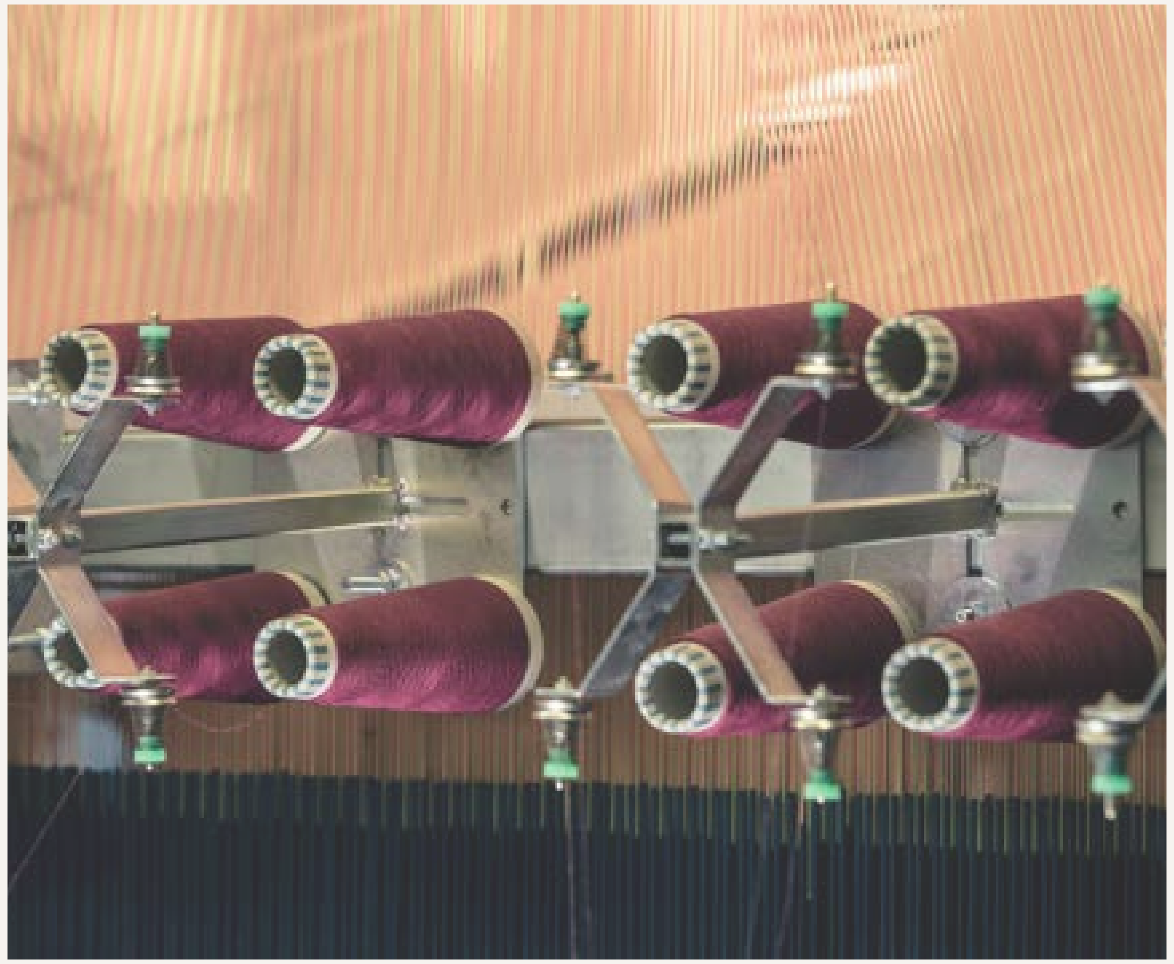
Wastewater quality is a priority for the Company and is continuously monitored through periodic testing to ensure compliance with applicable regulatory parameters.

In addition, six-monthly checks are carried out in accordance with the ZDHC Wastewater Guidelines (WWG), which establish specific limits for chemical substances included in the Manufacturing Restricted Substances List (MRSL).

This approach helps ensure that wastewater does not contain hazardous substances above safe thresholds, thereby contributing to the protection of both the environment and human health.

The Company documents the test results through ClearStream reports published on the ZDHC Gateway platform, making the information accessible and transparent to all actors across the value chain.

We strengthen water resource management by monitoring consumption, optimising production processes and regularly assessing wastewater quality in accordance with ZDHC standards.



Relevant SDGs:

Resource Use and Circular Economy [ESRS E5]

Policies related to resource use and circular economy [E5-1]

Achille Pinto S.p.A. recognises the strategic importance of adopting a resource sourcing model designed to reduce environmental impacts across its broader operating ecosystem and has therefore formalised this commitment within its Sustainability Policy.

The Policy sets out the principles and criteria that guide decision-making throughout the value chain, with the aim of limiting the environmental and social impacts associated with both the selection and management of raw materials.

Within this framework, the Company gives preference, where technically and economically viable, to materials with a lower environmental and social impact, particularly recycled, regenerated or certified materials, as well as materials sourced through supply chains that comply with recognised sustainability standards, while ensuring an appropriate level of traceability.

At the same time, Achille Pinto S.p.A. manages waste in accordance with principles of responsibility and regulatory compliance, promoting initiatives aimed at preventing and reducing waste and encouraging the reuse and recycling of materials generated by production processes.

These principles provide both an operational and strategic framework for the Company's procurement, production and resource management activities. They are also subject to regular monitoring and review to ensure continued alignment with regulatory developments and industry best practices.

Actions and resources related to resource use and circular economy [E5-2]

Achille Pinto S.p.A. has defined and implemented a structured set of operational initiatives aimed at promoting the efficient and circular use of the resources consumed and generated throughout the production process, with the objective of reducing waste generation and supporting its recovery and valorisation.

Within this framework, the Company places particular emphasis on obtaining and maintaining internationally recognised product certifications, including GOTS, GRS, RCS, FSC®, RWS, SFA, NPF, OEKO-TEX® STANDARD 100 and EUROPEAN FLAX™. These standards are a key tool in guiding procurement decisions towards responsible and traceable supply chains, helping to prevent the use of materials associated with practices that are not aligned with environmental and social sustainability criteria. Certification management is ensured through periodic renewals and continuous monitoring of regulatory and market developments, also with a view to identifying new certification schemes capable of further strengthening the Company's positioning.

At the same time, Achille Pinto S.p.A. promotes the continuous improvement of production process efficiency, with particular focus on reducing waste and optimising the use of raw materials. This approach encompasses both industrial measures and research and development activities focused on product innovation.

Research and development activities include experimental initiatives aimed at exploring alternative materials with a lower environmental impact.

More specifically, during the year, the Company initiated testing and development activities for the production of yarns and fabrics made using biotechnology-derived fibres, such as Brewed Protein™, combined with natural fibres including wool and cashmere. Trials were conducted using different fibre blends and spinning technologies, including woollen, worsted and fancy-yarn spinning, with the aim of assessing their technical, aesthetic and performance characteristics in view of potential future developments.

These activities were carried out in collaboration with Spiber Inc., a Japanese company operating in the field of biotechnology applied to innovative materials and specialising in the development of next-generation protein fibres through the fermentation of plant-derived biomass.

Spiber has developed Brewed Protein™ fibres, bio-based materials designed at molecular level to provide characteristics comparable to those of fine animal fibres, including softness, lightness and technical performance. Their development is intended to support the transition towards lower-impact textile solutions aligned with circular economy principles.

A further area of activity concerns the development of products made from recycled fibres obtained through mechanical regeneration processes. In particular, using garnetting techniques, the Company is able to recover pre- and post-consumer textile waste and convert it back into reusable fibre.
These regenerated fibres are subsequently blended with virgin fibres, including cashmere, wool and silk, to produce yarns with different counts, structures and performance characteristics. The yarns are then used to manufacture fabrics and finished garments through a range of spinning technologies, including woollen, worsted and open-end spinning.

These processes are also made possible through collaboration with partners specialised in spinning and textile recovery.

For waste that is unsuitable for internal reuse, the Company relies on external recovery and valorisation processes carried out by qualified and certified operators.

Thanks to their specialist expertise and technological investments, these partners are able to convert textile waste into new secondary raw materials, including materials intended for use in other industrial sectors, thereby helping to extend the life cycle of resources.

The following table presents data on waste sent for recycling in 2025, compared with 2024:

TOTAL KG OF WASTE SENT FOR RECOVERY	2025	2024
TOTAL KG OF WASTE SENT TO RECOVERY	70,802.00	112,534.29
Of which, kg of wool and silk fibres recycled into Re-Verso™ regenerated yarns and fabrics	5,525.50	10,501.80
Of which, kg of mixed-wool fibres recycled into regenerated yarns	18,289.40	22,332.50
Of which, kg of mixed fibres used to produce various recycled products for the automotive and felt industries	41,578.25	62,171.96

Overall, these initiatives help reduce reliance on virgin raw materials and promote a production model aligned with circular economy principles, further strengthening the Company's commitment to waste prevention and the sustainable management of resources.

Targets related to resource use and circular economy [E5-3]

Achille Pinto S.p.A. has identified a set of strategic targets aimed at increasing resource efficiency and promoting a more circular use of materials throughout its production process.

Over the medium to long term, these targets are structured around several key areas. First, the Company intends to maintain the product certifications already obtained and progressively extend the use of packaging solutions featuring at least one sustainability attribute across its entire product range, giving preference to materials such as recycled paper, compostable plastic or materials certified under recognised standards, including FSC®.

At the same time, the Company aims to reduce waste generated during weaving and making-up operations by optimising production processes and introducing technical solutions designed to improve material-use efficiency.

A further area of action concerns the strengthening of internal recovery and valorisation activities, with the aim of extending the use of garnetting to additional types of fibre, including silk. This will be complemented by improvements in external recovery and valorisation processes through the involvement of specialised partners, with the objective of increasing the proportion of textile waste recovered or recycled and progressively reducing the non-recoverable fraction.

Finally, the Company intends to promote new partnerships and the adoption of innovative technologies to support the launch of initiatives focused on the circular economy and process sustainability.

Overall, these targets form part of Achille Pinto S.p.A.'s continuous improvement journey and reflect its commitment to integrating sustainability and responsibility principles more systematically into the day-to-day management of resources.

Resource inflows [E5-4]

During the reporting period, Achille Pinto S.p.A. continued to systematically monitor the resource inflows associated with its production activities, identifying yarns, fabrics, chemical products and packaging as the main resources relevant to its operating cycle.

The data collected are presented in the following table:

	2025	2024	% CHANGE
TOTAL WEIGHT OF PRODUCTS, MATERIALS AND PACKAGING PURCHASED (T)	1,089.39	1,139.77	-4.42%
Of which, weight of biological products, materials and packaging purchased (t)	359.26 (33%)	331.89 (29%)	8.25%
Of which, weight of recycled products, materials and packaging purchased (t)	207.34 (19%)	251.25 (22%)	-17.48%

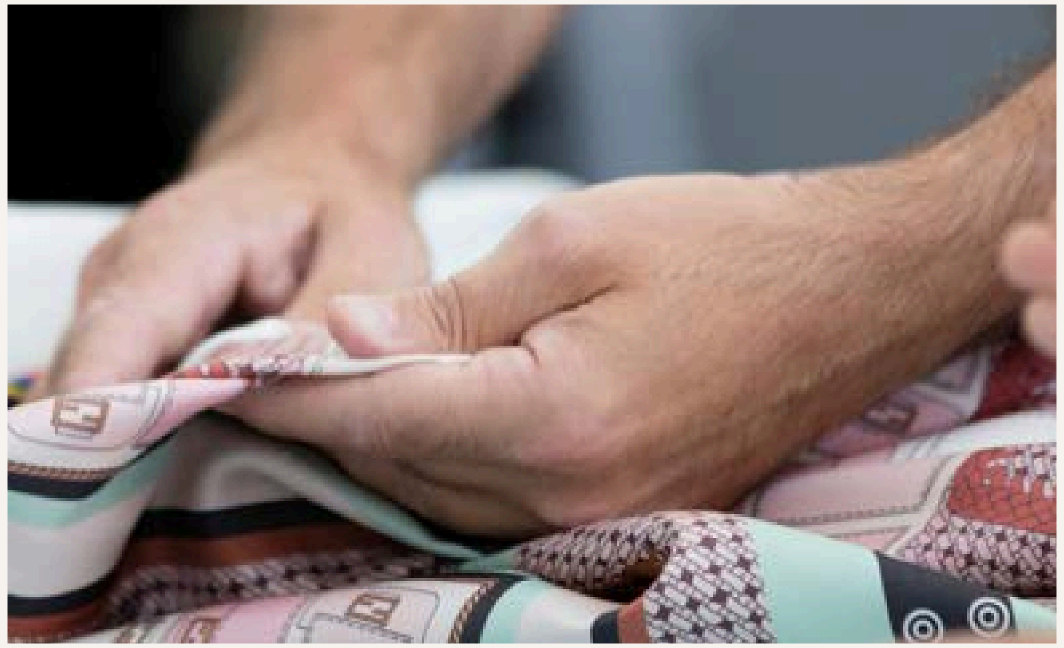
Information relating to the procurement of yarns, fabrics and chemical products was obtained by extracting data from the Company's management system.

For fabrics, the original unit of measurement, expressed in linear metres, was converted into kilograms to ensure consistency with the requirements of ESRS E5-4.

The conversion was carried out using the specific weight of each item, expressed in grams per linear metre, as reported in the Company's internal technical data sheets.

This made it possible to calculate the total weight in tonnes and align the reporting methodology with that applied to the other material categories.

In collaboration with Spiber Inc., we have launched trials using Brewed Protein™ fibres, investing in research into innovative bio-based materials for the development of yarns and fabrics with a lower environmental impact.



With regard to the classification of lower-impact resources, data relating to biological and recycled materials were collected on the basis of internationally recognised certifications or supporting documentation, such as material technical data sheets.

More specifically, biological resources include only GOTS-certified fabrics and yarns. The Global Organic Textile Standard requires products to contain at least 70% certified organic natural fibres and establishes environmental and social criteria covering the entire production value chain.

For packaging, the Company included materials certified under the FSC® scheme. Forest Stewardship Council certification confirms that wood-based raw materials originate from responsibly managed forests in accordance with rigorous environmental, social and economic standards.

The scheme also ensures material traceability throughout the chain of custody, while supporting the protection of biodiversity and local communities.

With regard to recycled resources, the Company included materials supported by appropriate technical documentation or certified under the Global Recycled Standard (GRS) and Recycled Claim Standard (RCS).

The GRS requires a minimum recycled content of 20% and incorporates environmental and social criteria throughout the value chain, while the RCS verifies the presence of recycled material, starting from a minimum content of 5%, and ensures its traceability.

The table also presents restated comparative data for 2024, including the quantities of packaging purchased. In the 2024 Sustainability Report, the table included only the quantities of yarns, fabrics and chemical products purchased. The inclusion of packaging increases the total volume of materials used in 2024 and consequently changes the percentages of biological and recycled materials.

Resource outflows [E5-5]

Within the textile sector, the development of shared and harmonised metrics for measuring product durability and repairability is still evolving.

The wide variety of fibres used and the complexity of production processes continue to pose challenges to the adoption of fully standardised and internationally comparable technical criteria.

However, recent regulatory developments and European standardisation initiatives are contributing to greater methodological convergence, including within the framework established by the Ecodesign Regulation and the introduction of the Digital Product Passport.

Against this backdrop, Achille Pinto S.p.A. recognises the strategic importance of these matters and continuously monitors regulatory and methodological developments, with the aim of progressively integrating these principles into product design and development.

In line with the disclosure requirements of the CSRD and ESRS, the Company considers resource outflows not only in terms of the waste generated, but also in relation to the characteristics of the products placed on the market, with particular focus on durability, quality and the potential extension of their useful life.

In the absence of fully established sector-specific standards, the Company continues to apply a structured quality control system. This includes periodic laboratory testing to assess product performance and compliance with customer requirements, thereby helping to ensure appropriate levels of strength and durability over time.

The following section presents data on waste management within the Company. The data, expressed in kilograms, are derived from direct measurements based on waste identification forms (FIRs), which ensure the traceability and regulatory compliance of the waste streams managed.

In 2025, the main types of waste generated were paper (44%), textile fibres (18%) and mixed-material packaging (12%), confirming a composition consistent with the Company's textile manufacturing activities. In 2024, the predominant categories were similar, with a higher proportion of paper and cardboard packaging (43%), followed by textile waste (24%) and mixed materials (14%).

With regard to hazardous waste, no radioactive waste was generated (0 tonnes), as defined in Article 3(7) of Directive 2011/70/Euratom. The types of hazardous waste generated in 2025 fell within European hazard classes HP3, HP4, HP5, HP6, HP7, HP8, HP10 and HP14—flammable, irritant, harmful, toxic, carcinogenic, corrosive, toxic for reproduction and ecotoxic—and were managed by authorised operators in full compliance with applicable legislation.

Particular attention should be paid to the category "hazardous waste disposed of through other methods", which shows a significant change compared with 2024.

This reflects the reclassification of specific process waste as hazardous waste (HP8), following analyses carried out in 2024. In 2025, this waste, generated during production changeovers in the preparation baths at the Via Adige site, was disposed of under EWC code 16 10 03*. The quantities were also affected by the degree of production fragmentation, driven by the increasing customisation of customer requirements.

Overall, the Company continues to strengthen initiatives aimed at reducing waste at source, optimising production processes and increasing recovery practices, while progressively aligning its operations with European regulatory requirements concerning the circular economy and sustainable resource management.

	2025	2024	% CHANGE
TOTAL WASTE GENERATED	460,364.00	504,754.56	-8.79
TOTAL HAZARDOUS WASTE	61,725.00	2,119.00	2,812.93
Of which, prepared for reuse	-	-	
Of which, sent for separate collection	-	-	
Other recovery operations	895.00	2,119.00	-56.53
Of which, disposed of by incineration	-	-	
Of which, sent to landfill	-	-	
Of which, disposed of by other methods	60,830.00	60.00	101,283.33
TOTAL NON-HAZARDOUS WASTE	398,639.00	502,635.56	-20.69
Of which, prepared for reuse	-	-	
Of which, sent for separate collection	-	-	
Other recovery operations	392,569.00	480,895.56	-18.37
Of which, disposed of by incineration	-	-	
Of which, sent to landfill	-	-	
Of which, disposed of by other methods	6,070.00	21,740.00	-72.08
TOTAL NON-RECYCLED WASTE	66,900.00	21,800.00	206.88
Percentage of non-recycled waste	15%	4%	

Social information

Relevant SDGs:

Own workforce [ESRS S1]

Policies related to own workforce [S1-1]

During the reporting year, Achille Pinto S.p.A. consolidated a structured approach to managing its own workforce, comprising both employees and temporary agency workers.

The Company's policies are aimed at identifying, assessing and managing material social impacts, as well as the risks and opportunities associated with its workforce, with particular attention to groups that may be more exposed to vulnerable conditions.

Oversight of workforce-related matters is entrusted to Company Management, supported by the Human Resources Department and the APE Committee within the gender equality management system, through periodic KPIs and annual reviews.

The Company promotes a working environment founded on fairness, inclusion and respect for human rights, ensuring equal opportunities throughout the entire employment lifecycle, from access to employment and career development to remuneration and working conditions.

Within this framework, specific measures are adopted to prevent and address all forms of discrimination, harassment and abuse, while promoting a corporate culture centred on diversity and inclusion.

A key element of the Company's social management system is UNI/PdR 125:2022 certification, renewed in 2025, which further strengthens its commitment to monitoring and improving performance in relation to equality, skills development and work–life balance.

Respect for workers' fundamental rights is formally embedded in the Company's Code of Ethics, which is inspired by the main relevant international standards, including those of the ILO, the United Nations and the OECD. This framework is supported by confidential and anonymous reporting channels that allow potential instances of non-compliance to be identified and addressed promptly (see G1-1).

The framework is further strengthened by the adoption of an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, which integrates ethical, social and compliance principles into the Company's governance system.
Human resources management is focused on skills development, organisational well-being and the prevention of internal social risks.
The main measures include continuous training programmes, employee welfare initiatives, flexible working arrangements, and onboarding and development pathways for young talent. Particular attention is given to work–life balance and support for parenthood, within an inclusive and non-discriminatory framework.

The Company ensures safe and healthy working conditions through an occupational health and safety management system compliant with Italian Legislative Decree 81/2008. The system is supported by the Company's Principles and Policy on Responsible Business Conduct and by specific Health and Safety Procedures governing accident prevention, risk management and the implementation of protective measures.
The system includes periodic risk assessments, mandatory employee training, the implementation of prevention and protection measures, and the monitoring of working conditions, with the aim of preventing occupational accidents and diseases and protecting workers' physical and psychological health.

Finally, Achille Pinto S.p.A. reaffirms its rejection of all forms of forced labour, child labour and employment practices that do not comply with national and international regulatory standards, extending its monitoring and control activities to its value chain.

Processes for engaging with own workers and workers' representatives about impacts [S1-2]

During the reporting period, Achille Pinto S.p.A. introduced a number of initiatives aimed at fostering dialogue with its workforce and gathering useful insights into organisational well-being and the working environment.

Worker engagement methods are not currently formalised within a structured process and are mainly based on opportunities for direct discussion between workers and managers, with the support of the Human Resources Department.
Engagement therefore takes place primarily through direct dialogue, while the involvement of workers' representatives is assessed on a case-by-case basis, depending on the matters being addressed.

In November 2025, a dedicated employee counselling service was introduced to support organisational well-being and enable the early identification of potential situations of distress, including those not exclusively related to work, thereby strengthening measures for the prevention of psychosocial risks.

To ensure confidentiality, the Company receives only periodic anonymised and aggregated reports on the use of the service. These reports support the Company's internal assessments, particularly in relation to employee well-being and the workplace climate.

Processes to remediate negative impacts and channels for own workers to raise concerns [S1-3]

As part of its system for managing social matters, Achille Pinto S.p.A. has established tools and procedures that enable workers to report potential concerns and allow situations that may be associated with negative impacts to be addressed promptly and effectively. These mechanisms form part of the Company's broader human rights due diligence system.

In particular, the Company has adopted a formal whistleblowing procedure governing the receipt, assessment and handling of reports concerning potentially non-compliant conduct, in accordance with Italian Legislative Decree 231/2001 and the Code of Ethics.

Through the available channels, workers may submit reports concerning business management practices, conduct considered improper or non-compliant, as well as observations and proposals aimed at improving the working environment.

Reports may be submitted at any time, including anonymously. In addition to traditional channels, such as direct discussions with managers or the Human Resources Department, a dedicated digital platform is available through the Company's website and corporate intranet, ensuring a high level of confidentiality and accessibility for all relevant parties.

Reports are handled by authorised and independent parties in accordance with the principles of confidentiality, impartiality and protection against retaliation.

Where the reporting person can be identified, the Company aims to provide feedback within approximately 30 days of receiving the report, communicating, where possible, the actions taken or planned to address the matter raised and prevent similar situations from recurring.

In the case of an anonymous report, a response will be provided within the same 30-day period through a dedicated notice posted on the Company noticeboard.

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 [S1-4]

During the reporting period, Achille Pinto S.p.A.'s human resources management activities focused on strengthening measures to prevent and mitigate the main internal social risks, while developing initiatives aimed at recognising people and skills as drivers of organisational growth.

This approach forms part of a broader corporate strategy designed to create a fair, safe and inclusive working environment that respects human rights and recognises people management as a key factor in business sustainability.

During the reporting period, the Company implemented a broad range of human resources initiatives aimed at addressing the main social risks identified and strengthening internal development opportunities.

These initiatives focused in particular on training, organisational well-being, employability—both within the Company and among younger generations—and equal treatment and opportunities for all workers.

Within this framework, employee training programmes were further consolidated, with a focus on language skills, including English and French, technical and digital skills, including Microsoft Excel and Microsoft 365, and specialist topics such as management control and sustainability.

These programmes were complemented by initiatives focused on developing soft skills, with particular emphasis on effective communication and the management of emotional dynamics in the workplace.

The aim was to strengthen the quality of internal relationships and help prevent situations of stress or conflict.

With regard to the inclusion of younger generations and the promotion of employability, ten PCTO work-based learning programmes were launched in 2025 in collaboration with local schools. These involved several business areas, including administration, IT, the style department, CAD and the Archive.

At the same time, a dual apprenticeship programme was launched in partnership with Starting Work, involving five young people in pathways combining training and workplace experience. At the end of the programme, two participants were offered permanent positions within the Company.

Alongside training and recruitment initiatives, the Company strengthened its support for organisational well-being through a programme of psychoeducational sessions led by a qualified psychologist.

The project consisted of voluntary periodic sessions addressing both personal and work-related topics, including interpersonal relationships, family dynamics and the professional environment.

In November 2025, an individual counselling service was also introduced and managed by the same professional, offering employees confidential support. The first session is fully funded by the Company, while subsequent sessions are available at a reduced rate.

In addition, in November 2025 the Company provided all employees with training on UNI/PdR 125, aimed at promoting a culture of gender equality, inclusion and non-discrimination.

The effectiveness of the measures adopted is monitored through key performance indicators, including the training participation rate, the proportion of women in senior positions, the employee turnover rate, training hours per employee, participation in welfare initiatives and trends in internal reports.

The results are periodically reviewed by the APE Committee and Company Management in order to identify any corrective or improvement measures required.

To support these activities, Achille Pinto S.p.A. has allocated dedicated resources and assigned operational coordination to the Head of Human Resources, who also serves as Gender Equality Manager. This ensures consistency with the Company's ethical principles and helps prevent both direct and indirect negative impacts arising from production pressures or value chain dynamics.

Overall, the measures implemented reflect a workforce management system focused on preventing social risks and promoting development opportunities through an increasingly structured approach that is monitored over time.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities [S1-5]

As part of its sustainability strategy, Achille Pinto S.p.A. has defined a set of social targets aimed at reducing negative impacts on its workforce, strengthening positive impacts and managing the main human resources-related risks and opportunities.

The targets are structured around three main areas: preventing and mitigating negative impacts; strengthening positive impacts on people and the working environment; and proactively managing emerging social risks and opportunities. To ensure consistency over time and measurability, these targets have been defined across three time horizons.

With regard to the results achieved in 2025 against the commitments set out in the previous Sustainability Report, all employees were invited to take part in initiatives aimed at strengthening the Company's ethical and human rights culture through dedicated training on topics including ethics, gender equality and the prevention of harassment.

However, only 277 of the Company's 372 employees participated in the training. At the same time, the reporting and whistleblowing channel system was further strengthened through specific internal communication and awareness-raising activities.

Structured initiatives supporting employees' psychological and physical well-being were also launched and expanded.

In this context, the Company continued its participation in the WHP – Workplace Health Promotion programme, through which it promotes health and prevention initiatives, including physical and social activities such as professionally led after-work sessions, corporate walking groups and sports tournaments. These initiatives are complemented by the psychological counselling service described in section S1-4.

By 2026, the Company plans to introduce a structured onboarding programme for all new employees, designed to ensure their full integration into the organisation and including training on corporate management processes, certifications and organisational culture.

Within the same timeframe, the Company is committed to providing at least two hours of training per employee, including at least one hour dedicated to ESG topics, and to maintaining UNI/PdR 125:2022 certification as a framework for consolidating its gender equality policies and continuously improving its management system.

By 2027, the Company intends to further strengthen its commitment by promoting greater gender balance in positions of responsibility and integrating employee welfare and organisational well-being initiatives in an increasingly structured manner. The aim is to foster an inclusive working environment that is attentive to employees' needs and focused on continuous improvement.

Over the long term, by 2030, the Company's targets include achieving gender pay equality verified through independent audits; consolidating a structured employee listening and engagement system through workplace climate and employee engagement surveys; and maintaining a working environment free from substantiated reports of discrimination or harassment over consecutive periods.

Overall, the targets are interconnected and supported by monitoring indicators and periodic reviews to ensure their effective implementation and continued alignment with the Company's evolving strategic priorities.

In 2025, we strengthened initiatives focused on skills development and employee well-being by introducing a dedicated counselling service and further consolidating our UNI/PdR 125:2022-certified gender equality management system.

2025	No. of employees	%	No. of employees with permanent contracts	No. of employees with fixed-term contracts	No. of part-time employees	No. of full-time employees
WOMEN	202	54.30	193	9	185	17
MEN	170	45.70	166	4	167	3
TOTAL	372	100	359	13	352	20
2024						
WOMEN	195	52.56	188	7	182	13
MEN	176	47.44	169	7	172	4
TOTAL	371	100	357	14	354	17

2025	No. of temporary agency workers	%	No. of temporary agency workers with permanent contracts	No. of temporary agency workers with fixed-term contracts	No. of full-time temporary agency workers	No. of part-time temporary agency workers
WOMEN	0	0	0	0	0	0
MEN	10	100	10	0	10	0
TOTAL	10	100	10	0	10	0
2024						
WOMEN	0	0	0	0	0	0
MEN	14	100	13	1	14	0
TOTAL	14	100	13	1	14	0

Characteristics of the undertaking's employees [S1-6]

In the first table on the left, Achille Pinto S.p.A. presents key information on its workforce as at 31 December 2025, together with comparative data for 2024.

In 2025, the Company's workforce comprised 372 employees, representing a slight increase from the 371 employees recorded in 2024.

Women continued to account for the majority of the workforce, with 202 female employees, representing 54.30% of the total, compared with 170 male employees, corresponding to 45.70%.

The Company's entire workforce is based in Italy. Accordingly, no breakdown of employees by geographical area or country is required.

With regard to employment arrangements, Achille Pinto S.p.A. employs both permanent and fixed-term staff. In 2025, 359 employees were employed under permanent contracts, representing 96.51% of the total workforce, while 13 employees were employed under fixed-term contracts.

The proportion of permanent employment remained broadly stable compared with 2024, when permanent employees accounted for 96.23% of the total workforce.

Full-time employment also remained the predominant working arrangement. In 2025, 352 employees worked full time, representing 94.62% of the total workforce, while 20 employees worked part time, corresponding to 5.31%.

Part-time employment continued to be more common among female employees. Compared with the previous financial year, the figures remained broadly stable: in 2024, full-time employees accounted for 95.42% of the total workforce, while part-time employees represented 4.58%.

Characteristics of non-employee workers in the undertaking's own workforce [S1-7]

Building on the information presented in the previous section, the second table on the left provides the main data relating to temporary agency workers engaged by Achille Pinto S.p.A. during the financial year.

In 2025, the Company engaged 10 temporary agency workers, all of whom were men and worked full time under permanent employment contracts with their respective employment agencies.

Compared with the previous financial year, the overall number of temporary agency workers decreased. In 2024, the Company engaged 14 workers, of whom 13 held permanent contracts and one held a fixed-term contract with their respective agencies. All temporary agency workers also worked full time in 2024.

Temporary agency workers support the operational activities of the Company's logistics and production departments. They are engaged through employment agencies and do not have a direct employment relationship with Achille Pinto S.p.A.

They are selected according to the Company's organisational requirements through qualified external providers appointed in accordance with internal procurement procedures.

Collective bargaining coverage and social dialogue [S1-8]

All employees of Achille Pinto S.p.A. are fully covered by the National Collective Bargaining Agreement (CCNL) for the Textile, Clothing and Fashion sector, which is applied consistently across all Company sites.

As at the reporting date, the Company had no employees working outside the European Economic Area. Accordingly, collective bargaining coverage stood at 100%.

With regard to non-employee workers, employment relationships are governed by agency work contracts entered into with authorised employment agencies, which apply the relevant sectoral collective bargaining agreements to their employees.

In terms of industrial relations, the Company's employees are represented by an internal works council (RSU), which represents the entire workforce and maintains dialogue with the main trade unions in the sector.
This dialogue takes place through periodic meetings and is governed by the applicable National Collective Bargaining Agreement.

Diversity metrics [S1-9]

Achille Pinto S.p.A. reports that, throughout the reporting period, the Board of Directors comprised one woman, representing 33%, and two men, representing 66%.

With regard to the employee workforce, excluding temporary agency workers and other collaborators, the age distribution in 2025 was as follows: 10.48% of employees, corresponding to 39 people, were under 30; 38.98%, corresponding to 145 people, were aged between 30 and 50; and 50.54%, corresponding to 188 people, were over 50.

In 2024, the age structure was different: employees under 30 accounted for 10.24% of the workforce, corresponding to 38 people; those aged between 30 and 50 represented 47.98%, corresponding to 178 people; and employees over 50 accounted for 41.78%, corresponding to 155 people.

Adequate wages [S1-10]

Achille Pinto S.p.A. confirms that all employees directly employed in Italy receive adequate remuneration, in line with the principles established by Article 36 of the Constitution of the Italian Republic, which guarantees the right to pay proportionate to the quantity and quality of the work performed and sufficient to ensure a dignified standard of living.

The Company applies the National Collective Bargaining Agreement for the Textile, Clothing and Fashion sector, which establishes minimum wage levels at national level. The remuneration provided is consistent with the reference indicators set out in Directive (EU) 2022/2041 on adequate minimum wages, used for comparative purposes, which identify an indicative benchmark of at least 50–60% of the national median wage.

Overall, the Company considers the remuneration levels applied to be consistent with the main national and international benchmarks for wage adequacy. This assessment is based on the minimum wage levels established by the applicable National Collective Bargaining Agreement and on comparisons with available national benchmarks. In addition, as part of the GOTS certification process, a living wage assessment is carried out annually using a dedicated methodology.

Social protection [S1-11]

Achille Pinto S.p.A. ensures that all employees benefit from social protection against loss of income arising from significant life events, in accordance with national legislation and the National Collective Bargaining Agreement for the Textile, Clothing and Fashion sector.
This protection includes both the Italian public social security system, provided through INPS and INAIL, and the supplementary measures established under the applicable National Collective Bargaining Agreement, covering events such as illness, occupational accidents, unemployment, disability, parental leave and retirement.

These protections are supplemented by an additional Company benefit: a long-term care welfare insurance policy extended to all employees, which provides a monthly allowance of EUR 1,000 in the event of loss of self-sufficiency, thereby further strengthening the overall level of social protection offered.

Persons with disabilities [S1-12]

During the reporting period, persons with disabilities accounted for 5.11% of Achille Pinto S.p.A.'s workforce, representing a total of 19 employees, of whom 12 were women and 7 were men.
In 2024, the proportion was 5.66%, corresponding to a total of 21 employees, including 13 women and 8 men, reflecting a slight decrease in both absolute and percentage terms.
The Company records and monitors the employment of persons with disabilities in compliance with applicable Italian legislation and the provisions of the National Collective Bargaining Agreement for the Textile, Clothing and Fashion sector. In particular, the procedures adopted are consistent with Italian Legislative Decree 151/2015, which promotes the employment inclusion of persons with disabilities.
Data are collected and managed in full compliance with personal data protection legislation, including the GDPR. Information is processed in anonymised and aggregated form, without allowing individual employees to be identified, and in accordance with the provisions of the applicable National Collective Bargaining Agreement.

Training and skills development metrics [S1-13]

Achille Pinto S.p.A. provided training activities for its workforce, including both mandatory training required under applicable legislation and additional professional development initiatives.
The data reported cover the entire workforce employed by the Company during the reporting period, including employees whose employment ended before the end of the year.

In 2025, total training hours reached 4,813, involving 416 workers and corresponding to an average of 11.57 hours per participant.

Training activities were distributed across the Company's various business areas, with differing levels of intensity depending on specific operational and organisational needs.

In 2024, training involved 424 workers, for a total of 2,534 hours and an average of 5.98 hours per participant, therefore highlighting a significant increase in training intensity in 2025.

For the calculation of average training hours per participant, the total number of training hours completed by workers during the reporting year was divided by the number of participants in the training activities. The calculation includes all employees who attended training during the period, including those who left the Company during the year.

With regard to performance assessment, in 2023 the Company launched a structured process aimed at strengthening its merit-based culture and supporting professional development. Promoted by the Human Resources function in collaboration with department managers, the initiative was initially applied to selected business areas and subsequently extended progressively to newly hired employees.

In 2025, the assessment process covered 4.51% of the workforce, with a total of 17 reviews. These were distributed by gender as follows: 11 reviews for women and 6 for men.
The assessments concerned both newly hired employees and employees undergoing contract renewal or confirmation. In 2024, 25 reviews were carried out, corresponding to 6.74% of the workforce, comprising 15 reviews for women and 10 for men.

The system is currently undergoing further development, with the aim of progressively expanding its coverage and strengthening the alignment between individual performance and corporate objectives.

2025

Business areas	Number of employees			Training hours			Average training hours
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	
SALES	32	9	41	316	69.5	385.5	9.40
QUALITY CONTROL	31	5	36	247.5	46	293.5	8.15
CORPORATE FUNCTIONS	6	10	16	246.5	128	374.5	23.41
LOGISTICS & SHIPPING	7	22	29	50	171.5	221.5	7.64
PRODUCTION	52	114	166	344	1,251	1,595	9.61
DESIGN & STYLE	53	14	67	1,066.5	200	1,266.5	18.90
PLANNING & PROCUREMENT	32	15	47	385.5	107	492.5	10.48
GENERAL SERVICES & ADMINISTRATION	7	7	14	118.5	65.5	184	13.14

2024

Business areas	Number of employees			Training hours			Average training hours
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	
SALES	33	10	43	205.5	18.5	224	5.21
QUALITY CONTROL	34	5	39	76.5	29.5	106	2.72
CORPORATE FUNCTIONS	7	13	20	98.5	320.5	419	20.95
LOGISTICS AND SHIPPING	8	22	30	19	96	115	3.83
PRODUCTION	50	122	172	218.5	743	961.5	5.59
DESIGN & STYLE	45	14	59	285	39.5	324.5	5.50
PLANNING & PROCUREMENT	33	14	47	200.5	91	291.5	6.20
GENERAL SERVICES & ADMINISTRATION	7	7	14	69	23.5	92.5	6.61

Health and safety metrics [S1-14]

Achille Pinto S.p.A. operates in compliance with Italian Legislative Decree 81/2008, as subsequently amended and supplemented, as well as with all other applicable occupational health and safety legislation, with the aim of protecting workers' health and physical and psychological well-being and promoting safe working environments.

The management of occupational health and safety is based on a structured process covering the following main activities: hazard identification and risk assessment; the definition and implementation of prevention and improvement measures; worker information, education and training; the involvement of workers and their representatives; the formalisation of operating procedures relating to the most significant risks; emergency planning and management, including periodic drills; the planning and performance of maintenance and inspection activities; the analysis and management of any near misses, occupational accidents or work-related illnesses; health surveillance; and periodic inspections and an annual review of the effectiveness of the measures adopted.

With regard to the Company's employees during the reporting period, no fatalities resulting from occupational accidents and no cases of work-related illness were recorded in 2025.

No occupational accidents were recorded during the year. By comparison, four accidents were recorded in 2024, all of which occurred while commuting to or from work. These involved 1% of the workforce and corresponded to an accident rate of 6.67 per million hours worked.

The Company continues to monitor occupational health and safety indicators on an ongoing basis, promote prevention initiatives and strengthen related training and awareness-raising activities.

Work–life balance metrics [S1-15]

Achille Pinto S.p.A. promotes an inclusive working environment focused on employee well-being, adopting measures designed to support work–life balance and parenthood in accordance with applicable legislation, the National Collective Bargaining Agreement for the Textile, Clothing and Fashion sector, and the Company's internal procedures.

The Company ensures that all employees are entitled to take the leave provided for under applicable legislation, including maternity leave, mandatory paternity leave, parental leave, and daily leave and rest periods related to childcare and family care responsibilities.

These rights are granted without discrimination and in accordance with the principles of equal opportunity and protection of parenthood.

To support the effective reconciliation of professional and personal needs, Achille Pinto S.p.A. also adopts specific organisational measures, including:

- the possibility of working part time;
- individual smart working or remote working arrangements;
- flexible starting and finishing times, subject to organisational and production requirements;
- initiatives aimed at maintaining employee engagement during extended periods of absence or leave;
- support and reintegration programmes for employees returning from maternity leave, parental leave or other extended periods of absence.

The Company also promotes corporate programmes focused on employee health and well-being, including initiatives designed to encourage healthy lifestyles and prevent health risks.

As part of its gender equality management system, Achille Pinto S.p.A. periodically monitors access to work–life balance arrangements and family-related leave, with the aim of ensuring fair and inclusive working conditions that support employee retention, development and recognition within the organisation.

Compensation metrics (pay gap and total compensation) [S1-16]

In view of the evolving regulatory framework on pay transparency, which is still being defined, and the resulting uncertainty regarding the practical methodology for calculating the indicator, the Company considered it appropriate not to disclose the gender pay gap figure for the current reporting period.

Incidents, complaints and severe human rights impacts [S1-17]

During the reporting period, Achille Pinto S.p.A. confirms that no incidents involving severe human rights violations occurred.

No cases of discrimination, harassment or harmful practices related to gender, ethnicity, nationality, religion, disability, age or sexual orientation were recorded, nor were there any instances of forced labour, human trafficking or child labour.

No reports were received through the Company's reporting channels, and no related sanctions, fines or compensation payments were recorded, confirming the effectiveness of the internal safeguards in place to protect people's rights and dignity.

Governance information

Relevant SDGs:

Business conduct [ESRS G1]

Corporate culture and business conduct policies and corporate culture [G1-1]

Achille Pinto S.p.A. has adopted an integrated framework of policies and organisational safeguards designed to manage business conduct risks, based on the principles of integrity, transparency and compliance with applicable legislation.

The Company has a Code of Ethics that defines the values and standards of conduct to be followed by all parties acting on its behalf. It serves as a central reference point for the Company's organisational culture and for both internal and external stakeholders.

The Company has also adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, aimed at preventing criminal offences in the course of business activities, with particular focus on risks involving the Public Administration and corrupt practices, including corruption between private parties. Oversight of the Model is entrusted to a Supervisory Body responsible for monitoring its implementation.

In accordance with applicable whistleblowing legislation, the Company has implemented a dedicated procedure for handling reports of unlawful conduct or breaches of the Code of Ethics and the 231 Model.

The system allows reports to be submitted through a dedicated digital channel, ensuring confidentiality, protection of the reporting person and safeguards against retaliation.
The Company adopts a zero-tolerance approach to corruption, formally established in the Code of Ethics and the 231 Model and extended to the supply chain through the Supplier Charter.

Management of relationships with suppliers [G1-2]

Achille Pinto S.p.A. adopts a structured and integrated supply chain management system based on supplier qualification, monitoring and control processes defined within the Company's management system.

Supplier selection is governed by a preliminary assessment that considers technical and quality performance, operational and logistical reliability, commercial terms, and alignment with the Company's policies on quality, the environment, social responsibility and the Code of Ethics. During onboarding, suppliers are required to provide the relevant corporate documentation, including a Chamber of Commerce registration certificate and a valid DURC social security compliance certificate, and to sign the Supplier Charter, thereby confirming their commitment to the Company's principles and policies.

Supplier management is supported by a qualification system fully integrated into the Company's management software. This enables all stages of the process to be managed within a single environment, ensuring the traceability of information relating to suppliers, assessment outcomes and supply categories, including any specific requirements requested by customers.

The qualification system includes assessment methods based, among other factors, on the possession of certifications or accreditations, product and service checks, and inspection audits. In the event of serious or repeated non-compliance, the Company may suspend or withdraw a supplier's qualification in accordance with the procedures established under the management system.

Overall, the supply chain management system helps mitigate the risk of supply disruption and strengthen operational resilience.

The Company promotes the involvement of local and/or certified suppliers, also with the aim of improving supply chain traceability. Suppliers considered vulnerable, meaning those exposed to significant economic, environmental or social risks, are subject to particular attention. Monitoring and engagement activities involving suppliers and subcontractors are based on information exchanges, audits and on-site visits.

Starting in 2025, the audit programme covering direct and indirect suppliers and subcontractors was further strengthened as part of the supply chain due diligence process, with an increase in the number of inspections and broader coverage across the value chain.

In addition to serving as a verification and due diligence tool, audits are also intended to support suppliers, particularly smaller or less structured businesses, by promoting the continuous improvement of their performance.

This development contributes to more effective management of operational, environmental and social risks, while also ensuring greater oversight of the quality, environmental and social requirements established by the Company.

The strengthening of the process was also supported by the introduction of dedicated digital tools for managing supplier information and documentation, contributing to greater traceability and standardisation of assessment and monitoring activities.

In 2025, we expanded our supplier audit programme, complementing assessment activities with ongoing dialogue and continuous improvement initiatives aimed at strengthening the quality, sustainability and resilience of our supply chain.

Prevention and detection of corruption and bribery [G1-3]

The prevention and management of risks associated with corruption and bribery are integrated into the Company's internal control system and are addressed through the Code of Ethics, the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, and the related oversight mechanisms.

Any reports concerning potential corrupt practices may be submitted through the Company's whistleblowing system.

Monitoring activities relating to the processes most exposed to these risks are entrusted to the Supervisory Body, which operates with appropriate levels of autonomy and independence and reports periodically to the Board of Directors on the activities carried out and any critical issues identified.

As at the reporting date, the Company does not have a formalised and systematic anti-corruption training programme covering the entire workforce.

However, awareness-raising activities concerning integrity, transparency and compliance with anti-corruption legislation are provided to senior management and the administrative, management and supervisory bodies. The Company is assessing the progressive strengthening of these initiatives.

Confirmed incidents of corruption or bribery [G1-4]

During the reporting year, the Company was not involved in any legal proceedings relating to corruption or bribery, and no confirmed incidents or ongoing disputes attributable to such conduct were recorded.

Political influence and lobbying activities [G1-5]

During the reporting year, Achille Pinto S.p.A. did not engage in lobbying activities or make any direct or indirect political contributions to political parties, candidates, elected representatives or related parties.

The Company is not registered in the European Union Transparency Register or in any other applicable equivalent register and, during the reporting period, did not take any public position on political, regulatory or legislative matters relevant to its business activities.

Total political contributions and lobbying expenditure incurred during the period amounted to EUR 0.

As at the reporting date, no member of the administrative, management or supervisory bodies had held a position within a public administration, regulatory body or supervisory authority during the two years preceding their appointment.

Payment practices [G1-6]

Payment terms applied to suppliers are defined during the contracting stage and managed through the Company's management system, which enables payment deadlines to be recorded and monitored.

The Company promotes fair and collaborative business relationships, with due consideration given to the financial sustainability of its relationships with suppliers, including SMEs.

During the reporting period, no disputes or legal proceedings relating to late payments to suppliers were recorded.

Our sincere thanks go to all those whose daily commitment contributes to the responsible growth of Achille Pinto S.p.A. and strengthens its social, environmental and governance performance. We also extend our heartfelt thanks to everyone who contributed to the preparation of this Sustainability Report.